

PAYROLL ADJUSTMENTS 2025

BREAKDOWN!

NATIONAL MINIMUM WAGE

The National Minimum Wage related to a normal working week shall be **increased**, with effect from 1st January 2025.

The national minimum wage of part-time employees shall be calculated **pro-rata** at the same hourly rate of a comparable whole-time employee.

AGED BELOW 17 YEARS

€212.16 PER WEEK

AGED 17 YEARS

€215.00 PER WEEK

AGED 18 YEARS

€221.78 PER WEEK

The **2024** increase comprises a raise of **€8.24**, coupled with the **€5.24** Cost of Living Adjustment (COLA), a figure recalculated annually to reflect economic realities.

VACATION LEAVE

An employee with a 40-hour working week is entitled to **224 hours** of paid annual leave.

192HRS
BASIC
LEAVE



32HRS
4 PUBLIC
HOLIDAYS ON
WEEKEND



224HRS
PAID
ANNUAL
LEAVE

(COLA) COST OF LIVING

WAGE ADJUSTMENT

The wages of whole-time employees shall be **increased by €5.24** per week, with effect from 1st January 2025.

The hourly rate of part-time employees shall be increased by the same amount as the increase in the hourly rate of a comparable whole-time employee.

SHUTDOWN

The employer may utilise up to the equivalent in hours of **twelve working days** from the annual leave entitlement for the purposes of any type of shutdown.

TAX RATES

NORMAL RATES

Tax bands will be widened in **2025**. Workers will no longer have to pay tax on the first **€12,000** of their yearly income.

PART-TIME WORK

Tax rate applicable to income from part time work shall be taxed at the rate of **10%**.

OVERTIME

Individuals working in a non-managerial position and earning an annual base wage of not more than **€20,000** will be taxed at the rate of **15%** on their first **€10,000** of overtime income.