



STATUTORY INSTRUMENTS.

S.I. No. 620 of 2024



SECTORAL EMPLOYMENT ORDER (CONSTRUCTION SECTOR)
2024

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SECTORAL EMPLOYMENT ORDER (CONSTRUCTION SECTOR) 2024

WHEREAS I, EMER HIGGINS, Minister of State at the Department of Enterprise, Trade and Employment being in receipt of a recommendation from the Labour Court under section 16 of the Industrial Relations (Amendment) Act 2015 (No. 27 of 2015) and being satisfied, having regard to the report referred to in subsection (3)(b) of that section accompanying the recommendation, that Chapter 3 of Part 2 of that Act has been complied with:

NOW, I, EMER HIGGINS, in exercise of the powers conferred on me by subsection (1) of section 17 of the Industrial Relations (Amendment) Act 2015 (No. 27 of 2015) (as adapted by the Enterprise, Trade and Innovation (Alteration of Name of Department and Title of Minister) Order 2020 (S.I. 519 of 2020) and the Enterprise, Trade and Employment (Delegation of Ministerial functions) Order 202 (S.I. 165 of 2024)) hereby make the following order with respect to which, pursuant to subsection (4) of section 17 of that Act, a draft has been laid before each House of the Oireachtas and a resolution approving of the draft has been passed by each such House:

1. This Order may be cited as the Sectoral Employment Order (Construction Sector) 2024.
2. This Order comes into operation on the 1 August 2025.
3. This Order confirms the terms of the recommendation set out in the Schedule.

SCHEDULE

Recommendation of the Court made under Section 16 of the Industrial Relations (Amendment) Act, 2015 to amend its previous Recommendation confirmed by the Minister in S.I. No. 234 of 2019 and further amended by S.I. 598 of 2021 and S.I. 207 of 2023 (Referred to collectively as the order). The amendment should be by way of insertion of the following provisions into that order under the heading of Pay Pates, Pension Scheme and Sick Pay

(1) That the order be amended so as to delete the text in the section headed pay rates contained therein and to replace the text with the following;

The following minimum hourly rates of basic pay will apply in the sector from

1st August 2025 to 31st July 2026

Craftsperson	€23.00 per hour
Category A Worker	€22.32 per hour
Category B Worker	€20.71 per hour

Apprentice

Year 1 - 33.33% of Craft Rate

Year 2 - 50% of Craft Rate

Year 3 - 75% of Craft Rate

Year 4 - 90% of Craft Rate

A minimum hourly rate of basic pay of **€16.74** will apply for two years after entrance to the Sector to all New Entrant Operative Workers who are over the age of 18 years and entering the sector for the first time.

The following minimum hourly rates of basic pay will apply in the sector from

1st August 2026

Craftsperson	€23.74 per hour
Category A Worker	€23.03 per hour
Category B Worker	€21.37 per hour

Apprentice

Year 1 - 33.33% of Craft Rate

Year 2 - 50% of Craft Rate

Year 3 - 75% of Craft Rate

Year 4 - 90% of Craft Rate

A minimum hourly rate of basic pay of **€17.28** will apply for two years after entrance to the Sector to all New Entrant Operative Workers who are over the age of 18 years and entering the sector for the first time.

(2) That the order be amended so as to delete the text in the section headed Minimum Pension Contribution contained therein and to replace the text with the following;

Minimum Pension Contribution

Pension Contribution from 1st August 2025 to 31st July 2026

Employer daily rate - **€6.37** (weekly **€31.87**)

Employee daily rate - **€4.25** (weekly **€21.27**)

Total contribution daily into the scheme per worker - **€10.63** (weekly **€53.14**)

Pension Contribution from 1st August 2026

Employer daily rate - **€6.58** (weekly **€32.89**)

Employee daily rate - **€4.39** (weekly **€21.95**)

Total contribution daily into the scheme per worker - **€10.97** (weekly **€54.84**)

(3) That the order be amended so as to delete the text in the section headed Sick pay contained therein and to replace the text with the following;

Sick Pay

Weekly contribution with effect from the date of the coming into operation of the order:

Employer **€2.37**

Employee **€0.63**

Total weekly contribution - **€3.00**

GIVEN under my hand,
7 November 2024

EMER HIGGINS,
Minister of State at the Department of Enterprise, Trade and
Employment

BAILE ÁTHA CLIATH
ARNA FHOILSIÚ AG OIFIG AN tSOLÁTHAIR
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