

Employment

Why Ireland?

Ireland's clear employment laws and access to a young, highly-educated, English-speaking workforce have attracted many international companies to locate here. Stable labour costs and Ireland's proximity to Europe also contribute to companies choosing Ireland.

Statute, common law and the Irish Constitution all have a bearing on the employment relationship in Ireland. Most statute law is driven by our membership of the European Union (EU). Although there are differences between how Member States of the EU have interpreted and implemented various pieces of employment law, what sets Ireland apart is the distinct absence of works councils and almost any obligation to inform and consult with employees.

The Right to Work in Ireland

Non-EEA nationals, other than Swiss, Icelandic, Norwegian and Liechtenstein nationals, require permission to work and reside in Ireland. Applications for permission to work for more senior employees, with salaries in excess of €60,000, are relatively straight forward. In addition, Ireland operates an intra-company transfer scheme, whereby senior management and trainees who have been working for the foreign entity for over a year can be transferred to work in the Irish operation for up to five years.

Regulation of the Employment

The employment relationship in Ireland is governed by the express and implied terms of the employment contract.

Irish statute and common law also imply provisions into the employment contract for example, holiday entitlement, national minimum wage, maternity, adoptive and parental leave and minimum notice. Employees in Ireland also have statutory protection from discrimination on certain grounds.

Under statute and subject to a few exceptions, employees must have over one year's service in order to come within the protections of the unfair dismissals legislation. In order to effect a dismissal fairly and avoid liability under the unfair dismissals legislation, an employer must have a fair reason to dismiss an employee and an employer must follow a process before dismissing an employee. Compensation for unfair dismissal can be up to two years' remuneration but capped at the employee's financial loss. Under common law, the employment relationship can be terminated for good reason or no reason, so long as an employee is given notice in accordance with their contract of employment.

Union activity in Ireland is largely confined to the manufacturing and public sectors. There is no provision for mandatory recognition of Unions, and information and consultation with employee representatives is only necessary in very limited circumstances.



What We Can Do for You

Our experienced Employment & Benefits team provides on-going strategic and detailed guidance to many of the leading foreign companies operating in Ireland. In addition, we have a dedicated team that provides Irish business immigration advice to both employers and non-EEA national employees.

Our team has extensive experience advising clients from a variety of sectors including technology, financial services, manufacturing, retail, healthcare and professional services.

We pride ourselves on tailoring our services to each of our clients. Whether we are providing general employment law advice, transactional support or advice on dispute resolution, we ensure that each client has access to a team of lawyers who know and understand their business and legal needs.

Our team ensures that our clients are kept up-to-date on the important developments that will impact their businesses and employees by providing regular employment law insights, workshops, top tips sessions and bespoke on and off-site training.

We Advise on

- Employment Contracts, Policies and Procedures
- Dispute Resolution
- Employee Benefits
- Equality
- Industrial Relations
- Pensions Law
- Post-Termination Restrictions
- Recruitment
- Re-organisation and Redundancy
- TUPE Regulations
- Whistleblowing / Protected Disclosures
- Business Immigration
- Employment Law in Educational Institutions

What Others Say About Us

Our Employment Team

"I continue to be impressed by the high level of service offered"

Chambers & Partners, 2018

Our Team



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