

County of Elgin

Human Resources Policy Manual

Code - **NU**

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Section: **12**

Subject: **Termination Involuntary**

Policy Number: **12.70**

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Termination in such cases means terminations for reasons which are lesser than those in just cause situations. In such cases termination may be well-justified by the County where the Human Resources Committee or the employee's supervisor loses confidence in the employee's ability to continue to perform adequately.

In such cases a decision must be made with respect to an appropriate amount of pay in lieu of notice to be offered to the discharged employee. In such cases the amount of pay in lieu of notice will be offered to the employee in either a lump sum or by means of continuation of salary in the normal manner for the notice period. In either alternative usual statutory deductions must be made from the employee's cheque.