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# fact sheet

## Telstra Redundancy – Benefits

If you are selected for redundancy you are entitled to the following benefits. ***This is set out in Clause 9 of the Telstra Redundancy Agreement (2002).***

- Four weeks pay for each year of continuous service up to five years (a maximum of 20 weeks)
- Three weeks pay for each completed year of service after that.
- If you have worked some months over a completed year of service than you get a pro-rata payment for each completed month.
- If you are over 50 you get
  - Four weeks pay for each year you have worked since turning 50 and
  - An adjusted pro-rata payment for every full month you worked after a completed year of continuous service after the age of 50.
- The least you will get is 4 weeks pay in lieu of notice (or 5 weeks if you are over 45 years old) and the most you can get is 80 weeks.

Your pay is calculated on your weekly earnings in the 12 months prior to the redundancy.

- If you have been doing higher duties for at least 12 months before being told you are being retrenched then your pay is calculated on the higher duty rate you were being paid.
- If you have you have been paid shift allowances in at least half your pay packets in the 12 months before being told of your retrenchment, then your pay for redundancy is calculated with shift allowances.
- This is calculated by averaging the weekly amount of the shift allowance over 1 year.
- If you have regularly been receiving other allowances as part of your pay these may be included too.
- If you are retrenched you are also entitled to pro-rata Long Service Leave providing you have completed one (1) year continuous service

**Any questions? Speak to your local union delegate or call the union office.**