



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	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
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
Parent's Leave	5 weeks paid leave (will extend to 7 weeks in July 2022)	Longer paid leave	Full salary & longer leave