



## POLICY – 5.11 – Employees – Loyalty Pay

### Relevant Delegation

N/A

### Policy Statement

1. A Loyalty Pay as provided for in the Budget is to be paid to all permanent employees whether full time or part time, except –
  - Chief Executive Officer and other contracted staff
  - trainees and all casual staff regardless of duration of employment subject to any necessary phasing in arrangements for existing permanent staff at date of adoption.
2. The Loyalty Pay is paid pro-rata according to full-time employment equivalent.
3. The amounts, to be paid fortnightly in the employee's pay, is currently:
  - \$ 41.69 after 1 year
  - \$ 83.52 after 2 years
  - \$125.29 after 3 years
  - \$167.06 after 4 years
4. The amounts payable for the Loyalty Pay allowance, is to be increased by the Local Government Cost Index as calculated by WALGA at 30 June annually.

– End of Policy

### COMMENT

Employee Group	Loyalty Pay Eligibility	Conditional On
Chief Executive Officer, Manager Finance & Administration Works Supervisor	No No No	
Contract Staff	Yes	As per Agreement
Admin Staff	Yes	Permanent Full-time or Part-time
Works Staff	Yes	
Cleaners	Yes	
Trainees and Casual Staff	No	If more than 3 months
	No	If less than 3 months

Formerly	Policy 5.12 Replaced 29 November 2012	
Last Reviewed	August 2019	
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Amended	May 2014 30 August 2018	June 2015
Adopted	29 August 2019	30 August 2018
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