

Global Immigration alert

December 2025

Ireland

Ireland announces phased salary threshold increases for employment permits

Executive summary

On 2 December 2025, the Irish government announced a phased roadmap to increase the salary thresholds for employment permits. The first increase will apply from 1 March 2026, with further adjustments scheduled through 2030. In line with the Employment Permits Act 2024, these increases will be based on indexation. The plan aims to maintain competitiveness while supporting businesses and workers.

Key developments

As of 1 March 2026, the salary thresholds for the following employment permit categories will increase:

- *General Employment Permits & Intra-Company Transfer Trainees:* EUR 36,605 (up from EUR 34,000)
- *Critical Skills Employment Permits (with relevant degree):* EUR 40,904 (up from EUR 38,000)
- *Critical Skills Employment Permits (without degree):* EUR 68,911 (up from EUR 64,000)
- *Agri-food and healthcare roles (meat processors, horticultural workers, healthcare assistants, home carers):* EUR 32,691 (up from EUR 30,000)
- *Intra-Company Transfer and Contract for Services Employment Permits:* EUR 49,523 (up from EUR 46,000)

For graduates, lower thresholds will apply to reflect entry-level positions. The lower amount will only apply to those who have graduated within the last 12 months.

- *General Employment (with degree from Irish third level institution):* EUR 34,009 (up from EUR 34,000)
- *Critical Skills Employment permit (with relevant degree qualification from any third level institution):* EUR 36,848 (down from EUR 38,000)

All thresholds are based on a 39-hour week, and the thresholds must be adjusted for those who work 40 hours or above. The new thresholds will also apply to employment permit renewal applications.

Impact on employers

Employers may consider the increased salary thresholds and modify their workforce policies as required to attract and retain talent.

Key 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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