Navigating Work Permits, Visas and Right to Work in Ireland: A SFA Webinar in Partnership with Future Direct

Small Firms Association

The Voice of Small Business

November 2026

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Agenda

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Agenda

SFA:

1. Governing Legislation
2. Relevant Government Departments
3. Right to Work Checks

Future Direct:

1. Hiring Non-EEA Nationals and 1G Holders
2. Employment Permits, Visas and Stamps
3. Common Immigration Questions

Q&A



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1. Governing Legislation

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1. Governing Legislation

Employment Permits Acts 2024

(3) A person shall not employ a foreign national in the State except in accordance with an employment permit that is in force in respect of that foreign national.

Similarly, Section 5(1) of the Immigration Act, 2004 *provides:*

No non-national may be in the State other than in accordance with the terms of any permission given to him or her by or on behalf of the Minister.

1. Governing Legislation

Employment Equality Acts 1998 – 2015

The maximum award for people who have not been employees is €13,000.

The maximum award for current or former employees is the greater of

(a) 104 weeks' remuneration or

(b) €40,000

(or other remedies in dismissal cases, in addition to financial compensation in a dismissal case, the Adjudication Officer may order reinstatement or re-engagement).

2. Relevant Government Departments

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Dep. Of Enterprise Tourism and Employment (DETE)

Permits

Dep. of Justice

Visa/Stamps

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2. Relevant Government Departments

Department of Enterprise Tourism and Employment (DETE)

- **Employment Permit Section**
- Processing and granting employment permits applications via the **Employment Permit Online System (EPOS)**.

- **Monitoring the Labour Market**
- Identifying skills shortages and setting regulations for Critical Skills and Ineligible lists of occupations (economic migration policy unit).
- Review of Employment Permits Occupations Lists 2025 available here

2. Relevant Government Departments

Department of Justice, Home Affairs and Migration

Irish Immigration Service

- Maintain responsibility for immigration matters in Ireland.
- Main responsibility is to process/grant permission to enter the State.
- Consider first-time reason for coming to Ireland e.g. work, study or holidays.
- Issue stamps, which may or may not allow an individual to work.

2. Relevant Government Departments

Workplace Relations Commission

- Responsible for WRC Inspections (NERA Inspections).

- Under the Workplace Relations Act 2015 – remit to carry out inspections on employment permits and work permissions.

- Upon inspection they may seek employment permits or evidence that a permit is not required as appropriate for Non-EEA nationals – WRC inspectors can impose fines and convictions for non-compliance.

3. Right to Work Checks

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3. Right To Work Checks

- No specific “Right to Work” legislation in Ireland.
- Checks should be carried out prior to commencement irrespective of where the candidate appears to be from.
- Passport, IRP, employment permit.
- Request original documents.

3. Right To Work Checks

Passports

- Most information on right to work contained in the passport.

- No statutory provision that would require an employer to retain a copy of a passport. Retention would likely be viewed as excessive under GDPR.

- Option to create a document noting information from passport instead.

  - Full name on ID
  - ID type and origin
  - ID number e.g. Passport Number
  - ID issue and expiry date
  - Permission type
  - Permission number
  - Permission issue and expiry date
  - Quality of documentation

3. Right To Work Checks

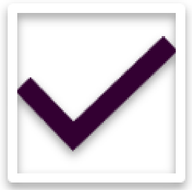
Employment Permits

- Employers must hold a copy of the employment permit (where permit is required).

Employment Permits Acts requires:

- a record of the employment concerned and the economic sector in which it is being performed;
- the duration of the employment; and
- particulars of the Employment Permit.

Call to Action



Check work permissions prior to offer of employment being made



Contractual clause that employee must maintain right to work at all times



During onboarding document the information on file



Ensure the information is stored securely and in compliance with GDPR



Set up internal tracking system to keep the information up to date

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FUTURE DIRECT

Corporate Immigration Essentials

SFA

04/11/2026

About Us

We empower Irish companies to hire global talent by managing immigration applications.

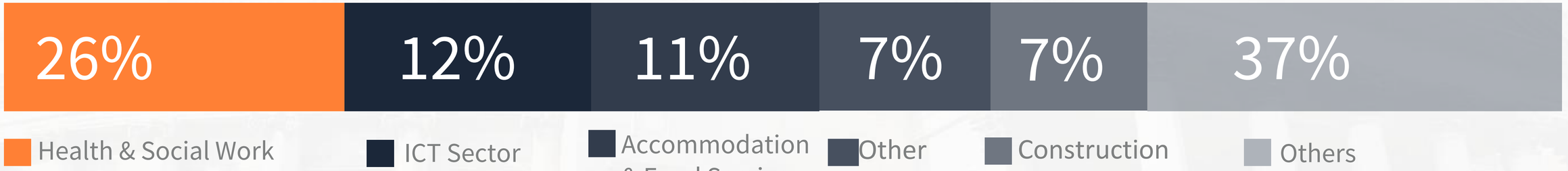
8+ Years of Experience

Future Direct Est. 2019

Full-Time Focus On Immigration

Trust by Employers & Recruiters

Statistics and Trends



31,044 Employment Permits are approved in 2025, a ~25% decrease from 2024.

1. Roadmap For Direct Hire from Overseas

FOREIGN NATIONAL



EMPLOYMENT PERMIT

Critical Skills/ General Skills employment permit

ENTRY VISA

Permission to Enter the Country

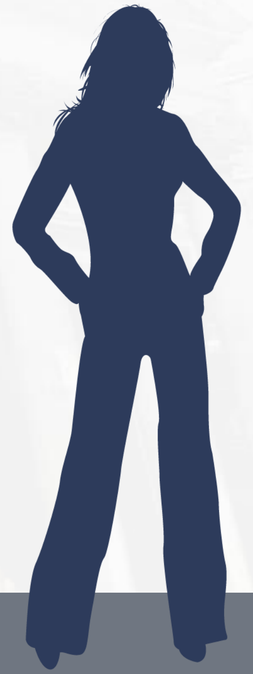
STAMP 1 IRP

Work-based on permit

STAMP 4 IRP

Permanent resident in the State

IRISH CITIZEN



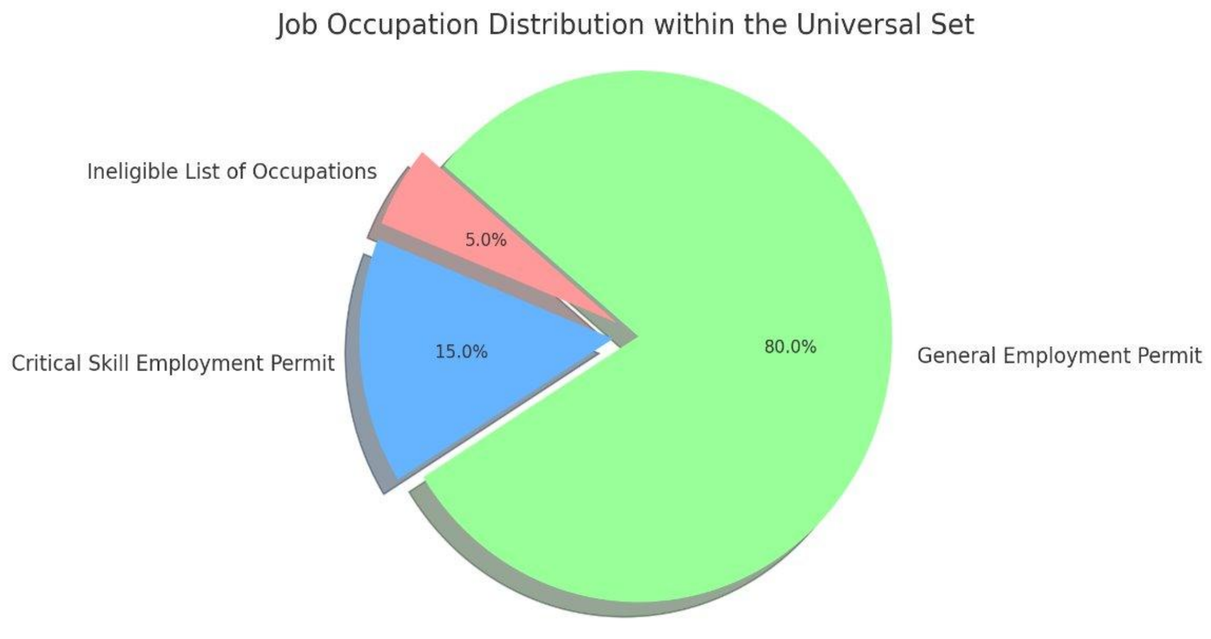
Critical Skills VS General

Critical Skills Employment Permit

- IT Specialist
- Engineers
- Scientists
- Professional Forester/Manager
- Data Analyst
- Quality & Compliance

General Employment Permit

- Forestry Technician
- IT Technician
- Fitters and Installer
- Mechanic & Technician
- Electricians
- Welders



Future Direct Irish Immigration Services



Employment Permit Requirements

General Employment Permit

1. Minimum Annual Salary: €36,605
2. Labour Market Needs Test (Jobsireland.ie and another thirty-party job posting site for 28 days)
3. Not on the Ineligible List of Occupations

Spouse/ Children can join after 12 months
Stamp 4 in 60-months

Critical Skill Employment Permit

1. Minimum Annual Salary: €40,904
2. Critical Skills Occupation List
3. Must have a relevant degree (Lvl 8) or higher qualifications

OR

Minimum Annual Salary: €68,911

Spouse/ Children can join immediately
Stamp 4 in 24-months

Future Direct Irish Immigration Services

Employment Roadmap

FOREIGN NATIONAL

EMPLOYMENT PERMIT

Critical Skills/ General Skills employment permit

ENTRY VISA

Permission to Enter the Country

STAMP 1 IRP

Work-based on permit

STAMP 4 IRP

Permanent resident in the State

IRISH CITIZEN



Entry Visa

Visa Required Nationalities

- Sri Lanka
- India
- Philippine
- Nigeria
- China
- Pakistan

Non-Visa Required Nationalities

- Canada
- Brazil
- USA
- UAE
- Mexico
- Australia

Anyone already legally residing in Ireland does not require an Entry Visa, i.e. Stamp 1G

An Roinn Fiontar, Trádála agus Fostaíochta
Department of Enterprise, Trade and Employment

File No: [redacted]

GENERAL EMPLOYMENT PERMIT

This is to certify that the Minister for Enterprise, Trade and Employment grants this General Employment Permit for the purpose provided for under section 9(2)(c) of the Employment Permits Act 2024.

This employment permit is granted to the foreign national specified, to be in employment in the State in the employment specified and by the person specified as the employer of the named foreign national in relaiton to that employment.

A person who contravenes section 7 of the Employment Permits Act 2024, relating to the employment of Foreign Nationals with an employer in the State, is guilty of an offence.

Permit valid from 24/02/2025 to 23/02/2027

For Minister

Notes:

1. The permit is issued on the basis that the salary to be paid to the named Foreign National is the salary specified on this Employment Permit.
2. Notwithstanding note 1., the permit is issued on the basis that the salary to be paid to the named Foreign National is, at least, the national minimum hourly rate of pay or an hourly rate of pay fixed or pursuant to any enactment that may apply to the employment concerned as provided for in paragraph (b) of the definition of "standard working week remuneration" in section 2 of the Employment Permits Act 2024 as appropriate.
3. In accordance with section 43 of the Employment Permits Act 2024 should the foreign national named below, for any reason, cease to be employed by the employer specified during the period of validity specified, the employer and Permit Holder shall notify the Department of Enterprise, Trade and Employment within 4 weeks of the date of termination or cessation of this employment.
4. Section 55 of the Employment Permits Act 2024 prohibits an employer from making any deduction from the Permit Holder's remuneration or seeking to recover from a Permit Holder any charge, fee or expense relating to the application for the permit or its renewal and/or recruitment and travelling expenses in connection with taking up employment in the State. Section 55 of the Employment Permits Act 2024 also prohibits an employer or someone acting on his or her behalf from keeping any personal documents belonging to the Permit Holder.
5. An application for a new employment permit or an application for a change of employer, may be made in respect of the named Foreign National subject to eligibility criteria and in accordance with the Employment Permits Act 2024.

[redacted]

Name of Permit Holder
Address:
Date of Birth:
Nationality:
Passport No:
Permit Holder ID:
P.P.S. No.:
Employment Permit No:
Employment Permit Class: GENERAL
Name of Employer
Trading As:
Address:
Economic Sector:
Employment:
Place of employment:

Remuneration per week: €[redacted]

Permit valid from 24/02/2025 to 23/02/2027

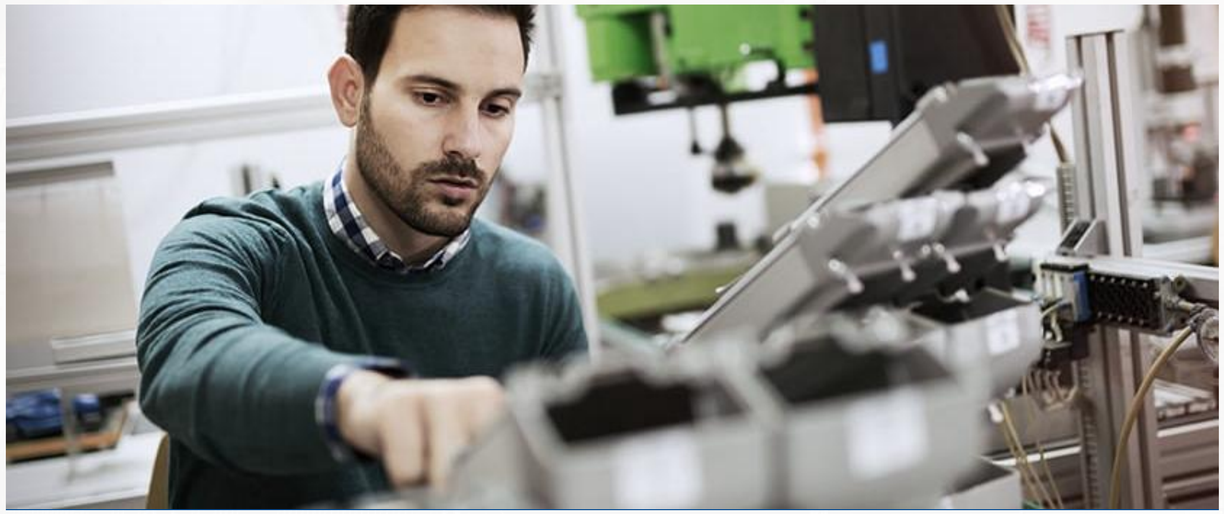




Example 1

Critical Skills Employment Permit

An Australian Verification & Validation Engineer for €40,904 +



Note:

- Non-Visa Required National
- Takes 1 month
- CSEP and Stamp 1 IRP Card

2. Roadmap For Hiring from 1G Holders

FOREIGN NATIONAL

STAMP 2 IRP

Permission to study full- time in the State

Up to 7 years

STAMP 1G IRP

Permission to work full-time without a work permit

1-2 years

STAMP 1 IRP

Permission to work full-time with a work permit

-5 years

STAMP 4 IRP

Permanent resident in the State

5 years (RR)

IRISH CITIZEN



Example 2

General Employment Permit



A Chinese 1G Holder for Healthcare Assistants for €32,691 +

Note:

- Takes 2 months for the GEP
- Visa-Required national (No Entry Visa Required when on 1G)
- GEP and Stamp 1 IRP Card

3. Beyond a Stamp 1

FOREIGN NATIONAL

STAMP 1 IRP



STAMP 4 IRP

Permission to live and work in Ireland without an employment permit.

STAMP 5 IRP

Indefinite (based on passport validity), after 8 years of lawful residence

STAMP 6/Irish Citizen

Indicates dual Irish citizenship (Irish citizen who also holds another nationality)

Common Asked Questions

- Stamp 1G VS Stamp 1
- Benefits to being an Irish Citizen (if EU already)
- Sponsoring partner or child to Ireland
- Change in Employment Terms
- 9-Months Rule

FUTURE DIRECT

ANY QUESTIONS?

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