

How to calculate Redundancy Payments

Redundancy payments are based on continuous service only, i.e. where you have been continuously employed within recognised schools in Northern Ireland. The maximum amount that can be considered for redundancy payment is **20 years continuous** service.

To calculate the number of weeks pay due, you should use the following amounts:

- *1.5 weeks' pay for each full year of service at 41 and above.*
- *1 week's pay for each full year of service over age 22 and under age 41*

The redundancy payment due to each teacher depends on his or her age and length of service (up to twenty years). This determines the number of weeks pay due. The maximum number of weeks payable is 30 weeks.

Example 1:

If you are 38 years old and have 12 years of service, you will be entitled to 12 weeks' redundancy pay. The 12 weeks is based on 1 week's pay for each completed year of service between age 26 and 38 ($12 \times 1 = 12$).

Example 2:

If you are 49 years old and have 15 years of service, you will be entitled to 19 weeks' redundancy pay. The 19 weeks' entitlement is based on 1 week's pay for each completed year of service between age 34 and 41 ($7 \times 1 = 7$) and 1.5 weeks' pay for each completed year of service between age 41 and 49 ($8 \times 1.5 = 12$).

Example 3:

If you are 57 years old and have 20 years of service, you will be entitled to 28 weeks' redundancy pay. The 28 weeks' entitlement is based on 1 week's pay for each completed year of service between age 37 and 41 ($4 \times 1 = 4$) and 1.5 weeks' pay for each completed year of service between age 41 and 57 ($16 \times 1.5 = 24$).

This information is intended only as a guide and shows how statutory and improved redundancy pay is calculated for teachers who are entitled to receive it. Whether or not you are entitled to redundancy pay will depend on your individual circumstances.

READY RECKONER FOR CALCULATING THE NUMBER OF WEEKS' PAY DUE

Read off your age and number of complete years' service. The table will then show how many weeks' pay you are entitled to.

READY RECKONER TABLE

Service	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Age (Years)																			
23	1.5																		
24	2	2.5																	
25	2	3	3.5																
26	2	3	4	4.5															
27	2	3	4	5	5.5														
28	2	3	4	5	6	6.5													
29	2	3	4	5	6	7	7.5												
30	2	3	4	5	6	7	8	8.5											
31	2	3	4	5	6	7	8	9	9.5										
32	2	3	4	5	6	7	8	9	10	10.5									
33	2	3	4	5	6	7	8	9	10	11	11.5								
34	2	3	4	5	6	7	8	9	10	11	12	12.5							
35	2	3	4	5	6	7	8	9	10	11	12	13	13.5						
36	2	3	4	5	6	7	8	9	10	11	12	13	14	14.5					
37	2	3	4	5	6	7	8	9	10	11	12	13	14	15	15.5				
38	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	16.5			
39	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17.5		
40	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	18.5	
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*	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

* -The same figures should be used when calculating the redundancy payment for a teacher aged 61 and above.

NB: Under the 2011 arrangements funding is available to allow employers to award a sum equal to the amount calculated above as an additional termination payment. For example, where the table shows a teacher is eligible for redundancy compensation of 28 weeks salary under the existing legislation, she/he will receive an additional 28 weeks salary as an enhanced severance payment, giving total compensation of 56 weeks salary.