

COVID-19 Information for Redundancy Payments Scheme

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- [1. Temporary Lay-Off](#)
- [2. COVID-19 Pandemic Unemployment Payment \(PUP\)](#)
- [3. Temporary Wage Subsidy Scheme \(TWSS\)](#)

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

Temporary Lay-Off

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

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

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

COVID-19 Pandemic Unemployment Payment (PUP)

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

Temporary Wage Subsidy Scheme (TWSS)

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

