

COUNCIL POLICY COMPARISON TABLE



CP 4.14 Payments to Employees in Addition to Contract or Award	CP 4.14 Payments to Employees in Addition to Contract or Award															
CURRENT POLICY CONTENT	PROPOSED CONTENT	CHANGE NOTES														
<p>SUSTAINABILITY THEME</p> <p>Governance</p>	<p>SUSTAINABILITY THEME</p> <p>Leadership</p>	<p>Updated in line with new Strategic Community Plan</p>														
<p>OBJECTIVES</p> <p>To establish guidelines for payments to employees in excess of entitlements on resignation or termination.</p> <p>This policy complies with the requirements of Section 5.50 of the Local Government Act which requires Council to make and publicly advertise a policy that considers the making of payments to employees in addition to their contract or award entitlements.</p> <p>This policy reflects arrangements for employees prior to and after amalgamation as well as arrangements for new employees.</p>	<p>OBJECTIVE</p> <p>This policy sets out the circumstances when an employee who is ceasing employment with the City may be paid an amount in addition to their entitlements under an award, contract of employment, industrial instrument, or as ordered by a Court or Tribunal.</p> <p>This policy is to ensure compliance with the <i>Local Government Act 1995</i> section 5.50, which requires Local Governments to adopt a Policy relating to payments in addition to those paid under a contract of employment or award.</p>	<p>Reworded but no change to the intent of the section.</p>														
<p>POLICY STATEMENT</p> <p>This policy applies to all employees of the City of Greater Geraldton who voluntarily resign, retire or who are made redundant.</p>	<p>POLICY STATEMENT</p> <p>This policy applies to all employees of the City of Greater Geraldton, who voluntarily resign, retire or who are made redundant.</p>	<p>No change.</p>														
<p>POLICY DETAILS</p> <ol style="list-style-type: none"> The City of Greater Geraldton acknowledges the dedication and contribution by long term employees of the City of Geraldton-Greenough and the Shire of Mullewa. Council delegates to the Chief Executive Officer the authority to make payment to employees in addition to contract or award in accordance with this policy. <p>The payment shall be in the form of a cash payment to approved employees following their resignation from the City under the following criteria:</p> <ol style="list-style-type: none"> Has held a minimum period of 5-years continuous employment with the City of Geraldton-Greenough or Shire of Mullewa; and In the opinion of the Chief Executive Officer, has satisfactory performance during that service. <p>Payment Guidelines:</p> <table border="1" data-bbox="97 1438 1299 1621"> <thead> <tr> <th>Term of Continued Service</th> <th>City of Geraldton-Greenough Employees commencing pre 1 July 2011</th> </tr> </thead> <tbody> <tr> <td>0 - 5 years</td> <td>NIL</td> </tr> <tr> <td>5 years</td> <td>\$1000</td> </tr> <tr> <td>5 + years</td> <td>\$1000 plus \$200 per year after 5 years</td> </tr> </tbody> </table> <table border="1" data-bbox="97 1669 1299 1810"> <thead> <tr> <th>Term of Continued Service</th> <th>Shire of Mullewa employees commencing pre 1 July 2011</th> </tr> </thead> <tbody> <tr> <td>0 - 10 years</td> <td>Gift at value not greater than \$500</td> </tr> <tr> <td>10 + years</td> <td>Gift at value not greater than \$500 plus \$100 per year after 10 years</td> </tr> </tbody> </table> <p>NOTE: The above payments do <u>not</u> apply to employees of the City of Greater Geraldton who commenced post 1 July 2011.</p>	Term of Continued Service	City of Geraldton-Greenough Employees commencing pre 1 July 2011	0 - 5 years	NIL	5 years	\$1000	5 + years	\$1000 plus \$200 per year after 5 years	Term of Continued Service	Shire of Mullewa employees commencing pre 1 July 2011	0 - 10 years	Gift at value not greater than \$500	10 + years	Gift at value not greater than \$500 plus \$100 per year after 10 years	<p>POLICY DETAILS</p> <ol style="list-style-type: none"> The City of Greater Geraldton will not make payments of gratuities to employees upon retirement or resignation, with the exception of the following: <ol style="list-style-type: none"> Employees who commenced prior to 1 July 2011 and have been continuously employed; and The payment will be a cash payment calculated using the following formula: \$1,000 plus \$200 per year. Council delegates to the Chief Executive Officer the authority to make payment to employees in addition to contract or award in accordance with this policy. The CEO has discretion to determine whether a council function will be held for any employee who resigns, retires or is made redundant. 	<p>Section 1. Removed reference to City of Geraldton-Greenough and Shire of Mullewa. Any employee who commenced prior to 1 July 2011 worked for one of these organisations, however is now employed by City of Greater Geraldton as the existing local government authority.</p> <p>Amended the calculations to be consistent for all staff.</p> <p>Section 3 - Slight reword.</p>
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<p>NOTE: In the instance where a gift is given, any FBT or tax implications will be recorded on the employees PAYG summary.</p> <p>3. Functions</p> <p>The CEO has the sole discretion to determine whether a council function will be held for any employee who resigns, retires or is made redundant.</p>																																									
<p>KEY TERM DEFINITIONS</p> <p>NA</p>	<p>KEY TERM DEFINITIONS</p> <p>City means City of Greater Geraldton CEO means Chief Executive Officer</p>	<p>Added City And CEO</p>																																							
<p>ROLES AND RESPONSIBILITIES</p> <p>The CEO is responsible for implementing this policy.</p>	<p>ROLES AND RESPONSIBILITIES</p> <p>The CEO must approve payments under this policy.</p>	<p>No change.</p>																																							
<p>WORKPLACE INFORMATION</p> <p>Section 5.5 of the Local Government Act 1995 City of Greater Geraldton’s Code of Conduct</p>	<p>WORKPLACE INFORMATION</p> <p><i>Local Government Act 1995</i> City of Greater Geraldton’s Code of Conduct</p>																																								
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