

Option proposal

<i>Option name: 'What do the options relate to?'</i>	<i>Separation and termination.</i>
<i>Option sub-type</i>	<i>Alternative options.</i>
<i>Option choices</i>	<i>Redeployment. Reduction of hours. Reduction of days. Alteration of awards. Internal movement. Early retirement.</i>
<i>Forecasted implications</i>	<i>Financial, PAYG or tax, environmental, legal, sustainability.</i>
<i>Logistical considerations</i>	<i>Method of payment, frequency, ease of auditing and delivery.</i>
<i>Option terms</i>	<i>Terms available for the length of contract.</i>
<i>Option statement</i>	<i>The options would reduce costs associated with separation and termination because they all reduce the amount of money required to terminate.</i>
<i>Rationale</i>	<i>On average, most staff will choose alternative options in favour of separation or termination and this positively affects the skills base and training requirements for the business.</i>
<i>Recommendations</i>	<i>Policy can be drafted to include the provision of alternative options at the discretion of the HR manager.</i>
<i>Responsible facilitator</i>	<i>HR manager.</i>