

Ireland

Fixed Term Contracts

Fixed-term contracts are permitted, but they cannot be renewed consecutively for a cumulative total of service exceeding four years. However, a single fixed-term contract can exceed the four-year limit. Fixed-term contracts that are repeatedly renewed may be deemed indefinite. The end of a fixed-term contract is considered a dismissal such that the Worker is entitled to the standard dismissal protections including the right to claim unfair dismissal.

Probationary Periods

Probationary periods are permitted in Ireland for a minimum of 3 months and a maximum of 6 months. Probationary periods can be extended so long as they do not exceed the 6-month maximum.

Holidays

In Ireland, Workers recognize 9 public holidays. Most Workers receive a paid day off on public holidays. In some cases, an employer may instead offer a paid day off within a month of the public holiday, an additional day of annual leave, or an additional day's pay. If a Worker works on a public holiday, premium pay is determined by the contract.

Vacation

Workers are entitled to a minimum of four weeks' vacation per year, which generally does not carry over from year to year. Accrued but unused leave must be paid out at termination.

Sick Leave

Workers cannot be compelled to work when injured or ill. However, paid sick leave is not mandated under the law. The Worker can instead apply for state illness benefits.

Overtime

Unless Workers control their working hours, Workers cannot be required to work on average more than 48 hours per week. If at all possible, Workers should not be required to work on Sundays. There is no statutory obligation to pay a premium for overtime work, but it may be contracted to.

Termination

Except in cases of misconduct, dismissals require adequate notice based on length of service as outlined below or the equivalent pay in lieu, if permitted under the employment contract: 13 weeks to 2 years: 1 week; 2 years to 5 years: 2 weeks; 5 years to 10 years: 4 weeks. After one year of service, termination must also be based on substantial grounds.

Resignation

Unless otherwise contracted, Workers must provide at least one week's notice of resignation after completing 13 weeks of service.

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Mandatory Employer Costs

11.05% on weekly earning over 386 EUR. Includes State Disability, State Health, State Pension, and more.