**From:** Tevlin, Sylvia <S.Tevlin@tees.ac.uk>   
**Sent:** 20 June 2025 11:40  
**To:** Van Schaik, Paul <P.Van-Schaik@tees.ac.uk>  
**Subject:** RE: Teesside University - Voluntary Severance Scheme

Hi Paul,

We wouldn’t normally give the figures out at this stage as we would be inundated with queries, and 9 month salary is easy to work out, however, given you are away from the University I can tell you that based on your current salary the estimated figures (which would need to be confirmed by finance) would be as follows:

Your annual salary is £84,120 total 9 month salary would be £63,090

PILON would be 12 weeks pay (due to length of service) = £19,360.18

Remainder payment = £43,729.82

Current remaining holidays with a leaving date of 31 July = 200.5 hours at £43.60 per hour = 8,741.8

As I say that would need be confirmed by finance but should be a good estimate.

In relation to Teachers Pension, your payments would be as normal up to you leaving, after that you can decide to take your pension or freeze until state retirement age.  You can check your pension entitlement on line through the Teachers Pension Scheme.  You may be able to add a lump some to your pension, again you can get advice from the TPS.

The Settlement agreement you would need to sign as part of the VS would state that you would not be able to carry out any paid work with the University for a period of three years, therefore, the work you have stated you would like to carry on would not be paid work.  As an emeritus Professor carrying out some of the activity you have stated may not be possible as it is generally paid activity, you would need to discuss this with the Dean, as it is not within my  remit.  I could contact Matt about this if you would prefer.

To apply for an Honorary title there is a process that needs to be followed, see attached.

It would not be possible to keep your existing office and computer as an Emeritus Professor if you were to leave under VS, as you would no longer be a member of staff.

In terms of the HEFCE award, and the personal budget,  this is something you would need to raise with the Dean, again, I could contact Matt about this if you would prefer.

If you want me to discuss the issues with the Dean please let me know and I will get the ball rolling with asking the question.

Happy to meet if the remaining answers are not clear, just let me know.

Regards,

**Sylvia Tevlin | Chartered MA MCIPD**

HR Business Partner, HR Operations

Teesside University

*Monday (remote), Tuesday, Wednesday & Thursday (on campus) Friday (remote)*

Telephone 01642 342215

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**From:** Van Schaik, Paul <[P.Van-Schaik@tees.ac.uk](mailto:P.Van-Schaik@tees.ac.uk)>   
**Sent:** 19 June 2025 19:07  
**To:** Tevlin, Sylvia <[S.Tevlin@tees.ac.uk](mailto:S.Tevlin@tees.ac.uk)>  
**Cc:** [pvschaik@yahoo.com](mailto:pvschaik@yahoo.com)  
**Subject:** RE: Teesside University - Voluntary Severance Scheme

Dear Sylvia,

Thank you for your message.

Please find attached my questions about the Academic Voluntary Severance Scheme 2025.

I would like to discuss these in a call if possible, as this may be quicker.

Otherwise, I look forward to your answers by e-mail.

Kind regards,

Paul

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**Paul van Schaik, PhD**

**Professor of Psychology**

**National Teaching Fellow**

**Department of Psychology**

<http://sss-studnet.tees.ac.uk/psychology/staff/Paul_vs/index.htm>

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**From:** Tevlin, Sylvia <[S.Tevlin@tees.ac.uk](mailto:S.Tevlin@tees.ac.uk)>   
**Sent:** 19 June 2025 16:39  
**To:** [pvschaik@yahoo.com](mailto:pvschaik@yahoo.com); Van Schaik, Paul <[P.Van-Schaik@tees.ac.uk](mailto:P.Van-Schaik@tees.ac.uk)>  
**Subject:** Teesside University - Voluntary Severance Scheme

Dear Paul,

I am aware that you are currently away from the University but wanted to ensure that you received communications that had been sent out to your colleagues this week.

Given the continuing financial challenges facing the Higher Education sector, it is essential that the University continues to review how we deliver our business and that we take every opportunity to innovate, improve and further transform our operating model.  With this in mind, the University is today launching a University-wide Voluntary Severance Scheme for academic staff. Details of the scheme, how to apply and who to contact if you have a query regarding the scheme, are attached.

If you need any further information please do let me know.

Kind Regards

**Sylvia Tevlin | Chartered MA MCIPD**

HR Business Partner, HR Operations

Teesside University

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Telephone 01642 342215

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