

# Continuous Service Policy

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Purpose

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Continuous Service

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Redundancy

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## **1. Purpose**

Continuous Service is used for the purposes of calculating entitlement to sick pay and Maternity pay and leave, under the University's schemes. It does not necessarily count as continuous employment for statutory purposes, e.g., statutory maternity pay, eligibility to make application to an employment tribunal for unfair dismissal etc., where the required length of employment must be with Kingston University

## **2. Continuous service**

For those employed before 1st April 1989 by Kingston University with no break in service, the period of continuous service for employment purposes, dates from the commencement of continuous service with the Royal Borough of Kingston upon Thames.

For those joining Kingston University without a break in service from another institution within the HEFC sector or from a post which gave eligibility to join the TPA Teachers' Superannuation Scheme, service with that institution will count for the purpose of continuous service. Verification of the service will be required from the previous employer.

No period of employment with any previous employer other than in 2 and 3 above shall count as continuous with your employment with Kingston University

## **3. Redundancy**

In the event of redundancy there may be entitlement to count relevant service with a Local Authority for the purposes of redundancy payment in accordance with the Redundancy Payments (Local Government) (Modification) Order 1983 as amended.