






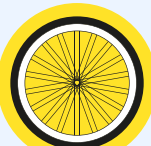


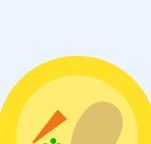


Becoming an employer in Ireland

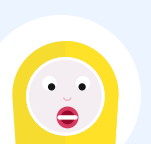
How benefits work.

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Working Hours	48 hours max May not opt out to work longer hours	37 - 40 hours Higher rates of pay for overtime	Flexible hours
 Holiday Entitlement	20 days off	24 - 28 days off	Unlimited
 Bank Holidays	9 bank holidays	+ Good Friday	+ Christmas Eve & New Year's Eve

General benefits

 Pension	PRSA Employer doesn't have to contribute	PRSA  Employer matches contribution	
 Healthcare	Public	Private	Private + Dental & Vision includes dependents
 Life Assurance		Moderate cover	Substantial cover
 Transport		Cycle to work scheme or travel saver scheme	Local travelcard or car allowance
 Wellness Program		Employment assistance programme (EAP)	+ Gym membership
 Education & Training		Contribution to training costs	In-house training, tuition reimbursement or paid training
 Meals			Contribution to the cost of meals or subsidized canteens

Leave

 Sick Leave	Unpaid	5-10 days	No formal cap on paid sick days
 Maternity Leave	26 weeks of paid leave & an extra 16 weeks unpaid*	Top up government's contribution	Full salary & longer leave
 Paternity Leave	2 weeks paid leave by the government*	Some level of compensation on top of government's contribution	Full salary & longer leave
 Adoption Leave	24 weeks of paid leave & extra 16 weeks unpaid*	Some level of compensation or top up government's contribution	Full salary & longer leave
 Parental Leave	26 weeks of unpaid leave for parents with kids under 12 or 16 if disabled	Paid leave	Full salary & longer leave