

FRAMEWORK FOR WORKFORCE CHANGE PROVISIONS

CURRENT	PROPOSED CHANGE
<p>Redundancy Calculation Eligible if you have been employed continuously for 2 years or more.</p> <p>Based on age and length of service.</p> <p><u>Voluntary</u> For each full year worked:</p> <ul style="list-style-type: none"> • up to age 22 - 1 week's pay • age 22 to 40 – 2 week's pay • age 41 and older - 3 week's pay <p>The maximum payment is based on 20 years' service, giving 60 weeks' pay.</p> <p><u>Compulsory</u> For each full year worked:</p> <ul style="list-style-type: none"> • up to age 22 - half a week's pay • age 22 to 40 - 1 week's pay • age 41 and older - 1.5 week's pay <p>The maximum payment is based on 20 years' service, giving 30 weeks.</p> <p>Actual rate of pay is used to calculate the payment for both voluntary and compulsory.</p>	<p>CHANGES Eligible if you have been employed continuously for 2 years or more.</p> <p>Based on age and length of service.</p> <p><u>Voluntary & Compulsory</u> For each full year worked:</p> <ul style="list-style-type: none"> • up to age 22 - half a week's pay • age 22 to 40 - 1 week's pay • age 41 and older - 1.5 week's pay <p>The maximum payment is based on 20 years' service, giving 30 weeks for both categories.</p> <p><u>Voluntary</u> Flat rate one-off payment for volunteers who do not have access to their pension of £6K (pro-rated). (Change)</p> <p>The maximum payment is based on 20 years' service, giving 30 weeks.</p> <p>Actual rate of pay continues to be used to calculate the payment for both voluntary and compulsory. (No Change)</p>
<p>The length of the search for alternative employment period. A maximum of 26 weeks (double the individual's contractual notice period) e.g. minimum search is 8 weeks.</p>	<p>CHANGE Search for the contractual notice period of up to a maximum 3 months in line with contractual and statutory requirements.</p> <p>The minimum search period would remain at 8 weeks to allow a longer and reasonable timeframe to find alternative employment.</p>