

Redundancy notice

Redundancy notice

If you're made redundant you do not have to leave your job immediately. Your employer must let you know in advance (give notice) that you're going to be made redundant. They should do this in writing. You'll usually continue working for your notice period.

You must get a minimum amount of notice by law. How much you get depends on how long you've worked for them.

You'll keep getting paid once you've been given notice, up until you leave your job. Then after that you'll get [redundancy pay](#) if you're eligible.

How much redundancy notice you get

How much notice your employer must give depends on how long you've been working for them.

You're entitled to statutory notice if you've been working for your employer for more than a month. Your employer can give you more than the statutory notice, but they can not give you less.

Time you've worked for your employer	Minimum notice they must give you
One month up to 2 years	One week
Between 2 and 12 years	One week per year
12 years or more	12 weeks

2. When the notice period starts

Your notice period starts on the first full day or shift at work after you've been given notice of redundancy.

Pay during your notice period

During your notice period you're entitled to the same pay you'd normally

get. This includes if you're:

- on holiday (annual leave)
- on sick leave
- on maternity, paternity or adoption leave
- temporarily laid off
- available for work but there's no work to do

Payment in lieu of notice

Your employer can give you 'payment in lieu of notice' if it's in your contract. This means you get paid instead of working your redundancy notice period.

If you get payment in lieu you should get full pay and any extras that are in your contract, for example pension contributions.

Your employer can offer you payment in lieu of notice even if it is not in your contract. If you accept you should get full pay and anything else included in your contract.

Leaving during your notice period

You can ask your employer if you can leave before your notice period ends, for example if you have another job to go to.

You must get their agreement – if not they may consider that you've resigned and you could lose your eligibility for redundancy pay. Make sure you get the agreement in writing.

If they agree you can leave early your employer does not have to pay you for the rest of your notice period. You still get the same redundancy pay.

Garden leave

If your employer says you do not have to be at work (known as 'garden leave') you must get paid as usual during your notice period. They can ask you to take any unused holiday during your garden leave.