

Deed of release (Redundancy)

This precedent has been co-authored for LexisNexis by **Workplace Law, Sydney** and **Elise Margow, Principal**

This document is part of a LexisNexis suite of Employment Law documents, prepared by Specialist Editor **Justine Turnbull, Partner, Seyfarth**

This precedent is current to **14 May 2014**.

Introductory note

This precedent is a deed of release for an employee whose employment has been terminated for reasons of redundancy. It releases the employee from legal actions and claims by the employer, and provides for compensation including an ex gratia payment, and other benefits.

It contains ongoing confidentiality and non-disparagement clauses, and ongoing post-employment restraints in the employment contract.

There is a deed of release specific to a termination of employment that may be challenged (see the Fair Work Commission), available separately.

LexisNexis Sample

Deed of release

This deed of release is dated [date]

between:

[Employer name] [(ACN)] of [Employer address] (**Emp**

and:

[Employee name] of [Employee address] (**Employee**)

BACKGROUND

- A. The Employee was employed by the Employer f
- B. [Option 1 (use if no notice was provided): The E
[termination date], effective immediately (**Termin**

[Option 2 (use if notice was provided): The Emp
[date], following [insert] weeks' notice (**Terminat**
- C. The employment of the Employee was terminate
the grounds that the Employee's position was re
- D. The Employer and the Employee have agreed to
the termination of employment, of the Employee

OPERATIVE PROVISIONS

1 Definitions and interpretation

- (a) The following definitions apply unless the

Confidential Information means information in
Employer designates to be confidential informati

- (i) any information marked as confider
- (ii) any information received or develop
Employee's employment with the E
relates to processes, equipment an
of the Employer's business includin
specifications, documentation, sour
workings, functions, features and p
reduced to material form, agreeme
and intentions, technical data and r
financial information, and business

Employment Agreement means the employme
Employee dated [date of employment agreemer

Related Body Corporate has the meaning give
(Cth).