

Company/Union/Nos	Severance Payment	Remarks	IRN Ref
BUILDING & CONSTRUCTION-RELATED INDUSTRIES			
Balfour Beatty CLG Dublin, Cork, Galway, Carlow 65 (SIPTU, TEEU)	4.5 week's pay (pys), inclusive of SE, plus allowances based on service. These service-based allowances are: €1,500 for those with 2-7 years' experience; €2,000 for those with 12-17 years' experience; €3,500 for those over 17 years' experience. If there is a shortage of voluntary redundancy applicants, interviews will take place using agreed selection criteria, involving members of management and, in an observer capacity, a union representative and an independent HR person. This selection process has an appeals board with a union representative and an independent IR official. Also provided for is an outplacement programme involving basic PC training, interview & CV techniques, organised by the unions and run by the Ideas Institute, a union-linked body.	Voluntary redundancies offered to group of 320 workers. The deal includes a first refusal on new jobs within an 18-month timeframe for those made redundant.	<i>IRN 8/12</i> <i>IRN 15/12</i>
BASF/IBC Admixture Systems Dublin 4 (SIPTU)	2 weeks' pay (pys), plus SE, recommended by Labour Court in LCR20317.	Employer said it could not afford an enhanced redundancy package, while union sought 6 weeks (pys), plus SE.	<i>LCR20317</i>
Carillion Irishenco Co. Kildare 19 (SIPTU)	2 weeks' pay (pys), capped at the SE ceiling of €600 per week, plus SE (effectively 2 x SE), recommended by Labour Court in LCR20303.	Workers made redundant due to the closure of civil engineering division of company.	<i>IRN 22/12</i> <i>LCR20303</i>
Chadwicks Co. Cork 1 (SIPTU)	Labour Court told worker in LCR20261 that he should accept a revised severance package of 3.5 weeks' pay per year of service, capped at €80,000.	Worker made redundant in early 2011 and company said revised severance terms had been in place since 2009. Under previous formula, the worker would have got €120,000 in severance.	<i>IRN 13/12</i> <i>LCR20261</i>
Fogarty Drilling Co. Kilkenny 1 (Noreside Resource Centre)	€5,000 payment on top of SE already paid, recommended by a Rights Commissioner and upheld by the Labour Court in AD1250.	Company said it could not pay enhanced payment. Worker sought enhanced package of 4 weeks' pay (pys).	<i>AD1250</i>
ELECTRONICS, ENGINEERING & OTHER MANUFACTURING			
Logstrup Co. Galway SIPTU, Unite	2.5 week's pay (pys), plus SE, recommended by Labour Court in LCR20326. While the company said it did not pay enhanced severance, the Court said that "in this jurisdiction the practice of paying enhanced redundancy is so well-established in industrial relations that it can now properly be regarded as the norm".	Redundancies due to the company's decision to move a substantial amount of its production to the parent company in Denmark.	<i>IRN 30/12</i> <i>LCR20326</i>
Waterford Crystal Waterford 382 (Unite)	Payments of €600 to €2,500 each following settlement over the surplus in a disability fund at the time the company went into receivership in 2009.	As much as €1.28 million surplus in fund and union took court case to secure some for workers. Settlement led to 60% for workers, 40% for the company's receiver.	<i>IRN 14/12</i>

Company/Union/Nos	Severance Payment	Remarks	IRN Ref
Vita Cortex Cork 24 (SIPTU)	Confidential proposals accepted after a sit-in by workers for almost five months. Union had been seeking 2.9 weeks' pay (pys), inclusive of SE and company's last publicised offer had been for enhanced severance flat payments of between €2,000 and €8,000.	Workers' sit-in attracted considerable national and some international attention. Many workers had very long service, so the company's last publicised offer had been felt by them to be unsuitable.	IRN 1, 2, 4, 6, 7, 10, 11, 13-17/12

FOOD & DRINK

Carton Brothers Co. Monaghan 23 (SIPTU)	Enhanced package above SE, worth a total of €500,000 between all 23 workers.	Deal agreed after four-year dispute, in which company had paid SE only and union sought enhanced deal.	IRN 30/12
Glanbia Co. Wexford 50 (SIPTU)	6 weeks' pay (pys), inclusive of SE, with an extra payment of €500 (pys), capped at €125,000. A further orderly wind-down payment of €3,000 agreed in recognition of cooperation with plant closure and the transfer of Yoplait yoghurt product back to France.	Severance terms based on 2010 deal with SIPTU, Unite and TEEU for future compulsory redundancies where there are not enough applicants for voluntary redundancy package. In 2010, the unions had reserved to right to seek a higher cap than the €120,000 agreed at that time in the event of full plant closure. On this occasion, the cap was €125,000.	IRN 3/09 IRN 29/10 IRN 20 & 31/12
Largo Foods Co. Donegal 42 (SIPTU)	1 week's pay (pys), plus SE.	Severance formula in line with previous packages – 29 of those affected are part-time workers.	IRN 20/12
Odlums Dublin 26 (SIPTU)	5.5 weeks' pay (pys), plus SE, capped at €65,000, plus a further lump sum of €2,000 on top of the cap. Also, an extra payment for long service workers provides 40% of the difference between the cap and what they would have got under the formula without any cap.	Compulsory redundancies due to closure of mill. A similar package had been offered for voluntary redundancies in the past, but the payment above the cap for long service workers had been just 25% rather than 40% on that occasion.	IRN 13/12
Pepsico Co. Louth 3 (Oliver Shanley & Co., solrs)	Labour Court rejected a claim by 3 management employees, under the Exceptional Collective Redundancies legislation, that the creation of 3 new posts at another company office amounted to the displacement of their jobs. This was based on the Court's opinion that the new roles were materially different to those of the employees.	A rare case under the Exceptional Collective Redundancies legislation. Employees represented by a law firm rather than a trade union.	IRN 23/12 OPEC121
Wexford Creamery Co. Wexford 24 (SIPTU)	4 weeks' pay (pys), plus SE, capped at 130 weeks' pay, for compulsory redundancies. Selection on the basis of "first in, last out, section by section, subject to the retention of key skills". Terms recommended by Labour Court in LCR20229.	Union had sought at least 6 weeks' pay (pys), in the case of compulsory redundancy. Company's offer at Labour Court hearing was 3.4 weeks' pay (pys), plus SE, capped at 1.75 years' pay.	IRN 3/12 LCR20229

HEALTH & SAFETY REVIEW

Visit www.healthandsafetyreview.ie for all the latest health and safety news

Company/Union/Nos	Severance Payment	Remarks	IRN Ref
PRINT, PUBLISHING AND PACKAGING			
Clondalkin Pharma, formerly Cahill Printers (IBEC) Dublin Dublin Print Group of Unions & TEEU	Voluntary severance terms recommended by the Labour Court, in addition to SE, as follows: €3K for 2-5 years' service; €5K for 5-7 years; €7K for 7-10 years; €10K for 10-15 years; €12.5K for 15-20 years; €15K for 20-plus years.	Voluntary terms offered with four-week deadline, in the context of a closure of one plant, with option for workers to transfer to other plants in Dublin.	IRN 2/12 LCR20227
H. Wilson Inc. Dublin 20 (non-union, represented by Adams Corporate Solicitors, although NUJ also provided some guidance)	4 weeks' pay (pys), inclusive of SE, was recommended by the Labour Court in LCR20238. Company had not confirmed its acceptance of the recommendation.	Workers had sought 4 weeks' pay (pys) plus SE, but company said it did not pay enhanced redundancy lump sums. Redundancies were compulsory.	IRN 7 & 17/12 LCR20238
Offaly Express Co. Offaly 7 (NUJ, Unite)	SE plus the following enhanced payments: €1,100 (pys) for those with 2-15 years' service; €1,400 (pys) for those with 15-25 years' service; €1,700 (pys) for those with 25-34 years' service; €1,900 (pys) for those with over 34 years. Those with under two years' service received a flat payment of €3,250.	Closure of newspaper, compulsory redundancies. Terms similar to those offered in another Johnston Press owned company in Kilkenny in 2009.	IRN 26/12
PUBLIC SECTOR (INCLUDING SEMI-STATES & NON-PROFIT SECTOR)			
Carlow County Council Co. Carlow 1 (IMPACT)	Worker should be paid SE – this had not been paid for “purported technical reasons”, said the Labour Court in AD127, a Court decision which overturned a Rights Commissioner recommendation against her claim.	Worker had been employed for five years in motor taxation office, to replace an employee on secondment. Council said her employment ceased at the end of her fixed term contract.	AD127
City of Limerick VEC Limerick 1 (IMPACT)	Labour Court rejected the VEC's appeal against a Rights Commissioner decision, which had said a worker should receive enhanced redundancy terms of two weeks' pay (pys). The Court said that while the worker had signed a document at the time she accepted the statutory redundancy, as she got nothing more than her statutory entitlement, the document she signed was not a compromise settlement between her and the employer. It also said the manner in which the document had been presented did not meet the tests set out by the Court.	The union said enhanced redundancy applied in analogous public service employments, whereas the employer said its 'clear understanding' was that the worker was well aware of the significance of the waiver.	IRN 26/12 AD1249
Coillte Nationwide 200 (IMPACT, SIPTU)	3 weeks' pay (pys), plus SE, capped at the lower of either 3 years' pay or 70% of the salary payable to preserved pension age. Pension and retirement lump sum to be paid on achieving the preserved pension age (which can be 60 or 65). Voluntary early retirement, with immediate payment of pension with no actuarial reduction and immediate payment of retirement lump sum with no actuarial reduction, is open to those at least 50 years of age with at least 2 years' service.	Voluntary redundancy and early retirement scheme, modelled on HSE public service terms, although Coillte is a commercial semi-state company.	IRN 17/12

Company/Union/Nos	Severance Payment	Remarks	IRN Ref
Community Workers' Co-op Galway, Donegal 2 (SIPTU)	3 weeks' pay (pys), plus SE recommended by the Labour Court in LCR20289.	Unions said this ex-gratia was the norm in the sector. The co-op recognised that the claim had merit, noting that the workers had remained at CWC on a voluntary basis since redundancy. Redundancies due to cessation of Government funding.	IRN 20/12 LCR20289
Dublin Airport Authority Dublin 100-150 (SIPTU, Mandate, IMPACT, TEEU, Unite)	Option A (for those with over 4 years' service): For those under 60: 4 weeks' pay (pys), plus SE, capped at 104 weeks' pay. Re-training grant of up to €10,000 payable on top of cap. PILON also paid, which will be fully taxable. For those aged 60-65: 4 weeks' pay (pys), plus SE, capped at basic pay multiplied by half the remaining years to normal retirement date. Option B (for those with over 15 years' service and between 50 and 60 years of age): A severance lump sum and an additional payment of up to 1/3 of basic salary per year to normal retirement date. The additional payment element is to be based on years of service (to a minimum of 20 years), multiplied by salary and divided by 60. The total payment is subject to a maximum cap of basic pay, multiplied by half the remaining years to normal retirement date.	Voluntary severance offer put to the workforce by the company, which warned that it may be the best it can offer for some time to come. The terms are slightly below the 6.75 weeks' pay (pys), inclusive of SE, provided in the 2010 restructuring programme.	IRN 19/12
Dun Laoghaire Rathdown County Council Dublin 1 (SIPTU)	Employer was free to accept or reject the worker's voluntary redundancy application, but worker was unfairly treated in terms of the explanations provided to him, a matter that should be addressed "directly" with the council's former employee.	Worker had applied for voluntary redundancy, but had been refused. The union said this refusal was on age grounds, but council said it was for operational reasons. The union also argued that his non-replacement on his retirement meant a redundancy situation existed – but the council argued that non-replacement was due to recruitment moratorium, not to position becoming redundant.	IRN 22/12 AD1244
ESB Nationwide 703 (Unite, TEEU, SIPTU & ESBOA)	Open to all staff with at least 3 years' service: More than 25 years to compulsory retirement age (i.e under age 40): 6 weeks' earnings (pys), with 'earnings' defined as at least pensionable pay plus one-sixth, capped at 2 years' earnings. Preserved pension at age 65 based on pensionable service to exit date (but no pension lump sum). 15-25 years to compulsory retirement age: 6 weeks' earnings (based on 'plus one-sixth' formula above), capped at 2.5 years' earnings. Preserved pension and lump sum at age 65, based on pensionable service to exit date. 5-15 years to compulsory retirement age: Lump sum of 70% of one year's pensionable pay at age 50, reducing by 5% for each year, less one-third of actuarial valuation of the service adjustment factor. Severance pay of (annual earnings X years of service)/80. Pension benefits deferred to 65, with service adjustment factor at rate of	Voluntary redundancies, although the company not obliged to release anyone. 250 of the voluntary redundancies sought in power generation (900 employed), while 240 sought in networks (where 3,000 employed). These redundancy terms not as high as previous package. ESB says current Voluntary Severance Scheme is part of a significant payroll reducing process. The package costs 20-25% lower than the previous scheme, with a much tighter application and exit window. Other differences include: 1. A requirement for those who avail of scheme to waive their pension (lump sum and ongoing pension) until 65 years of age. 2. The current VS scheme is based on <u>actual</u> service on the date of departure.	IRN 9/12

Company/Union/Nos	Severance Payment	Remarks	IRN Ref
	0.1 per year of service, subject to cap of 40 years' pensionable benefits. Flexibility variable between lump sum and ongoing pay, with maximum lump sum of 2 years' pensionable pay. Less than 5 years to compulsory retirement: Staff can avail of the existing option to retire with pension and pension lump sum. All severance lump sums inclusive of SE.		
Iarnrod Eireann Nationwide At least 166, up to 450 (SIPTU, NBRU, TSSA, others)	Severance payments, inclusive of SE, under the following formula: up to 5 years – 1/3 of annual contract/salary; 5-10 years – 2/3 of annual contract/salary; 10-15 years – 3/3 of annual contract/salary; 15-25 years – 4/3 of annual contract/salary; 25-30 years – 5/3 of annual contract/salary; 30 yrs or more – 6/3 of annual contract/salary. On top of these payments, a termination bonus of a flat sum of €30,000, regardless of service, is to be paid (not the termination bonus formula described in <i>IRN 22/12</i>). A cap of €130,000 is to apply to the full amount, including the termination bonus.	Voluntary package at special enhanced terms, available to all who apply before June 15, 2012. As of early July 2012, 166 had accepted these terms, with 340 more considering their position. Company has said it requires 450 redundancies before 2016. Those not accepting this package before the end of 2012, or those applying for severance after 15/6/12, have been warned by the company that they may be on less attractive terms. The termination bonus for the previous package had been lower and based on service.	<i>IRN 22 & 29/12</i>
Kerry Diocesan Youth Services / 4 (SIPTU) Co. Kerry	2.5 weeks' pay (pys), plus statutory, as recommended by the Labour Court in <i>LCR20277</i> .	Severance package in body that is funded by Pobal – Court told both parties to approach Pobal and its funders for support.	<i>IRN 15/12</i> <i>LCR20277</i>
Louth Leader Partnership Co. Louth SIPTU, IMPACT	Labour Court, in <i>LCR 20322</i> , said voluntary redundancy should be one of the options in achieving payroll savings of €84,000.	Other savings options included a 10% pay cut, unpaid leave, or a shorter working week.	<i>LCR20322</i>
Offaly Local Development Co. Offaly 1 (SIPTU)	3 weeks' pay (pys), plus SE, backed by Labour Court in <i>AD1216</i> .	Pobal-funded employer said it could not afford to pay enhanced severance.	<i>IRN 15/12</i> <i>AD1216</i>
Public Service Nationwide Public Services Committee of ICTU	3 weeks' pay (pys), plus SE, with ex-gratia and SE both capped at either two years' pay or 50% of salary payable to preserved pension age, whichever is less. Public servants in employment for less than 2 years are not eligible and those accepting the ex-gratia payment will not be eligible for re-employment in any public service body for a period of two years, with the consent of the Minister for Public Expenditure and Reform required for any re-employment later.	Voluntary redundancy package agreed between Government and all public service unions, to apply in the case of any voluntary redundancies that may apply in the public service. It is expected to be used only where redeployment is not a practical option, or if Government has difficulty reaching its overall public service numbers reduction targets through natural attrition alone.	<i>IRN 25/12</i>
Right of Place Cork 3 (SIPTU)	3 weeks' pay (pys), plus SE, backed by Labour Court in <i>LCR20295</i> , which added that the organisation should cooperate with the union in seeking funding for the package.	The Labour Court also noted that the workers had refused to accept the statutory payments offered, but that these would be discharged by the management of the organisation, (a body that provides services to survivors of institutional abuse).	<i>IRN 21/12</i> <i>LCR20295</i>



Visit www.irn.ie for all the latest industrial relations news and the ability to search back over 15 years of IR news

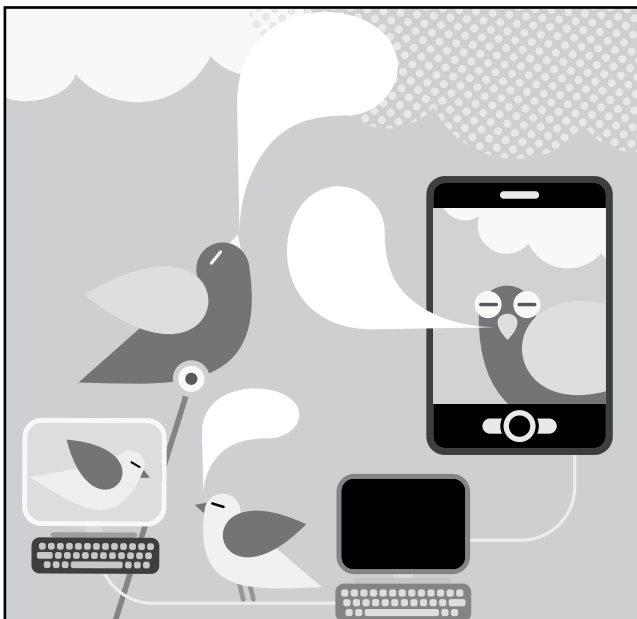
Company/Union/Nos	Severance Payment	Remarks	IRN Ref
RTE Nationwide 200 (SIPTU, NUJ, etc)	For staff under 55 years of age: 4 weeks' pay (pys) for those from 2-4 years' service; 5 weeks (pys) for those with 5-9 years' service; 6 weeks (pys) from 10 years up. This package is capped at 130 weeks, with a minimum payment of €35K. Pay calculated as the higher of current pay or pre-2009 pay cut pay levels (allowances not included). Early retirement for those over 55 in the DC pension scheme and the '50/50' scheme to include lump sum and 'DARP' (deferred annual redundancy payments). Lump sum maximum of 50% of salary (maximum payment of €60,000) at 55 years of age, reduced by 5% for each year, to just 5% (max €6,000 at age 64). DARP payments each fortnight based on length of continuous service as contributor to RTE pension scheme, with annual amount equal to 1.25% (1/80th) of basic salary for each year of service, up to age 65. DARP payments are based on pre-2009 pay cut salary, will not increase while in payment & are taxed as retirement income. Those in the RTE superannuation scheme also receive the lump sum and DARP payments as above. For those in this scheme who retire between 60-65, RTE will reimburse the pension scheme for their pension payments to 65, but not for their retirement lump sum payments.	Voluntary severance terms to cut staff numbers by 200 – package is similar to that offered in 2011.	IRN 23 & 25/12 IRN 24/11
Trinity College Dublin 3 (IFUT)	The three claimants' "individual employment history", means they are protected from compulsory redundancy by the Croke Park agreement, according to the Labour Court in LCR20292, a binding decision under the Croke Park Agreement.	Workers had been on contracts of indefinite duration at the university. Issue over whether such workers were protected by Croke Park job security Provisions. IFUT said LCR is binding, a position backed by Croke Park Implementation Body, while Trinity said it could not implement the LCR.	IRN 18, 23, 24, 26/12 LCR20292
RETAIL & DISTRIBUTION			
Atlantic Homecare Cork, Limerick, Co. Kildare 74 (SIPTU)	3 weeks' pay (pys), plus SE.	Redundancies arising from closure of 3 of the company's stores. Five had originally been earmarked for closure, but two retained following talks involving the company's examiner, the stores' landlords and SIPTU.	IRN 24/12 IRN 30/12
Easons Nationwide 147 (SIPTU, Mandate)	5 weeks' gross pay (pys), inclusive of SE, capped at €100,000.	Redundancies from 1,000-strong workforce in the context of a major change plan.	IRN 4/12
JJB Sports Nationwide 40 (Mandate)	SE plus the 15% Government rebate, with rebate to be paid within one month of the company receiving it from the Government.	Redundancies part of a wider deal that also provided for pay cuts.	IRN 23/12
Musgraves Cork SIPTU	5.5 weeks' pay (pys) inclusive of SE, capped at two years' gross pay.	Voluntary severance offer as part of a wider change proposal.	IRN 11, 15/12

Company/Union/Nos	Severance Payment	Remarks	IRN Ref
FINANCIAL SERVICES			
AIB Bank Nationwide 2,500 (IBOA)	4 weeks' pay (pys), inclusive of SE, or 3 weeks' pay (pys) plus SE. Both options subject to a cap of either (a) the lesser of two years' annualised salary, including all pensionable elements, or €225,000 or (b) for those within 4 years of normal retirement date, 50% of projected pensionable remuneration up to normal retirement date. An annual salary cap of €225,000 is to apply and the scheme is to be available to staff with a minimum of 5 years' continuous service. A minimum payment is to apply of €10,000, inclusive of SE. These terms are to apply in all voluntary redundancies up to March 31, 2014. For all voluntary early retirements up to December 31, 2012, they can retire on a pro-rata, actuarially-reduced basis from age 50, based on pensionable service up to the time of departure – although the impact of actuarial reduction is to be reduced by an amount broadly equivalent to the comparable voluntary severance payment. Early retirement only open to pension scheme members who are at least 50 on December 31, 2012 and whose normal retirement is not before this date. Members of the hybrid and defined contribution schemes are not eligible for early retirement. But early retirement is the only option for those with less than 4 years to normal retirement date on December 31, 2012. Outplacement services are to be made available.	Terms of this package proposed by independent mediator, Kevin Foley. Terms were similar to those agreed at Bank of Ireland, as the Department Finance was seeking restraint in severance terms in all of the State-dependent banks. Terms similar to those offered at the public service HSE and also at state-owned Anglo-Irish Bank, (now IRBC).	<i>IRN 20/12</i>
Aviva Insurance Nationwide 500-550 (Unite)	6 weeks' pay (pys), inclusive of SE, capped at 2.5 years' salary. A personal retraining allowance of €8,000 also provided.	Voluntary redundancies, reduced from an original plan for 770 redundancies. The terms compare with 2009 terms of 6.5 weeks (pys) inclusive of SE, capped at 2 years' salary.	<i>IRN 19/12</i>
Bank of Ireland Nationwide 750 (IBOA)	3 weeks' pay (pys), plus SE, capped at 2 years' pay or €225,000, whichever is the lesser. A training grant of €5,000 also provided. Optional early retirement scheme provides that Those who have passed the earliest date to exercise their Optional Early Retirement (OER) under existing pension rules will be facilitated to leave with an immediate pension in line with the rules of the scheme plus 9 months' salary. This is to be prorated for those who may be eligible to retire on full pension in less than 1 year. Under voluntary early leaving, those within 5 years of normal retirement date or within 5 years of the first date for exercising their OER option can opt for 70% of the redundancy terms and 50% of salary for a maximum of 3 years, with a monetary cap of €225,000 to apply. Staff with more than 2 years' service receive a minimum payment of €10,000. (Sterling equivalents apply to all the monetary amounts in Northern Ireland.)	Voluntary severance proposals, agreed directly between the bank and IBOA. Lower than previous Bank of Ireland terms, due to influence of the Dept of Finance in the talks. Terms similar to the HSE 2010 terms that have become the standard in the public service and across all of the State-dependent banks.	<i>IRN 20/12</i>

Company/Union/Nos	Severance Payment	Remarks	IRN Ref
Irish Bank Resolution Corporation (formerly Anglo-Irish Bank) Nationwide 130 (IBOA, non-union)	4 weeks' base pay (pys), inc SE, capped at €175,000, with a cap of €175,000 also to apply to salaries in calculating package. Minimum payment of 3 months' base salary, inc SE. If a redundancy payment exceeds a permanent employee's earnings to retirement or a fixed term employee's earnings to the expiry of contract, the employee is to receive the lesser of the two amounts. Voluntary redundancy open to all Republic of Ireland permanent and fixed term employees with over two years' continuous service. Outplacement services to be provided.	Voluntary redundancy offer made without agreement. A process involving social partners and the Labour Court had been proposed to deal with a claim for higher terms, but Department of Finance insisted that the package be within these limits, which are similar to the HSE voluntary package that forms the template for the public service. It was also proposed that these terms apply for any redundancies in the following 5 years.	<i>IRN 32/11</i>
National Irish Bank Nationwide 100 (IBOA)	For staff aged under 50 when leaving, terms were 5 weeks' pay (pys), inc SE, capped at 130 weeks' pay, with a minimum payment of €8,000. For those with more than 25 years' service, the payment is the same as in the 2010 redundancy programme (see above), but capped at 130 weeks' pay. Those aged 50 but less than 55 can take an immediate pension but with an actuarial reduction, plus a lump sum of 5 weeks' pay (pys), inclusive of SE, capped at 130 weeks' pay. Those aged 55 or over when leaving offered an immediate (non-reduced) pension based on their accrued benefit at the time of leaving, but with no lump sum payment (although staff in this category with less than 10 years' service will receive the main severance terms).	While this package was less than the 2010 package, it was higher than the company's final offer in negotiations. Redundancies in the context of the bank's move away from having a traditional retail branch network.	<i>IRN 31/12</i>
Permanent TSB Nationwide 300 (Unite, SIPTU)	3 weeks' pay (pys), plus SE.	Voluntary redundancies, based on the HSE public service terms, which have become the standard severance formula for banking sector.	<i>IRN 29/12</i>
Ulster Bank Nationwide 600 (IBOA)	4 weeks' pay (pys), inclusive of SE, capped at weeks' pay. This to include previous 104 full-time service for staff now working part-time. An early retirement alternative option would mean an actuarially reduced pension for up to 50 'at risk' staff, aged 55 or above, with an extra payment of 1.25 weeks' pay (pys) A €2,500 training grant also to be paid to those taking either severance or early retirement. Selection criteria for redundancy similar to the previous 'One Bank Agreement, which provide for an individual's "unique and exceptional circumstances" to be taken into consideration.	Voluntary severance terms, with an internal appeal system for rejected voluntary applications. Where staff are given notice of appeal, there is to be an independent external appeal. The redundancy programme was temporarily put on hold pending resolution of the bank's IT problems in July 2012.	<i>IRN 16/12</i>
SERVICES (OTHER)			
Aero-Clean Ireland 1 (SIPTU)	2 weeks' pay (pys), plus SE, decided by the Labour Court in AD1253, upholding a Rights Commissioner recommendation for the same amount.	Part-time cleaning operative claimed enhanced redundancy, while company said it could not afford enhanced redundancy.	<i>AD1253</i>

SEVERANCE REVIEW

Company/Union/Nos	Severance Payment	Remarks	IRN Ref
Aramark Food Services Galway 2 (SIPTU)	2 weeks' pay (pys), plus SE, recommended by Labour Court in LCR20328. Court noted that the redundancies were compulsory.	Workers made redundant from the company's catering contract at NUI Galway.	<i>IRN 29/12 LCR20328</i>
Lake Communications Dublin 30 (non-union)	3.5 weeks' pay (pys), plus SE, all capped at 1 year's salary. These enhanced terms conditional on not working with a competing company for a six-month period. Terms offered by company, no union involved.	In a previous round of redundancies, similar severance had been offered and some workers successfully sought higher severance in the Labour Court.	<i>IRN 3/12 IRN 24/11 & LCR20082</i>
Lufthansa Airmotive Co. Dublin 40 (SIPTU, non-union)	4 weeks' pay (pys), plus SE, capped at 104 weeks' pay.	Voluntary redundancy programme for 'indirect' workers (i.e. clerical and administrative staff). Terms are lower than those offered in 2011 at another Lufthansa subsidiary, Shannon Aerospace.	<i>IRN 27/12</i>
Stena Line Dublin 40 (SIPTU)	3 weeks' pay (pys), inclusive of SE, capped at 1 year's basic salary. Additional payments of €9,000, pay in lieu of any outstanding contractual entitlement (1 week for each completed year of service, subject to maximum of 12 weeks and minimum of 4 weeks), plus a specific 'Republic of Ireland' payment of €9,000 for staff with over 1 year's service, plus €650 per year of service.	These terms implemented by the ferry company following a move from a year-round to seasonal service from Dun Laoghaire. Labour Court in LCR20235 had recommended higher 'Republic of Ireland' payment of €1,050 per year of service, but this rejected by the company. Later the Labour Court clarified for the union that the company had said it was willing to offer the displaced staff a first call on jobs in the new seasonal service.	<i>IRN 3/12 LCR20235</i>
Vodafone/Rigney Dolphin Dublin, Dundalk Up to 26 Vodafone employees, up to 294 Rigney Dolphin employees (CWU, non-union)	<i>Vodafone employees:</i> 6 weeks' pay (pys), plus SE; <i>Rigney Dolphin employees:</i> 2 weeks pay (pys), plus SE for those with 2 or more years' service. Rigney Dolphin fixed term contract staff not transferring to the Teleperformance operation to receive a termination payment of €1,800.	Voluntary severance terms on offer, in the context of transferring two call centre operations to Teleperformance in Newry, which involved employees of both Vodafone and of Vodafone contract.	<i>IRN 17 & 25/12</i>



You can now advertise on our website, www.irn.ie.

So if your looking to recruit someone and would like to target the perfect market or you just want to tell people you are there for them, give us a shout and we'd be glad to help.

Email julie@irn.ie or call 01 4972711 for more info.

www.irn.ie