COVID-19 Information for Redundancy Payments Scheme

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2. COVID-19 Pandemic Unemployment Payment (PUP)
3. Temporary Wage Subsidy Scheme (TWSS)

During the COVID 19 Pandemic the following information may be useful to note in relation to the Redundancy Payments Scheme.

Temporary Lay-Off

Usually an employee can apply for a redundancy payment if they have been on temporary lay-off or short-time in accordance with Section 12 of the Redundancy Payments Act for a period of:

- Four continuous weeks
- Six non-continuous weeks within a thirteen week period

However due to COVID 19 special arrangements have been put in place. During this emergency period an employee is not entitled to seek a redundancy payment from their employer as a result of being placed on temporary lay-off or short-time. This change was included in Section 29 of the Emergency Measures in the Public Interest Bill 2020. The emergency period applies up to 30 November 2020.

COVID-19 Pandemic Unemployment Payment (PUP)

Any period spent on Jobseeker's Payments or COVID-19 Pandemic Unemployment Payment is considered a temporary lay-off. This period does not count towards the required 104 weeks of employment or as a period of reckonable service when calculating statutory redundancy payment.

Temporary Wage Subsidy Scheme (TWSS)

If the employer availed of the Temporary COVID-19 Wage Subsidy Scheme (TWSS) and continued to pay their employees, this period is counted as reckonable service for calculating statutory redundancy.