

**A summary of options for a revised Enhanced Discretionary Severance Scheme**

<b>Option 1</b>	Statutory scheme, based on the statutory cap on earnings of £450 per week (effective 1 February 2013)
<b>Option 2</b>	Statutory scheme, based on actual earnings
<b>Option 3</b>	Add an additional multiplier to the statutory scheme based on the statutory cap on earnings of £450 per week
<b>Option 4</b>	Add an additional multiplier to the statutory scheme based on actual earnings
<b>Option 5</b>	Do not apply the statutory scheme, use a flat week calculation
<b>Option 6</b>	Two scheme approach where the level of salary is used to determine the multiplier