

## **TERMINATION OF EMPLOYMENT POLICY - IMPACT OF RE-EMPLOYMENT ON SALARY CONTINUANCE AND LUMP SUM PAYMENTS**

**Please refer to these guidelines when an individual's position is eliminated and he/she is subsequently re-employed within Government during the notice period.**

For bargaining unit employees, these guidelines apply unless varied by the terms and conditions of the collective agreement.

<b>Status of Position for which the Individual is Re-employed</b>	<b>Salary Continuance</b>	<b>Lump Sum Payment</b>
Casual/Call-in list	<ul style="list-style-type: none"><li>• Stops for the day(s) the individual is called in to work and resumes for the day(s) the individual is not working, unless the notice period has ended. Individuals shall forgo pay-in-lieu for any days worked.</li><li>• The individual does not receive the difference between the number of hours worked in the position that was eliminated and the casual hours worked.</li><li>• When the classification level of the position that was eliminated is higher than the new position, the individual does not receive any pay difference between the two classification levels.</li><li>• Regardless of how much work the individual is called in for, the end date of the notice period remains the same.</li></ul>	<ul style="list-style-type: none"><li>• The individual must pay back the portion of the pay in lieu of notice which overlaps with the period of time worked.</li><li>• When the classification level of the position that was eliminated is higher than the new position, the individual does not receive any pay difference between the two classification levels.</li></ul>
Part-time or full-time temporary, Contractual, Seasonal	<ul style="list-style-type: none"><li>• Stops for period of time the individual is working. Individuals shall forgo pay-in-lieu for any days worked.</li><li>• If the temporary, contractual, or seasonal position ends prior to the last day of the notice period, salary continuance resumes for the remainder of the notice period.</li><li>• The end date of the notice period remains the same.</li><li>• The individual does not receive the difference between the number of hours worked in the position that was eliminated and the hours worked in the new position.</li><li>• When the classification level of the position that was eliminated is higher</li></ul>	

	than the new position, the individual does not receive any pay difference between the two classification levels.	
Part-time or full-time permanent	<ul style="list-style-type: none"> <li>• Stops once the position commences.</li> <li>• The individual does not receive the difference between the number of hours worked in the position that was eliminated and the hours worked in the new position.</li> <li>• When the classification level of the position that was eliminated is higher than the new position, the individual does not receive any pay difference between the two classification levels. The notice period is not relevant and becomes void upon permanent employment.</li> </ul>	

If you require additional information, please contact the Human Resource Policy and Planning Division of the Human Resource Secretariat (HRS). For questions related to bargaining unit employees, please contact the Collective Bargaining Division of the HRS.