



Overview

This document sets out the discretionary redundancy scale that may be applied to salaried team members as at 1 July 2021 and the relevant conditions that apply.

Frequently Asked Questions

Q. How much redundancy pay will a salaried team member receive under the scale?

A. Team members may be paid an enhanced redundancy payment as follows:

Years of completed service	Redundancy Payment
Less than 1 year	2 weeks
At least 1 year but less than 2 years	6 weeks
At least 2 years but less than 3 years	8 weeks
At least 3 years but less than 4 years	9 weeks
At least 4 years but less than 5 years	10 weeks
At least 5 years but less than 6 years	12 weeks
At least 6 years but less than 7 years	13 weeks
At least 7 years but less than 8 years	15 weeks
At least 8 years but less than 9 years	16 weeks
At least 9 years but less than 10 years	18 weeks
At least 10 years but less than 11 years	20 weeks
More than 11 years	22 weeks

Q. When is the salaried redundancy scale effective?

A. The salaried redundancy scale is effective from 1 July 2021. The scale will be reviewed annually.

Q. Are there any conditions applied to the scale?

A. Yes. Given the scale provides for a redundancy payment that is more generous than the payment set out in the National Employment Standards, the team member must sign a standard form Release Agreement to be eligible for the enhanced payment. This is standard practice at Coles and many other large organisations.

Q. What if a team member does not want to sign a Release Agreement?

A. A team member can choose not to sign a Release Agreement and if they do so, their redundancy payment will be calculated in accordance with the [National Employment Standards](#).

Q. What about notice?

A. Coles will provide the team member with notice as set out in the team member's contract of employment. In most cases, the team member will perform their normal duties during the notice period however Coles has discretion, as set out in the contract of employment, in relation to what work is performed during the notice period or to pay notice in lieu (or a portion of it).

Q. The scale is discretionary, what does that mean?

A. Coles has absolute discretion as to when the scale is applied – it is not an entitlement. Examples of where the scale may not be applied are:

- if Coles offered a team member a suitable, alternative position within Coles and the team member refused that offer; or
- where a team member engaged in misconduct during the notice period.

Contacts

For support regarding the salaried redundancy scale, and the conditions that apply, line managers can raise a case via the [P&C Central Portal](#).