

# International Recruitment

## Information Checklist on Moving to Ireland

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After a candidate accepts a position with you, it is good practice to send them a “Moving to Ireland” document **to ensure a smooth transition**. It should include information about adapting to life in Ireland (for example pension schemes and healthcare, popular markets, public travel information for the surrounding area). Below is a checklist to help you create your own “Moving to Ireland” document.

Topic	✓
<p><b>Climate (different seasons and temperatures)</b></p> <p><i>For example:</i> While the weather in Ireland can change quickly, the summers are temperate and sometimes wet, with temperatures reaching a high of approximately 24 degrees. The winters might dip below 0 to freezing but often would be in the range of 3-10 degrees.</p>	
<p><b>Time zone</b></p> <p><i>For example:</i> Ireland is (GMT+1), the same as Portugal, and it's one hour behind Spain and Italy.</p>	
<p><b>Irish culture</b></p> <p><i>For example:</i> The Irish are open, welcoming, and warm and their slogan perfectly embodies that – “Céad Míle Fáilte”, literally meaning “One hundred thousand welcomes”.</p>	
<p><b>The Irish language</b></p> <p><i>For example:</i> Everyone in Ireland speaks English as their primary language but a lot of Irish people also learn Irish (Gaelic) in schools as well. If you're interested in learning the language, you can do so on <a href="http://failteonline.ie">failteonline.ie</a></p>	
<p><b>Currency</b></p> <p><i>For example:</i> The currency in Ireland is the euro (€).</p>	
<p><b>Banks</b></p> <p><i>For example:</i> You have the option to choose from a number of banks, but Bank of Ireland and Allied Irish Bank (AIB) have offices in almost every city/town, which might come in handy when you need to go for an in-person meeting. Ulster Bank and KBC banks are leaving the Irish market and will no longer allow people to open bank accounts.</p>	
<p><b>Opening a bank account</b></p> <p><i>For example:</i> Within the first few days of your arrival, you should go to the nearest bank and open your bank account so the wages (salary) can be correctly transferred. You usually need a PPS number to do this, but more and more banks are willing to open an account without it.</p>	

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<p><b>Getting your PPS number</b></p> <p><i>For example:</i> A PPS number (tax number) is needed to start working in Ireland and you can apply for one online before you even travel to Ireland. You will need a letter from the employer, your National ID card/Passport, and an address where you will be staying. It can take up to a few weeks to get the number, so it is better to apply for it as soon as you sign an offer letter to ensure that you are not emergency taxed on your salary. If you do get emergency taxed, there is no need to worry, as it will be reimbursed in your next paycheck after your PPS number arrives.</p>	
<p><b>Registering your employment</b></p> <p><i>For example:</i> To avoid paying emergency tax, when you start your first job you need to notify Revenue as soon as possible and you can do it by opening myAccount. More info can be found <a href="#">here</a>.</p>	
<p><b>Tax</b></p> <p><i>For example:</i> In Ireland, the standard income tax rate is 20% and it's taxed up to a certain limit. In 2022, for a single person, the standard tax rate band taxed at 20% is up to €36,880 (this will change in 2023). This means anything you earn up to that amount is taxed at 20%. Any income above your standard rate band is taxed at a higher tax rate of 40%. To find out what the standard rate band is for you, check <a href="https://www.revenue.ie/en/jobs-and-pensions/calculating-your-income-tax/tax-rate-band.aspx">revenue.ie/en/jobs-and-pensions/calculating-your-income-tax/tax-rate-band.aspx</a></p>	
<p><b>Post Offices</b></p> <p><i>For example:</i> An Post is the state-owned provider of postal services in Ireland and is present in almost 1000 locations.</p>	
<p><b>Mobile Phones</b></p> <p><i>For example:</i> The three most used providers are Three Ireland, Vodafone, and Eir. You have the option of topping up or choosing from one of their monthly plans.</p>	
<p><b>Renting in Ireland</b></p> <p><i>For example:</i> The sites most often used for apartment hunting are <a href="https://www.daft.ie">daft.ie</a>, <a href="https://www.rent.ie">rent.ie</a>, and <a href="https://www.myhome.ie">myhome.ie</a>. One month's rent is often asked as a deposit, and you are usually asked to pay your rent one month in advance.</p>	

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<p><b>Travel to Ireland</b></p> <p><i>For example:</i> Ireland has three main airports – Dublin, Cork, and Shannon Airport. You can also fly into Northern Ireland airports if your hotel is in Donegal etc. You can also travel to Ireland via ferry from UK.</p>	
<p><b>Travel within Ireland</b></p> <p><i>For example:</i> Ireland has an extensive bus and train network connecting all the major cities. Keep in mind, buses and trains do not operate past certain hours so if you intend to get a late flight, first check what <u>bus</u> and <u>train</u> options you will have.</p>	
<p><b>Embassies</b></p> <p><i>For example:</i> A full list of embassies can be found <u>here</u>.</p>	
<p><b>Healthcare</b></p> <p><i>For example:</i> If you have been living in Ireland for at least a year or you intend to live here for at least one year, you are entitled to a range of public health services either free of charge or at reduced cost.</p> <p>The HSE provides public health and social care services to everyone living in Ireland. Information can be found at <a href="https://www.hse.ie">hse.ie</a>.</p> <p>If you're interested in private healthcare, you can choose from a <a href="#">number of providers</a>.</p>	
<p><b>Calendar throughout the year, events, etc.</b></p> <p><i>For example:</i> Ireland has 10 public holidays throughout the year. Most people who work in hospitality will generally work these days and either get paid extra or get another day off.</p>	
<p><b>Sports &amp; Leisure</b></p> <p><i>For example:</i> The most popular sports in Ireland include hurling and Gaelic football, but the beautiful scenery provides ample opportunities for hiking, cycling and any outdoor activity.</p>	

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<p><b>Supermarkets</b></p> <p><i>For example:</i> SuperValu, Lidl, Tesco, and Aldi all have more than a hundred stores across the country and provide a cost-friendly way of shopping.</p>	
<p><b>Opportunity for learning and progression in Ireland in T&amp;H career</b></p> <p><i>For example:</i> There are several institutions in Ireland that provide additional learning opportunities in Tourism and Hospitality sector:</p> <p><a href="https://supports.failteireland.ie/learning-hub">supports.failteireland.ie/learning-hub</a></p> <p><a href="https://courses.ie/course-category/tourism-hospitality">courses.ie/course-category/tourism-hospitality</a></p>	
<p><b>Career pathways or progression from roles</b></p> <p>If you offer additional training or have a structured progression plan, adapt this part to mirror that.</p>	
<p><b>Opportunity for learning and progression in Ireland</b></p> <p><i>For example:</i> There are a number of in-person and online courses and colleges to choose from in Ireland, with majority of them being in Dublin. You can see all your options <a href="#">here</a>.</p>	
<p><b>Education in general (for children, college students)</b></p> <p><i>For example:</i> In Ireland, you have the option to enrol your children in private schools, which start at about €5000 per annum. Alternatively, there is an excellent state-run education system for children from the age of 4 years to 18 years. This is free and paid for by the government.</p> <p><a href="https://citizensinformation.ie/en/education">citizensinformation.ie/en/education</a></p> <p>With regards to colleges, there are plenty options to choose from. You can also choose whether you attend them part-time or full-time, whether you're going for a specific course or a full degree. And you can also choose, for some, whether you'll be attending in person or online.</p> <p><a href="https://educationinireland.com">educationinireland.com</a></p>	

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<p><b>Cultural awareness around setting up a life in Ireland.</b></p> <p><i>For example:</i> Ireland was voted the friendliest country in Europe in 2022 and business etiquette is considered the easiest to understand in Europe.</p>	
<p><b>Relocation assistance</b></p> <p><i>For example:</i></p> <ul style="list-style-type: none"><li>• Employer-provided assistance</li><li>• EURES eligibility</li></ul>	
<p><b>Accommodation</b></p> <p>Adapt this part to your own opportunities. If you are offering temporary or long-term accommodation, be clear about the accommodation options (single/shared/ensuite) as well as the costs – rent cost, utilities, food etc.</p>	