

# Irish Immigration

Coming to work in Ireland

March 2024



Building a better  
working world



# Immigration issues and EY's solution

Immigration and work permit regulations differ from country to country and can cause significant administrative headaches, if not handled appropriately. In addition, distress and embarrassment may be caused if an international employee is refused entry to the host country or becomes an 'illegal' in the host country. EY's Irish Immigration practice is supported by an integrated network of specialists in more than 160 countries, and we provide support and advice on global immigration issues as well as obtaining the relevant permits and other documentation to meet our client's Irish immigration requirements.

EY can offer an integrated coordinated model to provide immigration support in countries where you operate.



# What can EY offer?

By applying advanced technology, we enable automated tracking, monitoring and reporting of the application and renewal process

- ▶ Consultancy services on requirements for employment permits
- ▶ Employment permit and end to end immigration application support
- ▶ Consultancy services on entitlements for spousal and family immigration requirements
- ▶ Consultancy services on business visitor visa entitlements
- ▶ Advisory service and support on Posted Worker Declaration
- ▶ Liaising with the Department of Enterprise, Trade and Employment (DETE), Department of Justice (DOJ), and Immigration Service Delivery (ISD) on client matters
- ▶ Co-ordinating and maintaining status reports of work permit application, extension, and renewal requirements
- ▶ Visa and Immigration Service Delivery (ISD)/Garda National Immigration Bureau (GNIB) advice
- ▶ Provision of regular immigration updates for Ireland and across our Global network via 'EY alerts'
- ▶ Early identification of possible issues that can delay the entry of employees
- ▶ A single point of contact for both you and your employees
- ▶ An integrated service delivery model for immigration services in Ireland and across our Global Network
- ▶ An integrated immigration and tax services to include tax compliance and social security registration in Ireland.
- ▶ Preparation of all documentation and liaising with the Irish immigration authorities on behalf of your business and the employee
- ▶ Liaison with the employees and their families to brief them on immigration processes and procedures and answer any queries they may have
- ▶ Right to work audits and guidance on organisational restructuring
- ▶ Bespoke training for HR, Mobility and recruitment professionals on immigration requirements and right to work

## Ireland Business Immigration Consulting

Advisory work for companies new to business immigration, educational and support services for in-house departments, entrepreneurs, businesspersons, highly skilled migrants and nationality matters.

## Global Immigration Coordination

Outsourcing of business immigration for global corporations utilising EY's global network of immigration specialists.

## Transitions

If you have a current immigration provider, we have significant experience in transitioning clients and will ensure that the process is complete with minimum disruption to the employees and to your business.

# Assignments in Ireland

## Defining factors

- ▶ Remain employed by home or sending country
- ▶ Remuneration: Base salary (in line with Irish minimum wage and including any top-ups) must be paid by Home Country. Accommodation and medical insurance can be paid by home or host. Minimum thresholds based on a 39-hour week.
- ▶ Cannot be used to permanently substitute the filling of a vacancy which otherwise would have resulted in a job opportunity for the labour market

## **Intra Company Transfer Employment Permit (ICT) (6 months-5 years)**

- ▶ Issued by Department of Enterprise, Trade and Employment (DETE)
- ▶ Senior management, key personnel, and personnel participating in a training programme
- ▶ Minimum remuneration requirement for senior management/key personnel is €46,000; for trainees is €34,000
- ▶ Must be employed by sending entity for at least 6 months before assignment (at least 1 month for trainee)
- ▶ Must have relevant qualifications, skills or experience for the role
- ▶ Maximum time on ICT is 5 years
- ▶ Immediate family reunification available, no long-term residency rights, no working rights for spouse

## **Atypical Work Permit Scheme (AWS) (Short term - 15 to 90 days)**

- ▶ Short term option to allow a non-EEA national permission to work for up to 90 days. Under the Scheme intermittent travel is permitted allowing an individual to work for a maximum of 90 days over a 6-month period
- ▶ Cooling-off period of one month will apply from the end of the 6-month period before any new entry to Ireland under a subsequent AWS permission is allowed
- ▶ New application can be made during this one-month period, but any new AWS permission granted cannot be activated until the month has passed
- ▶ Follows rules of main employment permits
- ▶ Minimum remuneration €34,000
- ▶ No long-term residency rights or family reunification

# Permanent transfers/ localisations in Ireland

## Defining factors

- ▶ Irish employment contract and Irish payroll
- ▶ Remuneration: Base salary and medical insurance are the only components that can be accounted for with respect to remuneration. Minimum remuneration thresholds based on a 39-hour week

## **Critical Skills Employment Permit**

- ▶ Highly skilled occupations where there is a recognised skills shortage
- ▶ Minimum remuneration to qualify for a CSEP is €38,000 to €64,000 per annum - role must meet Critical Skills Occupations List (CSOL) - degree qualification required
- ▶ Remuneration over €64,000, no role restriction (except for the Ineligible Categories List) - degree qualification is not necessary, relevant experience is considered
- ▶ Offer of employment must be for 2 years or more
- ▶ Immediate family reunification. Spouse has the right to work
- ▶ Long term residency rights

## **General Employment Permit (GEP)**

- ▶ Role cannot be on an Ineligible Categories of Employment
- ▶ Minimum total remuneration to qualify for a GEP is €34,000 per annum - in most circumstances
- ▶ Labour Market Needs Testing required; limited exemptions apply
- ▶ Must have the qualifications, skills or experience for the role
- ▶ Permit can be issued for 6-24 months (initially), renewable up to 5 years
- ▶ Family reunification after 12 months subject to meeting required criteria
- ▶ Long term residency rights

# What route will you take in Ireland?

## Business Travelers

### Defining factors

- ▶ Business travel is defined as:
  - ▶ Carrying out fact finding
  - ▶ Attending meetings
  - ▶ Negotiating or signing contracts/agreements
  - ▶ Work up to 14 consecutive days in a 90-day period
- ▶ Entry to Ireland is at the discretion of the immigration officer on arrival
- ▶ Irish authorities can restrict business travel to Ireland and only grant permission for a maximum period of 14 days
- ▶ It is not possible to extend or change business traveller permission once in Ireland
- ▶ Business travellers may require an entry visa based on their nationality

Visa required nationals	Non-visa required nationals
Apply and obtain an entry visa from the Embassy of Ireland in their country of residence	No visa required
Clear immigration on arrival	Clear immigration on arrival
Documents to carry for inspection at port of entry (if requested): <ul style="list-style-type: none"><li>▶ Valid passport including visa</li><li>▶ Support letters</li><li>▶ Confirmation that individual is returning home at the end of business trip</li><li>▶ Proof of accommodation</li><li>▶ Medical/travel insurance certificate</li></ul>	Documents to carry for inspection at port of entry (if requested): <ul style="list-style-type: none"><li>▶ Valid passport</li><li>▶ Support letters</li><li>▶ Confirmation that individual is returning home at the end of business trip</li><li>▶ Proof of accommodation</li><li>▶ Medical/travel insurance certificate</li></ul>

# Important pointers

- ▶ Non-visa required nationals clear immigration at port of entry once employment permit is received
- ▶ Visa required nationals require issued employment permit, followed by an entry visa from local Irish Embassy/Consulate before entering Ireland
- ▶ Must register and obtain an Irish Residence Permit (IRP), if going to be in Ireland for more than 90 consecutive days
- ▶ IRP must be carried when travelling in and out of Ireland
- ▶ Processing times can fluctuate (Trusted Partner faster)

## Your EY contacts



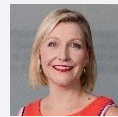
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