

# Payroll Adjustments 2025

## BREAKDOWN

### NATIONAL MINIMUM WAGE

The National Minimum Wage related to a normal working week shall be **increased**, with effect from 1st January 2024.

The national minimum wage of part-time employees shall be calculated **pro-rata** at the same hourly rate of a comparable whole-time employee.

**AGED BELOW 17 YEARS**  
**€212.16 PER WEEK**

**AGED 17 YEARS**  
**€215.00 PER WEEK**

**AGED 18 YEARS**  
**€221.78 PER WEEK**

The **2024** increase comprises a raise of **€8.24**, coupled with the **€12.81** Cost of Living Adjustment (COLA), a figure recalculated annually to reflect economic realities.

### VACATION LEAVE

An employee with a 40-hour working week is entitled to **224 hours** of paid annual leave.



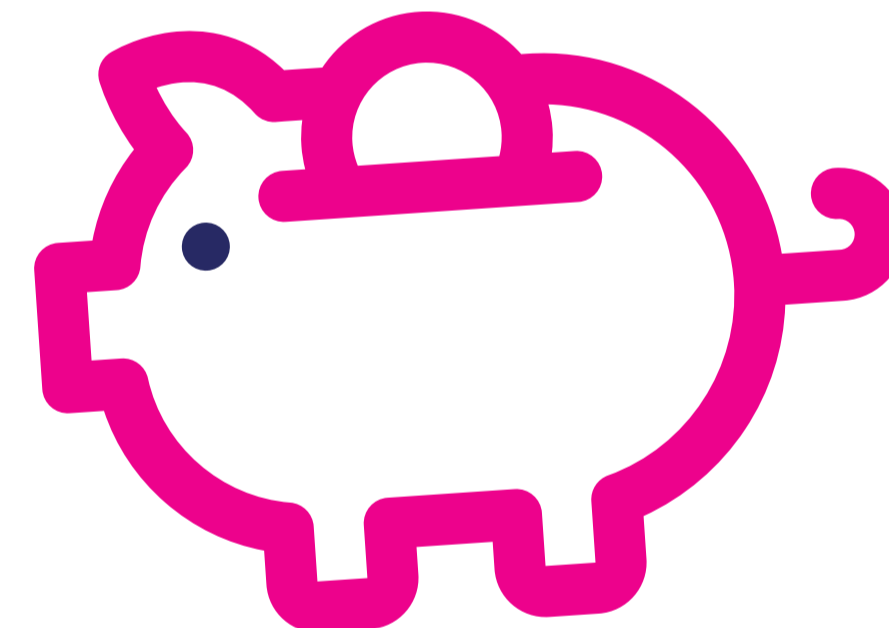
### COLA

The wages of whole-time employees shall be **increased by €5.24** per week, with effect from 1st January 2024.

The hourly rate of part-time employees shall be increased by the same amount as the increase in the hourly rate of a comparable whole-time employee.

### SHUTDOWN

The employer may utilise up to the equivalent in hours of **twelve working days** from the annual leave entitlement for the purposes of any type of shutdown.



### TAX RATES

#### NORMAL RATES

Tax bands will be widened in 2025. Workers will no longer have to pay tax on the first **€12,000** of their yearly income.

#### PART-TIME WORK

Tax rate applicable to income from part time work shall be taxed at the rate of **10%**.

#### OVERTIME

Individuals working in a non-managerial position and earning an annual base wage of not more than **€20,000** will be taxed at the rate of **15%** on their first **€10,000** of overtime income.