

# Statutory Workplace Entitlements

## National Minimum Wage (NMW)

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

## Exceptions to the Minimum Wage

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.

## The National Minimum Wage in Ireland is currently €10.50\*

Table 1: National Minimum Wage by Age as of 1 January 2022

Age	National Minimum Wage
Under 18	€7.35 (70%)
18 years old	€8.40 (80%)
19 years old	€9.45 (90%)
20+ years old	€10.50 (100%)



Table 2: Examples of what is and is not included when calculating National Minimum Wage

Included	Not included
Basic pay	Premiums including overtime, public holiday, Saturday and Sunday premium
Shift Premium	Service pay
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.

## Other Statutory Entitlements

Details of other basic legal entitlements covering issues such as, but not confined to, holidays, breaks, weekly hours, payslips, contracts, unfair dismissal, minimum notice, maternity, carers, parental and adoptive leave can be obtained 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

**0818 80 80 90**

[www.workplacerelations.ie](http://www.workplacerelations.ie)

Callers should note that the rates charged for the use of 0818 (lo-call) numbers may vary among different service providers.

\*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

**Please note:** This poster gives a brief outline of the law and is not a legal interpretation.