Appendix 4

Redundancy

All employees with at least one year continuous employment, whose posts have been made redundant and who haven’t taken up an alternative role within the organisation will qualify for a redundancy payment.

The redundancy payment is a compensation payment based on the employee’s

length of continuous employment, age and salary.

|  |  |  |
| --- | --- | --- |
| Years of Service | 1 - 4 | 5 + |
| Number of weeks’ pay forevery completed year of service | 2 weeks | 3 weeks for every year to a maximum of 52 weeks |

Statutory Redundancy Pay is included in the payments set out above.

Under Statutory Redundancy Pay you are entitled to 1 weeks pay for each full year of service at age 22-40 and 1.5 weeks pay for each full year of service where your age is 41 or above. Pay is capped at a maximum amount (currently

£475 per week) and length of service is capped at 20 years.

Family Mosaic redundancy pay tops up this pay to the levels outlined in the box above. All notice and other income payments that are not considered in law as compensation payments will be subject to income tax and N.I. deductions.

Redundancy pay is exempt of tax and National Insurance up to £30,000. All other payments (for example, outstanding leave and pay in lieu of notice) attract tax and NI deductions.