



# Statutory Redundancy Payment Ready Reckoner



To calculate the number of weeks' redundancy pay, use the table to find the multiplier by selecting the employee's age against the number of complete years' service. Multiply the number of weeks by the employee's weekly gross pay (currently capped at maximum of £350). For example, the redundancy pay for an employee aged 44 with 12 years' service earning £275 gross per week is  $13\frac{1}{2} \times £275 = £3,712.5$ . This table can also be used to calculate an employee's unfair dismissal Basic Award.

Service (years)	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20 or more	
Age (years)																				
18	1	1.5	2																	
19	1	1.5	2	2.5																
20	1	1.5	2	2.5	3															
21	1	1.5	2	2.5	3	3.5														
22	1	1.5	2	2.5	3	3.5	4													
23	1.5	2	2.5	3	3.5	4	4.5	5												
24	2	2.5	3	3.5	4	4.5	5	5.5	6											
25	2	3	3.5	4	4.5	5	5.5	6	6.5	7										
26	2	3	4	4.5	5	5.5	6	6.5	7	7.5	8									
27	2	3	4	5	5.5	6	6.5	7	7.5	8	8.5	9								
28	2	3	4	5	6	6.5	7	7.5	8	8.5	9	9.5	10							
29	2	3	4	5	6	7	7.5	8	8.5	9	9.5	10	10.5	11						
30	2	3	4	5	6	7	8	8.5	9	9.5	10	10.5	11	11.5	12					
31	2	3	4	5	6	7	8	9	9.5	10	10.5	11	11.5	12	12.5	13				
32	2	3	4	5	6	7	8	9	10	10.5	11	11.5	12	12.5	13	13.5	14			
33	2	3	4	5	6	7	8	9	10	11	11.5	12	12.5	13	13.5	14	14.5	15		
34	2	3	4	5	6	7	8	9	10	11	12	12.5	13	13.5	14	14.5	15	15.5	16	
35	2	3	4	5	6	7	8	9	10	11	12	13	13.5	14	14.5	15	15.5	16	16.5	
36	2	3	4	5	6	7	8	9	10	11	12	13	14	14.5	15	15.5	16	16.5	17	
37	2	3	4	5	6	7	8	9	10	11	12	13	14	15	15.5	16	16.5	17	17.5	
38	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	16.5	17	17.5	18	
39	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17.5	18	18.5	
40	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	18.5	19	
41	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	19.5	
42	2.5	3.5	4.5	5.5	6.5	7.5	8.5	9.5	10.5	11.5	12.5	13.5	14.5	15.5	16.5	17.5	18.5	19.5	20.5	
43	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
44	3	4.5	5.5	6.5	7.5	8.5	9.5	10.5	11.5	12.5	13.5	14.5	15.5	16.5	17.5	18.5	19.5	20.5	21.5	
45	3	4.5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
46	3	4.5	6	7.5	8.5	9.5	10.5	11.5	12.5	13.5	14.5	15.5	16.5	17.5	18.5	19.5	20.5	21.5	22.5	
47	3	4.5	6	7.5	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
48	3	4.5	6	7.5	9	10.5	11.5	12.5	13.5	14.5	15.5	16.5	17.5	18.5	19.5	20.5	21.5	22.5	23.5	
49	3	4.5	6	7.5	9	10.5	12	13	14	15	16	17	18	19	20	21	22	23	24	
50	3	4.5	6	7.5	9	10.5	12	13.5	14.5	15.5	16.5	17.5	18.5	19.5	20.5	21.5	22.5	23.5	24.5	
51	3	4.5	6	7.5	9	10.5	12	13.5	15	16	17	18	19	20	21	22	23	24	25	
52	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	17.5	18.5	19.5	20.5	21.5	22.5	23.5	24.5	25.5	
53	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19	20	21	22	23	24	25	26	
54	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	20.5	21.5	22.5	23.5	24.5	25.5	26.5	
55	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22	23	24	25	26	27	
56	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	23.5	24.5	25.5	26.5	27.5	
57	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25	26	27	28	
58	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25.5	26.5	27.5	28.5	
59	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25.5	27	28	29	
60	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25.5	27	28.5	29.5	
61 or above	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25.5	27	28.5	30	

**Notes:**

- Employees must have at least two years' continuous service in order to qualify for a statutory redundancy payment. Employees, however, with one or more years' continuous service can bring a claim of unfair dismissal if they consider their dismissal for redundancy was unfair.
- A statutory redundancy payment is calculated based on the employee's age and length of service (up to twenty years). This determines the number of weeks' pay due, based on the following amounts:
  - ½ week's pay for each full year of service where age during year less than 22
  - 1 week's pay for each full year of service where age during year is 22 or above, but less than 41
  - 1½ weeks' pay for each full year of service where age during year is 41 and over.

- Since the introduction of the Employment Equality (Age Regulations) in October 2006:
  - Service below the age of 18 and above the age of 65 is now taken into account for calculating both statutory redundancy pay and the unfair dismissal Basic Award.
  - There is no longer a tapering down of redundancy pay or basic award after the age of 64.

**Increase in statutory redundancy pay**

In the 2009 Budget it was announced that a week's pay for the purposes of calculating statutory redundancy pay will be increased to £380 but as yet no date has been given when this increase will come into effect.