

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Salary		
Annual minimum wage increase takes effect	<p>Following a recommendation of the Low Pay Commission, the national minimum wage for an experienced adult worker increases from €9.55 to €9.80.</p> <p>Effective date: January 1, 2019.</p>	Check pay rates for experienced adult workers and increase if needed.
Family		
Introduction of paid parental leave scheme	<p>Parents can take 2 weeks' paid parental leave in their first year of parenthood. It is intended to increase this leave to seven weeks in the future.</p> <p>Effective date: November, 2019.</p>	Amend existing policies to provide for this entitlement and notify staff accordingly.
Labour standards		
Numerous changes to take effect under The Employment (Miscellaneous Provisions) Bill 2017	<p>(1) Employers must provide employees with certain terms of employment within five days of their start date.</p> <p>(2) Minimum payments (up to 3 times the usual hourly rate) must be paid where employees are called into work and sent home.</p> <p>(3) Prohibition on zero hours contracts except for genuine casual work, emergencies or for short-term absence relief.</p> <p>(4) Availability of banded hours contracts to help employees whose actual hours do not reflect their contracted hours.</p> <p>(5) Falsely holding an employee out as self-employed will be a standalone offence.</p> <p>Effective date: Spring 2019.</p>	<p>(1) Become familiar with the new rules and update internal practices accordingly.</p> <p>(2) Provide training to HR where required to ensure compliance</p> <p>(3) Take care when entering into contractor arrangements. If in doubt as to whether they are genuine, take legal advice to avoid liability.</p>
Discrimination		
Gender pay gap reporting to take effect	<p>The Gender Pay Gap Information Bill 2018 will apply to companies with more than 250 employees.</p> <p>Effective date: Late 2019.</p>	Gather gender pay data and implement appropriate systems to conduct a meaningful gender pay audit.

This is a high level general update only. Legal advice should be obtained on specific circumstances.