

# Mobility: Immigration alert

April 2024



## Ireland

### Simplified eligibility conditions for Stamp 4 Irish Residence Permit Cards

#### Executive summary

On 3 April 2024, Ireland's Immigration Delivery Service (ISD) announced simplified eligibility conditions for individuals who seek to transition to a Stamp 4 Irish Residence Permit (IRP) Card.

#### Background

Holders of Stamp 4 IRP Cards are permitted to work in Ireland without the need to hold an Employment Permit. Until November 2023, Critical Skills Employment Permit holders, Researchers on a Hosting Agreement and Non-Consultant Hospital Doctor (NCHD) Multi-Site General Employment Permit holders were required to first apply to the Department of Enterprise, Trade and Employment (DETE) for a Letter of Support after completing 20 months of employment in Ireland, and then register with the ISD or Garda National Immigration Bureau (GNIB), to be eligible for Stamp 4 IRP Cards. In November 2023, the adjudication process of Stamp 4 applications was transferred from the DETE to the ISD and GNIB. Under the amended process that went into effect the same month, the aforementioned individuals were eligible for Stamp 4 IRP Cards only after completing a 21-month registration period with the ISD or GNIB and after the expiry of their existing permits. Those whose permits were due to expire before completing the 21 months of registration would have been required to obtain another employment permit to continue working in Ireland lawfully until they received a Stamp 4 IRP Card.

#### Key developments

Effective 3 April 2024, third-country nationals residing in Ireland on a Stamp 1 or 1H Critical Skills Employment Permit, Hosting

Agreement as a Researcher or NCHD Multi-Site General Employment Permit are eligible to apply to transition to Stamp 4 after completing 21 months of employment in Ireland. These individuals are no longer required to complete a 21-month registration with the ISD or GNIB to be eligible, and consequently, will not need to obtain an additional employment permit before transitioning to a Stamp 4 IRP Card.

In addition, effective 3 April 2024, third-country nationals residing in Ireland on a General Employment Permit are eligible to apply to transition to Stamp 4 after completing 57 months of employment in Ireland (down from 60 months).

#### Impact on employers

This change will provide greater flexibility to employers and employees by eliminating the requirement to obtain an additional employment permit during the transition to Stamp 4 IRP Cards. Further, Stamp 4 permission holders have open access to the Irish labor market, and those who hold Stamp 4 permission do not require employment permit sponsorship. This may impact employee retention for Irish employers.

#### Next steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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