

# Average Severance Pay

## Ontario, Canada

The average severance pay in Ontario is impossible to calculate - there are too many factors, especially with regard to length of service. There is no "rule of thumb" of one month of severance for every year worked. Generally, the shorter the service, the more months of severance per year one gets and vice-versa. As working years increase, the average amount of severance one gets decreases. Short term employees get proportionately more severance than long term employees.

### SHORT TERM

Employees in all occupations with 0.5 to 2.5 years of Service.

**2.6 months**

managers receive more:

**3.8**



### MID TERM

Employees in all occupations with 2.6 to 5 years of Service.

**1.7 months**

managers receive more:

**2.1**

### LONG TERM

Employees in all occupations with 16 to 25 years of Service.

**0.7 months**

managers receive more:

**0.8**

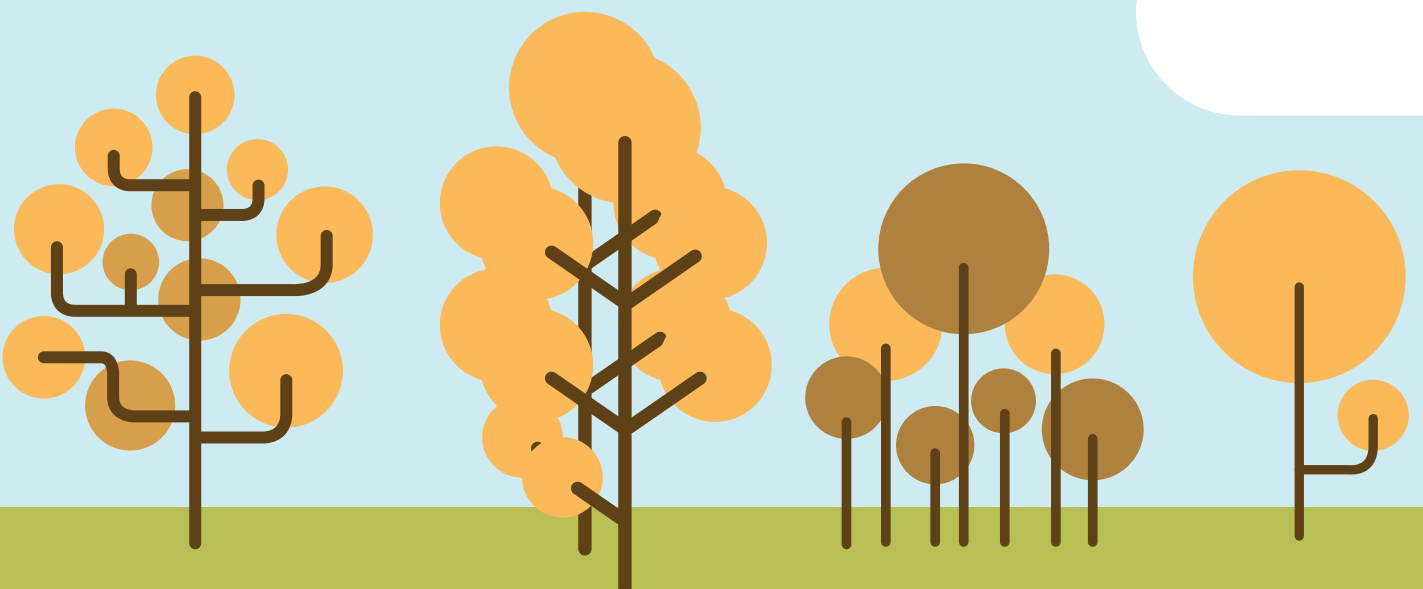
### VERY LONG TERM

Employees in all occupations with 31 to 40 years of Service.

**0.5 months**

managers receive more:

**0.6**



# Average Severance Pay Variables

In ***Bardal v Globe and Mail***, 24 D.L.R. (2d) 140 (H.C.), the Ontario Supreme Court held there can be no catalogue laid down as to what severance is proper in particular classes of cases. Severance must be decided with reference to each particular case, having regard to the occupation, the length of service of the employee, the age of the employee and the availability of similar employment, having regard to experience, training and qualifications.

## OCCUPATION

Employees with more sophisticated or higher ranking positions get more severance.

## AGE

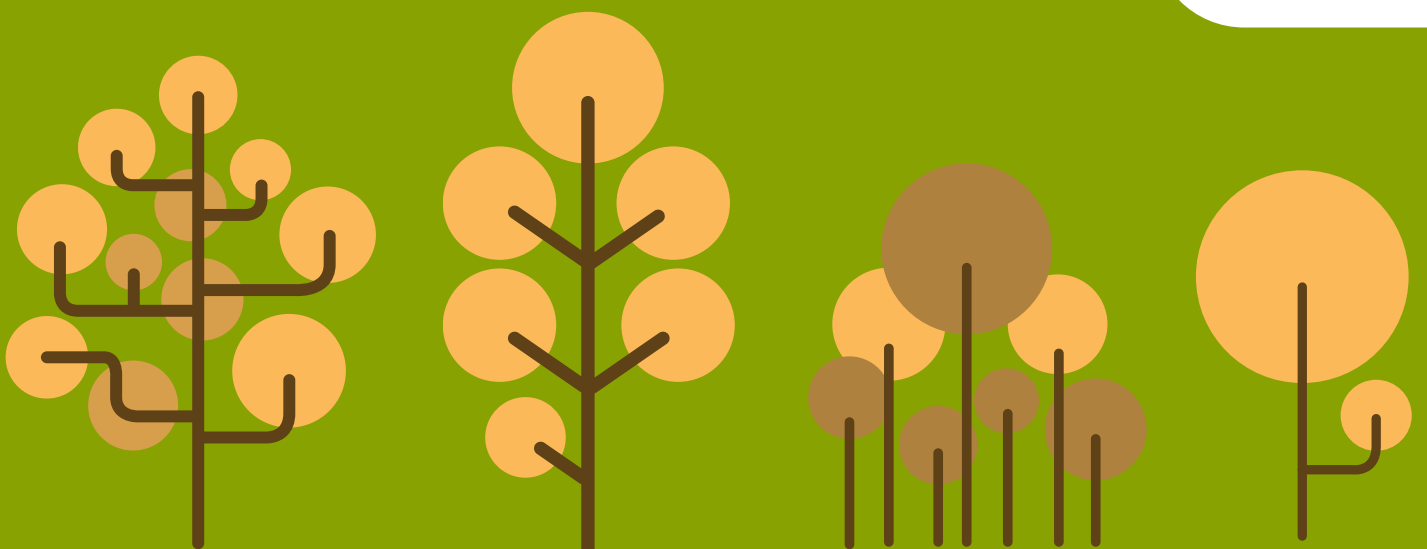
Older employees get more severance than younger employees

## LENGTH

More long standing employees get more severance than short term employees

## JOB PROSPECTS

Senior, specialized employees get more severance than labourers



# Dutton Employment Law

Free Consultations!

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