



Employer Quick Reference Card

FY21-22

Save this quick guide for when you need to check basic employee entitlements.

Redundancy Pay

Job no longer required?
Considered redeployment & consulted?

Length of Service	Severance Pay*
Up to 1 year	Nil
Up to 2 years	4 weeks
Up to 3 years	6 weeks
Up to 4 years	7 weeks
Up to 5 years	8 weeks
Up to 6 years	10 weeks
Up to 7 years	11 weeks
Up to 8 years	13 weeks
Up to 9 years	14 weeks
Up to 10 years	16 weeks
More than 10 years	12 weeks (not a typo!)

Statutory Notice

Statutory notice is in addition to any severance pay

Length of Service	Notice Required*
Up to 1 year	1 week
Between 1 & 3 years	2 weeks
Between 3 & 5 years	3 weeks
More than 5 years	4 weeks

Where the employee is older than 45 AND has more than 2 years of service, an additional week must be added!

*Check contracts and applicable Modern Awards—they may be more generous!

Handy Facts and Figures

For referencing, for applying, or just for your information...

Please note, the figures below are updated at the beginning of the financial year (1st July).

<u>National Minimum Wage</u> (21 years ±)	Hourly: \$20.33 (Casual: \$25.41) Weekly: \$772.60 Yearly: \$40,175.20
<u>High Income Threshold</u>	2018: \$145,400 2019: \$148,700 2020: \$153,600 2021/2022: \$158,500
<u>Penalty for breach of Fair Work Act 2009</u>	Individual: \$13,320 / \$133,200 (for serious contraventions) Company: \$66,600 / \$666,000 (for serious contraventions)