



An Roinn Fiontar,  
Trádála agus Fostaíochta  
Department of Enterprise,  
Trade and Employment

# Critical Skills Employment Permit Checklist

This checklist has been produced by the Employment Permits Division in the Department of Enterprise, Trade and Employment to assist with applications for Critical Skills employment permits.

To make an online application please log onto the Employment Permits Online System at: [Employment Permits Online System - DETE](#) but please read this document in full before beginning your application.

Whilst making the application you might find it useful to refer to our [User Guide](#) which can assist you step-by-step through the process

When applying for a Critical Skills Employment Permit a [Labour Market Needs Test](#) ((LMNT) is **not required** because the skills are identified as being in short supply.

The User Guide for employment permits online system (EPOS) is available here: [UserGuide\\_v2.pdf](#)

Below is a checklist of the documentation required to apply for a Critical Skills employment permit. The applicant can be either the employer or the employee.

## Employer Details

- Employer Registered Number (ERN) and Company Name Registered Number.
- Company/Business Registered Address.
- Registered Name of Company/Business and Trading Name (if different).
- If the employer is a Charity, provide the Charity Number.
- Type of Company. (Sole Trader, Limited etc.).
- Nature of Business. (Manufacturing, Software etc.)
- Number of EEA and/or Swiss Nationals (including Irish) currently in your employment.
- Number of non-EEA nationals currently in your employment.
- Confirm if any redundancies have taken place in last 6 months for same role.
- Name, position in company, phone number and email address for contact person.

## Employee Details

- Name, date of birth, gender, nationality, current address, telephone number, email address and PPS number (if you already have one).
- Passport number and expiry date (Passport must be valid for at least 6 months for a new employment permit and 3 months for a renewal employment permit).
- If you are resident in the State, you must confirm on what basis and provide your GNIB/Irish Resident's Permit Pin. This 6-digit registration number is located on the back of the Residence Permit Card.
- Confirm details of qualifications relevant to the role.
- Details of previous visa permissions or employments in the State.

## Details of Employment

- Title of Job.
- Detailed duties and responsibilities of role.
- Location of employment. (Prospective employee can only work at locations of employment as stated on application and noted on employment permit.)
- Proposed period of employment and proposed start date. The job offer **must be 2 years or more.**
- Details of qualifications/skills/knowledge or experience required for this role.
- Details of qualifications/skills/knowledge and experience of the non-EEA national.

- **Note on Qualifications:** A degree qualification or higher in the relevant field is required if the employment is one of the employments on the Critical Skills Occupations List with a minimum annual remuneration of €38,000.
- For all occupations with a minimum annual remuneration of €64,000, other than those on the Ineligible List of Occupation for Employment Permits the non-EEA national must have the necessary level of experience if they do not hold a degree qualification.

## Pay Details

- Total annual salary amount.
- Hourly and weekly rates of pay.
- Number of hours of work each week.
- Details any deductions from salary and what deductions are for.
- Confirm if deductions are taken for health insurance.

**Note on Pay:** Critical Skills Employment Permits must have a minimum salary of €38,000 based on a 39-hour week. This is an hourly rate of pay of €18.74. A 40-hour week must have a minimum salary of €38,974.36.

Where the minimum annual remuneration is €64,000 this is based on a 39-hour week and an hourly rate of pay of €31.56.

Salary refers solely to basic pay. Salary shall not include any bonuses, shift allowances, overtime etc.

## Paying for Permit

- Name of person making the payment, their company name (if applicable), telephone number and email address.
- Credit card details.

## Agent Details (If Applicable)

- Name, address, email, telephone number and contact person for Agent

## Other Information Required

- Signature pages signed by employer, employee, and agent (if applicable)
- Copy of employee's passport clearly showing his/her picture, personal details, date and signature. Passport must be valid for at least a further 6 months for a new employment permit and a further 3 months for a renewal employment permit.
- A clear copy of employee's current immigration stamp (if resident in the State) and visa (if applicable). GNIB/Irish Resident's Permit pin must also be provided.
- A passport type photo of employee.
- A statement issued by Revenue Commissioners showing the monthly statutory return made by the employer dated within the 3-month period preceding the application, or a receipt for such a return whether issued through ROS ([Revenue Online Service](#)) or evidence of payments made to the Revenue Commissioners through SEPA monthly direct debit payments made within the 3-month period preceding the application.
- Name, position in company, phone number and e-mail address for contact person.
- Copy of contract signed by employer and employee.
- Provide registration/pin or licence number if employment is required to be registered with regulatory bodies or Government Ministers. A full list of the employments that require registration is available on the DETE website: [Registration Bodies for certain employments](#)
- If the application is in respect of a Nurse who is in the State undergoing adaptation under the Atypical Working Scheme (AWS) provide a copy of the AWS permission letter.
- If application is supported by [IDA](#) / [Enterprise Ireland](#) for the purposes of the 50:50 rule.

## Contact details

Telephone queries to the Call Centre will be dealt with by Workplace Relations Customer Services.

**Phone:** +353 1 417 5333

**LoCall:** 0818 80 80 90

### OPENING HOURS

Monday to Friday

9:30am – 5:00pm

**Email:** [employmentpermits@enterprise.gov.ie](mailto:employmentpermits@enterprise.gov.ie)

This document is intended solely to assist the applicant in applying for an employment permit and is not a substitute for the relevant legislation and regulations governing employment permits.