

### Comparison of costs for employees aged 38 and 50 with differring salaries and service

|   |            |            |             |             |            |            |             |             |            |            |             |             |
|---|------------|------------|-------------|-------------|------------|------------|-------------|-------------|------------|------------|-------------|-------------|
| Age at date of leaving                      | 50         | 50         | 50          | 50          | 50         | 50         | 50          | 50          | 50         | 50         | 50          | 50          |
| Service (years) at date of leaving          | 30         | 30         | 30          | 30          | 20         | 20         | 20          | 20          | 10         | 10         | 10          | 10          |
| Weeks pay                                   | £500.00    | £1,000.00  | £1,500.00   | £2,000.00   | £500.00    | £1,000.00  | £1,500.00   | £2,000.00   | £500.00    | £1,000.00  | £1,500.00   | £2,000.00   |
| Annual Pay                                  | £25,000.00 | £50,000.00 | £75,000.00  | £100,000.00 | £25,000.00 | £50,000.00 | £75,000.00  | £100,000.00 | £25,000.00 | £50,000.00 | £75,000.00  | £100,000.00 |
| Statutory Redundancy Payment                | £7,595.00  | £7,595.00  | £7,595.00   | £7,595.00   | £7,595.00  | £7,595.00  | £7,595.00   | £7,595.00   | £4,495.00  | £4,495.00  | £4,495.00   | £4,495.00   |
| SRP using actual weeks pay                  | £12,250.00 | £24,500.00 | £36,750.00  | £49,000.00  | £12,250.00 | £24,500.00 | £36,750.00  | £49,000.00  | £7,250.00  | £14,500.00 | £21,750.00  | £29,000.00  |
| 1.5 weeks x service using actual weeks pay  | £22,500.00 | £45,000.00 | £67,500.00  | £90,000.00  | £15,000.00 | £30,000.00 | £45,000.00  | £60,000.00  | £7,500.00  | £15,000.00 | £22,500.00  | £30,000.00  |
| 2 weeks x service using actual weeks pay *  | £26,000.00 | £52,000.00 | £78,000.00  | £104,000.00 | £20,000.00 | £40,000.00 | £60,000.00  | £80,000.00  | £10,000.00 | £20,000.00 | £30,000.00  | £40,000.00  |
| 2.5 weeks x service using actual weeks pay* | £26,000.00 | £52,000.00 | £78,000.00  | £104,000.00 | £25,000.00 | £50,000.00 | £75,000.00  | £100,000.00 | £12,500.00 | £25,000.00 | £37,500.00  | £50,000.00  |
| Current scheme                              | £48,724.00 | £97,448.00 | £146,172.00 | £194,896.00 | £48,724.00 | £97,448.00 | £146,172.00 | £194,896.00 | £43,724.00 | £87,448.00 | £131,172.00 | £174,896.00 |

|   |            |            |            |             |            |            |            |             |
|---|------------|------------|------------|-------------|------------|------------|------------|-------------|
| Age at date of leaving                      | 38         | 38         | 38         | 38          | 38         | 38         | 38         | 38          |
| Service (years) at date of leaving          | 20         | 20         | 20         | 20          | 10         | 10         | 10         | 10          |
| Weeks pay                                   | £500.00    | £1,000.00  | £1,500.00  | £2,000.00   | £500.00    | £1,000.00  | £1,500.00  | £2,000.00   |
|   | £25,000.00 | £50,000.00 | £75,000.00 | £100,000.00 | £25,000.00 | £50,000.00 | £75,000.00 | £100,000.00 |
| Statutory Redundancy Payment                | £5,580.00  | £5,580.00  | £5,580.00  | £5,580.00   | £3,100.00  | £3,100.00  | £3,100.00  | £3,100.00   |
| SRP using actual weeks pay                  | £9,000.00  | £18,000.00 | £27,000.00 | £36,000.00  | £5,000.00  | £10,000.00 | £15,000.00 | £20,000.00  |
| 1.5 weeks x service using actual weeks pay  | £15,000.00 | £30,000.00 | £45,000.00 | £60,000.00  | £7,500.00  | £15,000.00 | £22,500.00 | £30,000.00  |
| 2 weeks x service using actual weeks pay *  | £20,000.00 | £40,000.00 | £60,000.00 | £80,000.00  | £10,000.00 | £20,000.00 | £30,000.00 | £40,000.00  |
| 2.5 weeks x service using actual weeks pay* | £25,000.00 | £50,000.00 | £75,000.00 | £100,000.00 | £12,500.00 | £25,000.00 | £37,500.00 | £50,000.00  |
| Current scheme                              | £24,500.00 | £49,000.00 | £73,500.00 | £98,000.00  | £14,000.00 | £28,000.00 | £42,000.00 | £56,000.00  |

\* Maximum number of weeks pay capped at 52 weeks