

# Ireland Employee Benefits Research 2017

We deliver employee benefits solutions for employers in Ireland – the information below has been kindly provided by a sample of our clients.

Sector	Country of Origin	Number of Employees	Employer Pension Contribution	Pension Plan Eligibility	Life Cover	Long Term Disability	Health Insurance	Vacation Days	Sick Leave Entitlement	Maternity Benefit	Paternity Benefit	Company Days/Extras
IT	USA	400+	None	Day 1	4 x salary	75% salary less SIB	100% employee & 70% dependents	20 days, up to 23 days (3+ years service)	20 days	26 weeks full pay	4 weeks full pay	Birthday & up to 2 weeks at Christmas
IT	USA	10+	None	Day 1	3 x salary	75% salary less SIB	100% employee & 100% dependents	22 days	Discretionary	16 weeks full pay	Not disclosed	None
IT	Ireland	40+	5%	Day 1	4 x salary	66% salary less SIB	100% employee & 100% dependents	22 days	4 weeks, up to 8 weeks (5+ years service)	1+ years service: 26 weeks full pay plus optional further 16 weeks unpaid	3 days full pay	2 company days (Good Friday & Christmas Eve)
Telecom Services	Ireland	100+	Flexible benefit option	Day 1	4 x salary	None	Flexible benefit option	20 days, up to 26 days (5+ years service)	Discretionary	2+ years service: 26 weeks 50% pay; 3+ years: 26 weeks full pay	1+ years service: 2 weeks 50% pay; 2+ years: 2 weeks 75% pay; 3+ years: 2 weeks 100% pay	3 company days (Good Friday, Christmas Eve, New Years Eve) plus 1 YOLO day
Financial Services	Ireland	40+	5%	Day 1	4 x salary	None	100% employee	20 days	Discretionary	12 weeks full pay	Not disclosed	Study days & educational allowance up to €4k p.a.
IT	USA	200+	6%	Month 7	4 x salary	75% salary less SIB	100% employee & 100% dependents	25 days	10 days	Not disclosed	5 days full pay	None
Hospitality	Ireland	<10	3%	At year end	None	None	None	20 days	5 days	None	None	None
Medical Supplies	Ireland	90+	7% (mgt. only)	Day 1	4 x salary	75% salary less SIB (mgt. only)	None	21 days	Discretionary	None	None	None
IT	USA	10+	5%	Day 1	4 x salary	75% salary less SIB	100% employee & 100% dependents	Unlimited paid days	Unlimited paid leave	Not disclosed	Not disclosed	None
IT	Ireland	80+	None	n/a	6 x salary	None	100% employee	20 days + 1 day per year service	1+ years service: 15 days	26 weeks 50% pay	None	None
IT	USA	50+	4%	Month 4	4 x salary	75% salary less SIB	100% employee	20 days	10 days	6-12 months service: 6 weeks full pay; 12+ months service: 4 months full pay	6-12 months service: 6 weeks full pay; 12+ months service: 8 weeks full pay	None
IT	USA	<10	5%	Day 1	4 x salary	75% salary less SIB	100% employee & 100% dependents	20 - 25 days	4 weeks full pay	Not disclosed	Not disclosed	None
IT	USA	60+	50% match capped at €4k p.a.	Day 1	2 x salary	67% salary less SIB	100% employee & 100% dependents	20 days	10 days	26 weeks full pay	12 weeks full pay	2 paid volunteer days per calendar year
IT	USA	20+	4%	Month 4	3 x salary	60% salary less SIB	80% employee & 80% dependents	25 days	5 days	None	None	3 days for force majeure or family bereavement
Education	Ireland	10+	5%	Month 13	None	None	None	School holidays	Discretionary	Not disclosed	Not disclosed	Not disclosed
IT	USA	20+	4%	Day 1	4 x salary	75% salary less SIB	100% employee & 70% dependents	25 days	Discretionary	13 weeks full pay & 13 weeks 50% pay	4 weeks full pay	None
Fintech	USA	100+	3%	Day 1	4 x salary	75% salary less SIB	80% employee & 50% dependents	20 days	3 days	None	None	Extra day on anniversary start date
IT	USA	20+	n/a	n/a	4 x salary	75% salary less SIB	100% employee & 100% dependents	22 days	Discretionary	None	None	None
IT	USA	<10	4%	Month 4	4 x salary	None	100% employee	Not disclosed	Not disclosed	Not disclosed	Not disclosed	Not disclosed
IT	USA	<10	6%	Day 1	4 x salary	75% salary less SIB	100% employee & 50% dependents	Not disclosed	Not disclosed	Not disclosed	Not disclosed	Not disclosed
IT	USA	<10	5%	Day 1	4 x salary	75% salary less SIB	100% employee	Discretionary	Discretionary	None	None	None
Financial Services	Ireland	<10	5%	Day 1	4 x salary	75% salary less SIB	100% employee & 100% dependents	Discretionary	Discretionary	None	None	None