



“ This proposal has resulted in an unprecedented level of feedback, concern and anger ”  
*Business Involvement Group, (M&S employment group)*

“ We are updating our terms and conditions so they are more in line with what the rest of the market has been doing ”  
*M&S spokeswoman*

*Employee aged	Current formula		Proposed formula	
	Weeks	Payout	Weeks	Payout
28 with 5 years service	12.5	£6,250	10	£5,000
37 with 21 years service	52.5	26,250	42	£21,000
41 with 5 years service	18.75	£9,375	15	£7,500
49 with 30 years service	70	£35,000	52	26,000

\*Example from pay band C