An Roinn Fiontar,
Turasóireachta agus Fostaíochta
Department of Enterprise,
Tourism and Employment

Approved Seasonal Employer Application 2027

Guidance Note for Employers

Approved Seasonal Employer (ASE) are required to conform to the requirements of the employment permit legislation as well as other employment law. **There are specific requirements for the 2027 SEP scheme which should be noted:**

SEP Regulation Requirements 2027
• Employers must apply to be registered as **Approved Seasonal Employers prior to submitting applications for SEPs.** • The ASE is required to make arrangements to provide appropriate accommodation and health insurance to the SEP holder. • The minimum annual remuneration for the grant of a SEP is €32,691 pro rata. The cost of health insurance and accommodation expenses incurred by the ASE can be included, subject to National Minimum Wage legislation. • The ASE must conduct a labour market needs test (LMNT) and must comply with the 50:50 rule ratio. • The ASE is required to provide an overview of their recruitment supply chain. • The ASE must recruit nationals from either of the established partner countries. • The ASE must employ a minimum of 2 SEP holders and the employment must be of a seasonal and recurrent nature. • The employment season is from April to November and the employment permission will be from 3 to 7 months per year. • SEP holders must leave the State for at least 5 months to be eligible to return on a SEP the following year.

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Note

- ASEs will be invited to attend a SEP Information webinar prior to submitting applications for SEPs to ensure that any questions about the process are fully answered.
- The labour market needs test (LMNT) is a necessary component of applying for the majority of employment permit types. If the LMNT is not carried out correctly in line with employment permit requirements, the application will be subject to refusal, and the process will need to be restarted. As such, prior to publishing the LMNT, we recommend ASEs review the guidance and information notes available on the Employment Permits Unit webpages at: Labour Market Needs Test.
- The 50:50 rule requires that at least 50% of an organisations workforce are sourced from Irish/EEA/UK/Swiss nationals in order to access the Employment Permits system.
- The 2027 SEP scheme is limited in the number of subsectors (horticulture general); number of ASEs (6) and maximum number of SEPs (300) to allow DETE to fully assess the outcome of the programme.
- The application fee for SEPs has been waived for the 2027 scheme.

Economic Migration Policy Unit
Department of Enterprise, Tourism and Employment
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