

## Voluntary redundancy: what they **don't** tell you

We are concerned that The Manchester College have put out a voluntary redundancy offer which is woefully inadequate and certainly not as good in comparison with what we have been able to achieve in other colleges. It has not been negotiated with the union and is potentially their way of avoiding the proper processes of consultation. **We advise you not to apply yet until the union has had the opportunity to try to get an improved offer.** The offer is only giving an extra month's pay on top of what you would get if you were made redundant!

What's more—they don't even give you enough information to work out exactly how much you would get, so our advice is to ask them what you would get before you even think of volunteering. The Frequently Asked Questions below might give you a guide to both voluntary and statutory redundancy. Members can get further details from their union through the local rep.

### **They said I would get a week's pay for every year I've worked or a week and a half if I'm over 42. What does this mean?**

The statutory entitlement to redundancy is half a week's pay for every **full** year worked up to age 22, then one week's pay for every **full** year worked up to age 41 and then one and a half weeks' pay for every **full** year worked after the age of 41. You can only count up to 20 years and so the maximum possible would be 30 weeks' pay.

### **What do they mean about a week's pay?**

The statutory redundancy scheme has a cap on a week's pay up to £380 per week, so if you earn more than this a week it would only be calculated on £380.

The DWP have a calculator on their website for anyone wanting to check what their statutory redundancy might be. Go to [www.direct.gov.uk/redundancy.dsb](http://www.direct.gov.uk/redundancy.dsb).

### **I've been working at the prison for 12 years and I've had three different employers—how much service can I count?**

If you have been transferred from one employer to another under TUPE then you have unbroken service and can count all of it.

### **Before that I worked in the local authority adult education service—does that count?**

If you are made redundant and you have unbroken service with any local government type employer (this includes FE colleges and post-92 universities) then you can also count that. This is often referred to as the modification order.

### **I have only worked for the prison for 18 months; will I get anything?**

Under the statutory redundancy scheme you wouldn't get any redundancy pay unless you have two full calendar years' service, but check that you are not covered by the modification order (see above). Of course there is nothing to stop the employer still paying a redundancy payment for under two years if you volunteered.

### **What notice will they give me?**

Check what it says they will give you in your contract. Some contracts have different notice periods for redundancy compared to other dismissals. The statutory minimum notice is one week for every year you've worked there up to a maximum of 12 weeks eg if your contract says two months notice but you have worked there for 11 years then you should get 11 weeks notice.

### **What do they mean by a 'full and final settlement agreement'?**

If they offer you and you accept a voluntary package the college will expect you to sign a legal agreement which will prevent you from taking any legal action against the college following the redundancy. This is likely to include any claim you might have against the college, not just in terms of redundancy or dismissal eg it could include any claim you think you may have under discrimination legislation. The union can advise further on these agreements at the appropriate time.

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