

Council Policy 4.3

Gratuity Payments to Terminating Employees

Strategic Plan Objective

To recognise EMRC employees exemplary and/or extensive service.

Purpose

To establish a policy in relation to the approval of a gratuity payment to employees who retire or resign from employment with the EMRC.

Definitions

A 'gratuity payment' means any payment of monies in addition to any contractual or award entitlement, which is paid to a employees on termination of employment with the EMRC.

Legislation and Standards

Local Government Act 1995 s 5.50

Local Government (Administration) Regulations 1996 r.19A

Policy Statement

1. Gratuity payment may be made to an employee in recognition of their exemplary service or extensive term of service with the EMRC.
2. Gratuity payment may be made only when the employee retires or resigns from employment with the EMRC.
3. The Chief Executive Officer will give consideration to whether a gratuity payment should be made to an employee, and the matter will be referred to the Chairperson and Deputy Chairperson for consideration.
4. In the instance where the intended recipient of the gratuity is the CEO, the matter shall be considered by the Council.
5. The value of the payment made to the employee will not exceed any amount as prescribed or provided for by r.19A of the Regulations.
6. Any taxation implications associated with the gratuity payment will be borne by the employee.
7. In the event that a gratuity payment is made, the Council will give local public notice of its decision to make that payment in accordance with the provisions of s 5.50 of the *Local Government Act 1995*.

Financial Considerations

Unbudgeted and to be referred to Council for funding.



Adopted/Reviewed

29 May 1997
22 July 1999
02 May 2002
20 May 2004
23 February 2006
18 September 2008
23 September 2010
18 September 2014
06 December 2018
23 February 2023
25 June 2026

Next Review

June 2030

Responsible Unit

Transformation Team – Human Resources