

Council Policy: Employee Payments

Purpose & Scope

To provide a framework for remuneration, superannuation, and additional payments to award or contract for terminating employees.

Strategic Objectives

- SCP 1 - Achieve a comprehensive, cost effective waste management service across the region
- SCP 5 - Maintain a strong and capable organisation

Relevant legislation

- Local Government Act 1995 Section 5.50
- Local Government (Administration) Regulations Regulation 19A.
- Local Government Industry Award 2020 (State Industrial Agreement)
- Superannuation Guarantee (Administration) Act 2009 (Commonwealth)

Policy

Additional Payments to Award or Contract for Terminating Employees

An additional payment may be paid to an employee, who is not the CEO, at the sole discretion of the WMRC upon the employee's resignation, completion of contract, retirement due to ill health, or to the employee's beneficiaries following the employee's death.

The value of a payment should not exceed \$5,000 except where the additional payment is part of an agreed voluntary severance by resignation. In other circumstances, the WMRC is required to give local public notice in relation to the payment.

Severance or redundancy payments should comply with:

- Any federal or state award or industrial agreement applicable to the employee.
- Any applicable provisions within the employee's contract of employment.
- Any applicable award or order made by a federal or state industrial tribunal arising from the circumstances of that employee being specifically brought before that tribunal, subject to any right of appeal.
- Where the Council so agrees, any recommendation made by Fair Work Australia or the Western Australian Industrial Relations Commission arising from the circumstances of that employee being specifically brought before that tribunal.

Adopted / Modified

This policy is required to be reviewed every 3 years

	Meeting Date	Resolution #	Implementation Responsibility
Council Adoption	03/12/2020	Item 10.6	Manager Finance & Governance
Council Review	25/1/2024	Item 10.4	Chief Executive Officer