

## CPSU NSW Members Update – Group 4 Restructure

A number of members have sought advice from us recently in regard to whether they will receive a voluntary redundancy on exiting TAFE NSW as a result of the restructure.

Please be aware that temporary appointments attract severance payments and not voluntary redundancy. Severance is paid on the expectation of further employment, which will now not happen.

If you are on your second or subsequent contract (you've had two or more without a break in service) then you would be eligible for a severance payment. The severance payment is taken from the Employment Protection Regulations. A table is included below for your information.

### EMPLOYMENT PROTECTION REGULATION 2017 - SCHEDULE 1

#### SCHEDULE 1 – Scale of severance payments

Length of continuous service by employee	Rate for calculation of amount of severance payment	
	If employee under 45 years of age	If employee 45 or more years of age
Less than 1 year	Nil	Nil
1 year and more but less than 2 years	4 weeks' pay	5 weeks' pay
2 years and more but less than 3 years	7 weeks' pay	8.75 weeks' pay
3 years and more but less than 4 years	10 weeks' pay	12.5 weeks' pay
4 years and more but less than 5 years	12 weeks' pay	15 weeks' pay
5 years and more but less than 6 years	14 weeks' pay	17.5 weeks' pay





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6 years or more	16 weeks' pay	20 weeks' pay
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If you need further advice, please contact the Member Support Centre on 1300 772 679 or [membersupport@psa.asn.au](mailto:membersupport@psa.asn.au)

It is important that you continue to have a say and your voice is heard.

You can support the work of the union and your local delegates by joining the CPSU NSW.

**Please forward this to your colleagues** so that they know their rights and encourage them to **JOIN THE CPSU**

*Please note, CPSU NSW members are also members of the Public Service Association of NSW. The PSA is the Associated Body for, and resources and manages, the CPSU NSW*

