

WRC

An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission



Employment Rights of Seasonal Workers in Ireland



What is a Seasonal worker?

A seasonal worker is a person who, for a limited period, works for a seasonal operation which is frequently found in the horticultural or agricultural sector. Other sectors, such as tourism and construction are also included.

Employees placed by an agency to carry out seasonal work are also in this category.

Workers on seasonal work patterns have full access to the employment law provisions and to the terms and conditions of employment that employees are guaranteed under the law in Ireland.

What rights do seasonal workers have?

Legally employed seasonal workers have the same rights and protections as any other worker under Irish law.

In summary, the employment rights of seasonal workers include the following:

- ▶ To receive a written statement of terms and conditions of employment or a written contract of employment and a written statement of five core terms within five days of starting work
- ▶ To receive a written statement of pay (Payslip)
- ▶ To be paid at least the National Minimum Wage
- ▶ To avail of Annual Leave and Public holidays
- ▶ To work on average no more than a 48-hour working week
- ▶ To receive a premium for work performed on a Sunday
- ▶ To be given breaks/rest periods
- ▶ To receive minimum notice before dismissal
- ▶ To work in a safe and healthy working environment
- ▶ A right to privacy and to pursue personal leisure activities
- ▶ To be registered as an employee with Revenue and the Department of Employment Affairs & Social Protection
- ▶ Not to be discriminated against because of gender, family or civil marital status, age, disability, race, sexual orientation, religion or membership of the travelling community
- ▶ Not to have personal documents (such as passports, id, drivers licence, etc) retained by employers
- ▶ Equal rights for part-time, fixed term and agency workers
- ▶ Special protections for young persons in employment
- ▶ Maternity entitlements

Breaches of legal rights by employers may occur either by intent or by lack of knowledge of legal obligations. However regardless of how such breaches occur they may involve offences which would leave employers open to prosecution.

What is an employee entitled to be paid?

The National Minimum Wage is the legally fixed minimum rate per hour which must be paid to employees and it varies according to the employee's age and experience. **This does not restrict employers and employees agreeing a rate in excess of the statutory minimum rate.** The current rates (as of 1 January 2021) are as follows:

Age	Hourly rate	% of National Minimum Wage (NMW)
Under 18	€7.14	70% NMW
18 years old	€8.16	80% NMW
19 years old	€9.18	90% NMW
National Minimum Wage	€10.20	-

Dividing the gross pay by the total working hours determines the rate per hour paid to an employee. Gross pay can include the following allowances for board and/or lodgings where provided by an employer to an employee:

- ▶ For board only: €0.91 per hour worked
- ▶ Lodgings only: €24.10 per week, or €3.45 per day

What are the rules relating to working hours?

The maximum average working week for seasonal workers cannot exceed 48 hours. This does not restrict any particular working week to 48 hours. However, when averaged over 4 months the weekly hours worked must not exceed 48 hours.

A premium is payable for hours worked on a Sunday. If this not included in the rate of pay an employer must give one or more of the following for Sunday work: an allowance, a pay increase for the Sunday hours worked or paid time off work.

An employee is entitled to a break of 15 minutes after a 4½ hour work period and a break of 30 minutes if more than 6 hours are worked, which can include the first 15-minute break. These breaks do not have to be paid and are not part of working time.

What records must an employer keep?

All employers are required to keep detailed records in relation to all employees. The employer must keep these records for 3 years. Failure to keep these records is an offence and may lead to prosecution:

- ▶ Employer's registration number with the Revenue Commissioners
- ▶ Employees names, addresses and PPS numbers
- ▶ Dates of commencement / termination of employment
- ▶ Written terms of employment/contract and a written statement of five core terms
- ▶ Records of annual leave and Public holidays taken
- ▶ Hours of work (including start and finish times)
- ▶ Payroll details and payslips
- ▶ A register of any employees under 18 years of age
- ▶ Details of any board and lodgings provided
- ▶ Employment permits or evidence of specific immigration permission permitting non-EEA nationals to work

These records may be required in the case of an investigation by an Inspector of the Workplace Relations Commission.

What else do I need to know if I am coming to work in Ireland

If you are a non-EEA national you may need an Employment Permit

A non-EEA national, except in certain specific cases, requires an employment permit to take up employment in Ireland. The EEA (European Economic Area) comprises the Member States of the European Union together with Iceland, Norway and Liechtenstein.

The issuing and administration of Employment Permits on behalf of the State is handled by the Employment Permits Section of the Department of Enterprise, Trade and Employment from its offices at Earlsfort Centre, Lower hatch Street, Dublin 2, DO2 PWO1.

Further information in relation to Employment Permits (who needs a permit, how to apply, fees, etc.,) is available on the [Employment Permits Section](#) of the website of the Department of Enterprise, Trade and Employment.

An employee or an employer must use the on-line portal to make an application for a new Employment Permit, or to renew an existing permit. The online portal may be accessed on <https://epos.djei.ie/>

To work in Ireland you need a Personal Public Service Number (PPSN) and you must be registered for Income Tax with Revenue.

Your PPSN is a unique reference number assigned to you that helps you access social welfare benefits and to give to your employer when you commence work. Information on how to get your PPSN can be found on the gov.ie website [gov.ie - Get a Personal Public Service \(PPS\) Number \(www.gov.ie\)](https://www.gov.ie/en/get-a-personal-public-service-pps-number/)

Once you have your PPSN you can register with Revenue for tax purposes using this link [myAccount \(ros.ie\)](https://myaccount.ros.ie/)

Complaints

Complaints in relation to employment rights and equality should be made to the Workplace Relations Commission. Complaints may result in a hearing by an Adjudicator or an inspection by an inspector of the Workplace Relations Commission (WRC).

Complaints relating to Health & Safety matters in the workplace should be made to the Health and Safety Authority.

FAQs

What if there is uncertainty over whether a person is an employee or not?

The question as to whether a person is an employee or not is generally established by reference to the provisions of existing employment legislation and established contract law. The use of designations such as Au Pair or other descriptions of arrangements between consenting parties do not in themselves mean an employment contract does not exist. A person performing a duty for another person in exchange for a payment would strongly suggest the existence of a contractual relationship.

If there is a question as to whether the person is an employee or self-employed, guidance is available in the Code of Practice for Determining Employment or Self-Employment Status of Individuals.

If I pay my employee €150 per week, how many hours can they work?

To calculate the maximum hours an employee can legally work at the statutory minimum rate and remain in compliance with the National Minimum Wage Act, the gross wage plus the appropriate allowance for board and/or lodgings should be divided by the appropriate National Minimum Wage rate for the employee. Keeping records of hours worked is a legal obligation on employers.

Working in excess of the hours outlined in the table would be a breach of the National Minimum Wage Act:

Age	Live out & no meals
Under 18	21.8 hours
18 years old	19.1 hours
19 years old	17.0 hours
National Minimum Wage	15.3 hours

This table only deals with permitted working hours at the appropriate minimum rates; this does not restrict employers and employees agreeing a rate of pay in excess of the statutory minimum rate.

I would like to talk to someone about my situation but don't want my employer to know?

Inspectors of the Workplace Relations Commission (WRC) will discuss any complaints from seasonal workers on a confidential and if necessary anonymous basis. Any actions which would require the employee to identify themselves to their employer would only take place with the employee's consent. Employees may contact the WRC at 1890 80 80 90 or email inspection@workplacelrelations.ie

Other useful contacts may include:

Citizens' Information, which has offices nationwide, provides information on public services and entitlements and can be contacted by telephone on 0761 07 4000 (Monday to Friday, 9am to 8pm) or at www.citizensinformation.ie/en/

Migrant workers organisations such as the Migrant Rights Centre of Ireland (01 889 7570 or info@mrci.ie) who may be able to provide information and assistance.

Contact details/more information

Workplace Relations Commission

www.workplacerelations.ie

Lo-call: 1890 80 80 90

Overseas callers should call +353 59 917 8990

The Health and Safety Authority www.hsa.ie

Lo-Call: 1890 289 389 (between 9am and 5pm, Monday to Friday)

Email: wcu@hsa.ie

Overseas callers should call +353 1 614 7000

An emergency service outside of office hours is operated. In case of a serious injury/fatality outside of standard business hours (9:00am to 12:30pm), callers can call the 1890 289 389 number where they will be offered a transfer to the Police (Garda Síochána) who will in turn notify a HSA senior inspector

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