



Notice of Termination and Redundancy Pay

As of 1 January 2010, the National Employment Standards will apply to all staff of the University of Adelaide. This fact sheet provides an outline of the Notice of Termination and Redundancy Pay standard that applies under the NES.

What is provided for in the NES?

Where an employer seeks to terminate the services of a staff member they must provide a minimum period of notice based on the staff member's years of service with that employer.

The following notice of termination under the NES applies:

Staff member's period of continuous service with	Notice
Not more than 1 year	1 week
More than 1 year but not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks

If the staff member is over the age of 45 years and has completed at least 2 years of service at the time notice is given, then they receive an additional week of notice.

When does Redundancy Pay apply under the NES?

Under the NES, not all redundancy situations give rise to redundancy pay. For example, where a staff member transfers to another employer and that employer recognises the staff member's previous service, then redundancy under the NES may not be payable.

Where a staff member is entitled to redundancy pay, this payment will be at their base ordinary rate of pay in accordance with the following table:

Staff members period of continuous service with the employer	Redundancy Pay
At least 1 year but not less than 2 years	4 weeks
At least 2 years but not less than 3 years	6 weeks
At least 3 years but not less than 4 years	7 weeks
At least 4 years but not less than 5 years	8 weeks
At least 5 years but not less than 6 years	10 weeks
At least 6 years but not less than 7 years	11 weeks
At least 7 years but not less than 8 years	13 weeks
At least 8 years but not less than 9 years	14 weeks
At least 9 years but not less than 10 years	16 weeks
At least 10 years	12 weeks

Notice of termination and redundancy pay at the University of Adelaide.

The notice of termination and redundancy pay provisions at the University are more generous than the provisions outlined by the NES.

What has changed?

Nothing will change in respect of notice of termination and severance pay at the University of Adelaide as we exceed the minimum requirements of the NES.

What if I need more information?

If you have any questions about your entitlement to notice of termination and/or severance pay, please contact the HR Service Centre at: hrservicecentre@adelaide.edu.au or 8313 1111.