

Global Immigration alert

December 2024

Ireland

Ireland postpones planned increase in salary thresholds for employment permit applicants

Executive summary

On 9 December 2024, the Department of Enterprise, Trade and Employment (DETE) announced a deferral of the planned increase in the minimum annual remuneration (MAR) thresholds for employment permit applicants that were set to come into effect in January 2025, pending the outcome of a review.

Background

Individuals who seek to apply for Irish employment permits must meet the MAR threshold for the relevant category of permits. In 2023, the DETE conducted a review of the MAR thresholds and concluded that they did not reflect the economic and business needs of that time. In December 2023, the Minister of State announced a phased approach for increasing MAR thresholds. Following this approach, the MAR thresholds for most categories of employment permits were raised in [January 2024](#), and they were set to increase further in January 2025.

Key developments

The DETE is currently conducting a review of the planned increases in MAR thresholds (set to be effective from January 2025) in view of increased costs of doing business and evolving market conditions. MAR thresholds are not expected to increase until the DETE completes its review.

The deferral does not apply to the planned increase in MAR thresholds for health care assistants, home carers and care workers. The threshold for these individuals will increase to EUR 30,000 effective 1 January 2025, as previously planned.

As part of its review, the DETE has invited feedback from employers, employer representatives, employee representatives and other stakeholders. Stakeholders can respond to the DETE's [survey](#) until 10 January 2025.

Impact on employers

This development provides employers with an opportunity to provide inputs into the current review. It is also expected to benefit employers by providing them additional time to implement the planned changes and adapt their internal policies as required.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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