

Work Permits Checklist

Person	Permit Required	Comments
EEA Nationals/Swiss Nationals	No permit required	
Non EEA Nationals under Van Der Elst Exemption	No permit required	<ul style="list-style-type: none"> • The Van Der Elst exemption applies to non-EEA workers legally employed in one member state who are temporarily sent to another member state in order to perform services under a contract do not need to apply for an employment permit for the period of the contract • Must still register with immigration authorities and provide evidence of the contract under which the services are being performed • Max stay in Ireland is 1 year • Must be on the payroll of the employer in the sending EU country • Family members may not accompany or join the employee (unless as visitors or having applied for and have been granted immigration permission) • You are not eligible if you are self employed
Non EEA Nationals who have been granted permission to remain in Ireland under one of the following: <ul style="list-style-type: none"> • Permission to remain as a spouse/dependent of an Irish/EEA national • Permission to remain as the parent of an Irish citizen • Temporary leave to remain in the State on humanitarian grounds • Explicit permission from Department of Justice, Equality & Law Reform • Appropriate business permission to operate a 	No permit required	

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<p>business in Ireland</p> <ul style="list-style-type: none"> • 		
<p>Non EEA Nationals who are transferring to another group company within Ireland and do not fall within the Van der Elst exemption</p>	<p>Intra Company Transfer Permit</p>	<ul style="list-style-type: none"> • This is a temporary transfer • The employee must have at least 12 months service with the foreign employer • Remuneration must be above €40,000 (€30,000 for trainees) • Must be a legal relationship between the 2 companies • The number of inter-company transferees should not exceed 5% of the total Irish workforce in the Irish company although in exceptional circumstances such as small firms and start companies a higher percentage may be permitted on a strictly temporary basis with an absolute limited of 50% of non-EEA staff. • Initially granted for up to 2 years and can be extended to 5 years • Applies to senior management, key personnel and those undertaking training
<p>Non EEA Nationals who do not fall within the Van der Elst Exemption</p>	<p>General Employment Permit</p>	<ul style="list-style-type: none"> • Remuneration must be above €30,000 (health insurance can be included for the purposes of remuneration calculation) • Certain applications for roles with an annual remuneration less than €30,000 will be considered in the following cases: <ul style="list-style-type: none"> ○ €27,000 – Non- EEA Student, graduated past 12months from Irish third level institute and has been offered a graduate position on the Highly Skilled Occupations List ○ €27,000 – Non EEA student, graduated past 12 months from an overseas third level institution and has been offered a graduate position as an ICT professional on the Highly Skilled Occupations List ○ €27,500 – in respect of employment as a boner (meat) ○ €27,000 – in respect of employment which requires a person fluent in the official language of a Non-EEA State, where the employment is supported by an enterprise development

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		<p>agency.</p> <ul style="list-style-type: none"> • All occupations assumed to be eligible unless otherwise excluded on the list of Ineligible Categories of Employment for Employment Permits • Labour Market Test must be carried out: <ul style="list-style-type: none"> - advertise with Social Protection Employment Services/EURES Network for at least 2 weeks - advertise in local/national newspaper for 3 days • Proof of qualifications. • Visa may be required depending on country of origin • Must show that there is no suitable candidate from within the EEA to fill the vacancy • Granted for 2 years and then for a further 3 years. After 5 years it may be renewed indefinitely • Holder is expected to remain with the initial employer for 12 months
Non-EEA Nationals who are highly skilled where there is a labour shortage in ROI	Critical Skills Employment Permit	<ul style="list-style-type: none"> • Granted in accordance with the Highly Skilled Occupations List which is regularly updated by the DJEI. • Applies to salaries over €60,000, (all occupations other than certain ineligible jobs categories published by the DJEI), • or between €30,000 and €59,999 (where the occupation is on the Highly Skilled Occupations List) • A labour market needs test is not required • The job offer must be of 2 years' duration • In respect of a job offer of less than 2 years' duration, a General Employment Permit may be applied for. • The Non-EEA National is expected to stay with the initial employer for a minimum period of 12 months
Non-EEA National Dependant, Spouse or Partner of holders of Critical Skills Employment Permits issued after 1 October 2014, Green Card permits or specific	Dependant/Partner/Spouse Employment Permit	<ul style="list-style-type: none"> • No Requirement for the application of this permit to include evidence of a labour market needs test. • Applicant must be legally resident in ROI to apply

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researcher permits issued after 1 October 2014		<ul style="list-style-type: none"> • Permit usually issued for the period up to the expiry date of the primary permit. • Can apply for a permit in respect of all occupations • Holder is expected to remain with their initial employer for 12 months.
Non-EEA National who once held a valid work permit and who through no fault of their own have fallen out of the valid permits system	Reactivation Employment Permit	<ul style="list-style-type: none"> • Employer or the employee can apply for a Reactivation Employment Permit • Facilitates employment in the State in the occupation and location(s) specified on the permit
Foreign undertaking (Contractor) has won a contract to provide services to an Irish Entity on a contract for services basis	Contract for Services Employment Permit	<ul style="list-style-type: none"> • This permit facilitates the transfer of non-EEA employees to work on the Irish contract in the ROI • Contract must be a one to one contract • Applications may be granted for a maximum of 24 months in the first instance • Extended upon application to a maximum stay of 5 years.
Non-EEA Nationals who are full time students enrolled in a third level education institute outside of ROI	Internship Employment Permit	<ul style="list-style-type: none"> • Facilitate employment in the State of non-EEA nationals who are full-time students for the purposes of gaining work experience • Issued for a maximum of 12 months and are not renewable on expiry. • Internship must be in respect of one of the employments on the Highly Skilled Occupation List • Course of study must be wholly or substantially concerned with the skills shortages identified on the Highly Skilled Occupation List. • It must be a requirement for the completion of that course of study to obtain said experience. • The employee must leave ROI at the end of the internship and are expected to return to third level education to complete their course of study.
Non-EEA Nationals with relevant qualifications, skills, experience or knowledge for the development, operation and capacity of sporting and cultural	Sport and Cultural Employment Permit	<ul style="list-style-type: none"> • Permit can also cater for employment in the entertainment sector • The Non-EEA National is expected to stay with the initial employer for a minimum period of 12 months (unless it is seasonal)

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activities		<ul style="list-style-type: none"> • DJEI will review each permit individually to ascertain if the employment is appropriate • Can be issued for differing periods depending on whether the contract of employment is full-time up to a maximum of 2 years, or seasonal
Non-EEA Nationals who are eligible for employment in ROI pursuant to prescribed agreements or other international agreements to ROI is party.	Exchange Agreement Employment Permit	<ul style="list-style-type: none"> • The DJEI has published current agreements • May be issued for differing periods up to a maximum of 2 years depending on the type of exchange agreement.

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