

National Minimum Wage (NMW)

The National Minimum Wage in Ireland from 01 January 2025 is €13.50*

The majority of employees are entitled to a minimum wage including those who are parttime, temporary, casual, agency workers, seasonal workers or those working in a domestic setting.

There are two categories of workers to whom the minimum wage does not apply:

- Registered Apprentices, as set out in Statutory Instrument No. 168 of 1997.
- Employees who are close relatives of the employer, e.g. where the employer is a sole trader.

Age	National Minimum Wage
Under 18	€9.45 (70%)
18 years old	€10.80 (80%)
19 years old	€12.15 (90%)
20+ years old	€13.50 (100%)

**The NMW is subject to change and is set by the Minister for Enterprise, Trade & Employment taking account of recommendations of the Low Pay Commission*

Included	Not included
Basic pay	Premiums including overtime, public holiday, Saturday and Sunday premium
Shift Premium	Any charge distributed by the employer to which section 4D(1) of the Payment of Wages Act 1991 applies
Piece and incentive rates, productivity	Tips or gratuities
Statutory board and lodging amounts	Payment/Benefit-in-Kind

SEOs and EROs

Certain employments are also covered by Employment Regulation Orders (ERO's) and Sectoral Employment Orders (SEO's) which may contain entitlements beyond basic levels. Details of these are available from the WRC at the contact details below.

Complaints

Complaints about breaches of the Act may be made to the Workplace Relations Commission using the online form.

Contact

Workplace Relations Commission, O'Brien Road, Carlow, R93 E920

www.workplacerelations.ie

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