



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

Health Care Assistant

General Employment Permit Checklist

This checklist has been produced by the Employment Permits Unit in the Department of Enterprise, Trade and Employment to assist with applications for General Employment Permits, with a specific focus on Health Care Assistant role.

To make an online application please log on to [Employment Permits Online](#) but please read this document in full before beginning your application.

General Employment Permits assume all occupations to be eligible unless otherwise specified under the list of [Ineligible Lists of Occupations for Employment Permits](#).

General employment permits may be obtained in respect of employment with a minimum annual remuneration (generally above €34,000). The prospective employee must possess the relevant qualifications, skills or experience that are required for the employment.

In respect of Health Care Assistants, a minimum annual remuneration of at least €30,000 is required. This is based on an a 39-hour working week. This is an hourly rate of pay of €14.79 A 40-hour week must have a minimum salary of €30,763.20 Salary refers solely to basic pay but may include Premium Payments where these are guaranteed. Salary shall not include any bonuses, shift allowances, overtime etc.

Regarding the requirement to ensure individuals working as Health Care Assistants have developed the skills and range of qualifications **at the time of renewal** of their general employment permit. An approach has been agreed to allow Health Care Assistants in possession of other relevant health and social care qualifications, comparable to a level 5 QQI, be deemed to have met the skills and proficiency requirements for the renewal of their general employment permit.

This process requires the clinical lead in the healthcare facility to certify that the individual has demonstrated their technical ability, qualifications and suitability to the Health Care Assistant role during their employment. The clinical lead, employee and employer will need to complete the required form and submit this to the Department of Enterprise, Trade and Employment as part of the application process for the renewal of the general employment permit.

When applying for a General Employment Permit a [Labour Market Needs Test](#) (LMNT) is required to be undertaken. In doing so, employers should note that vacancies should not be amended or extended, at any time, during the 28 days of advertising on the [JobsIreland](#) site.

Below is a Checklist of the documentation required to apply for a General Employment Permit for a Health Care Assistant. The applicant can be either the employer or the employee.

Employer Details

- Employer Registered Number (ERN) and Company Name Registered Number. Registered Name of Company/Business and Trading Name (if different).
- 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 the last 6 months for the same role.
- Name, position in company, telephone 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.
- Details of qualifications/skills/knowledge or experience required for this role.
- Details of qualifications/skills/knowledge and experience of the non-EEA national.

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: Annual remuneration figures indicated above are based on a 39-hour working week. In respect of a 40-hour week the salary would have to be adjusted upwards accordingly. 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

Advertisement

- Provide Department of Social Protection Employment Services/EURES Employment Network Reference Number of the advertisement for the job. Advert must run for 28 days continuously and unaltered on the [JobsIreland](https://www.jobsireland.ie) site before the

application can be made. Applications must be submitted within 90 days from the day in which the notice was first published.

- A copy of the advertisement for the job is required to be placed on a further online platform. Online platforms can be electronic system for the online publication of information that are easily accessible by Irish/EEA citizens including websites. They can include newspapers websites or dedicated employment websites. The advert must run for 28 days continuously and unaltered before the application can be made.
- Please ensure all advertisements provide the following information: A description of the employment; The name of the employer; The location(s) at which the employment will be carried out; The number of hours to be worked per week; The minimum annual remuneration.

Other Information Required

- Signature pages signed by employer, employee, and agent (if applicable). The “Work ID” on the signature pages **MUST** match the “Work ID” on the application form.
- 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 email 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](#)

Contact details

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

Phone: +353 1 417 5333

0818 80 80 90

OPENING HOURS

Monday to Friday

9:30am – 5:00pm

Email: 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.