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**An Bille um Íocaíochtaí Iomarcaíochta (Leasú), 2022**  
**Redundancy Payments (Amendment) Bill 2022**

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*Meabhrán Miniúcháin*  
*Explanatory Memorandum*

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**AN BILLE UM ÍOCAÍOCHTAÍ IOMARCAÍOCHTA  
(LEASÚ), 2022  
REDUNDANCY PAYMENTS (AMENDMENT) BILL 2022**

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**EXPLANATORY MEMORANDUM**

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**Purpose of the Bill**

The purpose of the Bill is to make provision for payment, on the redundancy of a person who was laid off for a period as a result of Covid-19 related restrictions and whose redundancy lump sum is reduced by virtue of that period of lay-off, of an additional sum from the Social Insurance Fund. The amount of that additional sum is equal to the difference between the actual lump sum due to the person on redundancy and the amount to which they would have been entitled but for the relevant period of lay-off.

**Section 1**

*Section 1* defines the Redundancy Payments Act 1967 as the Principal Act for the purposes of the Bill.

**Section 2**

*Section 2* inserts a new provision, section 32A, into the Redundancy Payments Act 1967, establishing the legal basis for a Covid-19 related lay-off payment.

The provision sets out the category of employees to whom it applies. They are employees who qualify for redundancy, who were laid off in the emergency period as a result of Covid-19 related restrictions, and who are made redundant within 3 years of the end of the emergency period.

It sets out by whom an application for payment may be made, being firstly the employer of the relevant employee or, if they fail or refuse to do so, the employee. It entitles a deciding officer to request information or documents in support of the application.

It provides that where the Minister is satisfied that the employee is entitled to a payment, that payment will be made directly to the employee concerned. The amount of that payment will be the difference between the lump sum to which the employee would have been entitled on redundancy had they not been laid off for a period or periods as a result of Covid-19 related restrictions, and the amount to which the employee is actually entitled on being made redundant.

Provision is also made for recovery of any overpayment made to an employee.

**Section 3**

*Section 3* makes a technical amendment to section 38 of the Redundancy Payments Act 1967. The effect of the amendment is to confer the power to make decisions on the award of Covid-19 related lay-off payments on deciding officers.

**Section 4**

*Section 4* makes provision for the short title of the Bill, collective citation, and commencement.

*An Roinn Fiontar, Trádála agus Fostaíochta,  
Eanáir, 2022.*