



## 3.07 PAYMENTS TO EMPLOYEES IN EXCESS OF ENTITLEMENTS ON RESIGNATION OR TERMINATION

Distribution:	Elected Members, All Employees
Responsible Officer:	Chief Executive Officer
Date Adopted:	September 2015 – Version 1 – Resolution 092015.SM
Last Review:	March 2024 – Version 4 – Resolution 032024 767 (Formerly 1.01)

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### **Purpose**

To establish guidelines for payments to employees in excess of entitlements on resignation or termination.

### **Scope**

All employees of the Shire of Goomalling who voluntarily resign, retire or who are made redundant.

### **Standard**

The Shire of Goomalling acknowledges the dedication and contribution by terminating employees.

It is Council policy that it will make no additional amount payment to an employee whose employment with Shire of Goomalling is finishing in addition to any amount to which the employee is entitled under the contract of employment or award relating to the employee.

This may vary by agreement where an early resignation is provided for the Councils benefit with regard to contractual entitlements where the employee would have been entitled to those benefits had the notice period/leave period been allowed to complete. This will not apply to dismissal, or termination regarding performance or behavioural issues or due to contract end.

### **Roles and Responsibilities**

#### **Elected Members**

- Review policy on annual basis.

#### **Chief Executive Officer**

- Ensure that the policy is adhered to.

#### **Executive Management**



# POLICY MANUAL WORKFORCE

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- Ensure that the policy is adhered to.

## **Legislation**

*Nil*

## **Resource Documents**

Nil

## **Local Law**

Nil

## **Delegation**

Not Applicable