

Global Immigration alert

October 2025

Ireland

Ireland announces changes impacting foreign nationals and their employers

Executive summary

The Irish immigration authorities issued several updates impacting registration and renewal processes for Irish Residence Permits (IRPs), announced an increase to the national minimum wage, and clarified Ireland's position regarding the EU Entry/Exit System (EES).

Key developments

The following updates were announced by the Irish authorities:

- **IRP registration and renewal delays:** The Immigration Service Delivery (ISD) unit reported a high demand for first-time IRP registration appointments, resulting in limited availability. Emergency appointments remain restricted to genuine emergencies and do not cover travel for holidays or business. Individuals who book an appointment within the 90-day registration window are permitted to remain in Ireland until the scheduled date. Group bookings for first-time registrations are no longer accepted, and each family member is required to book an individual appointment. Children under the age of 16 remain exempt from registration requirements. The ISD is also investigating multi-factor authentication errors impacting access to the Customer Service Portal. Individuals experiencing login issues may attempt access again after a significant interval. There is also currently a high volume of applications to renew IRPs. As a result, individuals who seek to travel over the Christmas period are required to submit renewal applications by 31 October 2025 if their IRP card will expire before the intended return date. IRP cards typically arrive by mail within 10 to 15 working days following processing. All individuals must be physically present in Ireland when submitting renewal applications. Visa-required nationals are required to hold a valid IRP card for re-entry. Additionally,

between 3 p.m. on 3 October and 11 a.m. on 6 October 2025, the ISD experienced a technical issue impacting online renewal submissions. Applications submitted during this period where an acknowledgment email was not received must be resubmitted.

- **Entry/Exit System:** The EU [initiated](#) its phased rollout of the EES on 12 October 2025 to record the entry and exit of non-EU nationals at external Schengen borders. Ireland opted out of the EES and did not implement the system. Irish immigration requirements for short term visits and business travel continues to apply. UK and Irish nationals continue to benefit from free movement between both countries under the Common Travel Area agreement, confirmed by the May 2019 Memorandum of Understanding between both governments.
- **National minimum wage increase:** The Irish government announced an increase in the hourly national minimum wage to EUR 14.15, effective 1 January 2026. This change raises the basic salary threshold for Intra-Company Transfer (ICT) employment permit holders to EUR 28,696.20 per year, based on a 39-hour work week. The overall ICT remuneration threshold remains unchanged at EUR 46,000 per year.

Impact on employers

Employers may consider the implications of these developments on travel planning, onboarding timelines and salary compliance for their foreign employees. Delays in securing first-time IRP registration appointments may disrupt onboarding schedules and international travel for visa-required individuals, potentially impacting business continuity. The removal of group bookings



Shape the future
with confidence

introduces additional coordination for family registrations. The revised minimum wage impacts ICT permit salary calculations and may require updates to compensation structures, with associated cost implications for impacted roles.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

Sinead Langan

Director - Head of Immigration

Tel: +353 1 221 2443

Email: sinead.langan@ie.ey.com

Aislinn Stanton

Director - Immigration

Tel: +353 1 221 1602

Email: aislinn.stanton@ie.ey.com

Michael Rooney

Partner - People Advisory Services

Tel: +353 1 221 2857

Email: michael.rooney@ie.ey.com

Rachel Dillon

Partner - People Advisory Services

Tel: +353 1 221 2554

Email: rachel.dillon@ie.ey.com

Sarah Connellan

Partner - People Advisory Services

Tel: +353 1 221 1514

Email: sarah.connellan@ie.ey.com

Ben Willis

Partner - EY Global Immigration Competency Lead

Tel: +44 20 7951 9589

Email: ben.willis@uk.ey.com

EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

© 2025 Ernst & Young LLP.

All Rights Reserved.

EYG no. 008563-25GbI

2101-3682263

ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com