Termination Notice Calculator



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Use this tool to calculate the minimum termination notice required under your jurisdiction employment standards law.

Step 1: Verify the employee is entitled to termination notice under the applicable employment standards law, no exemptions apply, and there is no employment contract or collective agreement requiring greater notice.

Check common exemption scenarios

Step 2: Select the employee jurisdiction of employment.

Step 3: Enter length of employment using years and months only.

Step 4: For Ontario and federally regulated employers, complete the additional statutory severance section.

Province / Territory / Federal Alberta ▼ Select where the employee works.

Years 1

1

040

Minimum statutory notice often starts only after a service threshold (for example 3 or 6 months, depending on jurisdiction).

Months 0

0

011

Regular weekly wages ($) 1000

Used only for additional statutory severance pay calculations in Ontario and Federal cases.

Additional Statutory Severance Checks

Employee has 5+ years of service No ▼

Employer payroll is $2.5M or more No ▼

Permanent business discontinuance and 50+ employees severed within 6 months No ▼

Federal additional statutory severance applies for employees with at least 12 consecutive months of service.

Estimated Entitlement

Minimum Notice 0 weeks
Additional Statutory Severance Not applicable
Additional Severance (Estimated Pay) Not calculated
Total Statutory Minimum 0 weeks

Province
Service Length
Notice source Additional layer source

This Severance Calculator is designed to help HR professionals estimate the amount of severance payable based on jurisdiction requirements. This tool is an informational estimate of minimum statutory requirements and is not legal advice and does not account for all exceptions, common-law notice, or contractual terms.