

Justine

Justine was employed as a permanent part-time Client Intake Officer in the Health and Community Service industry. Justine, who was in the 35-44 age bracket, had been offered a redundancy package by her employer six months prior to when she would have been entitled to long service leave – that is, after 7 years of working with the employer.

Justine had been placed on a 12 month contract, with the contract's expiration date being the 28th February 2015. Pursuant to her redundancy package, Justine was offered 4 weeks pay in lieu of notice, as well as 16 weeks redundancy pay.

Eddy

Eddy was employed as a Workforce Development Manager in the education sector. Eddy, who indentified as falling in the 45-59 age bracket, worked in the capacity of a permanent full-time employee. Eddy was made redundant after 6.5 years with his employer, allegedly as a result of the federal budget cuts.

Sue

Sue, who is between the ages of 45 and 59, worked in a permanent full-time capacity as an Executive Assistant. The industry in which Sue worked in could be described as Personal Services, albeit working in a public hospital. Sue had worked in the relevant hospital for almost 10 years. Sue, on her first day back after having one weeks' break, was confronted by her boss, and was informed that she had left her work computer on during her absence. Sue's boss informed her that such an act was a serious security breach that may warrant a dismissal. Sue was, consequently, suspended without pay.

Sue was informed by her boss that she would be able to hold a meeting, with a personal representative, where she could explain the alleged conduct. However, and also in addition, Sue was notified that if she was to resign and abandon the meeting, her employer would pay out her long service leave.

Sue was of the view that the actions undertaken by her employer were probably as a result of budget concerns at the hospital.

Jen

Jen, an engineer working in the construction industry, who fell in the 35-44 age bracket, was employed on a permanent part-time basis. Jen's employment was retrenched after 6 years and 10 months of service – just short of acquiring long service leave entitlements.

Jen's employer cited that her employment was retrenched because the industry was quiet, in addition to the fact that the company was in a precarious financial position. Furthermore, the employer did not provide Jen with any redeployment opportunities.

Jen was not sure why she had lost her job, particularly given the fact that others, including new employees, despite doing similar work, kept their jobs. The employer did not inform Jen as to why she, in particular, lost her job.

Prune

Prune, a permanent full-time employee working as a Professional Service Worker in the retail trade, was made redundant after over 6 years with her employer. Prune suspected that her redundancy was not a case of genuine redundancy, as her job title had been given to someone else. Prune was on the belief that her redundancy was in connection to the fact that she was approaching her long service leave entitlements. Prune identified herself as being in between the ages of 25 and 34.

Stephen

Stephen, a Senior Engineer, identifying as being in between the ages of 45 and 59, had accrued almost 7 years of service through numerous fixed-term contracts. Stephen was a permanent full-time employee for this period, with a brief stint of casual employment sometime during the middle of his employment engagements.

Stephen's employer wanted to re-engage him under a different contract. The relevant contract provisioned for the recognition of Stephen's previous service but only going back to the start of his then-current contract. The reasoning behind this was that the employer was of the view that Stephen had only been employed since the 1st of July 2009, as opposed to 31st November 2005 – when Stephen first commenced his employment.

Stephen made an enquiry with his employer, but his employer responded by notifying Stephen that it was seeking legal advice, and suggested that Stephen should also.

Ron

Ron, identifying as being above the age of 60, was a full-time Sales/Personal Service Worker in the retail industry. Ron was made redundant 6 weeks shy of providing 7 years of service. Ron was of the view that his up-and-coming entitlement to long service leave was the reason for his redundancy. Ron also expressed his opinion that his age may have also been a factor.