



Office of the  
Saskatchewan Information  
and Privacy Commissioner

## HUMAN RESOURCE POLICY

### **12.0 TERMINATION AND LAY-OFF**

#### **12.01 NOTICE OR PAY IN LIEU OF NOTICE PROVISIONS**

##### **Purpose**

This policy describes how the IPC will determine length of notice period or pay in lieu of notice payments.

##### **Application**

This policy applies to all employees of the IPC.

##### **Policy**

The IPC will provide written notice, or pay in lieu of notice, in accordance with the provisions of *The Saskatchewan Employment Act*.

The IPC may terminate an employee without notice or payment in lieu of notice if the employee's conduct constitutes just cause for dismissal.

Note: Severance payments provided to IPC employees under the provisions of the IPC Severance Policy #12.03 are deemed to be inclusive of the required pay in lieu of notice payment.

##### **Authority**

*The Freedom of Information and Protection of Privacy Act*, section 43.1

##### **Influencing Sources**

*The Saskatchewan Employment Act*

Legislative Assembly Service Human Resource Policy 12.1