

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

