



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

Care Workers and Home Carers

General Employment Permit Checklist

Prepared by Employment Permits

Department of Enterprise, Trade and Employment

This checklist has been produced by the Employment Permits Section in the Department of Enterprise, Trade and Employment, to assist applications for General Employment Permits, with a specific focus on Care Worker and Home Carers role (Standard Occupational Classification system – Code 6145).

To make an online application please log onto the Employment Permits Online System at: [Employment Permits Online System - DETE](#) but please read this document in full before beginning your application. Whilst making the application you might find it useful to refer to our [User Guide](#) which can assist you step-by-step through the process.

General Employment Permits assume all occupations to be eligible unless otherwise specified under the list of [Ineligible Lists of Occupations for Employment Permits](#).

General employment permits may be obtained in respect of employment with a minimum annual remuneration (generally above €30,000). The prospective employee must possess the relevant qualifications, skills or experience that are required for the employment.

In respect of Care Worker and Home Carer, a minimum annual remuneration of at least €27,000 is required. This is based on an a 39-hour working week. This is an hourly rate of pay of €13.31. In respect of a 40-hour week the salary on offer must be increased pro rata accordingly to a minimum salary of €27,684.80. Salary refers solely to basic pay but may include Premium Payments where these are guaranteed. Salary shall not include any bonuses, shift allowances, overtime etc.

It is important to note that when applying for an employment permit renewal a Care Worker and Home Carer should have attained **a relevant QQI Level 5 (Healthcare Support) qualification after two years employment in the State**. Therefore, this will be a requirement as part of any Employment Permit Renewal application for this role.

An application for a General Employment Permit (GEP) can **only be submitted when a valid Labour Market Needs Test (LMNT) has been undertaken**. Full details on **undertaking the [Labour Market Needs Test](#)** are set out on the Department's website. Employers should note that 'vacancies' should not be amended or extended, at any time, during the 28 days of continuous advertising on the JobsIreland website. This would lead to an invalid LMNT and would likely result in the return of the entire application.

The requirements in relation to the Labour Market Needs Test are set out in employment permit regulations and as such must be fully adhered to as the current legislation provides no discretion where there is a failure to carry it out correctly. This policy fulfils Ireland's obligations under the Community Preference principles of membership of the EU.

To further assist applicants with preparing and submitting applications the Department has prepared a **video guide to completing a [General Employment Permit](#) application** in addition to another on **undertaking a valid [LMNT](#)**.

A User Guide for employment permits online system (EPOS) is available here:

[UserGuide_v2.pdf \(djei.ie\)](#)

Below is a checklist of the documentation required to apply for a General Employment Permit for a Care Worker and Home Carer. The applicant can be either the employer or the employee.

Employer Details

- Employer Registered Number (ERN) and Company Name Registered Number.
- Registered Name of Company/Business and Trading Name (if different).
- Type of Company (Sole Trader, Limited etc.).
- Nature of Business (Manufacturing, Software etc.).
- Number of EEA and/or Swiss Nationals (including Irish) currently in your employment.
- Number of non-EEA Nationals currently in your employment.
- Confirm if any redundancies have taken place in the last 6 months for the same role.
- Name, position in company, telephone number and email address for contact person.

Employee Details

- Name, date of birth, gender, nationality, current address, telephone number, email address and PPS number (if you already have one).
- Passport number and expiry date (Passport must be valid for at least 6 months for a new employment permit and 3 months for a renewal employment permit).
- If you are resident in the State, you must confirm on what basis and provide your GNIB/Irish Resident's Permit Pin. This 6-digit registration number is located on the back of the Residence Permit Card.
- Confirm details of qualifications relevant to the role.
- Details of previous visa permissions or employments in the State.

Details of Employment

- Title of Job i.e., Care Worker and Home Carer.
- Detailed duties and responsibilities of role.
- Location of employment (prospective employee can only work at locations of employment as stated on the application and noted on the employment permit).
- Proposed period of employment and proposed start date.
- Details of qualifications/skills/knowledge or experience required for this role.
- Details of qualifications/skills/knowledge and experience of the non-EEA national.

Pay Details

- Total annual salary amount.
- Hourly and weekly rates of pay.
- Number of hours of work each week.
(*a minimum continuous shift-length per working day of 4 hours*)
- Details of any deductions from salary and the reasons for the deductions.
- Confirm if deductions are taken for health insurance.

Note on Pay: Annual remuneration figures indicated above are based on a 39-hour working week. In respect of a 40-hour week the salary would have to be adjusted upwards pro rate accordingly. Salary refers solely to basic pay. Salary shall not include any bonuses, shift allowances, overtime etc.

Paying for Permit

- Name of person making the payment, their company name (if applicable), telephone number and email address.
- Credit card details.
In the case of incomplete applications, the application will be returned to the applicant and the payment refunded to the credit card). It is important to note that **in such cases a new employment permit application will have to be submitted.**

Agent Details (if applicable)

- Name, address, email, telephone number and contact person for Agent

Advertisement

- Provide Department of Social Protection Employment Services/EURES Employment Network Reference Number of the advertisement for the job. Advert must run for 28 continuous days (unedited) before the application can be made.
- A copy of the advertisement for the job in a national newspaper for each of the 3 days.
- A copy of the advertisement for the job in a local newspaper for each of the 3 days (if the paper is published weekly only 1 advertisement is required) or a copy of an advertisement on a job's website (separate to Department of Employment Affairs and Social Protection/EURES website) for 3 days.
- All advertisements **must** contain the following information: **description of the employment; name of the employer; location(s) at which the employment will be carried out; number of hours to be worked per week; minimum annual remuneration.**

Posting the Permit

Please note as stated in the [COVID-19 Employment Permits System Contingency Arrangements](#) an electronic (PDF) copy of permit will be issued via email.

Other Information Required

- Signature pages signed by employer, employee, and agent (if applicable).
- Copy of employee's passport clearly showing his/her picture, personal details, date, and signature. Passport must be valid for at least a further 6 months for a new employment permit and a further 3 months for a renewal employment permit.
- A clear copy of employee's current immigration stamp (if resident in the State) and visa (if applicable). GNIB/Irish Resident's Permit pin must also be provided.
- A passport type photo of employee.
- A statement issued by Revenue Commissioners showing the monthly statutory return made by the employer dated within the 3-month period preceding the application, or a receipt for such a return whether issued through ROS (Revenue Online Service) or evidence of payments made to the Revenue Commissioners through SEPA monthly direct debit payments made within the 3-month period preceding the application.
- Name, position in company, phone number and email address for contact person.
- Copy of contract signed by employer and employee.
- Provide registration/pin or licence number if employment is required to be registered with regulatory bodies or Government Ministers. A full list of the employments that require registration is available on the DETE website: [Registration Bodies for certain employments](#)
- If the application is in respect of a Nurse who is in the State undergoing adaptation under the Atypical Working Scheme (AWS) provide a copy of the AWS permission letter.

Contact details

Telephone queries to the Call Centre will be dealt with by Workplace Relations Customer Services.

Phone: +353 1 417 5333

LoCall: 0818 80 80 90*

OPENING HOURS

Monday to Friday

9:30am – 5:00pm

* Note that the rates charged for the use of 1890 (LoCall) numbers may vary among different service providers.

Email: employmentpermits@enterprise.gov.ie

Note: This document is intended solely to assist the applicant in applying for an employment permit and is not a substitute for the relevant legislation and regulations governing employment permits.