



Advisory Note 2 – Users of Employment Permit System
22nd December 2023
10th January 2024
17th January 2024

Review of the Employment Permits Occupations List, and Roadmap for Minimum Annual Remuneration Thresholds

The Review of the Occupations Lists 2023 introduced changes to eligibility of a number of occupations, and a major adjustment to the Minimum Annual Remuneration (MAR) thresholds. A summary of the changes in the Review Report is available on the Department's website.

[Outcome of the Review of the Employment Permits Occupations Lists December 2023 \(enterprise.gov.ie\)](https://enterprise.gov.ie)

The Report contains the list of roles which have been adjusted, quotas which have been extended, and the MAR adjustments.

There are two key dates in the operationalisation of these changes:

- **20th December 2023** (*Eligibility*)
- **17th January 2024** (*Remuneration*)

The rule change effects on 17th January will impact all applications submitted from 17th January onwards. Applications received before 17th of January will be processed in accordance with the existing system rules and processes.

The changes detailed in the Report are:

1. Making 33 roles eligible for GEPs
2. Making 11 roles eligible for CSEPs
3. Extending current quotas for 5 GEP roles
4. Increasing the standard GEP MAR threshold to €34,000, standard CSEP to €38,000 and other adjustments including for Intra-Company Transfer and Contract for Services in the roadmap below
5. Providing for some exemptions to the standard MAR threshold at €30,000¹

There is no change to the remuneration threshold of €27,000 for Healthcare Assistant and Home care workers .

These changes will cover **New Applications** and **Renewal Applications**. All EPs received prior to 17th January will be processed under the current remuneration thresholds. Previously issued Employment Permits which are “live” will not be impacted.

¹ There are some exemptions to the standard MAR, which allow applications for EPs at €30,000. These roles are **Meat Processing Operatives and Horticultural Operatives**.

Expansion of Eligibility 20th December 2023

From 20th December the roles adjusted as a result of the Review are eligible for Employment Permits. This includes both the Critical Skills Occupation List adjustments, and the GEP adjustments.

Applications for permits for the critical skills roles adjusted can be submitted from 20th December. These applications will be processed under the current rules – which means they can be approved at minimum salary thresholds of €32,000 until 17th January.

GEP applications will require a standard LMNT for 4 weeks – which results in the first applications for newly eligible GEP roles arriving after 17th January (28 days after 20th December). If a GEP application is submitted after the 17th January then the LMNT provided should advertise the role in question at the new higher minimum salary. If the role is advertised at €30,000 but the salary is to pay €34,000 the application will be deemed invalid.

Adjustment of MAR 17th January 2024

As of 17th January, most Minimum Annual Remuneration thresholds will be increased.

The new standard CSEP Annual Remuneration Threshold will be €38,000.

The new standard GEP Annual Remuneration Threshold will be €34,000.

There are some exemptions to the standard MAR, which allow applications for EPs at €30,000. These roles are Meat Processing Operatives and Horticultural Operatives.

Healthcare Assistants and Homecare Assistants are unchanged and will continue at the current rate of €27,000.

Also, on 17th January quotas will be opened for the below roles².

- 5431 Butcher/ Boner (350)
- 9119 Horticulture Worker (1,000)
- 8111 Meat Processing Operative (1,000)

It is important to note that as there is no quota in place for these roles before 17th January, if any applications are submitted prior to this they will be rejected. These roles will also require a standard LMNT to be carried out in line with the new minimum salary thresholds i.e. €30,000 Meat Processing Operative and Horticulture Worker and €34,000 for Butcher/ Boner. As such the first applications for roles under these quotas should be submitted from 14th February (28 days after 17th January).

Labour Market Needs Test

Employers seeking to hire individuals under a General Employment Permit are advised to take note of the increased salary thresholds when advertising roles to test the domestic/EEA labour market under the [Labour Market Needs Test](#)

The LMNT should advertise the role in question at the relevant minimum in order to reflect the new salary requirement coming into force. LMNT's which do not reflect the appropriate salary will not satisfy the requirement and will result in the rejection of an application and delays to the system.

² These occupations will require an LMNT beginning the date the quota is opened, as standard practice.

General Employment Permit's subject to unexhausted Quotas

The below roles had unexhausted quotas, and as such applications can continue to be submitted under current rules and processes until 17th January 2024. From that date these roles will require an updated valid LMNT with a minimum salary of €34,000. Employers are advised to advertise vacancies for employment permit applications which are expected to be submitted after 17th January at or above the adjusted MAR.

- 5231 Vehicle Roadworthiness Tester
- 9111 Dairy Farm Assistant

From 17th January 2024 these roles will require an updated accurate LMNT in respect of salaries at €34,000. Employers are advised to advertise vacancies for employment permit applications which are expected to be submitted after 17th January at or above the adjusted MAR.

Review of Minimum Annual Remuneration Thresholds

GEP roles currently subject to a €30,000 MAR threshold will increase to a minimum of €34,000 in January 2024. The following roles which had been provided at lower thresholds will also be increasing to the new MAR of €34,000 in January 2024:

- Butcher/Boner
- Non-EEA students – who have graduated in the last 12 months, from an Irish third level institution, and have been offered a graduate position from the Critical Skills Occupations List
- Non-EEA students – who have graduated in the last 12 months, from an overseas third level institution, and have been offered a graduate position as an ICT professional from the Critical Skills Occupations List
- Employment which requires a person fluent in the official language of a state which is not a Member State of the EEA, where the employment is supported by an enterprise development agency and the employment is in:
 - i. a customer service and sales role with relevant product knowledge,
 - ii. a specialist online digital marketing and sales role, or
 - iii. a specialist language support and technical sales support role
- The threshold for the roles of **meat processing operative** and horticulture worker will increase from €22,916 (current NMW) to €30,000 from 17th January 2024 (when the quota becomes active).

The thresholds for the roles of **Health Care assistants** (HCAs) and homecare workers will continue at €27,000.

It should be noted that the MAR thresholds of other employment permit types (Critical Skills, Intra Company, and Contract for Services) are to be adjusted in line with the GEP threshold they are adjusted as set out in the roadmap below.

Roadmap to Minimum Annual Remuneration Thresholds Adjustment

Date	Current Thresholds	Jan '24	Jan '25	July '25	Jan '26
Meat Processing / Horticultural	€22,916 (Min Wage)	€30,000	€32,000	€34,000	€39,000
Healthcare Assistant; Home Carer;	€27,000	€27,000	TBD	TBD	TBD
Graduate Positions; Language Skills Specialists	€27,000	€34,000	€39,000		
Butcher/Boner	€27,500	€34,000	€39,000		
GEP General Threshold	€30,000	€34,000	€39,000		
CSEP with Degree	€32,000	€38,000	€44,000		
CSEP without Degree	€64,000	no change	no change		
Intra-Company Transfer (Trainee)	€30,000	€34,000	€39,000		
Intra-Company Transfer; Contract for Services	€40,000	€46,000	€53,000		