
KNOW YOUR
RIGHTS
ON BUILDING
SITES
• Rates of pay
• Overtime Rates
• Travel Allowances
• Health & Safety
• Pensions & Sick Pay
• National Agreements
unite

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CUNOASTE-TI DREPTURILE IN SANTIERELE DE CONSTRUCTII:

pentru a citi brosura in limba romana te rog sa scanezi QR codul

INTRODUCTION

The general terms and conditions of employment for construction workers in the Republic of Ireland (ROI) derive from three main sources: the construction sector Sectoral Employment Order (SEO), protective legislation and collective agreements. The SEO and the legislation are legally enforceable. Collective agreements apply at sector wide, site wide or companywide levels. Only sector wide collective agreements are referenced here. Where employers don't apply collective agreements, they lose the protections that they include.

Unite's 'Red Book' is designed to set out the general terms and conditions of employment for construction workers in the ROI as per the above sources. They apply to all craft and general operatives' grades, other than electrical and mechanical grades (plumber, fitters, and welders).

Many of the terms and conditions are enforceable through the industrial relations and legal systems. However, it is far better that compliance with terms and conditions is achieved through collective strength i.e., active membership of a trade union.

This guide does not purport to give a legal interpretation of terms and conditions of employment in the sector and should not be considered as such. The best way to advance each situation will need to be assessed in light of the specific details. If you find that you are denied the benefits of the terms and conditions of employment set out in this guide, you can contact Unite privately and in confidence, either collectively or individually. See contact details at the back of the book.



RATES OF PAY

The rates of pay for the majority of workers operating in the construction sector are set out in the various Sectoral Employment Orders (SEOs). These are legally binding instruments signed by the Minister for Enterprise and are non-negotiable. There are three SEOs - Mechanical, Electrical and Construction. Rogue employer organisations have challenged the constitutionality of the Mechanical and Electrical SEOs and the unions are seeking to re-instate the SEOs. Nonetheless, in the absence of an SEO, Unite are committed to defending any worker who's wages have been cut unfairly by any unscrupulous employer.

MECHANICAL



In addition to the Mechanical SEO, Unite have signed a Collective Agreement with MEBSCA (the leading representative body of mechanical employers). Below are the rates that apply to workers employed by these companies and any mechanical worker subbed in to those companies. Unite members currently enjoy the highest paid rates in the mechanical sector.

	Current rate	Rate from August 2025
1st year	€9.03	€9.31
2nd year	€13.56	€13.97
3rd year	€20.34	€20.95
4th year	€24.41	€25.14
Newly Qualified	**€27.12**	**€27.93**
1 year qualified	**€27.50**	**€28.33**
2 year qualified	**€27.69**	**€28.52**
3 year qualified	**€27.84**	**€28.68**
4 year qualified	**€28.00**	**€28.84**
5 year qualified	**€28.18**	**€29.02**

CONSTRUCTION SEO

The rates of pay for all workers (excluding electrical and mechanical workers) operating in the construction industry are set out in the Construction SEO. Below are the rates for the different grades of workers.

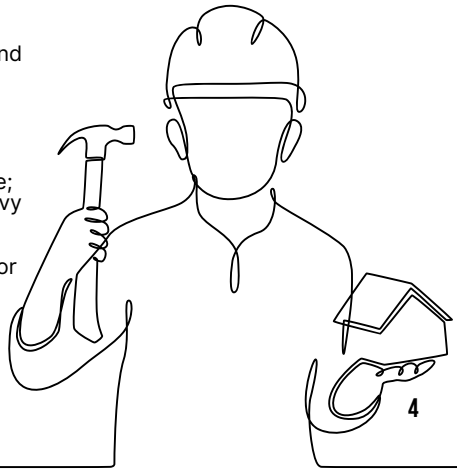
Grade	Current rate	Rate from 1st Aug 2025	Rate from 1st Aug 2026
New entrant worker*	€16.18	€16.74	€17.28
Craftsperson	€22.24	€23.00	€23.74
Category A worker	€21.59	€22.32	€23.03
Category B worker	€20.03	€20.71	€21.37
Apprentice			
1st year (33% of craft rate)	€7.34	€7.59	€7.83
2nd year (50% of craft rate)	€11.12	€11.50	€11.87
3rd year (75% of craft rate)	€16.68	€17.25	€17.81
4th year (90% of craft rate)	€20.02	€20.70	€21.37

New Entrant: A General Operative over the age of 18 who enters the sector for the first time. This rate will apply for two years.

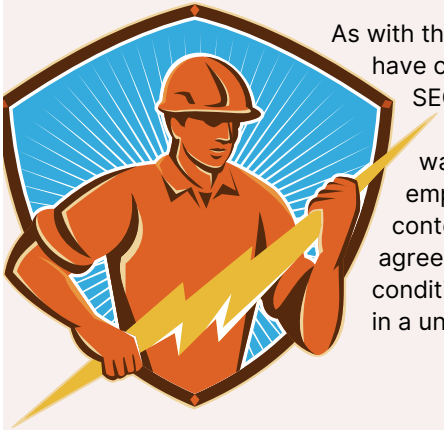
Craftsperson: Bricklayers/Stone Layers; Carpenters and Joiners; Floor Layers; Glaziers; Painters; Plasterers; Stone Cutters; Wood Machinists; Slaters and Tilers (Apprentice Craftspersons as above).

Category A: Scaffolders who hold an Advanced Scaffolding Card and who have four years' experience; Banks Operatives, Steel Fixers; Crane Drivers and Heavy Machine Operators.

Category B: Skilled GOs who have worked in the sector for more than two years.



ELECTRICAL



As with the Mechanical SEO, Rogue employer organisations have challenged the constitutionality of the Electrical SEOs. Nonetheless, in the absence of an SEO, Unite are committed to defending any worker who's wages have been cut unfairly by any unscrupulous employer. Further, your employer cannot change the contents of your contract of employment without your agreement. The best way to protect your terms and conditions and your rights is to be collectively organised in a union.

	Current rate	Rate from August 2025
1st year	€9.03	€9.31
2nd year	€13.56	€13.97
3rd year	€20.34	€20.95
4th year	€24.41	€25.14
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agitate educate organise

unite

Why is there such a difference in wages in the Construction Sector?

An employer will tell you it's because some trades are more skilled than others. And there's a truth to that. However, every job in construction is necessary. No employer will pay someone who isn't creating any profit for him.

Sometimes they say it's about supply and demand. Again, there is truth to that but the real reason is because some workers are more organised than others. You need windows as much as you need heating and plumbing. The reality is, plumbers, fitters and welders enjoy, on average, the highest rates of pay - and the best conditions - because they are the best organised.

There is no reason other grades cannot be paid similar rates to plumbers. Unite, which represent a substantial number of plumbers in the sector are able to negotiate premium rates because we have considerable industrial power behind us. Employers are more likely to conceded better pay and conditions if there is at least the potential for industrial action.

The major contractors operating in the construction sector are making enormous profits. They've never had it so good! But workers are not sharing in this boom. We believe it is time for ALL construction workers to get their fair share, and that means getting organised.

Unionised workplaces earn on average 10% more than non-unionised companies. This gap tends to increase the better organised a workplace is because higher union membership generally delivers better results. Employers are often frightened of the collective strength held by workers in workplaces with higher union membership. Employers generally discourage union membership because they know that when workers act together, workers hold the power in a workplace.

OVERTIME IS PAYABLE FOR ALL HOURS WORKED OUTSIDE OF THE NORMAL WORKING DAY

Am I getting the right overtime?



Hours worked between normal finishing time & midnight, Monday to Friday inclusive	time and a half
Hours worked between midnight & normal starting time	double time
First four hours worked after 7am on a Saturday	time and a half
All other hours worked on a Saturday	double time
All hours worked on a Sunday	double time
All hours worked on a Public Holiday	double time & extra day's leave

IF YOU SUSPECT YOU ARE BEING UNDERPAID, CONTACT UNITE ON 086 2007736

unite the UNION

APPRENTICES



A craft apprenticeship will generally last for 4 years, during which time you will spend 3 different periods in off-the-job training. Your employer must be approved to train apprentices and must register you within 2 weeks of recruitment. If not, you may be entitled to a higher rate of pay due to being a G/O rather than an apprentice.

Off Site training

You will start the first off-the-job training phase, known as phase 2 in an Education and Training Board (ETB) usually for 21 weeks. Later, your off-the-job training for phase 4 and 6 will be in a Technological University or Institute of Technology for 11 weeks each time.



Rate increase

As you go through your apprenticeship, your rate will increase on the anniversary of your start date each year (if you began as a first year on the 1st of March 2025, you would become a 2nd year on the 1st of March 2026). The skills you develop will be assessed through on-the-job testing as well as off-the-job assessments and examinations. When all of your exams are passed you will be awarded an Advanced Certificate – craft (level 6 on the National Framework of Qualifications).

Off the job payments

The payments that you get while you are on Phase 2, 4 or 6 off-the-job training are the rates that are usually set by the employers and the unions.

- You will be paid every two weeks when you are on off-the-job training.
- Income Tax; PRSI and Universal Social Charge (USC) will be deducted from your payment and sent to Revenue automatically.

(1) Electrician Apprentices (Trade 46) Employed by Electrical Contracting Firms (Industry 04/01/016)	Gross Wage Norm	PRSI Credited Contribution
Phase 2	€357.24	AX
Phase 4	€459.42	AL
Phase 6	€663.39	A1
4th Year	€816.66	A1

Note: Rates per WRC Proposals 20/07/2023 based on 39hr week - Effective: 01 January 2025

(2) Construction Industry	Gross Wage Norm	PRSI Credited Contribution
Phase 2	€288.99	AO
Phase 4	€433.68	AL
Phase 6	€650.52	A1
4th Year	€780.78	A1

Note: Rates per SEO (Construction Sector) S.I. No. 207 of 2023 based on 39hr week - Effective: 01 January 2025

(3) Mechanical Engineering Building Services Contracting Sector	Gross Wage Norm	PRSI Credited Contribution
Phase 2	€347.49	AO
Phase 4	€521.04	A1
Phase 6	€781.56	A1
4th Year	€937.95	A1

Note: Rates per Mechanical Engineering Building Services Contracting Sector Proposal tabled at WRC 8th June 2023 - Effective: 01 January 2025

As an apprentice you are far more likely to be exploited. By joining Unite you will be joining part of the collective that has helped drive change for thousands of construction workers for the better.

- **Higher rates of pay and safer sites as well as having support and advice when needed.**
- **Representation for any grievance or disciplinary.**
- **Being a unite member is like having insurance, you hope you don't need to use it but if something happens, we've got your back.**

TRAVEL TIME

Travel time is NOT housed in the SEO but rather is part of the former construction sector Registered Employment Agreement (REA), and local agreements where they exist. For mechanical workers, travel time exists in the MEBSCA collective agreement. The first hour was temporarily incorporated into the rate in 2011, during the financial crisis. Unite have been seeking to have the first hour re-instated and took industrial action in 2024 to that end. The dispute has not yet been resolved and Unite are seeking to have Travel Time incorporated into any future Mechanical SEO.

The former REA, where it applies, is a collective agreement between the unions that are part of the CIC group of unions in ICTU body and the CIF, the employers' representative.

DUBLIN

0-6km	1 hour
6-8km	1.25 hours
8-10km	1.5 hours
10-12km	1.75 hours
12-20km	2 hours
20-32km	2.5 hours

CORK

0-6km	.75 hour
6-8km	1 hour
8-10km	1.25 hours
10-11km	1.5 hours
11-13km	1.75 hours
13-20km	2 hours
20-32km	2 hours

LIMERICK

0-5km	.33 hour
5-8km	0.5 hour
8km +	1 hour

GALWAY

within the old city boundary	.33 hour
Between old & new boundary	0.75 hour
outside new city boundary	1 hour

WATERFORD

within the old city boundary	.33 hour
Between old & new boundary	0.75 hour
outside new city boundary	1 hour



COUNTRY MONEY / THE LODGE

This allowance is available where the employee is working at a site that is 32km (20 miles) or more from the employer's base or the General Post Office. The employer can choose either their base or the GPO but cannot change to suit each site. Country Money is not subject to tax, but is however subject to Universal Social Charge (USC).

Country Money is not payable if you are working on the first site with that company

Country Money Rates

- €181.68 per week for more than four days
- €36.34 per day for four days or less

In 2024, Revenue issued new guidelines for the reporting of non-pay related remuneration. Companies are now obliged to report all such payments they pay their employees. If you are receiving Country Money, but do not meet the requirements above, you may be liable for tax on the full amount received.

The rates for Country Money have not changed in many years. Unite wrote to the Minister raising our concern that the rates were not reflective of the costs many workers incur travelling to sites located far from their home.



TYPES OF LEAVE

Annual Leave

There are 21 days annual leave (Construction REA 04/02/2011) for workers in the construction industry who work at least 1,365 hours in the relevant leave year. Included in this are the traditional 'builders holidays', which are agreed between the construction unions and the employers each year.

An employee who has worked for at least 8 months is entitled to an unbroken period of two weeks' annual leave.

If you are ill while you are on annual leave, you should get a medical certificate from your GP as soon as possible to cover the days that you were sick and give this to your employer as soon as you return to work. In this way, the sick days will not count as annual leave. An employer cannot require you to take annual leave for a certified period of illness.

Maternity Leave

If you become pregnant while you are in employment, you have the right to take 26 weeks' maternity leave. You can take this time off work from full-time, casual or part-time employment, no matter how long you have been working for your employer.

If you have enough (PRSI) contributions, you are entitled to Maternity Benefit (including self-employed). The current standard rate is €289 per week. You also have the right to take up to 16 weeks' additional maternity leave, but it is not covered by Maternity Benefit. You must take at least two weeks' maternity leave before your baby is due, and at least four weeks after the baby is born.

- In general, employers do not have to pay women on maternity leave.
- You can take additional maternity leave for up to 16 weeks, beginning immediately after the end of your 26 weeks' basic maternity leave. Maternity Benefit does not cover additional maternity leave, and your employer does not have to pay you during this time.
- In general, you are treated as being in employment while on maternity leave or additional maternity leave. This means you can continue building your annual leave entitlement. You are also entitled to leave for any public holidays during your maternity leave (including additional maternity leave).
- If you are pregnant or on maternity leave and have a serious health condition requiring ongoing medical treatment, you can postpone maternity leave and payment of Maternity Benefit. You will need to provide certification of your illness from your doctor

Paternity Leave

Paternity leave gives new parents two weeks off work. You can take time off from either employment or self-employment, and can start the leave any time in the first six months after the birth or adoption placement. Your employer does not have to pay you during paternity leave, but you may qualify for Paternity Benefit.

You can choose to take Paternity Leave at any time in the first 26 weeks after the birth or adoption. You must notify your employer in writing that you intend to take Paternity Leave, including specific dates, at least four weeks before your leave.

To qualify for Paternity Leave you must be:

- The father of the child
- The partner (spouse, civil partner, or cohabitant) of the mother of the child
- The parent of a donor-conceived child.

In the case of adopting parents, the relevant parent is the parent who is not the qualifying adopter for adoptive leave. **This means one of you can take adoptive leave and the other paternity leave.** If you are adopting alone you can take paternity leave if you are **not taking adoptive leave.**

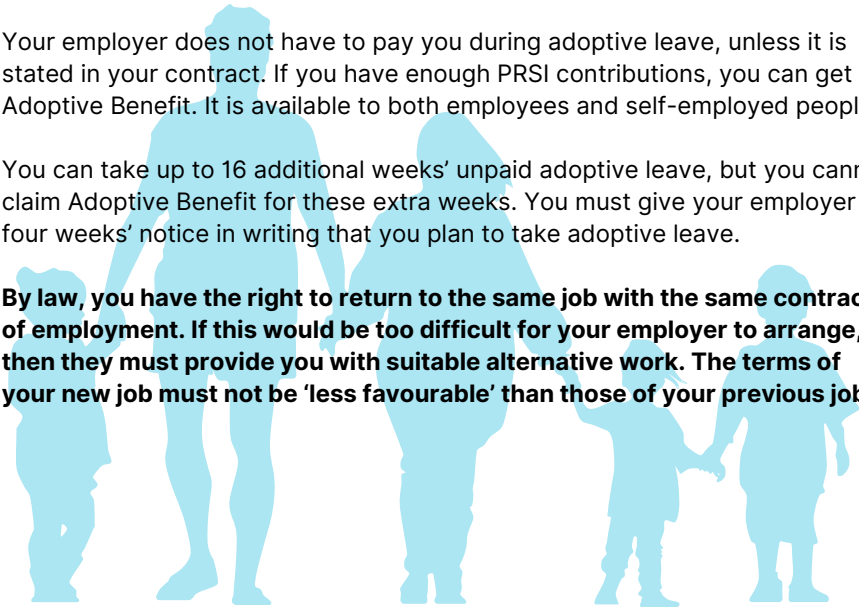
Adoptive Leave

Adoptive leave gives 24 weeks' leave off work to a woman who is adopting a child or to a man alone who is adopting a child. The 24 weeks start from the date the child is placed in your care.

Your employer does not have to pay you during adoptive leave, unless it is stated in your contract. If you have enough PRSI contributions, you can get Adoptive Benefit. It is available to both employees and self-employed people.

You can take up to 16 additional weeks' unpaid adoptive leave, but you cannot claim Adoptive Benefit for these extra weeks. You must give your employer four weeks' notice in writing that you plan to take adoptive leave.

By law, you have the right to return to the same job with the same contract of employment. If this would be too difficult for your employer to arrange, then they must provide you with suitable alternative work. The terms of your new job must not be 'less favourable' than those of your previous job.



Bereavement Leave

Upon the death of a close relative (i.e., spouse, parent, child, sibling) an employee shall be allowed up to three days' special paid leave provided they have three months' service with their employer. The employer should be notified as soon as possible. If the death occurs at or near a weekend or holiday, then the period of Bereavement leave will be reduced accordingly.

Force Majeure

If you have a family crisis the Parental Leave Acts 1998 and 2019 give an employee a limited right to leave from work known as force majeure leave. It arises when a close member of an employee's family has suffered an unforeseen illness or injury.

A close family member of the employee is defined as one of the following:

- A child or adopted child
- The husband, wife, or partner
- Parent or grandparent
- Brother or sister
- Person to whom the employee has a duty of care (that is, he/she is acting in loco parentis)
- A person in a relationship of domestic dependency
- Persons of any other class (if any) as may be prescribed

The maximum amount of leave is three days in any 12-month period or five days in a 36-month period. You are entitled to be paid while you are on force majeure leave.

Domestic Violence Leave

Victims of domestic abuse are entitled to five days' paid Domestic Violence leave if you need to take time off work because of the abuse. You do not need to be working in your job for a certain amount of time to qualify. You do not have to give your employer notice to take the leave in emergency circumstances. However, you should give notice if you are able to. The domestic violence can be ongoing or have occurred in the past.

Other types of Leave

For details on all other types of leave including Parent's and Parental Leave, Jury Service, Study Leave, Carer's Leave and Leave for Medical Care, please contact Unite the Union.

DISPUTE PROCEDURES

Individual

The grievance or dispute shall in the first instance be raised with the employer at local level with a requirement to respond within five working days. Notice in writing of the dispute shall be given by the individual concerned or his trade union to the relevant organisation representing employers or to the employer directly.

If the dispute is not resolved it shall be referred to the Adjudication Service of the WRC. Either party can appeal the outcome of the Adjudication Hearing to the Labour Court.

Collective Dispute

The grievance or dispute shall be raised in the first instance with the employer, with a requirement to respond within five working days. Notice in writing of the dispute shall be given by the workers concerned or their trade union to the relevant organisation representing employers or to the employer directly.

If a dispute is not resolved the issue shall be referred to the Conciliation Service of the WRC. If the issue remains unresolved, it shall be referred to the Labour Court for investigation and recommendation.

WARNING: *Unite strongly advise not attending investigation or grievance meetings without a witness or union official. If you receive an invite to either, contact the union for advice immediately.*



HISTORIC SUPREME COURT DECISION

In March 2024, Unite won a landmark victory in the Supreme Court which underlines the right of workers to take strike action. The Court ruled that the right to join a union and, by extension, the right to withdraw your labour was constitutionally protected.

The case was taken by Unite in order to protect our Reps. The ruling brings clarity to industrial relations law and further underpins workers' rights. Unite have a zero-tolerance approach to targeting our members, especially our Reps. No stone will be left unturned in defending our Reps!

CONSTRUCTION WORKERS' PENSION SCHEME (CWPS)

Pension
The CWPS contribution rates mirror the recommended contribution rate specified in the Sectoral Employment Orders (SEOs) for the construction industry. Currently this contribution is 7% of the average basic construction wage. The employer contributes 4.2% and the employee contributes 2.8%.



NOTE: The National Construction Branch of Unite recommends that every construction worker takers out an additional pension scheme in order to ensure a living pension at retirement

Sick Pay Benefit
The current benefit payable from the Construction Workers Sick Pay Scheme is:

- €110.00 per day for first 4 days (not including first three days of illness in the calendar year).
- €50.00 payable per day, from day 5 of illness.
- Sick Pay benefit is paid for a maximum of 50 days in a year

Death In Service Benefit
The current Death in Service benefit for active members of CWPS is:

- €100,000 plus the value of the member's pension account is payable to next of kin.
- €3,175 for each child under 18

	Current Employer rate	Current worker rate	Current Total
Pension Contribution	€30.82	€20.57	€49.65
Death in Service	€1.17	€1.17	€2.28
Sick pay Contribution	€2.37	€0.63	€1.90
Total	€34.36	€22.37	€53.83

REST PERIODS/ORGANISATION OF WORKING TIME ACT

Breaks

- Breaks consist of a 15 minute “Tea Break” in the morning, usually beginning at 10a.m and a 30-minute lunch break in the afternoon, usually between 1.00 pm and 1.30 pm.

- Where workers are required to do two or more hours of overtime, then a further break of 15 minutes is due before overtime begins.

Rest (daily, weekly)

- You are entitled to 11 consecutive hours rest in any period of 24 hours. If your 11 hours of rest should overlap your normal working time, you are still entitled to your rest and to be paid from your normal start time. e.g., If you finish work at 3 am, restart work at 2 pm but paid from 7.30 am as normal.

- You should get 24 consecutive hours rest in any period of seven days and this should normally follow on from one of the 11-hour rest periods mentioned above, or

- As an alternative, your employer can give you two 24-hour rest periods in a week, if it follows a week, in which you did not get any 24-hour rest periods. Unless your contract states otherwise, the 24-hour rest period above should include a Sunday.



SAFETY, HEALTH & WELFARE AT WORK



Canteens

- Where a site has more than five persons at work and heated food is not otherwise available, adequate facilities for heating food and boiling water must be available. An adequate supply of drinkable water should also be available.

Eating on site allowance

An 'eating on site' allowance is paid to site-based employees in some sectors, including construction. If this allowance is paid it may be tax-free if:

- Facilities for making tea or coffee are not provided on the site by the employer.
- The employee does not receive another tax-free subsistence payment.
- The employee works on the site for at least 1.5 hours before and 1.5 hours after normal lunch break.
- The allowance is no more than €5 per day.

Drying Room

- A changing room of sufficient capacity that contains seating and is easily accessible should be provided by the contractor responsible for the site if workers need to wear special work clothes, and if for health or other appropriate reasons they cannot be expected to change in another area.

- If changing rooms are not required, the relevant contractor shall ensure that every person at work is provided with a place to lock away his or her own clothes and personal belongings.

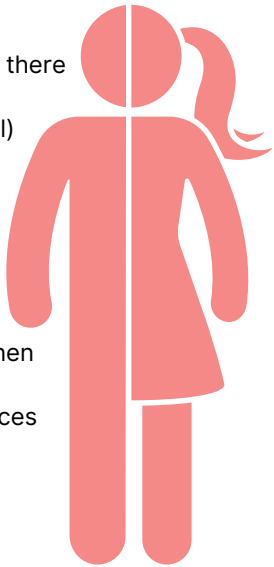
Toilet Facilities

A contractor responsible for a construction site should ensure that there is at least:

- One toilet per every 20 persons on site. (Does not include a urinal)
  - Where appropriate urinal facilities are provided

- One toilet per every 25 persons on site up to 100 workers.
  - Where there are more than 100 persons on site and
  - appropriate urinal facilities are provided

- One toilet per every 25 persons on site for the first 100 people, then one toilet per 35 persons thereafter.
  - Provision shall be made for separate use of sanitary conveniences for men and women.



Personal Protective Equipment (PPE)
All Personal Protective Equipment (PPE) which is to be used at work is to be provided by the employer at NO cost to the employee.

- An assessment of all PPE selected must be carried out periodically. Replacement PPE must be provided by Employer when appropriate. Please be aware that PPE has a use-by date and no PPE should be used after that date has passed.



SafePass or other Safety Training
SafePass or any other Safety training courses are to be paid for by the employer.

The employee should be paid while attending these courses, including attending the courses at weekends. If within the last six months you have paid for a SafePass course or have not been paid by your employer while attending the SafePass course, please contact Unite on 01-8980912.

Never carry out a task that you feel is unsafe, or you are not qualified to do. You are protected by health & safety legislation to do, or not do anything that you feel will endanger your health or life.

Construction Workers Health Trust Health Screening

The Construction Workers Health Trust (CWHT) provides health checks for construction workers at their own workplaces. Their Health Teams have visited 400 workplaces throughout the country. All of the results of the tests listed below are given to the worker on the spot:

- BLOOD PRESSURE TEST
- FULL CHOLESTEROL SCREEN. (HDL, LDL, & TRIGLYCERIDE)
- DIABETES TEST (HBA1C TEST NOT BLOOD SUGAR)
- HEIGHT, WEIGHT, & BODY MASS INDEX.
- HEART HEALTH ADVICE.
- CANCER AWARENESS.
- DIETARY ADVICE.

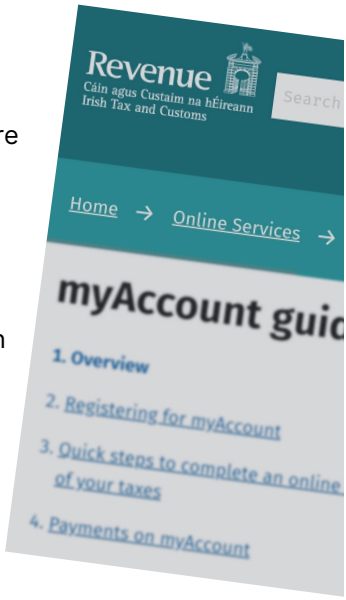
Contact the Health & Safety advisor in your company or site (or your Unite rep) to ask them to arrange a visit to your site.



TEMPORARY LAY OFF & REDUNDANCY

An employer may lay you off or put you on short time for a number of weeks.

Under the Redundancy Payments Acts 1967–2012 a lay-off situation arises where your employer is unable to provide work for you, but believes this to be a temporary situation and gives you notification of the layoff before the work finishes.



A short-time situation arises where, due to a reduction in the amount of work to be done, your weekly pay is less than half your normal weekly pay or your hours worked are reduced to less than half the normal weekly working hours. This must be a temporary situation and your employer must notify you before the reduction starts.

The rules

The employer should explain to the employees the reason for the lay off or short-time working and keep employees informed of the situation during this time. In both cases these must be temporary situations and your employer must notify you to this effect before they start. The best way to do this is by using Part A of form RP9. If your employer fails to notify you of the lay off or short-time working, there could be a claim for statutory redundancy payment against your employer.

Your employer can lay you off or put you on short time if it is in your contract of employment or if it is custom and practice in your workplace. Otherwise your employer should not lay you off or put you on short time without your agreement. However if you do not agree you may be made redundant.

Employees are entitled to seek employment elsewhere while they are on temporary layoff. They can do this with or without a P.45 from their employer. This will not constitute a break in their service if and when they go back to work after the period of temporary layoff.

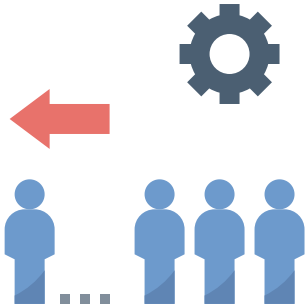
Selection of employees
When selecting employees for lay off or short-time working an employer should apply the same standard of selection criteria as for redundancy. The criteria should be reasonable and applied in a fair manner. For example, the custom and practice in the workplace may be last in, first out or the contract of employment may set out criteria for selection. Under employment equality legislation, the selection must not discriminate against employees on any of the following 9 grounds: gender, civil status, family status, age, disability, religious belief, race, sexual orientation or membership of the Traveller community.

Social welfare payments
If you are laid off or are on short-time working you may be entitled to Jobseeker's Benefit or Jobseeker's Allowance. If you are getting Family Income Supplement this may be affected by the reduction in your working hours.

Claiming redundancy
If a lay-off or a short-time situation exists and has continued for 4 weeks or more, or for 6 weeks in the last 13 weeks, you may give your employer a notice in writing of your intention to claim redundancy under the Redundancy Payments Acts 1967-2007. If the period of lay-off or redundancy has ended, you must do this within 4 weeks.

Unless your employer gives you a counter-notice within 7 days of your notice, you may be entitled to a redundancy payment provided that you qualify for redundancy. If your employer gives you a counter-notice within the allotted time, it must be to the effect that within 4 weeks of the date of your claim for redundancy, it will be possible to offer you not less than 13 weeks' work without lay off or short time.

You should note that if you claim redundancy in this way you are considered to have left your job voluntarily and therefore you will lose any right to notice from your employer under the Minimum Notice and Terms of Employment Acts 1973-2005. However if you have been laid off and you are subsequently made redundant by your employer you do not lose your notice entitlements.



Redundancy payment and notice when on short time
If you have been put on short time and then are made redundant your redundancy payment may be based on your pay for a full week. It has been the view of the Employment Appeals Tribunal that when a person is put on short time, that is, less than half their normal weekly earnings, the gross wage for the calculation of a redundancy lump sum is based on a full week's pay.

Notice: When your employer gives you notice, your notice entitlement is based on your full-time work. When you were put on short-time work, your contract of employment was temporarily suspended. When your employer decided to make you redundant, he or she had to re-activate your contract in order to dismiss you on grounds of redundancy. If you were made redundant and you were not required to work out your notice you are entitled to payment in lieu of notice which is your normal pay for that notice period. This means that your notice entitlement is based on the hours of work in your contract of employment, not on the short-time hours of work.

Duration of lay off or short time
If you do not wish to claim redundancy but the lay-off or short-time situation continues, the question arises as to whether it is a temporary situation. If it becomes apparent that it is no longer temporary then the situation is now a redundancy rather than a lay-off or short-time working. It is the employer who initially decides whether or not there is a redundancy situation. If there is a dispute about this it should be referred to the Employment Appeals Tribunal to make a decision.



NEW

NEW PAY-RELATED UNEMPLOYMENT BENEFIT

Jobseeker's Pay-Related Benefit (JPRB) is a payment you can get if you become unemployed. The amount of JPRB you get is directly linked to your earnings from work before you became unemployed, available from 31 March 2025. See www.citizensinformation.ie for more info.

Notice Periods
Below are the various notice periods your employer is required to give you in the event of redundancy.

Length of Service	**Minimum Notice**
Thirteen weeks to two years	One week
Two to five weeks	Two weeks
Five to ten years	Four weeks
Ten to fifteen years	Six weeks
More than fifteen years	Eight weeks

PAYSLIPS

Under Section 4 of the Payment of Wages Act 1991, your employer MUST supply you with a payslip. Failure to do so is against the law and you can be awarded up to 4 weeks pay if your employer does not supply you with one. Your payslip is a written statement from your employer, showing your gross pay (that means your total earnings before tax), PRSI and other deductions.

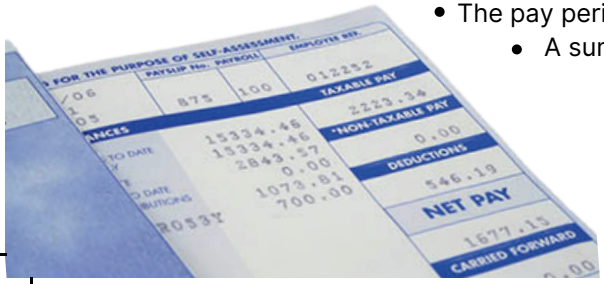
Your employer must give you a payslip every time they pay you, either when you get paid or shortly after. It can be either electronic or printed form. Your payslip can be used as proof of your earnings, tax paid and any pension contributions.

Your payslip must show:

- Your gross pay (see table below)
- Any deductions from your pay

Your payslip can also include:

- Your personal information, such as your name and PPS number
- Your employer's name and registration number
- The pay period (for example, 'Month 6' or 'June')
- A summary of your total pay for the year so far ('cumulative' pay)
- Your tax credits and cut-off point



What deductions can my employer make?

- The deduction is required by law, such as tax (PAYE) and social insurance (PRSI)
- Your contract says they can, for example, your occupational pension contributions
- They are taking back an overpayment of wages or expenses
- You have given your written consent, for example, for a trade union subscription
- They are required by a court order, for example, an 'attachment of earnings order' in a family law case
- You have not worked due to strike or industrial action

NOTE: Some employers deduct pay if they supply you with a service as part of the job, for example, a uniform, *but this does not include PPE*. They may also deduct pay if they suffer a loss because of something that is your fault, such as a breakage or till shortage. In these cases, a deduction is only allowed if:

- Your contract says they can
- It is fair and reasonable
- You get written notice it must be at least a week's notice if it is due to your mistake
- The deduction is no more than the loss or cost of the service
- The deduction takes place within 6 months of the loss or cost.



How much will my Unite membership cost?

ENHANCED

Full time:
€5.12 p/w or €22.19 p/m

Low Pay:
For members earning less than €28,000 per year (gross income across all employers)
€3.39 p/w or €14.69 p/m

Part time:
Up to 21 hours per week. Benefits are reduced by 50% for part time members
€3.05 p/w or €13.22 p/m

Apprentice:
€1.42 p/w or €6.15 p/m *(1st year)*
€2.41 p/w or €10.44 p/m *(2nd year)*
€3.32 p/w or €14.39 p/m *(3rd year)*
€4.26 p/w or €18.46 p/m *(4th year)*

RETIRED MEMBER PLUS

€0.65 p/w or €2.82 p/m

SPECIAL RATES

Community, full-time education and back to work memberships.
€0.70 p/w or €3.03 p/m

BENEFITS

All benefits have terms and conditions.

- **Dispute or lock out benefit:** €77 per day
- **Fatal accident benefit:** up to €55,000
- **Sickness benefit:** up to €30 per week for up to 51 weeks
- **Maternity and adoption benefit:** €12 per week for up to 39 week
- **Paternity benefit:** €18 per week for up to 2 weeks
- **Permanent disability benefit:** (due to an accident) up to €30,000
- **Loss of limb/eye/digit benefit:** (due to an accident) up to €12,500
- **Convalescence:** up to 2 weeks stay at The View Hotel Eastbourne (limited to one visit every 24 months)
- **Funeral benefit**
- **Unite legal services**
- **Legal helpline**
- **Discounted stays** at The View Hotel Eastbourne and Aloft Birmingham

ENHANCED
RMP
SPECIAL RATES

UNITE FIGHTING FOR JOBS ● PAY ● CONDITIONS
JOIN.UNITETHEUNION.ORG
UNITETHEUNION.ORG/IRELAND

UNITE FIGHTING FOR JOBS ● PAY ● CONDITIONS

UNITE LEGAL SERVICES

One of the key reasons to join Unite is access to quality legal services. We believe that the range and quality of the services provided by our solicitors is the best available to trade union members in Ireland, and most of them are free.

These include:

- **Employment Advice** – make sure you are represented at work
- **Personal Injury** – 100% compensation save for injuries board costs
- **Legal Helpline** – advice for any non work related issue
- **Legal Support** – advice for work related issues. Contact local Unite office.
- **Free Will** – available after 13 weeks membership

HOW TO JOIN ONLINE



Privacy Notice. For details as to how Unite will process your data please see Unite the Union's up to date privacy notice at unitetheunion.org/privacypolicy or contact your regional office for a copy.

UNITE FIGHTING FOR JOBS ● PAY ● CONDITIONS
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IF YOU'RE NOT IN A UNION,
YOUR EMPLOYER DECIDES
YOUR WORTH

ORGANISE

IF YOU'RE ORGANISED IN
A UNION, YOU DECIDE

