

# Your rights during redundancy

## 1. Redundancy pay

You're entitled to redundancy pay if you have a contract and have worked continuously for your employer for 2 years before they make you redundant.

How much redundancy pay you get depends on your age and how long you've worked for your employer.

You may get more than the 'statutory' amount (the minimum the law says you should get) if it's included in your contract.

### How redundancy pay is worked out

Redundancy pay is based on your earnings before tax (gross pay), your age and the years you've worked for your employer.

Your employer must give you:

- half a week's pay for each full year of work before your 22nd birthday
- 1 week's pay for each full year of work from your 22nd birthday (up to 41)
- 1.5 weeks' pay for each full year of work from your 41st birthday onwards

Your employer must tell you in writing how your redundancy pay has been worked out.

### Calculate your redundancy pay

You can [calculate your redundancy pay on the GOV.UK calculator](#).

You'll need to know your weekly pay (before tax and other deductions) to use the calculator.

### How you'll get paid

Your employer should tell you:

- when you'll get your redundancy pay – this should be on your last day or on a date soon after if you both agree – for example in your

final pay

- how you'll get paid, for example in your monthly pay or separate payments

Up to £30,000 of redundancy pay is tax free.

You may not be eligible for statutory redundancy pay if your employer offers you a [suitable alternative job](#) and you turn it down.

## Limits on redundancy pay

There are limits to how much redundancy pay you can get. You can only get it for up to 20 years of work. This means, for example, that if you've worked for your employer for 22 years you'll only get redundancy pay for 20 of those years.

The maximum weekly amount used to calculate redundancy pay is £508 – even if your wage is more per week. The maximum statutory redundancy pay you can get in total is £15,240.

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

## If your employer does not pay you

If you do not get your redundancy pay you need to:

1. Write to your employer as soon as you think you should have been paid – normally your last day or a date soon after if you both agreed, for example your final pay
2. Tell them what you're entitled to and include any evidence to back it up, for example a letter confirming your first day at work for them or email confirming a recent pay increase.

[Call the Acas helpline](#) if you still do not get paid after writing to your employer. We can find out if your employer will agree to [early conciliation](#) – a way to resolve disputes without going to an employment tribunal.