








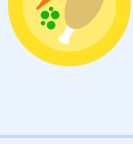




Ireland

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Working Hours	48 hours max May not opt out to work longer hours	37 to 40 hours Higher rates of pay for overtime	Flexible hours
 Paid Time Off	20 days off	24 to 28 days off	Unlimited
 Public 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, including dependents
 Life Insurance		Moderate cover	Substantial cover
 Transportation		Cycle to work scheme or travel saver scheme	Local travelcard or car allowance
 Meals			Contribution to the cost of meals or subsidized canteens
 Education & Training		Contribution to training costs	In-house training, tuition reimbursement or paid training
 Wellness Program		Employment assistance programme (EAP)	+ Gym membership

Leave

 Sick Leave	3 days	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	5 weeks paid leave by the government*	Some level of compensation on top of government's contribution	Full salary & longer leave
 Parental Leave	7 weeks paid leave	Longer paid leave	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