

Redundancy Policy - Police Staff

Policy Number	111
Policy Owner	Head of HR
Version	2.1
Last Review Date	August 2018
Next Review Date	January 2021
Date of MB approval	13 th May 2015
Protective Marking	Official

This document has been assessed for:	
Compliance with Legislation	<input checked="" type="checkbox"/>
Equality Impact Assessment	<input checked="" type="checkbox"/>
Freedom of Information issues	<input checked="" type="checkbox"/>
Human Rights compliance	<input checked="" type="checkbox"/>
Health and Safety	<input checked="" type="checkbox"/>
Risk Management	<input checked="" type="checkbox"/>

Important notice: During times of national emergency or pandemic, the head of HR will approve relevant and necessary changes to policy and process to allow the spirit of the policy to be maintained whilst caring for and supporting our people.

1. Policy statement

Cleveland Police aims to provide a stable work environment and security of employment for all staff. However, it is recognised that there may be circumstances which arise where changes due to the economic climate in which the organisation operates, changes in technology, and organisational requirements and other similar circumstances which necessitate a need to reduce staffing levels, may lead to subsequent redundancies.

This policy applies to all Police Staff (including police staff employed by the Police and Crime Commissioner for Cleveland).

This policy must be applied fairly, equally and consistently to all employees irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or any other unjustifiable grounds.

2. Purpose

The following procedure sets out the action(s) to be taken by line managers and individuals when dealing with a potential redundancy situation.

Compulsory redundancies will be avoided as far as possible.

All potential or actual redundancy situations must be dealt with in consultation with Cleveland Police Human Resources, and must be approved by a member of the Executive / Chief of Staff of the Office of the PCC for Cleveland (depending upon employer) following guidance from Cleveland Police Human Resources.

Where appropriate the recognised trade union will be consulted by the organisation on potential or actual redundancies.

3. Underpinning procedures

3.1 What is a redundancy situation?

Redundancy is a dismissal which is attributable to the following reasons:

- Closure of the business as a whole;
- Closure of a particular workplace;
- Diminished need for employees to carry out work of a particular kind.

When a redundancy situation arises/potentially arises, the organisation must put together a business case for any redundancies, in consultation with the Cleveland Police Human Resources. A business case must be approved by a member of the Executive / Chief of Staff (depending upon employer) prior to the redundancy programme proceeding with the notification to staff that they are at risk of redundancy and the commencement of the consultation period.

Where the organisation proposes to dismiss 20 or more employees as redundant at an establishment (establishment being defined as “the entity to which the workers made redundant are assigned to carry out their duties, rather than across the whole organisation”) within a period of 90 days, notification of this proposal should be made to the DIS: Department for Business Innovations and Skills, will be undertaken by the Head of Human Resources or a nominated Deputy.

Staff who are approaching the end of a fixed term or temporary contract, where the contract will not be extended, and who have at least 24 months continuous service, will be treated as being dismissed by reason of redundancy. In these circumstances a business case is not required to be submitted to a member of the Executive / Chief of Staff (depending upon employer). However, the Head of Human Resources or a nominated Deputy should be notified.

The ACAS flowchart on handling redundancies is attached to this policy as Appendix 1.

3.1.1 Police Staff and Security Clearance (Vetting)

Police Staff displaced as a result of failure to attain and/or maintain the appropriate level of security clearance (vetting) linked to a role, should they be unable to find alternative employment through redeployment, will not be eligible for a redundancy payment.

3.2 Notification of being at risk of redundancy

Once it is reasonably practicable to identify those staff who are likely to be directly involved in any redundancy programme, they will be notified in writing that they are “at risk” of redundancy. This notification will follow formal notification to the recognised trade union at that time.

The purpose of the “at risk” status is to recognise the position of the individual, and to trigger the associated procedure relating to redeployment and/or other assistance (please refer to the Redeployment policy and procedure located on the policy intranet site for further information).

The individual shall be provided with details of the business rationale, as well as the provision to welfare support.

3.3 When should staff be notified of being at risk?

It is a matter of judgement when potentially affected staff should be advised of the possibility of redundancy. If done prematurely, it can cause prolonged and unnecessary personal anxiety and stress. If done too late staff may feel betrayed and have inadequate time to adapt and respond.

3.4 Support for staff formally at risk of compulsory redundancy

Police Staff who are formally at risk of compulsory redundancy are entitled to reasonable paid time off work to attend job interviews for posts within Cleveland Police. For positions outside Cleveland Police staff should request time off in advance

through their line manager. These requests will not be withheld unreasonably without their agreement.

The People Services team possesses a wealth of skills and experiences that affected staff should take advantage of e.g. interview skills and technique, application form completion etc. In addition, information may be obtained from the Job Centre Plus Rapid Response Service (subject to the number of redundancies) to support affected individuals. For further information contact the People Services Team on extension 1234 (Option 2)

3.5 Staff on Secondment

Where a member of staff is on secondment and a redundancy situation arises in relation to his/her substantive post, the individual will be notified that their substantive post is at risk and as such his/her secondment must cease.

3.6 The Consultation Process

Consultation falls into two categories:

1. Collective consultation with appropriate representatives;
2. Individual consultation with those employees at risk of redundancy or affected by the management proposals.

Once the consultation process has been completed, final selection for redundancy will be made, and notice of dismissal on the grounds of redundancy will be issued.

Guidance to line managers will be issued by People Services at the appropriate stages of the Redundancy process.

3.7 Collective Consultation

The aim of collective consultation is to give the employees the opportunity to discuss the redundancy situation, to share views and to explore the possibility of alternatives to compulsory redundancy.

Collective consultation must begin in good time and no later than the following minimum periods before the first dismissal takes effect (i.e. the day on which employees actually leave their posts):

- 30 days – where between 20 and 99 redundancies are proposed at an establishment;
- 45 days – where 100 or more redundancies are proposed at an establishment.

Where there are less than 20 (but more than one) proposed redundancies, the minimum consultation period will be a reasonable period and usually not less than 30 days unless otherwise agreed with the consultative bodies and the individuals affected.

The consultation process begins when the organisation provides the affected individuals with the information supplied within the business case, as to the proposed reasons for the potential redundancy situation. Consultation is a two way process in that management will put forward its proposals and the appropriate representatives should, in response put forward comments and feedback on those proposals. While

consultation will be undertaken with a view to reaching an agreement, there is no obligation to reach an agreement. That said, the organisation must give due consideration – and carry out such further investigations as are necessary or feasible – to any suggestions to improve the process or support package and particularly to alternatives to the redundancies, or ways to reduce the number of roles to be made redundant or lessen the effects of redundancies. The result of this investigation and consideration should be fed back to the appropriate representatives. Where specific suggestions are made by representatives, they must be addressed by management and specific reasons given for rejecting the representatives' proposals.

3.8 Individual Consultation

Individual consultation gives the organisation the opportunity to explain the factors leading to the individual being at risk and provides the individual with the opportunity to consider other vacancies. The individual will also be given the opportunity to make representations on the redundancy situation and the proposed selection criteria, as well as any other connected issue.

It begins when the individual receives a letter to make them aware that they are at risk of redundancy, although it should be explained that they have not yet been given formal notice of redundancy. The letter will state that they will be contacted shortly to arrange attendance at an individual consultation meeting.

Upon invitation to this meeting in writing (could be by secure email) it will outline the issues to be discussed:

- Reasons for redundancy;
- That their post is at risk of redundancy;
- Alternative options to avoid compulsory redundancy;
- Searching for suitable alternative employment via redeployment;

The letter will also outline their right to be accompanied at this and any subsequent consultation meetings by a work colleague or trade union representative. The individual will be given reasonable notice of the time and date of the consultation meeting.

The number of consultation meetings which take place will vary from situation to situation. However, at least two consultation meetings will take place in order for full representations to be made by the individual. The timing and locations of the meetings must be reasonable.

The individual has the right to understand why their post is at risk of redundancy and of the proposed selection criteria for redundancy – they should be provided with sufficient information in order to understand, and if necessary to challenge, why their post is at risk and how selection for the redundancy will be made.

3.9 Selection for Redundancy

Selection for redundancy will be made taking into account a combination of the following factors; however, these may be subject to change following consultation with the Cleveland recognised trade union (Unison) or employee representative(s):

- The needs of the service;
- Voluntary redundancy;
- Termination of temporary, event-limited or fixed term contracts depending upon the reason and length of contract;
- Ability of employee to meet required specification, i.e. hours, days of work;
- Attendance – any existing patterns of absence which the member of staff has been advised as unacceptable and advised formally to improve. Any absence relating to a disability as defined by the Equality Act or relating to pregnancy will be disregarded for these purposes;
- Performance – unacceptable performance supported by objective criteria. This could include issues such as a current disciplinary warning, issues highlighted as part of the PDR process, issues highlighted within an action plan, or other documented evidence confirmed to the employee;
- Skills and qualifications (subject to possibilities for retraining);

Care should be taken to ensure there is no discrimination as a result of changes to terms and conditions, roles, locations, etc. against individuals with caring responsibilities for children and dependents, individuals who are disabled under the Equality Act, etc. following consultation, the criteria will be formatted by People Services into a Redundancy Matrix scoring system to enable objective selection to take place. Scoring will be undertaken by the 1st line manager and/or 2nd line manager, unless otherwise agreed with the Head of HR or a nominated Deputy. The recognised trade union will be given the opportunity to view the scoring if they wish.

These factors and the initial selection of employees will be reviewed, if appropriate, following individual employee interviews. Alternatively, the organisation may determine that staff in the affected group should apply for the remaining posts available. The organisation will consult on these options in an open and transparent manner but will ultimately retain the right to determine the selection method and criteria if this cannot be agreed through consultation.

3.10 Delegation of Powers

The Chief Constable has overall responsibility for the management of dismissal on the grounds of redundancy for Police Staff in his/her employment, but may delegate full responsibility to Executive Officers or appropriate Managers with advice from Cleveland Police Human Resources.

However, only an appropriate member of the Executive can hear any appeal(s) by Police Staff employed by the Chief Constable against a dismissal on the grounds of redundancy.

The Police and Crime Commissioner for Cleveland has overall responsibility for the management of dismissal on the grounds of redundancy for Police Staff in his/her employment, but may delegate full responsibility to either the Chief of Staff or his/her Deputy with advice from Cleveland Police Human Resources.

However, only the Chief of Staff or his/her Deputy can hear any appeals by Police Staff against a dismissal on the grounds of redundancy.

3.11 Notification of final selection for redundancy (notice of dismissal by redundancy)

Once consultation has ended, the final selection for redundancy is made. For those selected, a letter will be sent to the individual inviting them to a meeting. This letter must be issued in advance of the meeting (at least 5 working days), informing the employee of:

- Their right to be accompanied by a trade union representative or work colleague;
- That the reasons behind their dismissal by reason of redundancy will be discussed;
- Their selection results.

At the meeting, the Manager should be accompanied by a representative from People Services and must:

- Provide full details of the individual's selection results; Employees have the right to see their scores with regard to the selection criteria and to understand the thresholds that were applied. They do not, however, have the right to see other employees' scores.

At this stage, if the selection criteria have been agreed as part of the consultation process, the individual does not have the right to challenge their use but does have the right to challenge the data if he or she believes it is inaccurate and to put forward information which may affect their scoring.

Individuals are entitled to a copy of any notes made.

- Be clear to the employee as to the effective date of termination;
- Advise the employee of full particulars of monies due to them, i.e. entitlement to redundancy pay, pay in lieu of notice where applicable, holiday pay, pension entitlements, etc;
- Advise that the redeployment process will run concurrently with their notice period;
- Outline any assistance that can be provided by the organisation;
- Advise employees of their right to appeal against the dismissal;
- Give the individual written confirmation of the notice of dismissal, including full appeal details and all the points raised above.

Employees selected for redundancy are entitled to the same rights of notice as other dismissed employees, i.e. the minimum notice periods as outlined in the Statement of Terms and Conditions of Employment. In certain circumstances where it is considered appropriate, and subject to seeking redeployment, individuals may leave with payment in lieu of notice.

Appeals against dismissal

Individuals wishing to appeal against the decision of dismissal on the grounds of redundancy should submit their appeal to the nominated member of the Executive / Chief of Staff for employees in the OPCC for Cleveland. The Panel's decision is final.

Arrangements for the appeal hearing:

The appeal hearing should be scheduled within 14 calendar days (unless there are exceptional circumstances) at a reasonable time and place, and the individual should be notified in writing by the organisation, to be hand delivered or by recorded delivery. Consideration should be given to any reasonable adjustments that may be needed if any person with a disability is attending the hearing.

Prior to the hearing, the individual will receive a copy of the dismissal paperwork being used by the Chair of the appeal meeting. This documentation will be sent to the individual within five working days prior to the appeal hearing. This paperwork will include:

- How the dismissal has arisen;
- The rationale for the final decision (including a copy of the Redundancy Matrix);
- Minutes from the consultation meeting(s) with the individual.

The individual has the right to be accompanied at the appeal hearing by either a trade union representative or a work colleague. The representative must be given reasonable time within normal working hours to prepare. The individual accompanying may address the meeting but not answer questions on the individual's behalf, and may confer with the individual privately during the meeting. If the individual's representative is not available on the date given in the Notice of Appeal Hearing Letter, an alternative date must be given within 5 working days.

3.13 Format of the Hearing

- The Chair makes the introductions, explains the format of hearing and explains the reason for the hearing;
- The Chair states the case supported by relevant documentation;
- The Chair invites the individual to put their case forward and to pose questions in response to the documentation;
- The individual and/or representative will summarise the main points of their case and put forward any mitigating circumstances;
- The Chair will ask for an adjournment in order to consider a decision;
- The Chair reconvenes the hearing with the individual and the individual's representative and informs them of the outcome;
- This decision is final.

Only in exceptional circumstances will the individual be told the outcome of the hearing at a later time.

3.14 Decision to be made by the Chair

There are two stages to the decision making process:

- a) A decision made on the facts as to whether the appeal is upheld, and;
- b) If the appeal is upheld, a decision will be made on whether the dismissal on grounds of redundancy is to be reversed or reduced, taking into account the details of the appeal.

3.15 Following the hearing

The organisation will confirm the outcome of the hearing in writing within 5 working days of the hearing, to be delivered by hand or by recorded delivery. All documents should be retained on the individual's personal file.

3.16 Rights of staff under notice of redundancy

Once an employee is under notice of redundancy, they are entitled to reasonable paid time off work to look for another job or to arrange training in line with employment legislation.

The individual will also remain on the Redeployment Register for redeployment opportunities, and will receive the same support measures as when they were formally at risk of redundancy.

3.17 The redeployment process

Please refer to the Redeployment policy which is located on the policy intranet site for further details.

3.18 Redundancy costs

To be eligible for a redundancy payment an individual must be an employee. 'Employee' is defined in the Employment Rights Act 1996, section 230(1) as 'an individual who has entered into or works under (or, where the employment has ceased, worked under) a contract of employment'. A 'contract of employment' is defined as 'a contract of service or apprenticeship'. This definition excludes self-employed persons and those working under a contract for services.

An employee does not have any right to a redundancy payment unless he or she has been continuously employed for a period of not less than two years ending with the relevant date (Employment Rights Act 1996, section 155).

Redundancy payments will not be given to individuals who have been offered redeployment in the force into a new post before the notice period expires to commence within 4 weeks of this date. Redundancy payments are only an entitlement for individuals who are under notice of redundancy and if the individual leaves the organisation on the agreed date. If he or she wishes to leave the organisation prior to this date for any reason then a request can be submitted to management for consideration as to whether a redundancy payment will be made.

Redundancy Modification Order 1999 - in certain circumstances where an employee is in receipt of a redundancy payment, should they commence employment with an other public sector body, normally but not exclusively in local government or another police force, then should the date of commencement fall within 4 weeks of leaving Cleveland Police or the OPCC, then the redundancy payment will be reclaimed, this is a piece of legislation that allows in these circumstances prior service to be carried over to a new employer for the purposes of any future redundancy calculation. Advice on the application of this Order should be sought if a new role is secure to check if it will apply or not.

3.19 Calculating Redundancy payments

The amount of the redundancy payment is based on the employee's age, length of continuous service and gross average contractual wages based on the 12 weeks prior to the date of calculation. Police staff with less than two years continuous service are not entitled to a redundancy payment; either statutory or contractually.

The amount of the redundancy payment is calculated by reference to the period ending with the termination date, during which the employee has been continuously employed.

The Redundancy payments calculator (1.25) utilised for calculating an individual's redundancy entitlement is attached to this document as Appendix 2.

3.19.1 Public sector Exit Payments – cap and repayment

The Government has introduced a cap on all public sector exit payments (presently in August 2017 £95,000)

The Government has also advised that there will be 'clawback' arrangements on redundancy payments, when a highly-paid individual returns to the public sector shortly after receiving an exit payment.

At the time of any redundancies the cap levels and regulations regarding clawing back redundancy payments will be checked to see if they apply to any individual who is leaving the employment of the Chief Constable or the Office of the Police Crime Commissioner. Appropriate information will then be supplied to the person concerned.

3.20 Pension entitlements following redundancy

In liaison with Mouchel (Pension Administrator) the organisation will advise staff of the impact of redundancy on their pension entitlement.

If you are aged 55 or over, your main benefits are payable immediately without any early retirement reductions if your employer makes you redundant or you are retired on the grounds of business efficiency and you have met the 2 years vesting period in the scheme.

3.21 Early retirement and flexible retirement

For staff retired in the interests of the efficiency of the service an augmented pension may be available subject to approval by the organisation. Staff should be advised that access to an augmented pension may be subject to a financial cost being paid by the individual. For a Command / Service Unit to retire an individual/s in the interests of the efficiency of the service a full business case must be submitted to the Head of Human Resources or a nominated Deputy, outlining the business efficiency savings and full related business costs, associated with the proposal. Further details surrounding this course of action should be taken by managers through People Services.

For staff wishing to take flexible retirement and access their pension a full business case must be submitted to the Head of Human Resources or a nominated Deputy. Further details surrounding this course of action should be discussed with a representative from People Services.

3.22 Voluntary redundancy

From time to time the organisation may decide to accept applications for voluntary redundancy. The organisation shall advertise when it is accepting applications for voluntary redundancy. All approved applications for voluntary redundancy will be at the discretion of the organisation.

3.23 Other considerations

In carrying out redundancy meeting(s), line managers should ensure that no member of Police Staff is placed at a disadvantage on account of gender, race, religion or belief, sexual orientation, age, gender reassignment, marital or civil partnership status, pregnancy or maternity or disability. This means that any redundancy meeting(s) may need to be adjusted to cater to the specific needs of an individual e.g. support from a work colleague during the redundancy process for an individual as a result of a disability related illness. The nature of any reasonable adjustment(s) made for an individual should be proportionate to the required outcome(s).

3.24 Record Keeping

All records relating to the Redundancy policy and procedures must be sent to People Services to be stored on an individual's personal record in accordance with the principles laid down in the Data Protection Act.

4. Appendices

Appendix	Description
1.	Redundancy flowchart
2.	Redundancy Payments Calculator (1.25)

5. Compliance and monitoring

All redundancy actions will be logged and monitored by the People Services team on an on-going basis to ensure the procedures being applied are consistent, fair, and in line with timescales outlined in the procedures.

Monitoring of outcomes will be reported via the People Services performance indicators provided at the department Monthly KPI meeting.

6. Version control

This policy will be reviewed and updated at least every three years by the owner, and more frequently if necessary.

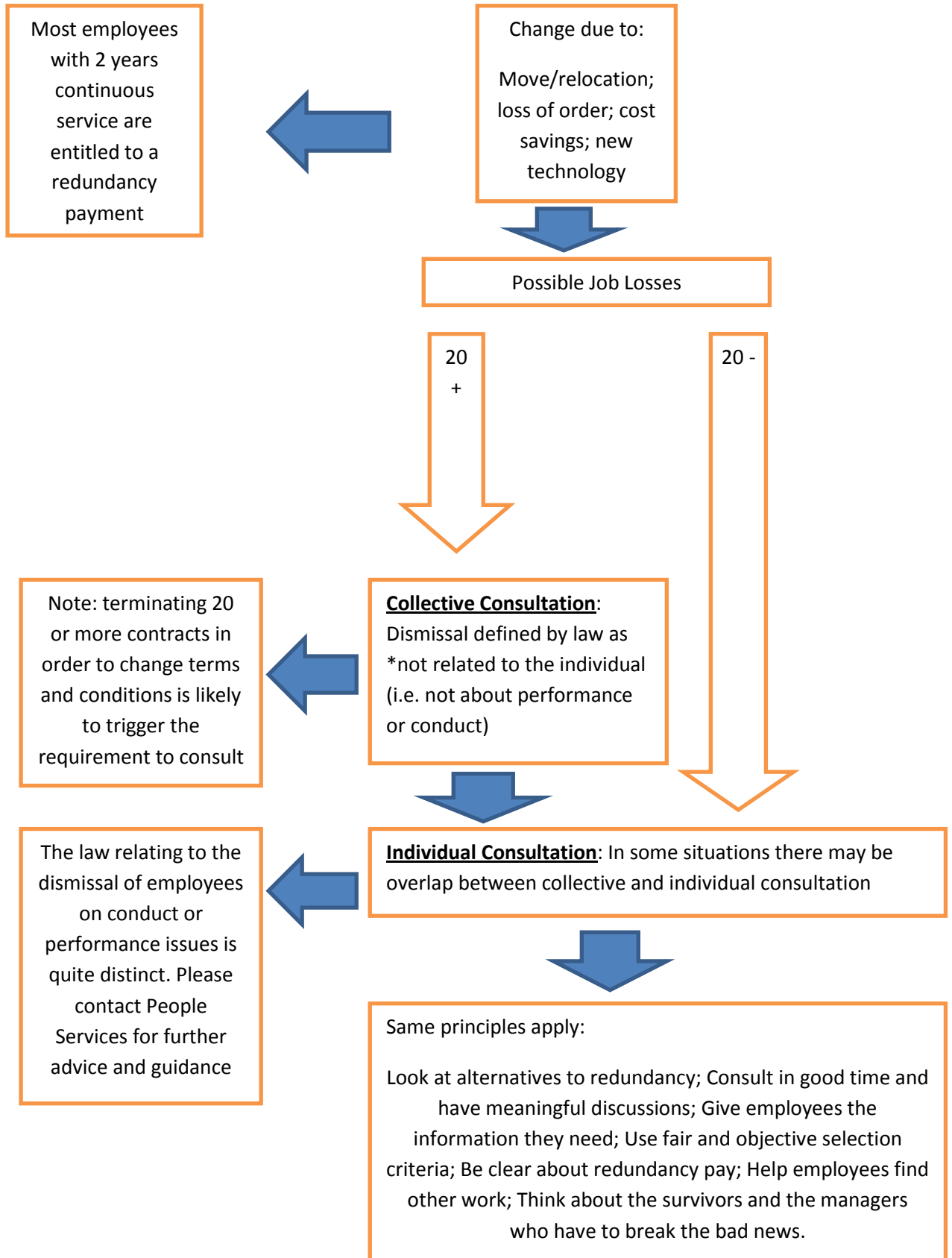
The Corporate Services Department will ensure this document is available on the intranet, including any interim updates.

The following identifies all version changes.

Version	Date	Reason for update	Author
0.1	01.04.11	Updated previous policy	████████
0.2	May 2011	Amendments following consultation	████████
0.3	May 2011	Further amendments following consultation	████████
1.0	June 2011	Published policy	████████
1.1	28.12.11	Policy updated to reflect decision made by Police Authority on Redundancy Payments Policy (Nov 11)	████████
1.2	Nov 2012	Policy amended to reflect introduction of PCC, statement only	████████
1.3	19.11.12	Policy amendments as a result of the changes to delegations of authority as a result of the election of the Police and Crime Commissioner (PCC)	████████
1.4	Apr 2013	Policy amend to reflect coalition government change from 90 to 45 days consultation for 100 or more employees	████████
1.5	01.04.14	Policy amendment to include the Office of the Police and Crime Commissioner for Cleveland	████████
1.6	May 2015	Policy review undertaken by organisation. Policy amend to reflect ECJ ruling of definition of an establishment for purposes of collective consultation	████████
1.7	May 2015	Policy approved at Management Board	████████
1.8	August 2017	Addition of paragraph re Public sector payment caps and clawback	████████
1.9	August 2018	Amendment to paragraph 3.18	████████
2.0	Feb 2020	Change of owner dept. name	████████
2.1	Apr 2020	Addition of COVID message	████████

Handling Redundancies Flowchart

Collective and individual consultation – the basic principles



Ready Reckoner for calculating the number of week's pay due under the statutory redundancy

Multiplier	1.25														
Service (years)	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
17	1.25														
18	1.25														
19	1.25	1.88													
20	1.25	1.88	2.50												
21	1.25	1.88	2.50	3.13											
22	1.25	1.88	2.50	3.13	3.75										
23	1.88	2.50	3.13	3.75	4.38	5.00									
24	2.50	3.13	3.75	4.38	5.00	5.63	6.25								
25	2.50	3.75	4.38	5.00	5.63	6.25	6.88	7.50							
26	2.50	3.75	5.00	5.63	6.25	6.88	7.50	8.13	8.75						
27	2.50	3.75	5.00	6.25	6.88	7.50	8.13	8.75	9.38	10.00					
28	2.50	3.75	5.00	6.25	7.50	8.13	8.75	9.38	10.00	10.63	11.25				
29	2.50	3.75	5.00	6.25	7.50	8.75	9.38	10.00	10.63	11.25	11.88	12.50			
30	2.50	3.75	5.00	6.25	7.50	8.75	10.00	10.63	11.25	11.88	12.50	13.13	13.75		
31	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	11.88	12.50	13.13	13.75	14.38	15.00	
32	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.13	13.75	14.38	15.00	15.63	16.25
33	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	14.38	15.00	15.63	16.25	16.88
34	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	15.63	16.25	16.88	17.50
35	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	16.88	17.50	18.13
36	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.13	18.75
37	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	19.38
38	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00
39	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00
40	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00
41	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00
42	3.13	4.38	5.63	6.88	8.13	9.38	10.63	11.88	13.13	14.38	15.63	16.88	18.13	19.38	20.63
43	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00	21.25
44	3.75	5.63	6.88	8.13	9.38	10.63	11.88	13.13	14.38	15.63	16.88	18.13	19.38	20.63	21.88
45	3.75	5.63	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00	21.25	22.50
46	3.75	5.63	7.50	9.38	10.63	11.88	13.13	14.38	15.63	16.88	18.13	19.38	20.63	21.88	23.13

Statutory redundancy pay

47	3.75	5.63	7.50	9.38	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00	21.25	22.50	23.75
48	3.75	5.63	7.50	9.38	11.25	13.13	14.38	15.63	16.88	18.13	19.38	20.63	21.88	23.13	24.38
49	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.25	17.50	18.75	20.00	21.25	22.50	23.75	25.00
50	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.13	19.38	20.63	21.88	23.13	24.38	25.63
51	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.00	21.25	22.50	23.75	25.00	26.25
52	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	21.88	23.13	24.38	25.63	26.88
53	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	23.75	25.00	26.25	27.50
54	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	25.63	26.88	28.13
55	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	27.50	28.75
56	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	29.38
57	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00
58	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00
59	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00
60	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00
61	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00
62	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00
63	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00
64	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00
65+	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00

Statutory redundancy pay

25.00	26.25	27.50	28.75
25.63	26.88	28.13	29.38
26.25	27.50	28.75	30.00
26.88	28.13	29.38	30.63
27.50	28.75	30.00	31.25
28.13	29.38	30.63	31.88
28.75	30.00	31.25	32.50
29.38	30.63	31.88	33.13
30.00	31.25	32.50	33.75
30.63	31.88	33.13	34.38
31.25	32.50	33.75	35.00
31.88	33.13	34.38	35.63
31.88	33.75	35.00	36.25
31.88	33.75	35.63	36.88
31.88	33.75	35.63	37.50
31.88	33.75	35.63	37.50
31.88	33.75	35.63	37.50
31.88	33.75	35.63	37.50
31.88	33.75	35.63	37.50

Statutory redundancy pay