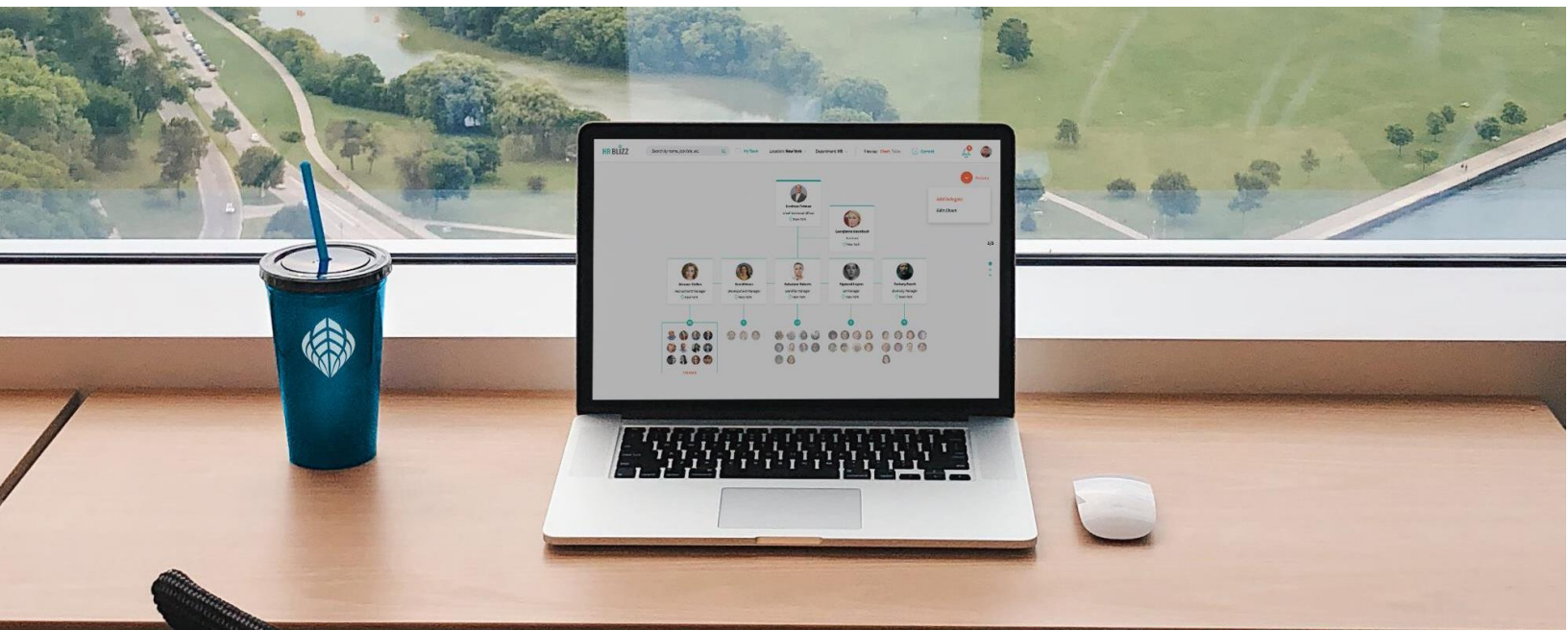




Simplifying Employment
Tasks Worldwide

Statutory Change Alert

Ireland – 2025 Budget Statement Changes – 1 January 2025



IRELAND



7 October 2024

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MERCANS

We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



Local Statutory Compliance – Forget the hassle of setting up branches abroad

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



Mercans at a Glance

160+ Countries	20 Years of Success	1K+ Payroll and HR Specialists
22k+ Clients Worldwide	97% Client Retention Rate	1.5X Annual Revenue Growth
95k+ Largest Single Country Payroll	25M+ Pay Slips per Annum	0 Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certificate certificate





Ireland – 2025 Budget Statement changes – 1 January 2025

On 1 October 2024, the minister of Ministers for Finance and Public Expenditure, NDP Delivery and Reform presented the 2025 budget statement. The following changes have been announced and are due to take effect from 1 January 2025.

1. Tax Rates and Tax Bands

Personal Circumstances	2024 (€)	2025 (€)
Single or widowed or surviving civil partner, without qualifying child	40 000 @ 20% Balance @ 40%	44 000 @ 20% Balance @ 40%
Single or widowed or surviving civil partner, qualifying for single person child carer credit	46 000 @ 20% Balance @ 40%	48 000 @ 20% Balance @ 40%
Married or in a civil partnership, one spouse or civil partner with income	51 000 @ 20% Balance @ 40%	53 000 @ 20% Balance @ 40%
Married or in a civil partnership, both spouses or civil partners with income	51 000 @ 20% with increase of 33 000 max. Balance @ 40%	53 000 @ 20% with increase of 35 000 max. Balance @ 40%



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As a result of the change in tax rates, emergency tax rates and tax bands will be adjusted as follows:

Personal Circumstances	2024 (€) – Cut off point	2025 (€) – Cut off point
Where employee provides a PPSN – First 4 weeks	42 000 @ 20% Balance @ 40%	44 000 @ 20% Balance @ 40%
Where employee does not provide a PPSN – First 4 weeks	0	0
Week 5 onwards – with or without PPSN	0	0

2. Tax Credits

Personal Circumstances	2024 (€)	2025 (€)
Single person	1 875	2 000
Married or in a civil partnership	3 750	4 000
Employee tax credit / Earned Income tax credit	1 875	2 000
Widowed person or surviving civil partner (without qualifying child)	2 415	2 540
Singel person child carer tax credit	1 750	1 900
Incapacitated child credit	3 500	3 800
Blind tax credit		
• Single person	1 650	1 950
• Married or in a civil partnership:		
○ one spouse or civil partner blind	1 650	1 950
○ both spouses or civil partners blind	3 300	3 900
Dependent relative	245	305
Home carer tax credit	1 800	1 950

3. Universal Social Charge (USC)

Personal Circumstances	2024	2025
Income up to 12 012	0.5%	0.5%
Income from 12 012.01 to 25 760	2%	n/a
Income from 12 012.01 to 27 382	n/a	2%
Income from 25 760.01 to 70 044	4%	n/a
Income from 27 382.01 to 70 044	n/a	3%
Income above 70 044	8%	8%

There are no changes to the reduced rates of USC.

4. Small benefits exemption

- the number of annual vouchers or benefits is increasing from the first two to the first five, and
- the exemption limit is increasing from €1 000 to €1 500.

5. Benefit in Kind (BIK) on Employer-Provided Vehicles

The following will apply for BIK on employer-provided vehicles for 2025:

- A reduction of €10 000 will apply to the original market value (OMV), to reduce the amount of BIK payable, for all cars in Category A, B, C and D (not E) and all vans.

6. Increase in National Minimum Wage for people aged 20 and above

The NMW will increase by 80 cents from €12.70 to €13.50 for people aged 20 and above per hour in respect of hours worked on or after 1 January 2025.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change.



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What Makes Mercans your HR and Payroll Partner of Choice?

We Simplify Employment Tasks Worldwide

Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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