



Payment of Employees in Addition to Contract or Award

PURPOSE

To establish a policy in respect of payments to employees (whose employment with the City is finishing) in addition to contract or Award for the purposes of S5.50 of the Local Government Act 1995.

POLICY

1. A finishing employee is entitled to payment and benefits in accordance with:
 - (a) A Federal or State award or industrial agreement applicable to that employee;
 - (b) Any applicable provisions within the employee's contract of service;
 - (c) Any applicable award or order made by a Federal or State award industrial tribunal arising from the circumstances of that employee being specifically brought before that tribunal, subject to any right of appeal; or
 - (d) Where the City so agrees, any recommendation made by a Federal or State Industrial Commission arising from the circumstances of that employee being specifically brought before that Commission.

2. Ex gratia payments, in recognition of extensive or exemplary service, shall not be made to staff upon termination of their employment with the City, whether as a result of retirement, resignation or otherwise.

3. Recognition of service shall be extended to staff upon cessation of their employment with the City in the following manner:
 - 3.1 Service 0-5 years

No formal recognition as such but this does not negate any initiatives approved by the relevant Executive Manager and/or taken by the Staff Social Club at no cost to the City.



3.2 Service more than 5 years and less than 10 years

With recommendation from the relevant Executive Manager, a Certificate of Service and a gift to the value of \$100 which may be presented by the Mayor or a Councillor nominated by the Mayor.

3.3 Service more than 10 years

With recommendation from the relevant Executive Manager, a Certificate of Service at a function to be determined by the Mayor in consultation with the Chief Executive Officer. A gift to the value of \$250 may be presented, and the value of gift may be increased to a maximum of \$500 with the approval of the Mayor, Deputy Mayor, and Chief Executive Officer.