



## REDUNDANCY INDIVIDUAL CALCULATION

Please note that whilst every effort has been made to ensure the accuracy of these calculations, they may vary slightly from final figures produced by our payroll department.

<b>Name:</b> Charles Ajah	
Employee ID	7076138
Proposed Leaving Date	30-Jun-2025
Proposed Calculation Date	30-Jul-2025
Age at Calculation Date	44
Healthcare Extension Date	30-Sep-2025
Service Date	14-Aug-2023
Complete Years of Service (capped at 20 years' service)	1
Basic Annual Salary	£68,614.00
Weekly Pay (Basic Salary + any Incentive or Commission Payments)	£1,319.50
Notice Period (weeks)	4.35

**Should you exit Sky via redundancy the amount you would receive is set out below:**

The first £30,000 (thirty thousand pounds and zero pence) of the statutory redundancy element and the ex-gratia element of the Termination Payment combined may be paid tax free.

Statutory Redundancy Pay	£0.00
Ex-Gratia (Enhanced Redundancy Pay, inclusive of a sum equivalent of 10% of Basic Annual Salary)	£10,819.90

You would also receive the following payments which are subject to tax and NI deductions:

Pay in Lieu of Notice	£5,739.82
Bonus (calculated on base salary and bonus target % until the Termination Date)	£2,539.59

**Sky Subscribers Services Limited, Grant Way, Isleworth, Middlesex TW7 5QD**

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Total Redundancy Package	£19,099.31
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Less tax due on the result of the Post Employment Notice Pay (PENP) calculation:

Post Employment Notice Pay (PENP)	NIL.
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**Sky's Total Enhanced Redundancy package is calculated as set out below:**

Enhanced (Ex Gratia) is based on your weekly pay:

- For every year of service between ages 18-21: one week's pay
- For every year of service between ages 22-41: two weeks' pay
- For every year of service over age 41: three weeks' pay

Enhanced redundancy includes basic pay and any variable pay (incentive payments/commission) but no other allowances.

Enhanced redundancy is exempt from tax up to £30k subject to deduction for PENP payment (if applicable).

**This payment is inclusive of the statutory redundancy payment, calculated as set out below:**

- For every year of service between ages 18-21: half a weeks' pay
- For every year of service between ages 22-41: one weeks' pay
- For every year of service over age 41: one and half weeks' pay

If you have been employed by Sky for less than two years you will not be entitled to statutory redundancy.

Statutory is based on your weekly pay – this is capped at the statutory maximum (currently £719 as at 6th April 2025) and is not taxable.

Pay in Lieu of Notice is calculated based on your average weekly pay (including incentives and allowances) multiplied by your contractual or statutory notice period (whichever is greater).

Statutory notice is one week for each complete year (up to a maximum of 12) if you have been continuously employed for two or more years.

Notice period is calculated in weeks, please see the breakdown of this in the table below:

Months	0	1	2	3	4	5	6
Weeks	0	4.35	8.7	13.04	17.39	21.74	26.09

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Should Post Employment Notice Pay (PENP) be applicable, please visit [www.gov.uk/hmrc-internal-manuals/employment-income-manual/eim13876](http://www.gov.uk/hmrc-internal-manuals/employment-income-manual/eim13876) for more information.

**NB:** The total of all monies paid, excluding bonus, cannot exceed 12 months' salary (basic salary plus incentives/commission). If your notice period is less than 13.05 weeks, pay in lieu of notice is excluded from the annual salary cap.

If you are required to make a PENP payment, this will be deducted from the tax free element of the ex-gratia payment.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Lynne Wilson". The signature is written in a cursive, flowing style.

For and on behalf of Group People Services