



GMS Flash Alert

Immigration Edition

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Ireland - Increase in National Minimum Wage

The statutory minimum wage in Ireland will be raised from €9.55 per hour to €9.80 per hour, effective from 1 January 2019.¹ This will have implications for employers in Ireland with employees who are coming to work in Ireland or who are currently working in Ireland on an employment permit.

WHY THIS MATTERS

Global mobility advisers, immigration counsel, and globally mobile employees coming to Ireland need to be aware of the changes. Minimum salary requirements will change periodically and these will need to be reflected in employee salary and pay statements. Non-compliance can result in prosecution and refusal of employment permit renewals.

More Details

To be eligible to apply for an employment permit in Ireland, the base salary, as the first component of the remuneration package, must meet these revised statutory rates as applicable. Various employment permissions will be affected, including Atypical Working Schemes, Intra-Company Transfer Employment Permits, and Contract for Services Employment Permits.

The revised rates will also apply to employment permits already in force. Thus, employers will be required to increase the minimum base salary for employees from €9.55 per hour to €9.80 per hour where applicable.

Failure to apply the revised statutory minimum wage requirements may lead to a prosecution against an employer and a refusal by the Department of Business, Enterprise and Innovation in the case of an employment permit renewal.

KPMG NOTE

Employers need to be cognizant of the updates to national minimum wage requirements and how they may affect their employees who may be close to the remuneration thresholds.

FOOTNOTE

¹ <https://www.finance.gov.ie/updates/speech-on-the-finance-bill-2018-by-the-minister-for-finance-and-public-expenditure-reform-paschal-donohoe-td/>.

Contact us

For additional information or assistance, please contact your local GMS or People Services professional* or one of the following professionals with the KPMG International member firm in Ireland:



Aoife Newton

Tel. + 353 1 700 4285

Aoife.newton@kpmg.ie



Reshma Shah

Tel. + 353 1 700 4862

Reshma.shah@kpmg.ie

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