

## APPENDIX 1

### **Excerpt from Redundancy Modification Order.**

In summary, the Redundancy Modification Order states:

- All continuous service with local authorities and other bodies covered by the Modification Order counts towards the entitlement to, and calculation of, a statutory redundancy payment, apart from any period in respect of which a redundancy payment has been paid.
- If a redundant employee employed by a local authority or other body covered by the Order is offered alternative employment with another authority or Modification Order body, whether in writing or not, before the start date of the redundancy and the termination of his/her contract, and starts the new job within four weeks of the date of redundancy, no redundancy payment is due and continuity of service for statutory redundancy purposes is preserved (provided no redundancy payment was made)
- If the offer is made by a Modification Order body after the date of termination, a dismissal will have taken place and the entitlement to a redundancy payment remains, regardless of when the job starts. However, if the new employment commences without there having been a week's break (Sunday to Saturday) continuity is not broken unless a redundancy payment is made.