

Advice Portsmouth

Redundancy Factsheet

Redundancy can affect anyone; therefore, it is good to know what your rights are. This factsheet sets out what redundancy pay you are entitled to and when you should be paid it.

Who is entitled to redundancy pay?

You are entitled to redundancy pay if:

- You're legally classed as an employee
- You've worked continuously for your employer for the 2 years before they made you redundant.

How much will I get?

How much redundancy pay you receive will depend on a number of variables, such as:

1. Your earnings before tax (gross pay)
2. How many years you've worked for your employer
3. Your age

If you're aged 22 or under:

- Your employer must give you half a week's pay for each full year you've worked

If you're 22 to 41 your employer must give you:

- 1 week's pay for each full year you worked after turning 22
- Half a week's pay for each full year you worked before turning 22

If you're 41 or over:

- 1.5 weeks' pay for each full year you worked after age 41
- 1 week's pay for each full year you worked between ages 22 and 41

- Half a week's pay for each full year you worked before turning 22

Your employer must tell you in writing how your redundancy pay has been worked out, along with when you will get paid.

If you are unsure on what redundancy pay you are entitled to, you can use the *redundancy pay calculator* on GOV. UK website.

Is there a limit to the amount I can be paid?

- You can only get redundancy pay for up to 20 years of work.
- The maximum weekly amount used to calculate redundancy pay is £538 – even if your wage was more per week.
- The maximum statutory redundancy pay you can get is £13,140.

You must claim for any unpaid redundancy within 6 months of your job ending.

What if my employer does not pay me?

If your employer fails to pay you any or all of your redundancy pay you should:

1. Write to them ASAP. The date you should get your redundancy payment should be no later than your final pay date, unless you have agreed otherwise.
2. Tell your employer what you're entitled to and include any evidence to back up your claim.

If your employer still fails to pay you, then please ensure you seek advice and assistance. You can contact us on 023 92794 340 or advice.portsmouth@theyoutrust.org.uk.