

Section/Number: Compensation Management - 012	Approval Date: (DD/MM/YY)
Subject: Severance Pay	Amendment Dates:
<p>Policy</p> <p>The Community Government will provide severance pay in accordance with the Employment Standards Act.</p>	
<p>Definitions</p> <p>N/A</p>	
<p>Guidelines</p> <ol style="list-style-type: none"> <li>1. An employee who is laid off after one or more years of continuous employment shall be entitled to severance pay calculated as the sum of: <ol style="list-style-type: none"> <li>1.1. two weeks' salary for the first year of continuous service</li> <li>1.2. two weeks' salary for the second year of continuous service, and</li> <li>1.3. one additional week's salary for each additional year of continuous service.</li> </ol> </li> <li>2. Severance pay will be paid to a maximum of twelve weeks, unless provided otherwise by an employment agreement with the employee and the Community Government.</li> </ol>	
<p>Attachments</p> <p>N/A</p>	
<p>References</p> <p>NWT Employment Standards Act</p>	