



HUMAN RESOURCE POLICY

**12.0 TERMINATION AND LAY-OFF**  
**12.03 SEVERANCE**

**Purpose**

Outlines the considerations applicable to employees of the Saskatchewan Information and Privacy Commissioner (IPC) upon position abolishment.

**Application**

This policy applies to all employees of the IPC.

**Policy**

There is no formula for severance payments made to out of scope aligned employees. Upon job abolishment, the IPC practice is to provide out of scope aligned employees with a fair and equitable offer of severance based on common law principles, which, in general, is a body of law that develops and derives through judicial decisions, as distinguished from legislative enactment.

**Authority**

*The Freedom of Information and Protection of Privacy Act*, sections 43 and 43.1

**Influencing Sources**

Legislative Assembly Service Human Resource Policy 12.3

Saskatchewan Public Service Human Resource Manual: Section 1201