

<b>POL</b>	<b>INDUSTRIAL RELATIONS - EMPLOYEE REDUNDANCY PAYMENTS</b>	<b>AES11</b>
------------	--	--------------

<b>POLICY CODE:</b>	AES11
<b>DIRECTORATE:</b>	Executive Support Department
<b>BUSINESS UNIT:</b>	Executive Services
<b>SERVICE UNIT:</b>	Executive Services
<b>RESPONSIBLE OFFICER:</b>	Chief Executive Officer
<b>FILE NO.:</b>	182/001
<b>DATE FIRST ADOPTED:</b>	13 June 2013
<b>DATE LAST REVIEWED:</b>	10 March 2016
<b>ATTACHMENTS:</b>	N/A
<b>DELEGATED AUTHORITY REF.:</b>	AES11
<b>VERSION NO.</b>	3

<b>Dates of Amendments / Reviews:</b>	
DAPPS Meeting:	23 May 2013 27 February 2014 25 February 2016
OCM:	13 June 2013 13 March 2014

**BACKGROUND:**

The City of Cockburn provides Reserve Funds for the purpose of making payments to employees whose employment is made redundant due to circumstances not foreseeable at the time of initial engagement. On these occasions, it is necessary for the City to access these funds to ensure that monetary entitlements are made in an expedient manner to affected employees.

**PURPOSE:**

To provide an expedient process to allow the City to meet its financial obligations in funding redundancy payment to affected employees.

**POLICY:**

The City of Cockburn will ensure that sufficient funding is provided in its Staff Payments and Entitlements Reserve Fund to allow for the expedient payment of entitlements to any employees who may be affected by their employment with the City being made redundant, pursuant to the terms and conditions as outlined in the City's Enterprise Agreement, or as otherwise provided for in associated legislation to which the City of Cockburn is a bound participant.