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Title Page:

***“ Exploration of a Redundancy Situation on the
workforce and the impact it has on the employees that
are left behind as a result”***

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I hereby certify that this Thesis, which I now submit for assessment of the programme of study leading to the award of BA Honours in Human Resource Management flexible learning is entirely my own work and has not been taken from the work of others and to the extent that such work has been cited and acknowledged within the text of my work.

Signed Sonya Boyce

Date: 27/7/2007.

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I would like to express my sincere thanks to everyone that supported me with the completion of this thesis.

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Summary/Executive Brief:

The purpose of this report is the Exploration of a redundancy situation on the work force and the impact that it has on the employees that are left behind as a result

Generally during a redundancy /restructuring programme, most of the focus is on the employees that will leave the Company in the future. The majority of actions taken at this time are with consideration for the future company/business needs, complying with legislation, negotiations with Unions ,preparing leavers via outplacement programmes The majority of companies don't consider the Employees that are the future of the business until issues arise, motivation drops and ultimately the business needs suffer The report will review some of the critical issues and challenges that arise during the redundancy situation

Chapter 1

Introduction :

1. Company Background:

The Company that I have chosen to discuss was an Irish Food Manufacturing Services Company, based in the North and South of Ireland, the Company had been in operation for over 30 years it went into liquidation first in 1984 and lost over 200 employees at that time after the redundancy situation it was taken over and employees that wished to be considered for re-employment were invited for interview and were either hired or regretted. It was endeavoured that the company would start making a profit which it did for the first 10 years but the cracks started to show again which started to worry the management team at the time so they downsized the workforce once again trying to do the same amount of work with less people this helped for a while and the company managed to turn it's self around once again and started to show a profit which was a welcomed relief. In 2004 a new management team were put in place to try and bring the Company into the modern world it was hoped that a whole revamp would take place and that the Manufacturing facility would be able to produce 12,000 parts per hour instead of 6,000 which would have bumped up the sales figures and quotas no end. In late 2005 early 2006 the company was showing that it was making a loss of up to €20,000 per day which no company could sustain no matter how hard it tried, cut backs were incurred employees on temporary contracts were released from their jobs in order to try and strike a balance but it was impossible to try and withstand, Union negotiation's were entered into, Inability to pay clauses were voted on in the LRC but still the Unions were looking for pay increases that the company couldn't adhere to as it wasn't possible. A independent assessor was brought in to see if

there was anything the company could do to turn itself around but it was too late , the independent assessor made an appeal to the high court and the company was put into liquidation on the 26th September 2006 and employees were told that it would cease trading on the 11th November 2006 which it did . The worst part of all was when the employees were told that there jobs weren't going to be there for them ,no one believed what was being said and thought that the company would be able to pull it's self out of the clutches of liquidation but no matter how hard they tried it still wasn't enough and the Company closed and employees only received 2 weeks statutory redundancy which maddened the entire work force as the previous year any employee that left received 5 weeks so the Unions fought their case but failed in their attempts where as when the company went into liquidation the owners washed their hands of everything to do with it. If the company had been able to withstand the market pressures then it might have been able fight the long road ahead that would have been ahead for them but there was no capital to work with and this lead to the bigger picture if there is no capital how do you expect a Company to keep trading and paying the day to day bills that were mounting up the wage bill was even starting to become a worry as it was literally robbing Peter to pay Paul.

2. Negotiations:

Company X was a unionised Company, ATGWU being the Union that was in place. Once the announcement in late June 2006 that the Company was indeed in trouble the Union asked for an independent assessor to be brought on board to see if there was anyway in which it might be possible to try and keep the Company afloat rather than letting it sink . The Union were trying to get the Company to agree to a pay agreement which wasn't in their in capacity to sustain so hence the reason why the company seeked out an inability to pay clause which was hoped would keep the union at bay . The Unionised work force had planned work stoppages until they got the answers that they were looking for , many hours were spent around the negotiating tables in order to try and avert the oncoming strike action that was pending , Employees were unsure as to what to believe so when the announcement came that one section of the factory would close on a certain date the Union then realised that their worst fears were now coming true as they had to face their board of directors as they called the workforce to try and explain what the situation was and what the future was going to hold for them , as the majority of people had decided that they wouldn't travel to find work as they had become accustomed to travelling a five minute journey to work so how were they going to face a maybe 40 mile round trip or further if work wasn't available.

Chapter 2

2.1 Introduction to the Literature Review:

In the previous chapter we reviewed the Company background, the scenario that led to the Company restructure and some of the difficulties experienced by Company X. In order to further explore the full impact of the change, the process and considerations in this section, it is envisaged to define various elements using theoretical references and examples and to maybe look at the needs and emotions that people go through during this process. As Redundancy is a very prominent subject in the media then it will be necessary to use only up to date information to explain the given topic in detail.

In order for this assignment to make sense to the reader it is felt that a definition of Redundancy may help iron out any questions that people may have .

2.2 Redundancy according to Gunnigle et al 2002 :345 can be defined as “Dismissal caused by either the fact that the employer has ceased their business or that they no longer require the work carried out by the particular employee, or they are reducing the scope of their workforce, the onus is on the employer to prove the existence of redundancy.

2.3 Change:

In order for many businesses today to gain competitive advantage and remain competitive, it is important that an organisation gains a niche in their market, this niche can be one of quality, price, value, the competing market forces many organisations to consistently review their practices and develop and change in an attempt to stay ahead.

Change can appear at different levels in the organisation and in the various functions, Redesigning an organisations structure has to be

carefully planned with change taking place as current business performance has to be sustained. **Baritol and Martin 1994** define organisation structure as “ the formal pattern of interactions and co-ordination designed by Management to link the tasks of individuals and groups in achieving organisational goals.

According to Johnson and Scholes 1999 the implementation of strategy also requires the management of strategic change and the required action on the parts of Managers in terms of the way they manage change process and the mechanisms they use for it.

2. The change process : It is important when change is introduced to an organisation that high level planning takes place and that the change is controlled and managed to minimise the impact on the day to day business

Cummings and Huse 1989 recommend that a number of key stages are involved in managing a change process.

1. Motivating the change – creating readiness for change and overcoming resistance to change can be difficult, people often have different reasons for resisting change
2. Creating a vision – That employees can see and identify with setting achievable interim goals worthwhile conditions and outcomes.
3. Developing political support – assessing the power of the change agents identifying and influencing the stakeholders .
4. Managing the transition – Planning the activities, commitment and Management structures .

French and Bell 1990 used the concept of the “ Organisational Ice berg “ to show the activities at play in an organisation and the impacts these activities can have.

The Ice berg metaphor can be used to show the contrasting aspects of organisational life, one part can be seen above water and is composed of the easy to see formal aspects of the organisation such as goals, strategy, structure, financial resources and management. The second part is underneath the surface, covert and can have a greater impact on activities in a similar way that an ice berg can. This

includes values, beliefs and attitudes held by employees, leadership style and behaviours. A Company can work on planning all formal activities and ensure that there is a systematic approach to all these areas but if they lose focus or miss any of the informal activities then the whole process can be brought crashing down around them so was the case with Company X.

2.4 Impact of Change on the Organisation:

In the previous section we considered the steps in the change process, we will now move on to considering the reactions, interactions and emotions employees may experience during change. **According to Cameron 1994** "These changes often involve reductions in personal in order to improve the efficiency of the firm in terms of cost disciplines and to maintain competitiveness in the market.

Baron and Greenberg (1992) tell us that reactions and change can be categorised along a continuum:



2.5 Some Common Causes of Redundancy:

According to **Armstrong 2003:461** "Redundancy, like the poor which it helps to create, has always been with us, at one time however it was mainly a result of adverse trading conditions

, especially during times of recession, this is still a major cause of redundancy, exacerbated by the pressures of global competition and international recession. In other words if a company can find a cheaper way to supply its customers then they will move the manufacturing facility to a different country and it will lead to :

- Cheaper labour costs

- More skilled workforce
- More loyal Employees.
- Costs of materials are lowered.
- More profitable as shipping costs for the product is down.

This is a factor which is influencing supply chain management companies in Ireland , it is the only way that they will be able to break into the European market and it should lead to a more profitable Company

2.6 Motivational considerations and the Psychological Contract:

In the previous sections we have reviewed the necessity for change, the change process, and the impacts or reactions that employees can have. In this section we will consider the effects change has on the Psychological contract and motivation in an attempt to understand the impact the change process can have for employees that stay within the organisation.

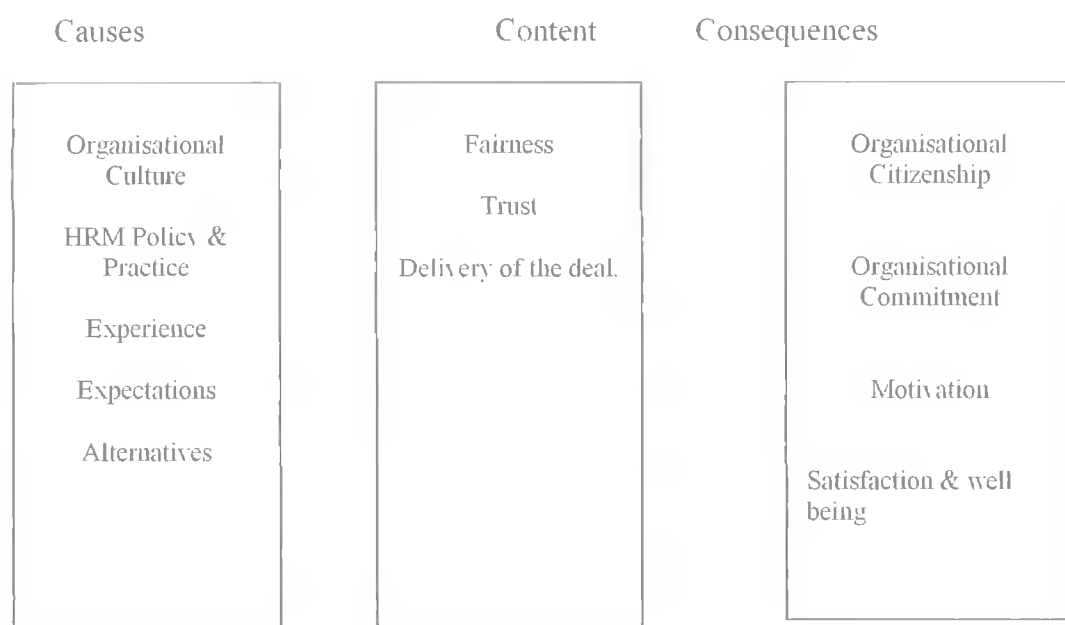
1. Psychological Contract:

Sisson et al(2000:7) states that in discussing the employment relationship, it has become fashionable to emphasise the importance of the psychological contract, the term is rarely spelt out but is generally understood to mean the expectations ,aspirations and understandings which employees and employers have for each other . It is highlighted because the rupture in the traditional contract above all of managerial employees is seen as a major issue in Managing employment relations. Again this is very true as all employees must be kept happy in order to have a smooth running of a business.

Again according to **Sisson et al(2000:251)** “ Despite the rhetoric attaching to the Psychological contract , UK Management seemingly feels much more comfortable with the equivalent of a subcontracting

relationship with employees than it does with other forms of contract carrying mutual obligations.

2.7 A Model of Psychological Contract:



Source : D.Guest, N.Conway, R.Briner and M.Dickman, " The state of the Psychological contract in Employment" Issues in People Management, Institute of Personnel and Development, 1996.

The main difficulties that were going to be faced by Company X were that the profits had been steadily dropping to losses and it had been kept from the employees , so when word hit the grape vine that the Company was indeed in financial difficulty the employees still didn't realise the impact that this was going to have on them in that , they had lost touch with what was going on in other factories in the area as the business they knew or thought they knew was safe and secure and they didn't expect a change to take place, in that the company would eventually close it gates for business, this is indeed an impossible thing to have to face as how does one go about telling

a work force that the company is in financial difficulty and not to listen to the rumour mill when it starts as when information was given out about the Company naturally enough it was going to be added to, which in turn made Human Resources and operations life a nightmare as a few days could be wasted trying to rectify information that was communicated incorrectly to staff.

The Psychological contract is best seen as a metaphor a word or phrase borrowed from another context which helps us make sense of our experience, the psychological contract is a way of interpreting the state of the employment relationship and helping to plot significant changes . (**Armstrong 2002:47**)

According to **Armstrong (2002:49)** ‘ The nature of the psychological contract is changing in many organisations in response to changes in their external and internal environments , this is largely because of the global competition and the effect this has had on how businesses operate , including moves into lean forms of operation.

With regards to lean forms of operations this is going to be the way of the future it is to try and increase the output of product and make employees accountable for managing their time more efficiently , it is done by giving employees activity lists to fill out on a daily basis to keep track of work completed this is a change that we are going through at the moment in the place where I work

So when the first round of redundancies were given out employees expected this to be the last as the Company had pulled through worse before and this started to give employees hope and maybe lull them into a false sense of security for what was really going to happen in a few months time but they were willing to take the chance , as it was going to be an uphill struggle to try and re motivate the workforce as a lot of their friends wouldn't be coming back to work and the management team had to see how this was going to affect production and morale in the work force and as it happened it united the workforce as they were just grateful that they

had jobs to go to each day and that they would be able to meet payments on monthly bills .

The next author has again a different slant on the Psychological contract **Foot et al (1999:144)** state that “ the concept of the psychological contract aroused much interest among observers of Human Resource Management in the late 1990’s , the nature of the psychological contract is the motivation of the individual can be influenced by the culture of the organisation and the predominant management style and can be as coercive , calculative or co-operative (Charles Handy 1985).

In all situations but in particular it is next to impossible to keep the workforce motivated as every time they think a change is going to happen the morale drops and in most production situations daily targets drop for that hour or two until people get used to the shock that has just been bestowed upon them

2.8 Redundancy Payments Act 1971-2003: (Emtemp.ie)

“Obliges employers by law to pay redundant employees what is known as “Statutory redundancy entitlement”. The amount is related to the employee’s length of service and normal weekly earnings(Gross weekly wage, average regular overtime and payment in kind , all added together, up to a maximum wage of €600 per week regarding notified Redundancies from 1st January 2005 on (507.890 per week prior to that). A redundancy situation arises where an employee’s job ceases to exist, and the employee is not replaced for such reasons as rationalisation/Reorganisation ,not enough work available, the financial state of the firm, company closures”.

Gunnigle et al :345 2002 postulate that “ Under the Redundancy Payments Acts 1967 – 1991 , employees who have at least two years continuous service and who work at least eight hours per week and have not reached retirement age, are entitled to a redundancy payment in the event of being made redundant.

The payment is as follows :

- A sum equivalent to the employees normal weekly working remuneration .
- $\frac{1}{2}$ of their normal weekly remuneration for each year of their continuous employment between their 16th & 41st Birthday (or up to the termination of the contract of employment)
- Their full weekly remuneration for each year of continuous employment from their 41st birthday until the dismissal i.e up to the termination of the contract.

Employees are not entitled to a redundancy payment if they unreasonably refuse an offer of suitable alternative employment with their own employer, or with another company in the same group where continuity of employment can be maintained provided

the alternative employment does not involve a significant reduction in status or conditions.

2.9 Redundancy Payments Act 2003: (Appendix A for more detail)

“ An Act to amend or extend the redundancy payments Act 1967, to amend the redundancy payments Act 1971, the protection of employees (Employers insolvency) Act 1984, the social welfare (Consolidation) Act 1993 and the employment Equality Act.

According to the CIPD Website, another definition of redundancy would be that “A genuine redundancy only arises when either there has been or is going to be

- a cessation of business
- a cessation of business at the employees site
- a reduction or cessation of work.

So was in the case of Company X there was a cessation of business at the employees site, this was a surreal experience for anyone

individual to have to go through let alone a sizeable workforce, who weren't able to comprehend what was actually going on and what was about to happen to them as people and what was going to happen the people and businesses in the locality, provisions had to be out in place as consideration had to be given to those that had given long service to the Company and who maybe know that they were surplus to requirements and what would be in store for them for the future.

3.0 The role of the HR Function:

According to Armstrong : 462 2003: “ The HR function is usually given the task of managing organisational release and in it's involuntary form this is perhaps the most distasteful, onerous and stressful of all the activities with which HR People get involved ,

the function is being asked to go in reverse on employees resourcing and development , it is now being placed in what appears to be an entirely negative position , HR people are indeed acting , however unwillingly , as the agents of the Management who made downsizing decisions or want to let someone go.

In Company X the Human Resource Representative invested a lot of time in ensuring that the basic services were provided for employees for example:

- Pension Meetings** – This was arranged so that employees knew what options were available to them and who they had to make contact with in the event of something else happening.
- Healthcare** – Employees were given the options of either continuing with the plans or stopping their deductions
- Social Welfare** – the local social welfare office came in on site and set up help desks and helped employees fill in their social welfare forms and explained what had to be done once Company X ceased trading.
- Fas** – Also came in on site and helped employees draft up Curriculum Vitae's and prepare them for interviews , Human Resources also played a vital part here in that a lot of younger employees found it easier to approach and ask the Human Resource Representative for guidance.

Human Resources played a major role in that, the representative was there to try and answer questions that were being asked of them and also to be there as a listening ear to anyone who wanted to talk about what was happening but on the other hand being part of the management team meant trying to keep a distance but this wasn't always possible as some things overlapped, there was a huge amount of Union Negotiation on a daily basis, the outcome wasn't always what would have been expected , but a happy medium was sometimes the result and both parties could relax for another day.

There were issues around the package that employees were being offered as it had decreased from five weeks redundancy in 2005 to two weeks in 2006 the maddened the employees that had stayed working after the 2005 redundancy package as they then started asking questions as to how the selection process was decided on so plain and simple the technique that was used was that of first come first served length of service also played an important part in it , it also helped to weed out the undesirables that were company trouble makers that were involved in everything but never had a real impact on things a lot of the union representatives took their redundancy so this lead to a division in the work ethics until a new shop steward was elected,seeing as the Company was put into liquidation and negotiations had been taking place with the Unions an independent assessor was brought in to audit the Companies financial statements to see if the demands could be made and of course it wasn't possible so the auditor introduced an inability to pay clause which released the Company from Financial burdens that they were being subjected to .

In the year prior to that (2005) Voluntary Redundancy was sought from one hundred people , sixty people applied for it and received their redundancy.

CIPD have stated that “Redundancy is one of the most traumatic events one may experience, announcement of redundancies will invariably have an adverse impact on morale , motivation and

productivity , this statement is indeed true in that people start to disbelieve what is being said to them and they suddenly can't plan for the future so their lives are on hold

Who is covered:

According to Enterprise, Trade and Employment of the 10th May 2007:

- An employee between the ages of 16 and 66 (Old Age pension)

- With 104 weeks (2 years continuous service)
- You must be in employment that is insurable under the Social Welfare Acts. If you are a full time employee you must be employment that is fully insurable for all benefits under the Social Welfare Acts, this does not apply if you are a part time employee
According to the Enterprise , Trade and employment Website of the 15th February 2007 The redundancy payments Act 2003 safeguards the right to redundancy of a worker employed under a fixed term contract i.e where the exact duration of the contract was incapable of being determined at the beginning , if the contract is not being renewed following the fulfilling of the purpose , with the fixed purpose contract , therefore ceasing, a redundancy situation can arise.

Filling in and Completion of the RP50 Form : (See attached blank form for details)

To those that are unsure of the Redundancy Process there are a number of forms that need to be completed one of which is the RP50 form the following is a shortened list of information that it requires see attached form for more details:

RP50 :

- Name
- Address
- PPS Number
- Company Name / Address
- Contact Number
- Date of notice of termination
- Proposed date of Termination

3.1 Rebates :

Employers who pay the statutory redundancy entitlement and give proper notice of redundancy (at least 2 weeks) are entitled to 60% rebate from the Social Insurance fund into which they make regular payments through PRSI contributions.

Rebates to employers:

1. An employer who has paid his/her employee their correct statutory redundancy lump sum can apply to the Department for a 60% rebate within six months of payment.
2. In the first instance, the employer must give the employee at least 2 weeks notice , attached a copy of a RP50 form Appendix B.
3. The employer should give the employee a Redundancy form RP50 on the date of payment, showing the basis on which the sum was calculated and confirming receipt of the lump sum. Copy containing an original signature of both employee and employer in “Blue Ink” should be sent to the Department.

3.2 Dismissal Information for Irish Employers:

The Unfair Dismissals Acts 1977 to 2001 outlines the rights and procedures in the event of dismissal from work, generally an employee must have at least twelve months continuous service with his/her employer before he/she is entitled to bring a claim for unfair dismissal under the Acts, for agency workers, the employer for the purposes of Unfair Dismissals is the user company- not the employment agency.

An employee does not require twelve months service where the dismissal results wholly and mainly from any of the following grounds:

- An employees trade union membership or activity.
- An employees entitlements ,future entitlements ,exercise or proposed exercise of rights under the National Minimum Wage Act 2000.

- The exercised or proposed exercise by the employee rights under the maternity protection act 1994, the adoptive leave Act 1995, the Parental Leave Act 1998, or the Carers leave Act 2001.

3.3 Minimum Notice:

The minimum notice Act 1973 to 2001 provides that every employee who has been in the employment of his/her for at least thirteen weeks is entitled to a minimum period of notice before that employer may dismiss him/her. The period varies from 1 to 8 weeks according to the length of service. An employer who is unable to provide the appropriate minimum notice may pay notice in lieu to the employee, the break down is as follows:

- 13 Weeks but less than 2 years service –
- 2 Years but less than 5 years – 2 weeks notice
- 5 Years but less than 10 years – 4 weeks notice
- 10 Years but less than 15 years – 6 weeks notice
- More than 15 years – 8 weeks notice.

Appleby 1994:407 “ postulates that an employer planning redundancies is required to consult the appropriate trade unions about their implementation, and to take note and reply to any representations made by them. If an employer does not consult unions concerned they can apply to an industrial tribunal for a protective award, this requires employers to continue to pay employees affected by the redundancies for a specified period. An employer is also required to notify the secretary of state for employment of any redundancies being planned which would affect more than 10 workers over a period of one month.

Research Methodology:

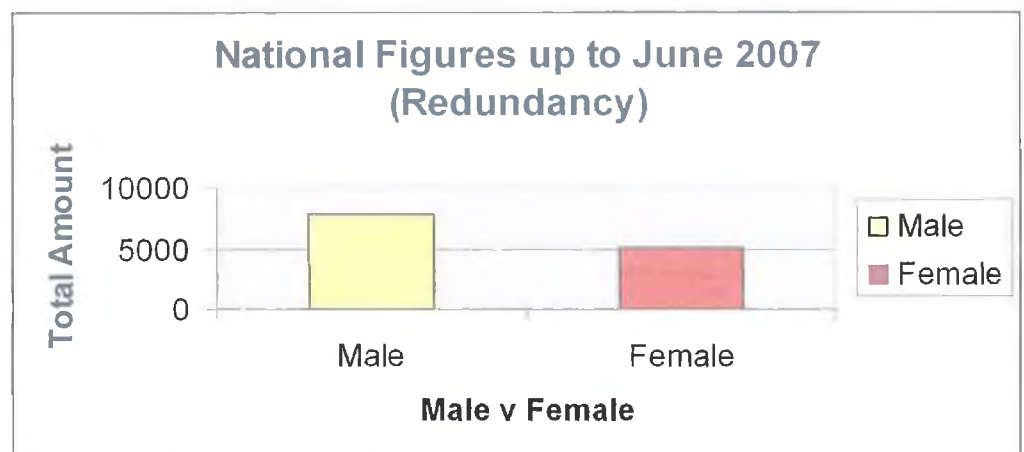
Unlike your typical dissertation I've had to use the most recent and up to date information that I can access , My primary mode of research has been the use of various website`s like :

- [WWW.CIPD.com](http://www.cipd.com) 15th May 2007.
- [WWW..IBEC.ie](http://www.ibec.ie)
- [http://www.entemp.ie /employment/redundancy](http://www.entemp.ie/employment/redundancy) 15th February 2007 & 10th May 2007.
- <http://en.wikipedia.org/wiki/Redundancy> 15th February 2007.
- [Jobsearch ie](http://www.jobsearch.ie) 15th February 2007.
- www.insolvency.gov.uk 15th February 2007.
- <http://www.inou.ie> 22nd June 2007.
- <http://www2.dti.gov.uk/employment-legislation/employment-guidance> 22nd June 2007.

The main reason why I had to use these was that the topic of redundancy changes so quickly that one has to ensure that all the information that is being used is up to date and correct , the hardest part was trying to gather the information and making it relevant to my chosen topic as the topic chosen was based on a company that had been in business but then ceased trading so it was going to be difficult to carry out questionnaires and surveys so information has been gathered on statistics that hopefully will add to the context of the dissertation.

Research Methodology:

The method that I adapted to this thesis was Quantitative as I didn't have the support of Questionnaires from Employees at work , so in order to actually collate information it was necessary to use the internet to pull up Redundancy Figures starting in 2004 up to 2007 and maybe explain the differences between the figures , it was also made a bit easier for me in that the break down from Male to Female who were made redundant was also available and this will hopefully give the reader a better understanding of the thesis According to www.inou.ie the following are the statistics that were made available in order to help in the research findings for this assignment, the breakdown were as follows for 2007:



Information sourced from www.inou.ie Appendix C

This might just be coincidental but a lot more men are opting for redundancy than women, another factor that might be an influencer here is that age might play its part here as the work force in some incidences is mostly female orientated and some men might feel over whelmed by this and others might just want to spend time with their families and see it as a way of saving for their future and it might also be seen as an easy way to collect gather money that would before have taken them years to do before.

Women usually find it easier to adapt to change than men and there is usually less resistance from Women when change is on the

horizon **Morley et al 2004** postulate that there are “ 3 Generic strategies for over coming resistance to change:

1. Participation and involvement – This will give employees an opportunity to have ownership and be stakeholders in the new face organisation and will reduce resistance based on less fear and greater understanding
2. Communication – as uncertainty and lack of information is one of the primary reasons for resistance to change, in order to be successful during a change programme communication to all sections of the Company is vital.
3. Training and Education – Fear of being able to function in the new organisation can cause unnecessary stresses for employees.
4. Development, structured knowledge transfer and education are critical for the long term success of the Company and Business.

In this section I have decided to break down and analyse the figures for the following Counties in Ireland to try and maybe give the reader a better understanding of the process:

Analysis:

County	Appendix No:
Tipperary	H
Mayo	I
Limerick	J
Kilkenny	K
Dublin	L
Clare	M

As we can see from the figures outlined above the highest amount of Redundancies took place in 2005 with a whopping 607 people being made redundant from their jobs some of the common causes of this might have been industries deciding that it was cheaper to set up their business in different countries where labour and wage costs would be a lot less than what would have to be paid here , Industries are finding it very difficult to keep up with the spend that is happening in the country as people and businesses are demanding more each time than what can be sustained comfortably. The cost of transport is also driving the way in which companies are thinking as they have to try and come up with the most cost effective way of ensuring on time delivery of their product in order to keep the customer happy at all times, Absenteeism may also be another factor for companies to think about as if employers see that in other Countries people aren't missing time then they will start to wonder what could be attributing to this and if the business were moved would it have any impact on these figures . Redundancy is something that people shouldn't have to face but it's becoming a fact of life and it seems to be affecting the larger Multinational and Communication type companies for example Motorola in Cork they announced redundancies in 2007 and this would have a high impact on the work force and any business that was associated with them as it would have to have a knock on affect on other industry sectors .

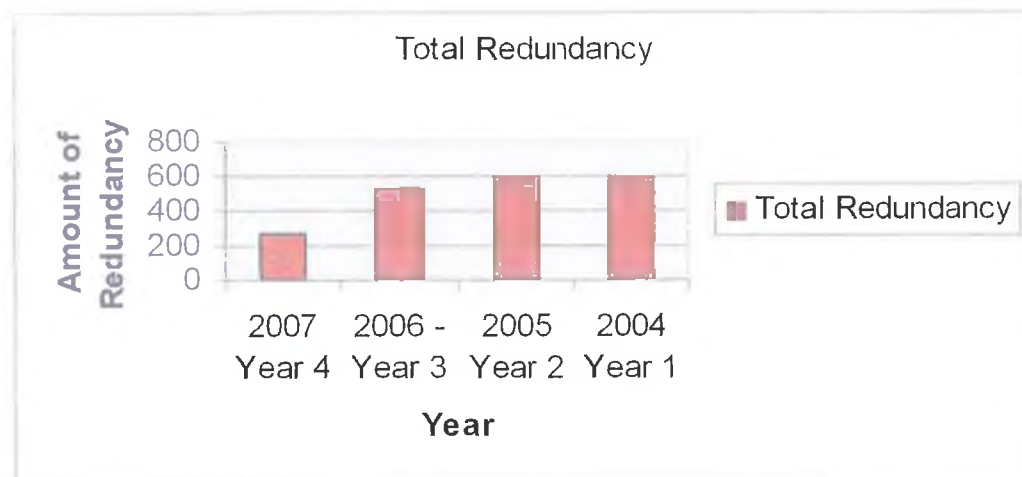
Sonya Boyce
ID Number: 03282945

2007	Co.Tipperary		
Month	Male	Female	Total
Jun-07	22	7	29
May-07	25	41	66
Apr-07	11	17	28
Mar-07	24	12	36
Feb-07	25	10	35
Jan-07	16	62	78
Total			272

2006			
Month	Male	Female	Total
Dec-06			23
Nov-06			61
Oct-06			66
Sep-06			19
Aug-06			30
Jul-06			47
Jun-06			49
May-06			69
Apr-06			19
Mar-06			38
Feb-06			31
Jan-06			80
Total			532

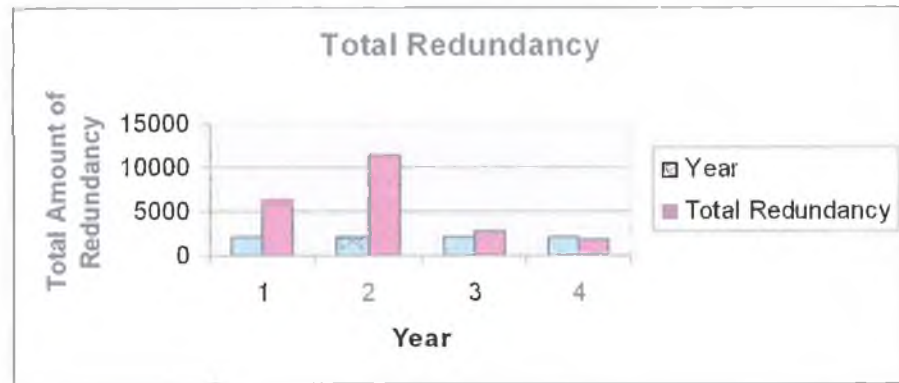
2005			
Month	Male	Female	Total
Dec-05			61
Nov-05			39
Oct-05			37
Jan - Sept 05			470
Total			607

2004			
Month	Male	Female	Total
Dec-04	9	7	16
Nov-04	14	25	39
Oct-04	16	19	35
Sep-04	10	8	18
Aug-04	78	50	128
Jul-04	25	39	64
Jun-04	21	12	33
May-04	20	22	42
Apr-04	14	53	67
Mar-04	34	26	60
Feb-04	14	43	57
Jan-04	17	18	35
Total			594



Redundancy is becoming another statistic in that every day when one turns on the television or radio another company has announced that they are being faced with a redundancy situation and it is then plastered all over the news for a few nights so that the rest of the country knows about it, but after that they are forgotten about and then reality hits home for the people that it is going to have an affect on.

As recent as Thursday 12th July 2007 Dell in Limerick announced that they are looking for 100 employees to take voluntary this was announced at their Communication meeting during this week , Dell have also set up a new facility in Poland so the a joining companies have to try and attach themselves some how in order to survive , and to try and reap the benefits ,Dell have decided to open a facility in Poland so that they can be break into and be nearer the European market so this will cut down on transport and labour costs , Limerick will still be a manufacturing site and will still be servicing all the local businesses in the area. Redundancy can have a negative impact on the workforce that are left behind in that they are the ones who have to try and make a go of the business and they will be in contact with the people that have received their packages and they might feel resentment towards them in that they may have gotten enough to pay off existing mortgages again depending on people's location in the country



Year	2007	2006	2005	2004
Total Redundancy	6430	11312	2643	1860

The above graph shows the total amount of people that were made redundant between 2004 and 2007 in various different counties in Ireland, Limerick and Dublin were especially high, seeing as Dublin would be a highly populated city it would be presumed that they would have the highest Redundancy rates going as more businesses would be located there. See appendices for more details on various Counties and Redundancies that have taken place since 2004.

When I looked at various Redundancy figures a trend was starting to emerge in that the highest amount usually took place in October to December this is something that I still can't find an answer to, but it seems to be a trend in Companies in Ireland that it is envisaged that now a days that Companies have a life span of may be 10 years if one is lucky as with various issues such as running costs of the business it is really working out too expensive for owners to try and keep business's afloat as was in the case of Company X back in 2006.

Conclusion/ Recommendations:

There are a lot of recommendations that could be made in conjunction with this but it is difficult to know where to start, if Foreign Companies are investing in their businesses then they need to be clued in to the Job Market to see what people are actually looking for and how willing they are to relocate to the area and what amenities are made available to them at any one time, this is especially true for families with Children. Most multi nationals were investing in Ireland up until a few years ago but now they can see that they can have a cheaper workforce, less workforce problems and maybe they will be making more of a profit than they would have if they had stayed in their current locations.

Companies need to have done their homework and they also need to set and may be follow wage bands when it comes to hiring employees and let employees know that this is the way that the Company will be ran as Absenteeism is another lever that can be used to come against potential new businesses setting up in Ireland as Absenteeism is a hugh problem here.

In the Case of Company X if there had been a proper Management structure in place from about 2003 then the closure that took place in November 2006 could have been avoided and 304 people wouldn't be out of work, some simple recommendations that should have been followed would have been to source more local business i.e poach other business for their business for example Company X aswell as been a Food Processing plant it also sold frozen foods like Chips so what could have been done here would have been giving offers like 2 bags of chips free with every box bought, if the sales team had been more pedantic in their work then they would have been able to secure more business then they were able to secure, Finance would also have had to been able to manage the accounts better than they were and production should have been

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able to cut back on unnecessary overtime that was being carried out at the time. It was a horrible situation for any Company to have to go through and push came to shove when they package was decreased from 6 weeks to 2 weeks there was uproar the Unions tried to resolve the problems but they weren't able to So after a lot of deliberation Company X closed for business on the 11th November 2006 with the loss of 304 jobs in the Mid West area approximately 250 of these employees are still out of work and the future still isn't looking rosy for them as they were too picky from day one as to where they actually wanted to work.

I hope that they Dissertation has covered the main points that it set out to go through , a lot of the information is really relevant and hopefully it will make to the reader .

Thank you for taking the time to read it .

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Number 14 of 2003

REDUNDANCY PAYMENTS ACT 2003

ARRANGEMENT OF SECTIONS

Section

1. Interpretation.
2. Expenses.
3. Amendment of section 2 of Principal Act (Interpretation).
4. Amendment of section 4 of Principal Act (Classes of persons to which this Act applies).
5. Amendment of section 7 of Principal Act (General right to redundancy payment).
6. Amendment of section 9 of Principal Act (Dismissal by employer).
7. Amendment of section 17 of Principal Act (Notice of proposed dismissal for redundancy).
8. Amendment of section 25 of Principal Act (Employment wholly or partly abroad).
9. Amendment of section 39 of Principal Act (Redundancy Appeals Tribunal and appeals and references thereto).
10. Transitional arrangements.
11. Enhanced redundancy payments.
12. Amendment of Schedule 3 to Principal Act (Amount of lump sum).
13. Increase in penalties for certain offences.
14. Amendment of section 10 of Redundancy Payments Act 1971.

[No. 14.] *Redundancy Payments Act 2003.* [2003.]

Section

15. Amendment of section 6 of Protection of Employees (Employers' Insolvency) Act 1984.
16. Repeal of section 17(4) of Employment Equality Act 1998.
17. Short title, commencement, collective citation and construction.

ACTS REFERRED TO

Adoptive Leave Act 1995	1995, No. 2
Carer's Leave Act 2001	2001, No. 19
Civil Service Regulation Act 1956	1956, No. 46
Employment Agency Act 1971	1971, No. 27
Employment Equality Act 1998	1998, No. 21
Industrial Relations Act 1946	1946, No. 26
Local Government Act 2001	2001, No. 37
Maternity Protection Act 1994	1994, No. 34
National Minimum Wage Act 2000	2000, No. 5
Parental Leave Act 1998	1998, No. 30
Protection of Employees (Employers' Insolvency) Act 1984	1984, No. 21
Protection of Employees (Employers' Insolvency) Acts 1984 to 2001	
Redundancy Payments Act 1967	1967, No. 21
Redundancy Payments Act 1971	1971, No. 20
Redundancy Payments Act 1979	1979, No. 7
Redundancy Payments Acts 1967 to 2001	
Social Welfare (Consolidation) Act 1993	1993, No. 27



Number 14 of 2003

REDUNDANCY PAYMENTS ACT 2003

AN ACT TO AMEND AND EXTEND THE REDUNDANCY PAYMENTS ACT 1967, TO AMEND THE REDUNDANCY PAYMENTS ACT 1971, THE PROTECTION OF EMPLOYEES (EMPLOYERS' INSOLVENCY) ACT 1984, THE SOCIAL WELFARE (CONSOLIDATION) ACT 1993 AND THE EMPLOYMENT EQUALITY ACT 1998 AND TO PROVIDE FOR RELATED MATTERS. [15th May, 2003]

BE IT ENACTED BY THE OIREACHTAS AS FOLLOWS:

1.—(1) In this Act—

Interpretation.

“Minister” means the Minister for Enterprise, Trade and Employment;

“Principal Act” means the Redundancy Payments Act 1967.

(2) In this Act—

(a) a reference to a section is to a section of this Act, unless it is indicated that reference to some other enactment is intended, and

(b) a reference to an enactment shall be construed as a reference to that enactment as amended, adapted or extended by or under any subsequent enactment including this Act.

2.—Section 5 of the Social Welfare (Consolidation) Act 1993 is amended by inserting the following after subsection (5): Expenses.

“(6) There shall be paid to the Minister for Enterprise, Trade and Employment out of the Social Insurance Fund, at such times and in such manner as the Minister for Finance may direct, the sums that the Minister for Enterprise, Trade and Employment may estimate, on the basis that may be agreed upon between the Minister for Enterprise, Trade and Employment, the Minister and the Minister for Finance, to be part of the expenses incurred in carrying into effect—

(a) the Protection of Employees (Employers' Insolvency) Acts 1984 to 2001, and

[No. 14.] *Redundancy Payments Act 2003.* [2003.]

S.2

(b) the *Redundancy Payments Acts 1967 to 2003*,

and any sums so paid shall be appropriated in aid of moneys provided by the Oireachtas for carrying into effect the Acts referred to in paragraphs (a) and (b)."

Amendment of section 2 of Principal Act (Interpretation).

3.—Section 2(1) of the Principal Act is amended—

(a) by inserting the following after the definition of "business":

" 'contract of employment' means—

(a) a contract of service or apprenticeship, and

(b) any other contract whereby an individual agrees with another person, who is carrying on the business of an employment agency within the meaning of the Employment Agency Act 1971 and is acting in the course of that business, to do or perform personally any work or service for a third person (whether or not the third person is a party to the contract),

whether the contract is express or implied and, if express, whether it is oral or in writing and references to 'contract' shall be construed accordingly;"

(b) by substituting the following for the definition of "employee":

" 'employee' means a person of 16 years and upwards who has entered into or works under (or, where the employment has ceased, entered into or worked under) a contract of employment and references, in relation to an employer, to an employee shall be construed as references to an employee employed by that employer and, for the purposes of this Act, a person holding office under, or in the service of, the State (including a civil servant within the meaning of the Civil Service Regulation Act 1956) shall be deemed to be an employee employed by the State or Government, as the case may be, and an officer or servant of a local authority, a harbour authority, the Eastern Regional Health Authority, the Northern Area Health Board, the East Coast Area Health Board or the South-Western Area Health Board, a health board or vocational education committee shall be deemed to be an employee employed by the authority, health board or vocational education committee, as the case may be;"

(c) by substituting the following for the definition of "employer":

" 'employer' means, in relation to an employee, the person with whom the employee has entered into or for whom the employee works under (or, where the employment has ceased, entered into or worked under) a contract of employment, subject to the qualification that the person who under a contract of employment referred to

[2003.] *Redundancy Payments Act 2003.* [No. 14.]

in paragraph (b) of the definition of 'contract of employment' is liable to pay the wages of the individual concerned in respect of the work or service concerned shall be deemed to be the individual's employer;" S.3

and

(d) by inserting the following after the definition of "lay-off":

" 'local authority' means a county council, a city council or a town council for the purposes of the Local Government Act 2001;"

4.—Section 4 of the Principal Act is amended by substituting the following for subsection (2):

Amendment of section 4 of Principal Act (Classes of persons to which this Act applies).

"(2) This Act shall apply to an employee employed in employment which would be insurable for all benefits under the Social Welfare (Consolidation) Act 1993 but for the fact that the employment concerned is an excepted employment by virtue of paragraph 2, 4 or 5 of Part II of the First Schedule to that Act."

5.—Section 7(2) of the Principal Act is amended by inserting "for one or more reasons not related to the employee concerned" after "if".

Amendment of section 7 of Principal Act (General right to redundancy payment).

6.—Section 9(1) of the Principal Act is amended by substituting the following for paragraph (b):

Amendment of section 9 of Principal Act (Dismissal by employer).

"(b) where, under the contract under which the employee is employed by the employer the employee is employed for a fixed term or for a specified purpose (being a purpose of such a kind that the duration of the contract was limited but was, at the time of its making, incapable of precise ascertainment), that term expires or that purpose ceases without being renewed under the same or similar contract, or"

7.—Section 17 of the Principal Act is amended—

Amendment of section 17 of Principal Act (Notice of proposed dismissal for redundancy).

(a) in subsection (1), by deleting:

"and send to the Minister a copy of that notice",

(b) in subsection (2), by substituting the following for paragraphs (b) and (c):

"(b) the method of service of the notice."

and

(c) by inserting the following after subsection (2):

"(2A) A notice under this section, a redundancy certificate and a claim for a rebate under section 36 may be combined in one document."

[No. 14.] *Redundancy Payments Act 2003.* [2003.]

Amendment of section 25 of Principal Act (Employment wholly or partly abroad).

8.—Section 25 of the Principal Act is amended—

(a) in subsection (2), by substituting “the employee was insurable for all benefits under the Social Welfare (Consolidation) Act 1993 or would have been insurable for all such benefits but for the fact that the employment concerned was an excepted employment by virtue of paragraph 2, 4 or 5 of Part II of the First Schedule to that Act and the employee” for “he was domiciled in the State and”, and

(b) by inserting the following after subsection (2):

“(2A) An employee who under a contract of employment has worked outside the State and was working in the State for at least two years immediately prior to the date of termination of the employment concerned shall be entitled to redundancy payment in respect of all his employment with the employer concerned.”.

Amendment of section 39 of Principal Act (Redundancy Appeals Tribunal and appeals and references thereto).

9.—Section 39(2) of the Principal Act is amended in paragraph (b) by inserting “who, before their appointment, shall each have had not less than 5 years’ experience as a practising barrister or practising solicitor” after “vice chairmen”.

Transitional arrangements.

10.—(1) Paragraph 1 of Schedule 3 to the Principal Act is amended—

(a) in subparagraph (a), by substituting “two weeks” for “one-half”, and

(b) in subparagraph (b), by inserting “two weeks of” after “product of”.

(2) On the commencement of *section 11* this section shall cease to have effect.

Enhanced redundancy payments.

11.—Schedule 3 to the Principal Act is amended by substituting the following for paragraphs 1, 2 and 3:

“AMOUNT OF LUMP SUM

1. (1) The amount of the lump sum shall be equivalent to the aggregate of the following:

(a) the product of two weeks of the employee’s normal weekly remuneration and the number of years of continuous employment from the date on which the employee attained the age of 16 years with the employer by whom the employee was employed on the date of dismissal or by whom the employee was employed when the employee gave notice of intention to claim under section 12, and

(b) a sum equivalent to the employee’s normal weekly remuneration.

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(2) In calculating the amount of the lump sum, the amount per annum to be taken into account shall be that obtaining under section 4(2) of the Redundancy Payments Act 1979 at the time the employee is declared redundant. S.11

2. If the total amount of reckonable service is not an exact number of years, the "excess" days shall be credited as a proportion of a year.

3. (a) For the purpose of ascertaining, for the purposes of paragraph 1, the number of years of continuous employment, the number of weeks in the period of continuous employment shall be ascertained in accordance with this Schedule and the result shall be divided by 52.

(b) In ascertaining the number of weeks in the period of continuous employment, a week which under this Schedule is not allowable as reckonable service shall be disregarded."

12.—Schedule 3 to the Principal Act is amended—

Amendment of
Schedule 3 to
Principal Act
(Amount of lump
sum).

(a) by substituting the following for paragraph 5:

"5. Where an employee's period of service has been interrupted by any one of the following—

- (a) any period by reason of—
 - (i) sickness,
 - (ii) lay-off,
 - (iii) holidays,
 - (iv) service by the employee in the Reserve Defence Forces of the State,
 - (v) any cause (other than the voluntary leaving of the employment concerned by the employee) not mentioned in clauses (i) to (iv) but authorised by the employer,
- (b) a period during which an adopting parent was absent from work while on adoptive leave or additional adoptive leave under the Adoptive Leave Act 1995,
- (c) a period during which an employee was absent from work while on—
 - (i) additional maternity leave, protective leave or natal care absence within the meaning of the Maternity Protection Act 1994,
 - (ii) parental leave or *force majeure* leave within the meaning of the Parental Leave Act 1998, or

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S.12

(iii) carer's leave within the meaning of the Carer's Leave Act 2001,

(d) any period during which an employee was absent from work because of a lock-out by the employer or because the employee was participating in a strike, whether such absence occurred before or after the commencement of this Act,

continuity of employment shall not be broken by such interruption whether or not notice of termination of the contract of employment has been given.",

(b) by substituting the following for paragraph 8:

"8. During, and only during, the 3 year period ending with the date of termination of employment, none of the following absences shall be allowable as reckonable service—

(a) absence in excess of 52 consecutive weeks by reason of an occupational accident or disease within the meaning of the Social Welfare (Consolidation) Act 1993,

(b) absence in excess of 26 consecutive weeks by reason of any illness not referred to in subparagraph (a),

(c) absence by reason of lay-off by the employer.

8A. The following absences shall be allowable as reckonable service:

(a) a period during which an adopting parent was absent from work while on adoptive leave under the Adoptive Leave Act 1995,

(b) a period during which an employee was absent from work while on—

(i) additional maternity, protective leave or natal care absence within the meaning of the Maternity Protection Act 1994,

(ii) parental leave or *force majeure* leave within the meaning of the Parental Leave Act 1998, or

(iii) carer's leave within the meaning of the Carer's Leave Act 2001,

(c) any absences not mentioned in paragraphs (a) or (b) but authorised by the employer.",

and

(c) by substituting the following for paragraph 10:

"10. During, and only during, the 3 year period ending with the date of termination of employment, absence

[2003.] *Redundancy Payments Act 2003.* [No. 14.]

from work by reason of a strike in the business or industry in which the employee concerned is employed shall not be allowable as reckonable service.” S.12

13.—The Principal Act is amended by substituting—

Increase in penalties for certain offences.

(a) in section 17(3), “€3,000” for “£300”,

(b) in section 18(4), “€3,000” for “£300”, and

(c) in section 36(3), “€3,000” for “£300”.

14.—Section 10 of the Redundancy Payments Act 1971 is amended in paragraph (c) by inserting “or the national minimum hourly rate of pay declared by order under the National Minimum Wage Act 2000” after “Industrial Relations Act 1946,”. Amendment of section 10 of Redundancy Payments Act 1971.

15.—The Protection of Employees (Employers’ Insolvency) Act 1984 is amended— Amendment of section 6 of Protection of Employees (Employers’ Insolvency) Act 1984.

(a) in section 6(2), by substituting the following for subparagraph (iii):

“(iii) at the election of the employee, either—

(I) any amount which an employer is required to pay, by virtue of an award under section 12 of the Act of 1973 made not earlier than the commencement of the relevant period, either for the period of notice required by section 4 of the Act of 1973 or by reason of a failure by that employer to give the notice required by the said section 4, or

(II) any unpaid normal weekly remuneration certified by the relevant officer as being the amount of normal weekly remuneration due to the employee in lieu of the statutory notice prescribed in section 4 of the Act of 1973,”

(b) in section 6(9), by substituting in paragraph (a) “subparagraph (iii)(I),” for “subparagraph (iii),”, and

(c) in section 6(9), by inserting the following after paragraph (a):

“(aa) in relation to a debt referred to in subparagraph (iii)(II), the date of termination of employment,”.

16.—Section 17(4) of the Employment Equality Act 1998 is repealed. Repeal of section 17(4) of Employment Equality Act 1998.

17.—(1) This Act may be cited as the Redundancy Payments Act 2003. Short title, commencement, collective citation and construction.

(2) This Act shall come into operation on such day or days as the Minister may appoint by order or orders generally or with reference

[No. 14.] *Redundancy Payments Act 2003.* [2003.]

S.17

to any particular purpose or provision and different days may be appointed for different purposes or different provisions.

(3) This Act and the Redundancy Payments Acts 1967 to 2001 may be cited together as the Redundancy Payments Acts 1967 to 2003 and shall be construed together as one.



(A) NOTIFICATION OF REDUNDANCY

See overleaf for instructions on how to complete this form and for terms and conditions
N.B. You may submit your claim on-line at the following web address: <http://www.entemp.ie>.
On-line claims are processed quicker as they are automatically validated and recorded on our system.

Claim No:
(office use only)

Employer PAYE No.: *
Employer Registered Name: *
Trading Name: (if different from above)
Registered Address: *
County: * Post Code:
Contact Name: *
Contact Telephone No.: *
E-mail address:
Date of Notice of Termination: *
Proposed Date of Termination: *
Payee Address: * (if different from above)
County: * Post Code:
Employer Signature: *
Role of Signee: *

Employee PPS No.: *
Employee Surname: *
Employee First Name: *
Address: *
County: * Post Code:
Contact Telephone No.: *
Date of Birth: *
Gender: * <input type="checkbox"/> Male <input type="checkbox"/> Female
Administrator Details (if applicable)
Administrator PAYE No.:
Company Name:
Address:
County: Post Code:
Contact Name:
Contact Telephone No.:
E-mail Address:

(B) CLAIM FOR REDUNDANCY PAYMENT FROM THE SOCIAL INSURANCE FUND

EMPLOYER REBATE CLAIM Please choose

EMPLOYEE LUMP SUM CLAIM

Employment Address: (if different from above)	Date of Commencement of Employment: *
County: Post Code:	Date of Termination of Employment: *
Business Sector: *	Is Employee a Director/Secretary/Shareholder of this Company? * <input type="checkbox"/> Yes <input type="checkbox"/> No
Weekly Hours: * PRSI Class: *	Job Title: *
Gross Weekly Wage: *	Reason for Redundancy: *
	Reason for Non-Payment (if appropriate):

See following page for Breaks in Service (if any)

Redundancy Payment Details

No. of Years Service: *	No. of Weeks Due: *	Statutory Entitlement: * €	Rebate Amount due to Employer: * €
		Amount Recd by Employee: * €	

Rebate Claim Declaration

EMPLOYER / EMPLOYER REPRESENTATIVE: *

I hereby declare the above employee was dismissed by reason of redundancy, and request payment of 60% of the statutory amount paid to the employee.

Signed: **Date:**

Role of Signee:

EMPLOYEE: *

I hereby certify that I have received payment as outlined above from my employer.

Signed: **Date:**

Lump Sum Claim Declaration

ADMINISTRATOR / EMPLOYER:

I hereby certify that the above employer has not paid the full statutory redundancy entitlement to the above employee, and payment should now be made to them from the Social Insurance Fund.

Signed: **Date:**

EMPLOYEE:

I certify that I have/have not (please indicate) received payment as outlined above from my employer:

Signed: **Date:**



Guide to Completing the Redundancy Form

Fields marked with * are mandatory fields and must be completed before submitting to the Department.

When do I complete Part A?	When you wish to notify an employee of your intention to terminate their employment for reasons as stated in the Redundancy Payments Acts.
When do I complete Part B?	When the employee is leaving and receiving their lump sum payment from you.
Why should I apply on-line?	Online applications are a speedier method of applying for Rebate or Lump sum payments and are processed.
IMPORTANT NOTE: To establish a right to a Redundancy Payment, it may be necessary to refer to information from the Revenue Commissioners or other Government Departments. By signing this form, consent is given to the disclosure of such information for Redundancy purposes only. By signing, it is also certified that no other claim has been made in respect of the said employment details and that the claim is <u>not</u> awaiting a Decision from the Employment Appeals Tribunal.	

OPERATION OF THE REDUNDANCY SCHEME & ENTITLEMENTS

What is Statutory Redundancy?	Statutory Redundancy is the minimum Lump Sum payment which an employer is obliged by law to pay all eligible redundant employees under the Redundancy Payments Acts 1967 to 2003.
What are the allowable Reasons for Redundancy?	Closure or relocation of Business, Rationalisation, (Fewer people required to do the work etc.), Re-organisation of business, (Fewer required due to reduced product demand, Technological changes) Liquidation, Receivership, Bankruptcy, Death of Employer, Insolvency, End of Contract, Sale of Business. See our website at http://www.entemp.ie for complete list of reasons.
Who is eligible for Statutory Redundancy?	All employees must be between 16 and 66 years of age (Pension age), with more than two years (104 weeks) continuous service. If full time, must be in fully insurable employment. A genuine redundancy situation must exist.
What Notification is required?	A minimum of two weeks notice is required. For service of between 2 and 5 years – 2 weeks notice, 5 and 10 years – 4 weeks notice, 10 and 15 years – 6 weeks notice, over 15 years – 8 weeks notice.
How are Statutory Redundancy Entitlements calculated?	Two weeks pay for every years of service, together with a bonus week. Weekly pay is subject to a ceiling which is €600. The on-line redundancy calculator can be found at: http://www.entemp.ie
Who can claim a Rebate?	Any employer who pays the correct Statutory Redundancy Lump Sum Entitlement to an eligible employee.
What steps are required to claim a Rebate?	The composite redundancy form RP50 must be fully completed, signed by the Employer and Employee, and submitted. It should cover Notice of Redundancy, Confirmation of Receipt of Redundancy and Application for Employers Rebate and submitted within 6 months of the employee receiving their Lump Sum. Rebate Claims can be submitted on-line at http://www.entemp.ie
Who can claim a Lump Sum?	All eligible employees as above, where the employer fails to pay.
What steps are required to claim a Lump Sum?	The composite Redundancy Form RP50 must be completed, signed by the Employer, Employee, and where appropriate, the Administrator and submitted within one year of the Redundancy. If the Employer fails to pay, a case may be taken to the Employment Appeals Tribunal to establish entitlement to Statutory Redundancy. Lump Sum Claims can be submitted on-line at http://www.entemp.ie
What if the Employer is Insolvent?	If appointed, an administrator may apply to the Department on behalf of the Employee on-line at http://www.entemp.ie . If no appointment was made, an employee can make an application for Lump Sum payment directly to the Department by completing the Redundancy Form RP50 as above.
How do I calculate the Weekly Wage figure?	The Weekly Wage figure is calculated as the Gross Weekly Wage at date of Declaration Redundancy, together with average regular overtime, Bonuses and Benefit in Kind.
What happens if I have irregular / part-time work?	Total pay over a 26 week period, 13 weeks before the date of Declaration of Redundancy is divided by total hours worked in that period to get an average hourly rate of pay which is then multiplied by the normal weekly working hours.
What is meant by Breaks in Service?	All lay-off, absences due to long term ordinary illness and due to occupational injury or disease. Periods of Strike, etc. All reasons apply only on the last 3 years prior to redundancy. For a full list, please see our website at http://www.entemp.ie
(When) Do I need to supply Supplementary Information with this Claim?	When there is an Employment Appeals Tribunal Decision in favour of paying Statutory Redundancy.
Where can I get more information?	From Employment Rights Information Section, Department of Enterprise Trade & Employment, Davitt House, Adelaide Road, Dublin 2. Tel 631 3131. Lo-call (if outside 01 area) 1890 220222, Redundancy Payments Section, Davitt House, or our website at http://www.entemp.ie



Irish National Organisation of the Unemployed



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Redundancy Figures

National Figures *

National Figures up to June 2007		
Male	Female	Total
7811	5041	12852
Click to see breakdown by month		

A redundancy situation generally occurs where, for a variety of reasons an employee's job no longer exists and they are not replaced. Thus the emphasis is on the position and not the individual. Employers are obliged by law to pay compensation to employees who are dismissed by reason of redundancy.

Figures by County

Click on a county below to see the local redundancy figures.



Redundancy Figures

- [Redundancy Figures](#)

National Figures

- [By Month & Gender](#)

By County

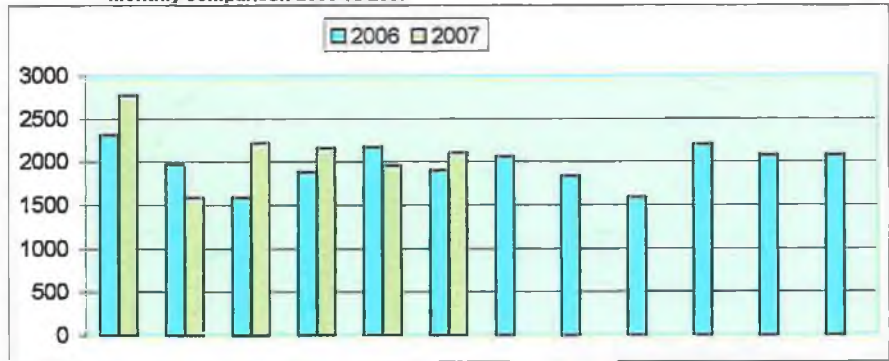
- [Carlow](#)
- [Cavan](#)
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- [Tipperary](#)
- [Waterford](#)
- [Westmeath](#)
- [Wexford](#)
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13/7/2007.
Appendix D.

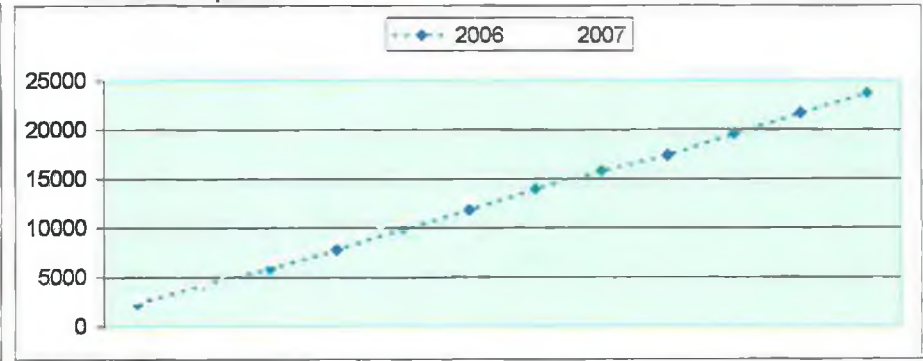
Actual Redundancies January - December 2007

Report Produced 02/07/2007

Monthly comparison 2006 vs 2007

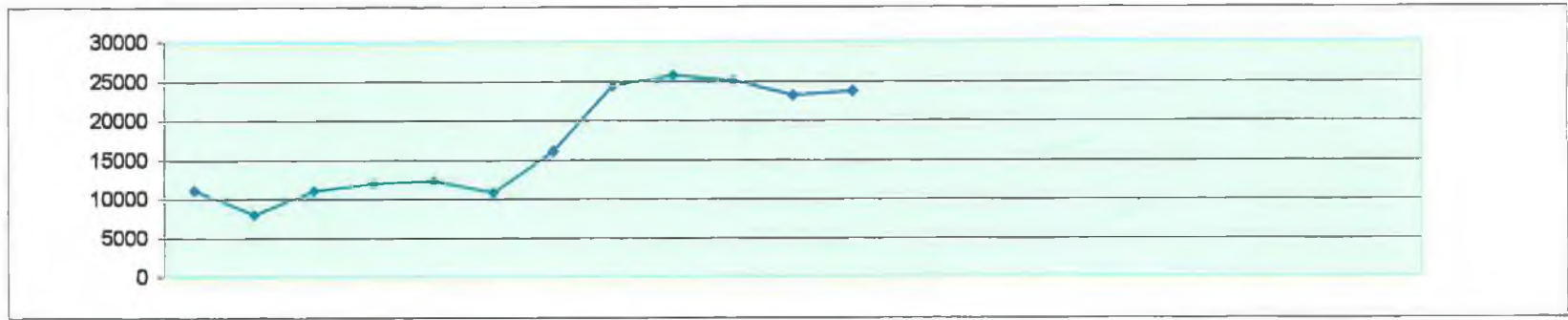


Cumulative comparison 2006 vs 2007



Months	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2006	2314	1970	1589	1879	2173	1908	2066	1836	1591	2202	2077	2081
2007	2777	1588	2217	2163	1959	2109						
% diff.	20.0%	-19.4%	39.5%	15.1%	-9.8%	10.7%						

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2314	4284	5873	7752	9925	11831	13897	15733	17324	19526	21603	23684
20.0%	1.9%	12.1%	12.8%	7.8%	8.3%						



Year	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
% increase/decrease on previous year		-27.9%	38.4%	8.7%	2.2%	-11.8%	48.9%	51.9%	5.5%	-2.8%	-7.6%	2.3%
At work '000 (April)	1281.8	1328.5	1380	1494	1589.1	1671.4	1721.9	1763.9	1793.4	1835.2	1929.2	2017
Actual / at work%	0.88%	0.60%	0.80%	0.80%	0.77%	0.65%	0.93%	1.39%	1.44%	1.38%	1.20%	1.17%

Actual Redundancies 2006

Chartered Institute
of Personnel and
Development

Redundancy



Appendix E
16/7/2007
Date
P. N. Bell

A decorative horizontal bar with a gradient from yellow on the left to blue on the right, with a white diagonal line cutting across it from the top right to the bottom left.

Survey report May 2002

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Executive summary

This report sets out the findings of a survey of 563 organisations which, during the past 18 months, have made at least one employee redundant.

The main findings include:

- A large proportion of organisations (45%) believed that they would need to make further redundancies over the next 12 months.
- 37% of HR professionals said that organisations were too ready to make people redundant to meet short-term changes in demand.
- 53% of HR professionals said that younger people were less worried about the prospect of redundancy.
- 74% of lay-offs were compulsory.
- The main criteria used by employers for selecting people to be made compulsorily redundant included (where three criteria were selected by respondents):
 - 1 the employee's role within the organisation (68%)
 - 2 their job performance (62%)
 - 3 their ability or flexibility (52%).
- Most organisations (95%) sought to minimise the number of redundancies. The main alternative measures used included:
 - 1 offering alternative employment to employees in affected posts (74%)
 - 2 placing a freeze on recruitment (56%)
 - 3 achieving workforce reduction through natural wastage (55%).
- Employers reported that the most common reaction of employees to the announcement that they were to be made redundant was acceptance (49%).
- The majority of employers (72%) paid redundancy compensation above the statutory minimum. 50% of organisations provided counselling whereas 44% provided access to a specialist outplacement agency/consultancy.
- HR professionals described the redundancy process as 'traumatic' although most considered the job cuts to be necessary.
- Organisational restructuring is the most common reason given by employers for making redundancies (66%).

Introduction

Although economic growth is expected to pick up later in 2002, strong economic incentives to cut costs and restructure business are resulting in redundancies across the private sector, particularly in manufacturing. Findings of a recent survey suggest that about 60% of the FTSE 500 companies have made redundancies in the past six months¹. In response the CIPD has conducted a survey of organisations that have made redundancies during the past 18 months.

The aim of this survey is to provide information on:

- the extent to which organisations plan to carry out further redundancies
- how best to manage the redundancy process
- alternatives to redundancies and the extent to which these are used
- what redundancies mean in practice to organisations and individuals.

The survey

In March 2002 the CIPD sent a questionnaire to a random sample of HR professionals in 7,000 organisations in the UK. We received 563 replies from those organisations that had made at least one member of staff redundant in the previous 18 months.

Organisations participating in the survey ranged from very small (with a workforce of just three staff) to very large (over 100,000 employees). Table 1 gives the composition of survey responses by workforce size.

Table 1: distribution of responses by workforce size

Number of employees	% of organisations
0-99	11.5
100-249	22.6
250-499	21.9
500 and over	44.0
Total	100

Responses came mainly from private sector organisations. The cross-sectoral nature of the survey confirms that job loss is currently concentrated in private industries and services. The Labour Force Survey 2001 reports that the redundancy rate for manufacturing industry was 16 per 1,000; for banking, finance and insurance

it was 11, while in public administration, education and health the rate was just 2 per 1,000.²

Table 2 provides a sectoral breakdown of responses to the survey, and Table 3 shows the regional distribution of responses.

Table 2: distribution of responses across the economy

Sector	Number of organisations replying	% of total response
Manufacturing/production	263	46.7
Agriculture and forestry	2	0.4
Mining and quarrying	3	0.5
Electricity, gas and water	9	1.6
Construction	26	4.6
Engineering and metals	56	9.9
Food, drink and tobacco	31	5.5
General manufacturing	68	12.1
Paper and printing	10	1.8
Textiles	18	3.2
Chemicals	12	2.1
Other manufacturing	28	5.0

Sector	Number of organisations replying	% of total response
Services	253	44.9
Consultancy	19	3.4
Financial services	29	5.2
Hotels, restaurants and leisure	19	3.4
IT services	23	4.1
Legal services	7	1.2
Media and publishing	18	3.2
Not-for-profit	20	3.6
Retail and wholesale	39	6.9
Transport and storage	25	4.4
Telecommunications	12	2.1
Other services	42	7.5
Public services	45	8.0
Education	18	3.2
Central government	2	0.4
Local government	7	1.2
Health	9	1.6
Other public sector	9	1.6
Sector information not supplied	2	0.4
Total	563	100.00

Table 3: distribution of responses by region

Region	Number of organisations replying	% of total response
East Anglia	29	5.2
Midlands	70	12.4
North East	44	7.8
North West	44	7.8
South East	117	20.8
South West	36	6.4
Northern Ireland	1	0.2
Scotland	27	4.8
Wales	12	2.1
Nationwide	181	32.1
Information not supplied	2	0.4
Total	563	100.00

Research findings

How many redundancies are made per organisation?

In most organisations redundancies accounted for less than 6% of the workforce. However a sizeable minority of employers (14%) laid off 20% or more of their employees.

Respondents were asked how many people they had made redundant during the past 18 months. The 563 organisations in our survey had made a total of 47,108 people redundant over this period, ranging from a single redundancy in 31 organisations to one company which had laid off 4,500 people.

Where organisations had provided information on the size of their workforce, it was possible to calculate the proportion of the workforce that had been made redundant. This analysis showed that:

- in most cases less than 6% of the workforce was involved

- more than 20% of the workforce were made redundant in a sizeable proportion of cases (14%).

Table 4 also provides a comparison by sector. This indicates that in two-thirds of the public sector organisations sampled in this survey, redundancies had amounted to less than 2% of the workforce. In contrast most redundancy programmes in the manufacturing and production sector had involved at least 5% of the workforce which rises to 10% for 45% of cases. Similarly the mean proportion of the workforce to be made redundant in the public sector was 3% compared with 11% for the private services. The average proportion of the workforce to have been made redundant in the manufacturing/production sector was 20%. This is broadly consistent with the Labour Force Survey figures quoted above, which indicate that employees in manufacturing are eight times more likely than those in the public sector to be made redundant.

Table 4: proportion of the workforce made redundant

Proportion of workforce	Manufacturing/production	Services	Public services	All
	%	%	%	%
0% – 1.9%	16.0	33.6	66.7	28.3
2% – 4.9%	20.5	18.4	17.1	19.4
5% – 9.9%	18.5	18.9	8.6	17.9
10% – 19.9%	26.0	17.0	5.7	20.1
20% – 100%	19.0	12.0	2.9	14.3
<i>Mean proportion of workforce</i>	19.9	11.5	3.4	14.7
Total	100.00	100.00	100.00	100.00

Which employees have been made redundant?

We asked employers to indicate the numbers of people in specific occupational groups that had been made redundant, as illustrated in Table 5. It indicates that on average 8% of those who were made

redundant held senior management positions; 24% were managers/professionals; another 24% held skilled non-manual posts while 20% were skilled manual workers.

Table 5: what proportion of employees were made redundant?

Occupational group	Manufacturing/production (n= 259)	Services (n=250)	Public services (n=45)	All (n=554)
Mean proportion of all those made redundant %				
Senior managers or executives	5.7	9.8	14.0	8.3
Other managers and professionals	18.1	26.9	37.5	23.7
Other skilled non-manual workers	21.9	27.5	21.2	24.4
Skilled manual workers	29.0	11.4	10.8	19.6
Other employees	22.5	17.2	10.6	19.1

Why did these redundancies take place?

Table 6 shows that the most common reason for redundancies was the restructuring of the existing business, followed by a drive for cost reduction. Nearly half of all respondents in the manufacturing sector cited a fall in sales as one of the reasons for redundancy.

Table 6: reasons for redundancies

Reasons given <i>(Respondents could tick as many responses as they thought were relevant)</i>	Manufacturing/production (n= 263) %	Services (n=253) %	Public services (n=45) %	All (n=563) %
Restructuring of existing business	62.3	69.0	71.7	65.7
Wish to reduce costs	42.6	43.6	30.4	41.8
Falling sales	44.1	28.6	8.7	34.3
Relocation of business or part of business	17.9	18.2	4.3	16.8
Merger or acquisition	11.4	14.8	8.7	12.4
Fall in share prices/worries about possible takeover	0.4	1.2	0	0.7
Other	10.3	13.9	19.6	12.6

Voluntary versus compulsory redundancies

The mean (average) proportion of redundancies that were compulsory across the survey was 74%. In most organisations the proportion of all layoffs that were compulsory exceeded 93%.

How were employees selected for compulsory redundancy?

Job role, job performance and ability/flexibility are the three most common means used to select employees for compulsory redundancy.

Survey participants were asked to indicate the three most important criteria used to select employees for compulsory redundancy. Table 7 sets out replies by major sector. This shows that the main selection criteria used were the employee's role within the organisation; their job performance and efficiency; and their ability and flexibility. Length of service was one of the main criteria in just over a quarter of the organisations in the

survey. Organisations generally discounted the age of the employee when making redundancy selection decisions. Only two businesses – both in the manufacturing sector – indicated that this was one of the main criteria used in selecting for redundancy.

A key sectoral difference is that public sector organisations were considerably less likely to use performance/efficiency and ability/flexibility as criteria than the private sector and were more likely to look at the individual's role within the organisation.

Line managers were involved in selecting employees for redundancy in the vast majority of organisations (85%).

Table 7: redundancy selection criteria

Main selection criteria	Manufacturing/production	Services	Public services	All
	(n= 247) %	(n=238) %	(n=36) %	(n=521) %
Role within the organisation	64.4	70.2	80.6	68.1
Job performance/efficiency	61.1	63.9	36.1	61.7
Ability/flexibility	51.8	52.9	41.7	51.6
Length of service	30.8	23.9	13.9	26.5
Absence/disciplinary record	29.6	19.3	8.3	23.4
Level of responsibility	7.3	7.1	13.9	7.7
Remuneration	5.3	4.6	2.8	4.8
Age	0.8	0.0	0.0	0.4
Other	6.5	13.4	13.9	10.2

How can organisations avoid redundancies?

A substantial majority of organisations in the survey sought to minimise the number of redundancies by using alternative means of cutting jobs (95%). The most common included:

- offering alternative employment within the organisation
- recruitment freezes
- natural wastage.

Survey respondents were asked to indicate any measures that they had used to minimise the number of redundancies in their organisation. The main measures included offering alternative employment to employees in affected posts; placing a freeze on recruitment and achieving workforce reduction through natural wastage. In addition, around 45% of organisations reduced their use of contract staff and a

third offered retraining to employees. A quarter of organisations offered early retirement as an alternative to redundancy, whereas a sixth had frozen or cut the pay of some or all employees in order to reduce the need for redundancies.

A recent CIPD study³ found that many people would be prepared to accept a grant from their employer to take study leave as an alternative to redundancy. However, only 1% of employers offered this as an alternative to employees facing redundancy.

There were some notable sectoral differences. Public sector organisations were considerably more likely to use early retirement or offer staff the opportunity of secondment to another organisation. In contrast, they made less use than private sector organisations of recruitment freezes, cutting the use of contract staff and of pay cuts or freezes.

Table 8: measures to avoid redundancy

Measures used	Manufacturing/production	Services	Public services	All
	(n= 263) %	(n=253) %	(n=45) %	(n=563) %
Offering alternative employment within the organisation	76.0	73.1	80.0	74.5
Recruitment freeze	59.3	56.5	35.5	55.8
Natural wastage	58.2	54.1	48.9	55.4
Reducing or eliminating the use of contract staff	48.7	44.3	22.2	44.2
Retraining existing employees	33.8	33.8	35.5	33.8
Offering staff early retirement	28.5	21.7	42.2	26.4
Pay cut or pay freeze for some or all staff	15.2	20.5	6.7	16.8
Arranging secondment to another organisation	9.9	7.9	17.8	9.6
Offering flexible working patterns	10.3	7.9	11.1	9.2
Deferring starting date for new recruits	6.8	10.7	2.2	8.1
Offering study leave as an alternative to redundancy	0.0	2.0	4.4	1.2
Providing opportunities for voluntary/charitable assignments	1.1	1.2	2.2	1.2
Other	7.6	3.9	11.1	6.2
No alternatives to redundancy used	5.3	5.9	4.4	5.5

Organisations were also asked to list up to three measures which they had found to be most effective in minimising the need for redundancies. Offering alternative employment within the organisation was seen as the most effective measure.

Table 9: most effective measures to avoid redundancy

Measures cited as most effective	Manufacturing/production (n= 209) %	Services (n=200) %	Public services (n=34) %	All (n=443) %
Offering alternative employment within the organisation	56.0	59.0	67.6	58.2
Recruitment freeze	34.4	38.0	26.5	34.4
Natural wastage	31.1	30.0	26.5	30.2
Reducing or eliminating the use of contract staff	23.4	23.5	8.8	22.3
Retraining existing employees	17.7	16.0	14.7	16.7
Offering staff early retirement	18.2	7.5	32.3	14.4
Pay cut or pay freeze for some or all staff	7.1	7.5	2.9	7.0
Arranging secondment to another organisation	1.4	3.0	11.8	4.5
Offering flexible working patterns	4.8	4.0	2.9	4.3
Deferring starting date for new recruits	0.5	1.5	0.0	0.9

How were employees informed about redundancies?

Most employers used one-to-one meetings to inform employees who were likely to be affected by potential redundancy situations. The line manager of those concerned usually had responsibility for informing staff, and individual letters and collective meetings were also commonly used by employers in this survey to communicate likely redundancies.

Table 10: how employees were notified of potential redundancies

Means of notification	Employers using (n=563) %
Individual meetings	80.5
Line manager notification	61.4
Individual letters	57.0
Collective meeting	47.6
Meeting with trade union representatives	30.3
Notice board	13.3
Circular letter	10.1
E-mail	5.1
Press or other media	2.1
Other means	5.1

To what extent are HR professionals involved in the redundancy decision-making process?

In the majority of cases HR professionals were involved in corporate decision-making about the need for redundancies. Line managers had a key role in selecting people for redundancy. They were also most likely to take the lead in informing workers that they were to be made redundant. In most organisations, HR professionals assisted in informing employees and in ensuring the proper implementation of procedures.

In over two-thirds of organisations the HR role in redundancy situations extended beyond simply implementing decisions made at a higher level. Forty-one per cent of respondents said that the HR department had been consulted by the board about the need for redundancies. Also, 29% reported that the HR professionals had actively advised the board of the need for redundancies. In the remaining 30% of cases HR had just carried out the board's instructions.

In 41% of organisations, members of the HR function had a direct role in informing individuals who were to be made redundant. Eighteen per cent said they had sole responsibility for this role; while in 33% of organisations it was shared with line managers. Line management played a major role in this process in 43% of organisations. Six per cent of organisations used other means of informing employees.

In a partial reflection of their role in strategic decision-making, the majority of HR professionals (81%) considered that the number of redundancies made by their organisation was about right. Seven per cent suggested that the number of people made redundant had been excessive and 12% said that not enough redundancies had been made. HR professionals in organisations that had made a large number of employees redundant were most likely to consider that the level of redundancy had been excessive, as Table 11 shows. However, even in cases where 20% or more of the workforce had been laid off, three-quarters of respondents supported the level of redundancy.

Table 11: views on number of redundancies made

Statement	Respondents saying number was excessive %	Respondents saying number was about right %	Respondents saying number was too low %
0% – 1.9%	2.4	89.4	8.1
2% – 4.9%	4.5	80.4	14.9
5% – 9.9%	3.8	80.8	15.4
10% – 19.9%	13.3	74.4	12.2
20% – 100%	15.6	76.6	7.8
Overall	7.5	80.7	11.7

How much support is offered to those who are made redundant?

Financial compensation above the statutory minimum is the most common support offered by organisations (73%).

Most of the employers in this survey – nearly three-quarters – provided redundancy compensation which exceeded that required by law. In addition, half offered counselling to redundant employees.

Nearly half of all organisations in the survey attempted to assist employees in finding alternative employment by providing access to the services of a specialist outplacement agency or consultancy.

Assistance in the form of financial support for retraining was much less common – supplied by only 14% of employers.

Only a minority of organisations (18%) offered the opportunity to retain equipment supplied by the organisation – such as a company car or laptop computer – as part of the redundancy compensation package. Just 17% made professional financial advice available to redundant employees and 11% provided other forms of support such as interview practice or help with drafting CVs. The main differences between sectors was that a higher proportion of public than private sector organisations offered counselling to redundant employees, and public sector employers were also more likely to offer financial support for retraining.

Table 12: support offered to redundant employees

Form of support	Manufacturing/production	Services	Public services	All
	(n= 263) %	(n=253) %	(n=45) %	(n=563) %
Redundancy or other payments in excess of statutory minimum	72.6	70.0	82.2	72.0
Counselling	50.6	47.8	66.7	49.7
Access to specialist outplacement agency/consultancy	43.0	44.7	48.9	44.1
Opportunity to retain equipment supplied by the organisation	17.1	20.2	8.9	17.7
Professional financial advice	20.5	12.6	17.8	16.6
Financial support for training	16.0	9.5	28.9	14.0
Other support	12.2	8.3	15.5	10.8

Organisations were asked whether they had made any changes during the past year in the way that redundancies were handled. Most (69%) had made no changes. Of those that had made changes, the most common included improving the communication and/or consultation processes around redundancies; enhancing the redundancy package and providing counselling and outplacement services.

Eight per cent of employers said that they were contemplating future changes in the way that redundancies were handled.

What is the impact of redundancies on individuals and organisations?

Employers reported that the most common reaction of employees to the announcement that they were to be made redundant was 'acceptance'. When exploring the effect of the redundancies on the remaining workforce, most respondents thought that there had been a negative impact on staff morale in particular. However, there were indications that such impact might be short-lived.

Impact on those made redundant

Respondents were asked to comment on the reactions of people who had been told that they would be made redundant. Nearly half of the HR professionals in our survey said the most common reaction was acceptance (resignation). However, in over a fifth of organisations the bulk of individuals were shocked by the decision and in 13% of cases most employees were angry.

Table 13: employee reactions to news of their redundancy

Reaction of the bulk of employees	Employers saying that this was the most common response (n=550) %
Prepared to accept it	48.5
Shocked	22.2
Angry	13.3
Happy	2.9
Relieved	2.5
Apathetic	2.0
Mixed	6.7
Other	1.8

Does redundancy have an impact on employee relations?

Respondents were asked to comment on whether the redundancies made by the organisation had had any impact on employee relations. Responses to this question show that redundancies generally involve some costs beyond those directly associated with making people redundant. Of those who replied to the question, 62% had seen some impact. The most common effect, cited by over half (52%) of all employers, was a decline in the morale of existing employees. Table 14 shows that some organisations felt the impact in the form of a loss of trust from employees, loss of valuable skills or experience, or increased labour turnover.

Table 14: impact on employee relations

Impact	Employers citing (n=563) %
Decline in the morale of remaining employees	52.2
Loss of trust from remaining employees	30.3
Loss of skills or experience that the organisation continues to need	18.4
Increased turnover among remaining employees	13.1
Narrower age distribution	2.5
Other impact	8.3

Despite the concerns about the immediate effects of redundancies on employee relations, a number of respondents made the point that such effects, particularly on workforce morale, tended to be short-lived. This view is supported by Table 16. Most respondents did not think that their organisation was still suffering from the effects of previous redundancies.

Does the redundancy process have a personal impact on HR professionals?

The HR professionals who participated in the survey were also asked to comment on whether the experience of handling redundancies had had any negative impact on them as individuals, either at work or in their personal life. They were asked to rate the impact on a scale of 1 (no negative impact) to 5 (very negative impact).

Respondents were more likely to report an impact on their work than on their personal life. The average score for impact on work was 2.6 whilst on personal

life it was 2.2. These figures hide a considerable range. While 46% of respondents said that dealing with redundancies had had no, or very little, impact on their work (a score of 1 or 2), 22% indicated that it had had considerable impact (a score of 4 or 5). The equivalent figures for personal life were 63% indicating little impact and 16% considerable impact.

HR professionals in organisations that had made a large proportion of their workforce redundant were more likely to have felt an impact on both their work and personal life.

Table 15: HR professionals – personal impact of redundancies

Proportion of workforce made redundant	Average score for impact on work life (n=445)	Average score for impact on personal life (n=445)
0% – 1.9%	2.39	1.94
2% – 4.9%	2.41	2.01
5% – 9.9%	2.54	2.14
10% – 19.9%	2.91	2.44
20% – 100%	2.92	2.83
Total	2.60	2.22

Views on redundancies

Respondents to the survey were asked to indicate the extent to which they agreed or disagreed with a range of statements on redundancies. Table 16 summarises responses to this question. These responses confirm findings from other parts of the survey that although HR professionals see making redundancies as a traumatic process, most think that they are necessary and consider that the process is essentially well-managed in their organisation.

Table 16: views on redundancies

Statement	Respondents agreeing %	Respondents giving neutral response %	Respondents disagreeing %
Redundancies in this organisation are well-managed	73.1	17.7	8.8
It is always stressful for managers to tell employees that they will be made redundant	90.9	6.5	2.5
Employees do not necessarily see redundancy as the threat it used to be	31.8	31.9	36.3
Younger people are less worried than their older colleagues about the prospect of redundancy	52.5	23.5	23.8
Organisations are too ready to make people redundant to meet short-term changes in demand	36.8	27.3	35.9
Employers are too preoccupied with the share price when deciding whether or not to make people redundant	22.9	33.3	43.7
This organisation is suffering from the effects of previous redundancies	22.3	20.4	57.3

How likely are future redundancies?

Almost half of the respondents to the survey believed that further redundancies were likely or extremely likely (45%).

All the participants in this survey work in organisations that had made a least one member of staff redundant during the previous 18 months. They were all asked to assess the likelihood that further redundancies will be needed in their organisation during the next 12 months. Assessment was made on a scale of 1 (extremely unlikely) to 5 (extremely likely). Thirty one per cent indicated that further job losses were unlikely or extremely unlikely compared with 45% who felt that they were likely or extremely likely.

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23 April 2002.
- 2 'Redundancies by Industry (C.43)', *Labour Market Trends*.
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- 3 **REED, Alec.** *Innovation in human resource management*. London, Chartered
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Department of
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Fiontar, Trádála agus Fostaíochta

Redundancy Payments Frequently Asked Questions

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This FAQ has been updated to take into account the Redundancy Payments Act, 2003, including the important changes resulting from the commencement as and from 10th April, 2005 of Sections 7, 11 and 12 of the Redundancy Payments Act, 2003)

Frequently Asked Questions

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38. Are employees of FÁS CE/JI Schemes entitled to a redundancy payment?

1. If there is a change of ownership and if a person leaves a job on Friday evening and starts

in the exact same job on Monday morning under a new owner, is that a redundancy?

No. Under Transfer of Undertakings legislation, the employees should be re-employed by the new owners, without break of service. Of course, if the new owners carry out a complete re-organisation, effectively changing the working conditions of the employees, then there can be a redundancy situation.

2. If a firm moves location by, for example, 20 miles, is that grounds for redundancy?

Yes. Geographical re-location amounts to a substantial change in working conditions and is therefore a reason for redundancy.

3. Can a person be paid both a redundancy lump sum and compensation for unfair dismissals on foot of a taking a case to the Employment Appeals Tribunal?

No. You can't claim both. You are either made redundant or you are dismissed. In a redundancy situation, the actual job disappears, due, for example, to a total closure, liquidation, rationalisation etc. Section 5 of the Redundancy Payments Act 2003 emphasises the objective nature of redundancy as being work related by using the phrase redundancy "*for one or more reasons not related to the employee concerned*". In a dismissal situation, an employee is asked to leave, whether fairly or unfairly, and is simply replaced by another person doing exactly the same job.

4. What happens when different working conditions are offered?

As a general rule, where the *terms and conditions* offered are different from those of the existing job, the offer must be of "suitable employment" for that employee. Otherwise it would seem that a redundancy situation is involved i.e. where there is a *material deterioration* in the terms and conditions of employment.

5. Is a redundancy lump sum payment taxable?

A statutory redundancy lump sum, which under the law must be paid, is entirely tax-free. Only a payment above and beyond the statutory payment (an ex-gratia payment) is taxable, but only when it goes over a certain limit. For further information on this, callers should be referred to the Central Telephone Information Office of the Revenue Commissioners at 1890 60 50 90.

6. If a person goes from company to company over the years, when does their reckonable service start?

From the start of their employment at the last company, unless that company is a subsidiary of the previous company, in which case it would be the start of employment in the previous company.

7. What is the difference between Ordinary Illness and Occupational Injury and how does it affect redundancy calculations?

Ordinary Illness means illnesses which people can get in general e.g. influenza. The first 26 weeks of such leave are allowable in calculating a redundancy lump sum, whereas a full 52 weeks are allowable (reckonable) in respect of an Occupational Injury, which is work-related (occupational accident or injury).

PLEASE NOTE THAT IN RESPECT OF ALL REDUNDANCIES DECLARED/NOTIFIED ON OR AFTER 10th APRIL, 2005, *non-reckonable service* applies only to a 3 year period ending on the date of termination. There is *no non-reckonable service* prior to this 3 year period.

8. If an employee is on sick leave for 8 months, with 6 months therefore being reckonable, and 2 months being non-reckonable, returns to work for, say two weeks and goes sick again, does the 6 months of reckonable service start again?

Yes. An employee can go out sick, return to work, go out sick again, and return again, and in each

case gets the full benefit of 6 months sick leave being reckonable. Again, this question of non-reckonable service applies only to the last 3 years of employment.

9. Does it make any difference to a redundancy calculation whether you are under or over 41 years of age?

No, not since the coming into operation of the new redundancy rates on 25th May, 2003 by virtue of Section 10 of the Redundancy Payments Act, 2003. However, in respect of redundancies notified to this Department *before* 25th May, 2003, there was a different method of calculation which worked as follows – every year of service over 41 meant a full week's gross pay was used in calculating statutory redundancy as opposed to the situation of employees in the under 41 bracket where every year only yielded a half week's pay in calculating redundancy. A bonus week was added to this.

10. What is the present standard formula for calculating a redundancy payment?

Under the Redundancy Payments Act, 2003, an eligible employee who is declared redundant on or after 25th May, 2003 is entitled to *two weeks* statutory redundancy payment for every year of service between 16 and 66. A bonus week is added to this. All of this is based on gross pay subject to the “ceiling” of €600 (from 1st January, 2005 - €507.90 prior to that). This ceiling is adjusted every few years.

11. Where an employee was receiving Unemployment Benefit due to being temporarily laid off or being put on short-time due to lack of work for him/her at their place of employment, is there any affect on calculating how much redundancy payment he/she are due?

Yes. If it is a lay-off, all the period of lay-off is non-reckonable for redundancy purposes i.e must be excluded in deciding how many years were served and therefore in calculating how much redundancy is due. Periods of short-time, in contrast, are in fact fully reckonable. *As stated already, all of this applies only to a 3 year period ending on the date of termination (for all redundancies notified on or after 10th April, 2005). There is therefore no non-reckonable service prior to this 3 year period.*

12. Is absence from work due to a strike reckonable for redundancy payment purposes?

No. It is regarded as non-reckonable service (again, only in the last 3 years of service).

13. What is the situation regarding workers on what is called “fixed-purpose” contracts?

The Redundancy Payments Act 2003 safeguards the right to redundancy of a worker employed under a “fixed-purpose” contract i.e. where the exact duration of the contract was *incapable of being determined at the beginning*. If the contract is not renewed following the fulfilling of the purpose, with the fixed-purpose contract therefore ceasing, a redundancy situation can arise.

There is already provision under Section 9(1)(b) of the Redundancy Payments Act, 1967 regarding *fixed-term contracts* under which a redundancy situation exists where a *fixed-term* of employment expires without being renewed under the same or a similar contract.

14. Can an employee be made redundant while on Maternity Leave or on Additional Maternity Leave?

No. Notice of Redundancy (included in RP50) *cannot* issue when a person is on Maternity Leave or indeed on Additional Maternity Leave. The Equality Authority are the experts on this and callers can be referred to them at (01) 4173333. (Lo Call – 1890 24 55 45).

15. Are Maternity Leave, Additional Maternity and Parental Leave reckonable for redundancy calculation purposes?

The first 18 weeks of *maternity leave* are fully reckonable for redundancy calculation purposes. Furthermore, in respect of all redundancies notified/declared on or after 10th April, 2005, *additional maternity leave* is also reckonable. The same applies to *protective leave or natal care absence* within the meaning of the Maternity Protection Act 1994. Again, all this applies only to the 3 year period ending on the date of termination of employment. Absences from employment before that period (in respect of all redundancies notified/declared on or after 10th April, 2005) are always fully reckonable.

The full 14 weeks of *parental leave* are fully reckonable for redundancy purposes (under the Parental Leave Act, 1998). So also is *force majeure* leave within the meaning of the Parental Leave Act 1998. Again, the 3 year rule referred to above applies here also.

16 .Is Adoptive Leave reckonable for redundancy purposes?

Yes. Since 19th November, 2004, the first 16 weeks of Adoptive Leave have been reckonable (14 weeks prior to that) under the Adoptive Leave Act, 1995 (as amended). The *additional* 8 weeks Adoptive Leave (unpaid) are for the moment unreckonable, though this could change in the future. It might be noted that the Redundancy Payments Act, 2003, while referring to Adoptive Leave, is silent on the subject of *additional* Adoptive Leave.

Again, the 3 year rule referred to above applies.

17. Is Carer's Leave reckonable for redundancy purposes?

Yes. Carer's Leave, up to a maximum period of 65 weeks in respect of any one care-recipient, is reckonable. Again, the 3 year rule applies – non-reckonable service applies only to the last 3 years of service. Everything before that is fully reckonable.

18. What is the position regarding the redundancy rights of Part-Time Workers?

The Redundancy Payments Act 2003 has secured the rights of part-time workers to a statutory redundancy payment through amending insurability requirements for redundancy to bring them into line with the Social Welfare Acts and the Protection of Employees (Part-Time Work) Act 2001. This is in line with the provision of the 2001 Act that part-time employees *cannot be treated in a less favourable manner* than comparable full-time employees in relation to conditions of employment. In particular, there is recognition for the rights of workers to statutory redundancy in the following cases – (a) *casual employment*, (b) *subsidiary employment* (where a person depends on another employment for his/her livelihood) and (c) *employment of inconsiderable extent* i.e. very low wage.

19. What is the redundancy position regarding employees who commence working abroad?

Under the Redundancy Payments Act 2003 employees who start work in a company abroad, work there for some time and are then transferred to the company or an associated company in the Republic of Ireland and work here for at least two years before being made redundant, will have *all* of their service counted in calculating their statutory redundancy entitlements.

20. If a person is given insufficient notice of redundancy, being told on Tuesday 1st that they will be made redundant on Thursday 3rd, and given money to compensate them for the remainder of their two weeks notice, (payment in lieu of notice), what date of termination is inserted on the RP50?

The date used is the date that would have been applicable if they had got their full notice i.e Monday 14th.

21 .Does the issuing of a P45 always mean there is a redundancy?

Not in all cases. A P45 could simply mean that a person is being laid off for a period of time.

22. If an employee is laid off or put on short time for more than 4 continuous weeks, or 6 non-continuous, broken periods of weeks, where all six weeks fall within a thirteen week period, are they entitled to claim for redundancy payment?

Yes, provided the employer does not counter claim by offering 13 weeks continual employment, the employee can claim a redundancy lump sum. However, he/she cannot then demand to be given notice under the Minimum Notice legislation as they are deemed to have voluntarily left their employment.

23. If an employee gets the benefit of a house or childminder facilities as a benefit-in-kind, how is this calculated for RP50 purposes (calculation of statutory lump sum payment)?

It is up to the employer and the employee to agree figures between them for rent and childminder costs, to be inserted in the form as weekly benefits-in-kind.

24. Where a person works for an agency, and the agency in turn is under contract to a company, who exactly is deemed to be the employer?

As a general rule, whoever pays the wages is deemed to be the employer. So if the agency pays the wages, then it is deemed responsible for making the statutory redundancy payment.

25. What are the time limits for applying for a rebate and for a lump sum?

6 months for a rebate (from the date of payment of the lump sum by the employer) and 52 weeks (one year) for a lump sum, though the Employment Appeals Tribunal (EAT) has the power to extend the lump sum deadline from 52 weeks to 104 weeks. The 52 week deadline applies both to the making of a claim to the employer (Form 77) and to the making of a claim to the EAT in a situation where the employer disputes payment of redundancy.

26. Are apprentices entitled to lump sum payments?

Yes, provided they fulfil the usual conditions i.e. aged between 16 and 66, are fully insurable for all benefits under the Social Welfare Acts etc. However, when they finish their apprenticeships, their employers have one month in which to end their services without paying them redundancy. If an employee is fortunate enough to be kept on for more than one month after completing his/her apprenticeship, the period spent as an apprentice over 16 years of age will be reckonable in calculating the redundancy lump sum should he/she become redundant in the future.

27. What is a piece-worker?

A piece worker is a worker whose pay fluctuates according to the work he does e.g. a person living on bonuses, commissions etc, in contrast to a person with a fixed rate of pay per week, as is the situation with most people.

28. How is the weekly pay of pieceworkers calculated for redundancy purposes?

You go back 13 weeks from the date of termination. You then take a 26 week period ending on this date. Total pay for this 26 week period is calculated, with total hours worked also calculated. Total pay is divided by total hours to get pay per hour. Weekly pay for redundancy purposes is calculated by multiplying this hourly rate by the number of hours normally expected to be worked in a week.

It might be noted that where an employee does not work for any week or weeks during this 26 week period, these "empty" weeks are *not* counted for redundancy purposes, and the most recent week or weeks *counting backwards* are taken into account instead.

29. What option is open to an employee when their employer disputes their right to a lump

sum?

They can bring a case to the Employment Appeals Tribunal under the Redundancy Payments Acts, 1967 to 2003. The Tribunal is an independent body and provides a speedy, fair, inexpensive and informal means for individuals to seek remedies for alleged infringements of their statutory rights, including rights to their correct statutory redundancy payment.

30. What happens if an employer refuses to pay redundancy?

The employee should first send him Form 77, applying for a redundancy payment. If the employer continues to refuse, but agrees to fill out and sign RP50 (redundancy Certificate), thereby acknowledging the *employee's right* to a payment, as opposed to actually making the payment, the employee can then apply to Redundancy Payments Section of the Department for payment from the Social Insurance Fund (SIF). If the employer does not even agree to signing Form RP50, then the employee can apply to the EAT. If successful, they can firstly ask the employer again for payment. If he again refuses, they can apply to Redundancy Section for payment from the SIF.

31. Can seasonal workers get redundancy payments?

Yes, but only at the usual commencement time of his/her seasonal work. Only if he/she is not then re-employed does the question of redundancy arise, but not until then.

32. What is the minimum period of notice required for redundancy?

2 weeks notice for an employee with two to five years service (an employee needs at least two years service to qualify for redundancy). 4 weeks notice for an employee with five to ten years service, six weeks notice for employees with ten to fifteen years notice and 8 weeks notice for employees with more than 15 years notice.

As far as Redundancy Payments Section is concerned, the main requirement is that there must be at least 2 weeks notice. The redundancy legislation stipulates this. All of the longer periods of notice come under the Minimum Notice and Terms of Employment Acts 1973 to 2001 and are dealt with by Employment Rights Section (Davitt House, Adelaide Road).

33. How much is the minimum wage and how does it affect redundancy payments?

The national minimum hourly rate of pay is €8.30 with effect from 1st January 2007 for an experienced adult worker. On Form RP50, the total gross weekly wage (shown in section 2 on the back of the form) divided by the number of hours worked per week (on the front of the form) should never be lower than the existing minimum wage. Otherwise it is an underpayment and the employer is not entitled to his/her 60% rebate until full payment is made.

34. If a person goes on a career break and then comes back, can they get a redundancy payment?

Yes, provided they fulfil all the other conditions e.g. being between the ages of 16 and 66, being fully insurable if they are not part-time workers etc. Under Section 12(b) of the Redundancy Payments Act, 2003, career break-type absences "authorised by the employer" are fully reckonable for redundancy purposes in respect of redundancies notified/declared as and from 10th April, 2005 (prior to that, such absences were reckonable for only 13 weeks within a period of 52 weeks).

35. In calculating a redundancy lump sum figure, what is the maximum gross pay per week which must be used?

For employees given their notice from 1st January, 2005, the maximum figure, or "ceiling" as it is often referred to, is €600 per week (€507.90 prior to that). Any income higher than that is disregarded for redundancy calculation purposes.

36. What is the situation regarding the calculation for redundancy entitlement purposes of “excess days” (Section 11 of the Redundancy Payments Act, 2003 in respect of all redundancies notified/declared on or after 10th April, 2005)?

The old, pre- 10th April, 2005 system for calculating “excess” days e.g. 3 years and 12 days was regarded as a bit too complicated and sometimes unfair. It all depended on whether or not the “excess” days were over or under 182 days, with periods under 182 days being disregarded.

The new post 10th April, 2005 is much simpler. It is simply a case that all “excess” days will be credited as a proportion of a year. For example, 91 days, which almost amount to a quarter of a year (24.93% to be exact) will therefore give the employee an extra 24.93% of a years service, on top of whatever number of full years they have worked for, even though the excess days are under 182 days – the 182 day rule is therefore gone as and from 10th April, 2005. Thus, the simple formula used for calculating the proportion of a year to be credited to the employee is 91 divided by 365 = 24.93%. Please note that 365 days is now used for redundancy calculation purposes rather than the figure of 364 days which was previously used.

37. What is a collective redundancy as opposed to an ordinary redundancy?

A collective redundancy generally means a large scale redundancy. At the very minimum, there must be at least 20 people employed, with at least 5 of them being made redundant. This can rise to an entire workforce of hundreds of people being made redundant.

The legislation applicable here, the Protection of Employment Act, 1977, which requires that both the Minister for Enterprise, Trade and Employment and employees’ representatives should be consulted at least 30 days in advance of people being made redundant, **is entirely separate from the Redundancy Payments Acts, 1967 to 2003**. A separate guidance booklet on the Protection of Employment Act, 1977, dealing with collective redundancies, is available from the Department.

Under amending regulations 21st December, 2000 – The European Communities (Protection of Employment) Regulations, 2000, may present a complaint to a Rights Commissioner that an employer has contravened Section 9 or 10 of the 1977 Act in relation to the requirement to consult with employee representatives and give them all the relevant information.

38. Are employees of FÁS CE/JI Schemes entitled to a redundancy payment?

Yes. Provided that they fulfil the usual criteria, they are entitled to be paid by the company/organisation that employs them. By agreement with FÁS, it is always up to the employer to pay them, rather than the Department through the SIF Fund. Redundancy Payments Section then gives the employer the appropriate rebate.

Note: This set of Questions & Answers do not purport to give a legal interpretation of the Redundancy Payments Acts, 1967 to 2003, or other employment rights legislation.

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Publications

1. [Redundancy Form: RP50](#)
2. [S.I. No 77 of 2005 Redundancy Payments Act 2003 \(Commencement\) Order 2005](#)
3. [S.I. 695 Redundancy Payments \(Lump Sum\) Regulations 2004](#)
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Information

Under the Unfair Dismissals Acts 1977-2001 circumstances in which unfair dismissal can occur are where:

- Your employer terminates your contract of employment, with or without notice or
- You terminate your contract of employment, with or without notice, due to the conduct of your employer. This is known as constructive dismissal

If you are dismissed from your employment, you may, under certain conditions, bring a claim for unfair dismissal against your employer. The unfair dismissals legislation in Ireland does not actually protect you from dismissal, rather it provides a system of appeal whereby you can question the fairness of your dismissal after it has occurred.

You will have to show that you qualify to bring a claim under the legislation (see Rules below). If you do this and your employer accepts that there was a dismissal, it will be for your employer to show that there were fair grounds for the dismissal. Apart from a case involving constructive dismissal, a dismissal is presumed to be unfair unless your employer can show substantial grounds to justify it. For example, if your employer can prove that there was a redundancy situation then your dismissal would not be unfair.

Under the legislation you may ask your employer for a written statement of the reasons for your dismissal. Your employer should provide this within 14 days of your request.

If you are found to have been unfairly dismissed you may be placed back in your job or, more commonly, you may receive compensation for the loss of earnings caused by the dismissal.

Rules

In order to **qualify to bring a claim for unfair dismissal** under the legislation the following requirements must be met:

Time Limit

The time limit for beginning a claim for unfair dismissal is six months from the date of the dismissal. If there are *exceptional circumstances*, you may be allowed to extend this period up to 12 months from the date of dismissal. However, these must be exceptional circumstances - saying you did not know the law will not suffice.

The date of dismissal, under the unfair dismissals legislation, is the date on which the notice you were given expires. You are entitled to a statutory minimum period of notice if you have worked at least 13 weeks for your employer. Your written contract of employment may provide for a longer period of notice.

Service

Normally you must have at least 12 months' continuous service with your employer in order to bring

a claim for unfair dismissal. However there are important exceptions to this general rule. If you have less than 12 months' continuous service you may bring a claim for unfair dismissal if you are dismissed for:

- Trade union membership or activity
- Pregnancy, giving birth or breastfeeding or any matters connected with pregnancy or birth
- Availing of rights granted by the Maternity Protection Acts 1994 and 2004, the Adoptive Leave Acts 1995 and 2005, the National Minimum Wage Act 2000, the Parental Leave Act 1998 and the Carer's Leave Act 2001

In general, the continuity of an employee's employment is only broken by the dismissal of the employee by the employer or the termination of the employment by the employee.

Employment status

You must be an employee, working under a contract of service. The essential element of such a contract is that the relationship is one of employer/employee, as opposed to a contract for services where the relationship involves performing a service in return for payment, that is, a contractor. In the case of agency employees, the employment agency is the employer for the purpose of redress under the Acts.

The fact of dismissal

You must have been dismissed in order to bring a claim. The one exception to this is the concept of constructive dismissal where you resign but claim that your employer's conduct towards you forced your resignation.

If your employer disputes that a dismissal actually took place, you will have to establish that it did. Only then will your claim continue to the next stage of deciding whether the dismissal was fair, which is a matter for your employer to prove.

Excluded categories

The Acts do not apply to the following:

- (a) an employee who is under 16, or who has reached normal retiring age or who is not covered by the Redundancy Payments Acts because of age
- (b) a person working for a close relative in a private house or farm, provided both also live in the same house or farm;
- (c) a member of the Defence Forces
- (d) a member of the Garda Síochána
- (e) a person undergoing full-time training or apprenticeship in FÁS
- (f) a State employee (generally this does not include employees of semi-state companies)
- (g) an officer of local authorities, local health offices (other than a temporary officer) and vocational education committees
- (h) an employee who is employed under a fixed-term/specified-purpose contract and where the contract is in writing, is signed by both parties and contains a clause that the Acts shall not apply in relation to a dismissal consisting only of the expiration of the fixed term contract or the completion of the specified purpose. See *More about this topic* to find out detailed information about fixed-term/specified-purpose contracts and dismissal
- (i) an employee who works outside the State (unless the employee is resident in the State for the duration of the contract or is domiciled in the State and the employer is resident in the State for the duration of the contract)
- (j) statutory apprentices who are dismissed within six months after beginning apprenticeship or within one month after the completion of the apprenticeship
- (k) an employee who is on probation or undergoing training at the beginning of employment, provided that the duration of probation or training is one year or less and is specified in the written

contract of employment

(l) an employee who is dismissed during training for qualification or registration as a nurse or for other specified para-medical employment

Note: The exclusions from the Acts of persons referred to in points (b), (e), (j), (k) and (l) shall not apply where the dismissal results from:

- The employee's pregnancy, giving birth or breastfeeding
- Availing of rights under the Maternity Protection Acts 1994 and 2004
- Availing of rights to adoptive leave or additional adoptive leave, parental leave, force majeure leave or carer's leave

The exclusion from the Acts of persons referred to in points (a), (d), (f) and (g) shall not apply where the dismissal results from the employee availing of the right to parental leave, force majeure leave or carer's leave.

The Unfair Dismissals Acts will not apply to a dismissal where the employee's employer at the commencement of the employment informs the employee in writing that the employment will terminate on the return to work with that employer of another employee who is absent from work while on maternity leave, adoptive leave or carer's leave.

Redress

If you are successful in your claim for unfair dismissal, the body that heard your claim may award you one of the following remedies:

Reinstatement

This means that you are treated as if you had never been dismissed. Not only are you entitled to loss of earnings from the date of the dismissal to the date of the hearing, you are also entitled to any favourable changes in the terms of employment during that period, for example, pay rises. This remedy is rarely used.

Re-engagement

This means that you will be given your job back but only from a particular date, for example, the date of the decision in your favour. This means that you will not be entitled to compensation for any loss of earnings. Often this remedy is used where it is felt that the employee contributed to the dismissal, even though the actual dismissal was unfair. Again, however, this remedy is rarely used.

Compensation

This is the most common remedy. It is essential to note that compensation is only awarded in respect of financial loss. You cannot therefore claim any compensation for such matters as injury to your feelings or stress caused by the dismissal. Compensation will take the following matters into account:

- Present loss - a calculation of your loss of earnings from the date of the dismissal to the hearing of your claim. Any money earned by you during this period will be deducted, as will any payment in lieu of notice received by you when you were dismissed. You are also obliged to lessen your losses during the period from your dismissal to the hearing by being available for and seeking alternative employment. If it transpires that you have no actual loss, because, for example, you took up other employment immediately after your dismissal, you are entitled to a token compensation of four weeks' pay.
- Future loss - a calculation will be made as to your future loss, based on a consideration of how long it is likely to be before you can get alternative work.

- Pension loss - a calculation that will try to assess what impact the unfair dismissal has had on your pension entitlements.
- Loss of statutory protection - a calculation dealing with the point that you will have lost protection under the unfair dismissals, redundancy and minimum notice legislation.
- Contributory conduct - a calculation that will take into account any conduct by you that contributed to the dismissal, even though it was an unfair dismissal. The degree of contribution will be stated in percentage terms and your award overall award reduced accordingly.

How to apply

If you wish to make a claim for unfair dismissal you should do so within six months of the date of dismissal. This time limit may be extended to 12 months in cases where exceptional circumstances have prevented the lodgement of the claim within six months.

If you qualify under the unfair dismissals legislation, you may bring your claim to a Rights Commissioner by completing the Application to Rights Commissioner - Unfair Dismissals Acts 1977-2001 (pdf)

If you or your employer object to the claim being heard by a Rights Commissioner the claim may be made directly to the Employment Appeals Tribunal by completing form T1-A.

If a claim is heard by a Rights Commissioner, the Rights Commissioner will issue a recommendation and either you or your employer may appeal that recommendation to the Employment Appeals Tribunal.

Where a claim or an appeal is heard by the Employment Appeals Tribunal, the Tribunal will issue a determination. There is a right of appeal by either party to the Circuit Court from a determination of the Tribunal.

If you are dismissed but do not qualify to bring a claim for unfair dismissal under the relevant legislation, you can ask the Rights Commissioner to investigate your case under the Industrial Relations Acts. However, your former employer must also agree to the Rights Commissioner being involved otherwise the Rights Commissioner will not be able to proceed with your case. If your employer does agree, then the Rights Commissioner will hold a hearing into the dispute. The Rights Commissioner may try to reach a settlement or, if this is not possible, will issue a recommendation on the dispute. This recommendation, however, is not legally binding on the parties.

There is further information in the Department of Enterprise, Trade and Employment's Explanatory Booklet for Employers and Employee on the Unfair Dismissals Acts 1977-2001 (pdf).

For information or complaint forms in order to seek redress under the Acts contact the Employment Rights Information Unit

Where to apply

Employment Rights Information Unit

Line 1:
Department of Enterprise, Trade and Employment
Line 2:
Davitt House
Line 3:
Adelaide Road,

County:
DUBLIN 02
Country:
IRELAND
Tel:
+353 1 631 3131
Locall:
1890 201 615
Fax:
+353 1 631 3329
Homepage:
<http://www.entemp.ie/employment/rights/>
Email:
erinfo@entemp.ie
Wheelchair Access:
Unknown

This content is inlined from another item. Click here to view...

Employment Appeals Tribunal

Line 1:
Davitt House
Line 2:
65a Adelaide Road
Line 5:
Dublin 2
County:
Unknown
Country:
IRELAND
Tel:
+353 (0)1 631 3006
Locall:
1890 220 222
Fax:
+353 (0)1 631 3266
Homepage:
<http://www.eatribunal.ie/>
Email:
eat@entemp.ie
Wheelchair Access:
Unknown

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Rights Commissioner Service

Line 1:
Tom Johnson House
Line 2:
Haddington Road
Line 5:
Dublin 4
County:

Unknown

Country:

IRELAND

Tel:

+353 (0)1 6136700

Locall:

1890 220227

Homepage:

http://www.lrc.ie/viewdoc.asp?m=d&fn=/documents/work/rights_commissioner.htm

Email:

rightscomm@lrc.ie

Wheelchair Access:

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Last Updated: 26/6/2007

Subject Terms: dismissal, termination of employment

Disclaimer: This document contains general information which may not address your particular circumstances; you may need more detailed information and/or legal advice.



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Figures for the Year 2007 to Date for County Tipperary

Month	Male	Female	Total
June 2007	22	7	29
May 2007	25	41	66
April 2007	11	17	28
March 2007	24	12	36
February 2007	25	10	35
January 2007	16	62	78
Total			272

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Month	Male	Female	Total
December 2006	-	-	23
November 2006	-	-	61
October 2006	-	-	66
September 2006	-	-	19
August 2006	-	-	30
July 2006	-	-	47
June 2006	-	-	49
May 2006	-	-	69
April 2006	-	-	19
March 2006	-	-	38
February 2006	-	-	31
January 2006	-	-	80
Total			532

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Month	Male	Female	Total
December 2005	-	-	61
November 2005	-	-	39
October 2005	-	-	37
Jan - Sep 2005	-	-	470
Total			607

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Month	Male	Female	Total
December 2004	9	7	16
November 2004	14	25	39
October 2004	16	19	35
September 2004	10	8	18
August 2004	78	50	128
July 2004	25	39	64
June 2004	21	12	33
May 2004	20	22	42
April 2004	14	53	67
March 2004	34	26	60
February 2004	14	43	57
January 2004	17	18	35
Total			594

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Month	Male	Female	Total
December 2004	36	7	43
November 2004	3	12	15
October 2004	13	8	21
September 2004	32	20	52
August 2004	9	17	26
July 2004	10	3	13
June 2004	13	7	20
May 2004	17	18	35
April 2004	12	8	20
March 2004	20	14	34
February 2004	11	10	21
January 2004	33	45	78
Total			378

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Figures for the Year 2005 for County Mayo

Month	Male	Female	Total
December 2005	-	-	26
November 2005	-	-	64
October 2005	-	-	33
Jan - Sep 2005	-	-	549
Total			672

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Month	Male	Female	Total
December 2006	-	-	9
November 2006	-	-	10
October 2006	-	-	34
September 2006	-	-	33
August 2006	-	-	19
July 2006	-	-	26
June 2006	-	-	19
May 2006	-	-	44
April 2006	-	-	11
March 2006	-	-	24
February 2006	-	-	39
January 2006	-	-	17
Total			285

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Figures for the Year 2007 to Date for County Mayo

Month	Male	Female	Total
June 2007	37	6	43
May 2007	17	9	26
April 2007	13	3	16
March 2007	23	22	45
February 2007	4	12	16
January 2007	9	35	44
Total			190

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Figures for the Year 2007 to Date for County Limerick

Month	Male	Female	Total
June 2007	42	23	65
May 2007	49	34	83
April 2007	136	42	178
March 2007	135	37	172
February 2007	43	22	65
January 2007	46	40	86
Total			649

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Figures for the Year 2006 for County Limerick

Month	Male	Female	Total
December 2006	-	-	35
November 2006	-	-	325
October 2006	-	-	100
September 2006	-	-	48
August 2006	-	-	55
July 2006	-	-	49
June 2006	-	-	61
May 2006	-	-	164
April 2006	-	-	54
March 2006	-	-	83
February 2006	-	-	51
January 2006	-	-	89
Total			1114

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Figures for the Year 2005 for County Limerick

Month	Male	Female	Total
December 2005	-	-	59
November 2005	-	-	139
October 2005	-	-	99
Jan - Sep 2005	-	-	830
Total			1127

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Figures for the Year 2004 for County Limerick

Month	Male	Female	Total
December 2004	10	6	16
November 2004	60	13	73
October 2004	79	51	130
September 2004	50	32	82
August 2004	42	32	74
July 2004	36	22	58
June 2004	35	29	64
May 2004	43	55	98
April 2004	56	81	137
March 2004	52	30	82
February 2004	62	80	142
January 2004	65	57	122
Total			1078

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Month	Male	Female	Total
June 2007	17	14	31
May 2007	26	18	44
April 2007	6	6	12
March 2007	12	7	19
February 2007	51	12	63
January 2007	18	10	28
Total			197

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Month	Male	Female	Total
December 2006	-	-	38
November 2006	-	-	37
October 2006	-	-	11
September 2006	-	-	17
August 2006	-	-	22
July 2006	-	-	47
June 2006	-	-	11
May 2006	-	-	34
April 2006	-	-	47
March 2006	-	-	29
February 2006	-	-	11
January 2006	-	-	32
Total			336

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Figures for the Year 2005 for County Kilkenny

Month	Male	Female	Total
December 2005	-	-	42
November 2005	-	-	70
October 2005	-	-	47
Jan - Sep 2005	-	-	126
Total			285

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Month	Male	Female	Total
December 2004	6	5	11
November 2004	10	5	15
October 2004	25	6	31
September 2004	10	5	15
August 2004	11	11	22
July 2004	35	6	41
June 2004	24	6	30
May 2004	14	10	24
April 2004	13	3	16
March 2004	14	7	21
February 2004	16	7	23
January 2004	25	20	45
Total			294

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Month	Male	Female	Total
June 2007	540	358	898
May 2007	532	315	847
April 2007	534	323	857
March 2007	581	333	914
February 2007	341	257	598
January 2007	653	427	1080
Total			5194

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Month	Male	Female	Total
December 2006	-	-	859
November 2006	-	-	675
October 2006	-	-	638
September 2006	-	-	769
August 2006	-	-	869
July 2006	-	-	743
June 2006	-	-	829
May 2006	-	-	787
April 2006	-	-	729
March 2006	-	-	634
February 2006	-	-	841
January 2006	-	-	1008
Total			9381

[Click to see the figures for 2007](#)

[Click to see the figures for 2005](#)

[Click to see the figures for 2004](#)

Redundancy Figures

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National Figures

- By Month & Gender

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Redundancy Figures

Figures for the Year 2005 for County Dublin

Month	Male	Female	Total
December 2005	-	-	515
November 2005	-	-	815
October 2005	-	-	929
Jan - Sep 2005	-	-	7574
Total			9833

[Click to see the figures for 2007](#)

[Click to see the figures for 2006](#)

[Click to see the figures for 2004](#)

Redundancy Figures

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- By Month & Gender

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Redundancy Figures

Figures for the Year 2004 for County Dublin

Month	Male	Female	Total
December 2004	327	288	615
November 2004	483	430	913
October 2004	421	264	685
September 2004	481	267	748
August 2004	441	255	696
July 2004	520	426	946
June 2004	551	355	906
May 2004	532	486	1018
April 2004	549	397	946
March 2004	492	250	742
February 2004	501	424	925
January 2004	667	445	1112
Total			10252

[Click to see the figures for 2007](#)

[Click to see the figures for 2006](#)

[Click to see the figures for 2005](#)

Redundancy Figures

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Redundancy Figures

Figures for the Year 2007 to Date for County Clare

Month	Male	Female	Total
June 2007	21	13	34
May 2007	38	16	54
April 2007	77	26	103
March 2007	39	26	65
February 2007	22	12	34
January 2007	66	34	100
Total			390

[Click to see the figures for 2006](#)

[Click to see the figures for 2005](#)

[Click to see the figures for 2004](#)

Redundancy Figures

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National Figures

- By Month & Gender

By County

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Redundancy Figures

Figures for the Year 2006 for County Clare

Month	Male	Female	Total
December 2006	-	-	46
November 2006	-	-	43
October 2006	-	-	50
September 2006	-	-	26
August 2006	-	-	50
July 2006	-	-	39
June 2006	-	-	66
May 2006	-	-	52
April 2006	-	-	25
March 2006	-	-	41
February 2006	-	-	37
January 2006	-	-	45
Total			520

[Click to see the figures for 2007](#)

[Click to see the figures for 2005](#)

[Click to see the figures for 2004](#)

Redundancy Figures

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National Figures

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Redundancy Figures

Figures for the Year 2005 for County Clare

Month	Male	Female	Total
December 2005	-	-	52
November 2005	-	-	40
October 2005	-	-	82
Jan - Sep 2005	-	-	434
Total			608

[Click to see the figures for 2007](#)

[Click to see the figures for 2006](#)

[Click to see the figures for 2004](#)

Redundancy Figures

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Redundancy Figures

Figures for the Year 2004 for County Clare

Month	Male	Female	Total
December 2004	21	13	34
November 2004	40	48	88
October 2004	23	23	46
September 2004	35	24	59
August 2004	55	11	66
July 2004	21	10	31
June 2004	24	18	42
May 2004	18	27	45
April 2004	12	11	23
March 2004	48	26	74
February 2004	112	23	135
January 2004	20	13	33
Total			676

[Click to see the figures for 2007](#)

[Click to see the figures for 2006](#)

[Click to see the figures for 2005](#)

Redundancy Figures

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Roinn Fiontar Trádála agus Fostaíochta

NOTICE OF PROPOSED DISMISSAL FOR REDUNDANCY

REDUNDANCY PAYMENTS ACTS 1967 TO 1991

An Roinn Fiontar Trádála Agus Fostaíochta

Department of Enterprise, Trade and Employment

Note for Employer: On the date that this notice is given by an employer to the employee a copy of it must be sent to the Minister for Enterprise, Trade and Employment at Davitt House, 65A Adelaide Road, Dublin 2. Failure to do this may lead to a reduction in rebate payable.

PLEASE COMPLETE THIS FORM IN BLOCK CAPITALS

EMPLOYER'S PAYE REGISTERED NUMBER

FIGURES	LETTER

BUSINESS NAME OF EMPLOYER

BUSINESS ADDRESS

GIVE DETAILS OF TYPE OF BUSINESS IN WHICH REDUNDANCY ARISES

For Official Use							
NACE	<table border="1" style="width: 100%; height: 20px;"> <tr> <td style="width: 15%;"> </td> <td style="width: 15%;"> </td> <td style="width: 15%;"> </td> <td style="width: 15%;"> </td> <td style="width: 15%;"> </td> <td style="width: 15%;"> </td> </tr> </table>						

Employee's Personal Public Service (P.P.S.) No.

FIGURES	LETTERS

To: SURNAME

FIRSTNAME

ADDRESS

SEX

Male	
Female	

Tick
Appropriate
Box

SOCIAL WELFARE INSURANCE NUMBER

(If any)
figures

--	--	--	--	--	--	--	--

DATE OF BIRTH OF EMPLOYEE

Day	Month	Year

OCCUPATION

ADDRESS OF PLACE OF EMPLOYMENT

GIVE DETAILS OF THE REASON FOR REDUNDANCY

DATE OF COMMENCEMENT
OF EMPLOYEE'S EMPLOYMENT

Day	Month	Year

NUMBER OF HOURS NORMALLY
EXPECTED TO WORK PER WEEK

--

It is necessary to terminate your employment by reason of redundancy. In accordance with the provisions of the Redundancy Payments Acts, 1967 to 1991, I hereby give you notice that your employment will terminate on

Day	Month	Year

SIGNATURE OF EMPLOYER

POSITION HELD IN COMPANY

DATE OF NOTICE

Day	Month	Year

For Office Use

MANCO

--	--	--	--	--	--

AREA

--	--

REASON

--	--



LAY OFF AND SHORT TIME PROCEDURES

NOTES

An employer may use Part A overleaf of this form to notify an employee of temporary lay off or temporary short time (lay off and short time are defined at the end of this page).

An employee may use Part B overleaf of this form to notify his/her employer of intention to claim a redundancy lump sum payment in a lay off or short time situation.

An employer may use Part C overleaf of this form to give counter notice to an employee who claims payment of a redundancy lump sum in a lay off/short time situation.

EMPLOYER'S PAYE REGISTERED NUMBER <table border="1"><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> Figures Letter											ADDRESS OF EMPLOYEE _____ _____ _____										
BUSINESS NAME AND ADDRESS OF EMPLOYER _____ _____ _____	SEX (TICK APPROPRIATE BOX) <input type="checkbox"/> MALE <input type="checkbox"/> FEMALE																				
DESCRIPTION OF BUSINESS IN WHICH REDUNDANCY ARISES _____	DATE OF BIRTH OF EMPLOYEE <table border="1"><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> Day Month Year																				
EMPLOYEE'S PERSONAL PUBLIC SERVICE NUMBER (P.P.S.) NUMBER <table border="1"><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> Figures Letter(s)											DATE OF COMMENCEMENT OF EMPLOYEE'S EMPLOYMENT <table border="1"><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> Day Month Year										
EMPLOYEE'S SURNAME _____	ADDRESS OF PLACE OF EMPLOYMENT _____ _____																				
EMPLOYEE'S FIRST NAME _____																					

DEFINITION OF LAY OFF AND SHORT TIME

A lay off situation exists when an employer suspends an employee's employment because there is no work available, when the employer expects the cessation of work to be temporary and when the employer notifies the employee to this effect.

A short time working situation exists when an employer, because he/she has less work available for an employee than is normal, reduces that employee's earnings to less than half the normal week's earnings or reduces the number of hours of work to less than half the normal weekly hours, when the employer expects this reduction to be temporary and when the employer notifies the employee to this effect.

PART A:

Notification to employee of TEMPORARY LAY OFF or TEMPORARY SHORT TIME

Notification in respect of this part need not be in writing

It is necessary to place you on TEMPORARY LAY OFF TEMPORARY SHORT TIME
(Tick Appropriate Box)

as and from

--	--	--	--	--	--	--	--

Day Month Year

by reason of _____

I expect the LAY OFF/SHORT TIME to be temporary.

Signature of Employer _____ Date: _____

PART B:

Notice of Intention to claim Redundancy Lump Sum Payment in a LAY OFF/ SHORT TIME situation

An employee who wishes to claim a redundancy lump sum because of lay off/short time must serve notice of intention to claim in writing within four weeks after lay off/short time ceases. In order to become entitled to claim a redundancy lump sum on foot of a period of lay off, short time or a mixture of both, that period must be at least four consecutive weeks or a broken series of six weeks where all six fall within a thirteen-week period. An employee who wishes to terminate his/her contract of employment by reason of lay off or short time must give his/her employer the notice required by his/her contract or if none is required, at least one week's notice.

An employee who claims and receives a redundancy payment in respect of lay off or short time is deemed to have voluntarily left his/her employment and therefore not entitled to notice under the Minimum Notice and Terms of Employment Acts, 1973 to 2001.

To (Business Name of Employer): _____

I give you notice of my intention to claim a redundancy lump sum in respect of
LAY OFF/SHORT TIME (delete whichever does not apply)

From

To

--	--	--	--	--	--	--	--

Day Month Year

--	--	--	--	--	--	--	--

Day Month Year

Signature of Employee _____ Date: _____

PART C:

Counter Notice to Employee's Notice of Intention to claim a Redundancy Lump Sum

Notification in respect of this part must be in writing and must be given to the employee within seven days of service of the employee's notice.

I contest any liability to pay you a Redundancy Lump Sum on the grounds that it is reasonable to expect that within four weeks of the date of service of your notice, namely,

--	--	--	--	--	--	--	--

Day Month Year

(Date of Service)

you will enter upon a period of employment of not less than thirteen weeks during which you will not be on lay off or short time any week.

Signature of Employer _____ Date: _____

Appendix P.
16/7/2007
Date printed.

S.I. No. 194 of 2003

Redundancy Payments Act 2003 (Commencement) Order 2003

The Minister for Enterprise, Trade and Employment has signed the above Commencement Order which will bring Sections 1 to 6, 8, 10 and 13 to 17 of the Redundancy Payments Act, 2003 into operation on 25th May, 2003.

Section 10 provides for a new enhanced entitlement of **two weeks statutory redundancy payment for every year of service, regardless of age**, rather than the present half week between 16 and 41 and one week over 41. The present bonus week and employer 60% rebate will continue.

The new rates of statutory redundancy payments are applicable to all redundancies where Notice of Redundancy is formally conveyed to the employee on or after 25th May, 2003 by means of the receipt of a Notice of Redundancy on the prescribed format i.e. the RP1 form.

Under Section 15 employees of insolvent companies can make claims for minimum notice entitlements under the Insolvency Payments Scheme without having to obtain an award from the Employment Appeals Tribunal. Section 6 of the Protection of Employees (Employers' Insolvency) Act, 1984 has accordingly been amended.

Copies of both the Commencement Order and the Redundancy Payments Act, 2003 may be purchased from the Government Publications Sales Office, Sun Alliance House, Molesworth Street, Dublin 2 - telephone (01) 6476879 or through a bookseller or by mail order from Government Publications, Postal Trade Division, 51 St Stephens Green, Dublin 2 - telephone (01) 6476000.

To make a redundancy calculation under the new Scheme you can double click on the Redundancy Calculator icon on the Home Page of the Department's Website at www.entemp.ie

For more general information on the new Scheme you can contact Employment Rights Information Section of the Department – telephone (01) 6313131.

**Paul Haran
Secretary General,
Department of Enterprise, Trade and Employment**

20th May, 2003

Appendix Q.
13/7/07.



UTV Carer of the Year

NEWS

HEADLINES

THURSDAY, 12/07/2007 14:43:47



Dell Ireland seek voluntary redundancies

Dell Ireland is looking for voluntary redundancies from its Limerick workforce.

video clip

Post a comment

hot topic item

related stories

The computer giant has announced it wants to shed up to one hundred jobs at it`s facilities in Raheen Castletroy.

Over 3,000 people are employed at Dell in Limerick but only 2% of staff will be affected by today`s announcement.

Last month Dell announced it plans to cut 10% of its workforce worldwide sparking fears its Irish operation based in Limerick would be affected.

Staff had been waiting to see if there would be an impact locally and today the computer manufacturer announced details of a voluntary separation programme.

Between 80 and 100 people in IT, Hr, marketing and management are expected to avail of a competitive redundancy package, the details of which have not been announced.

Employees affected by the decision have been informed of the situation this morning.

A spokesperson for the computer manufacturer says there will be no compulsory redundancies and they will continue their recruitment drive for other departments with in the company,

Today`s announcement is part of a worldwide cost cutting plan by Dell which will see a loss of 8,000 jobs worldwide.

TODAY YESTERD.

Wreckage removed after cr

Fishermen rescued from tr

Dell Ireland seek voluntary redundancies

Warning to Limerick motori

12:22 Funeral of John Wilson

10:32 Teen drowns in Cork river

UTV Carer of the Year

Trouble-free Twelfth celebr

Teenager dies in Waterforc

Murdered man was homele

Three held after Antrim dru

Scottish airlift for pregnant

Woman injured in Belfast tr

Man dies in border road cre

Dublin drowning memorial unveiled

Irish cities may get elected

Two escape injury in shoot

Orangemen to question SF

Murder probe in Dublin

Court to decide sacred bull

Microsoft named top UK superbrand

Man held over Limavady m

Footballers fuel demand fo

Nationwide offers 25 yr fix

Emergency crews attacked

TODAY YESTERD.

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[comment on this story](#)

 comments: 0

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Table 1

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the month of January 2007

13/1/2007

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	34	13	47
Energy and Water	4	0	4
Extraction Industry (Chemical Products)	11	4	15
Metal Manufacturing and Engineering	101	38	139
Other Manufacturing	408	295	703
Building and Civil Engineering	256	28	284
Distributive Trades	109	72	181
Transport and Communications	125	140	265
Other Services	490	503	993
Banking, Finance & Insurance	54	92	146
TOTAL	1592	1185	2777

Part-Time Employees: Total number of Actual Redundancies for the month of January 07

236

Table 2

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the period 1st January to 31st January 2007

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	34	13	47
Energy and Water	4	0	4
Extraction Industry (Chemical Products)	11	4	15
Metal Manufacturing and Engineering	101	38	139
Other Manufacturing	408	295	703
Building and Civil Engineering	256	28	284
Distributive Trades	109	72	181
Transport and Communications	125	140	265
Other Services	490	503	993
Banking, Finance & Insurance	54	92	146
TOTAL	1592	1185	2777

Table 1

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the month of February 2007

13/2/2007

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	20	6	26
Energy and Water	1	0	1
Extraction Industry (Chemical Products)	11	1	12
Metal Manufacturing and Engineering	80	10	90
Other Manufacturing	200	171	371
Building and Civil Engineering	195	13	208
Distributive Trades	94	90	184
Transport and Communications	48	16	64
Other Services	260	316	576
Banking, Finance & Insurance	32	24	56
TOTAL	941	647	1588

Part-Time Employees: Total number of Actual Redundancies for the month of February 07

155

Table 2

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the period 1st January to 28th February 2007

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	54	19	73
Energy and Water	5	0	5
Extraction Industry (Chemical Products)	22	5	27
Metal Manufacturing and Engineering	181	48	229
Other Manufacturing	608	466	1074
Building and Civil Engineering	451	41	492
Distributive Trades	203	162	365
Transport and Communications	173	156	329
Other Services	750	819	1569
Banking, Finance & Insurance	86	116	202
TOTAL	2533	1832	4365

Table 1

13/3/2007

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the month of March 2007

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	20	15	35
Energy and Water	3	20	23
Extraction Industry (Chemical Products)	19	4	23
Metal Manufacturing and Engineering	44	26	70
Other Manufacturing	326	194	520
Building and Civil Engineering	278	16	294
Distributive Trades	210	71	281
Transport and Communications	58	14	72
Other Services	370	433	803
Banking, Finance & Insurance	53	43	96
TOTAL	1381	836	2217

Part-Time Employees: Total number of Actual Redundancies for the month of March 07

189

Table 2

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the period 1st January to 31st March 2007

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	74	34	108
Energy and Water	8	20	28
Extraction Industry (Chemical Products)	41	9	50
Metal Manufacturing and Engineering	225	74	299
Other Manufacturing	934	660	1594
Building and Civil Engineering	729	57	786
Distributive Trades	413	233	646
Transport and Communications	231	170	401
Other Services	1120	1252	2372
Banking, Finance & Insurance	139	159	298
TOTAL	3914	2668	6582

Table 1

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the month of April 2007

13/7/2007.

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	26	14	40
Energy and Water	0	0	0
Extraction Industry (Chemical Products)	74	22	96
Metal Manufacturing and Engineering	86	20	106
Other Manufacturing	361	156	517
Building and Civil Engineering	285	16	301
Distributive Trades	101	81	182
Transport and Communications	78	38	116
Other Services	360	386	746
Banking, Finance & Insurance	24	35	59
TOTAL	1395	768	2163

Part-Time Employees: Total number of Actual Redundancies for the month of April 07

169

Table 2

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the period 1st January to 30th April 2007

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	100	48	148
Energy and Water	8	20	28
Extraction Industry (Chemical Products)	115	31	146
Metal Manufacturing and Engineering	311	94	405
Other Manufacturing	1295	816	2111
Building and Civil Engineering	1014	73	1087
Distributive Trades	514	314	828
Transport and Communications	309	208	517
Other Services	1480	1638	3118
Banking, Finance & Insurance	163	194	357
TOTAL	5309	3436	8745

Table 1

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the month of May 2007

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	21	4	25
Energy and Water	15	3	18
Extraction Industry (Chemical Products)	16	1	17
Metal Manufacturing and Engineering	78	34	112
Other Manufacturing	294	238	532
Building and Civil Engineering	298	11	309
Distributive Trades	59	52	111
Transport and Communications	27	19	46
Other Services	328	388	716
Banking, Finance & Insurance	39	34	73
TOTAL	1175	784	1959

Part-Time Employees: Total number of Actual Redundancies for the month of May 07

Table 2

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the period 1st January to 31st May 2007

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	121	52	173
Energy and Water	23	23	46
Extraction Industry (Chemical Products)	131	32	163
Metal Manufacturing and Engineering	389	128	517
Other Manufacturing	1589	1054	2643
Building and Civil Engineering	1312	84	1396
Distributive Trades	573	366	939
Transport and Communications	336	227	563
Other Services	1808	2026	3834
Banking, Finance & Insurance	202	228	430
TOTAL	6484	4220	10704

Table 1

13/7/2007

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the month of June 2007

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	33	7	40
Energy and Water	24	2	26
Extraction Industry (Chemical Products)	18	4	22
Metal Manufacturing and Engineering	118	43	161
Other Manufacturing	326	145	471
Building and Civil Engineering	240	14	254
Distributive Trades	72	100	172
Transport and Communications	37	12	49
Other Services	385	397	782
Banking, Finance & Insurance	65	67	132
TOTAL	1318	791	2109

Part-Time Employees: Total number of Actual Redundancies for the month of June 07

181

Table 2

Department of Enterprise, Trade and Employment
Actual Redundancies received under the
Redundancy Scheme during the period 1st January to 30th June 2007

Industrial Group	Number of Employees		
	Male	Female	Total
Agriculture/Forestry and Fisheries	154	59	213
Energy and Water	47	25	72
Extraction Industry (Chemical Products)	149	36	185
Metal Manufacturing and Engineering	507	171	678
Other Manufacturing	1915	1199	3114
Building and Civil Engineering	1552	98	1650
Distributive Trades	645	466	1111
Transport and Communications	373	239	612
Other Services	2193	2423	4616
Banking, Finance & Insurance	267	295	562
TOTAL	7802	5011	12813

ActualRed by Sector 2007