



STATUTORY INSTRUMENTS.

S.I. No. 472 of 2025

NATIONAL MINIMUM WAGE ORDER 2025

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I, PETER BURKE, Minister for Enterprise, Tourism and Employment in exercise of the powers conferred on me by subsection (1)(a) of section 10D (inserted by section 8 of the National Minimum Wage (Low Pay Commission) Act 2015 (No. 22 of 2015)) of the National Minimum Wage Act 2000 (No. 5 of 2000), and by section 3(1) of the National Minimum Wage Act 2000:

Having received on 15th July 2025, a recommendation from the Low Pay Commission under subsection (1) of section 10C (inserted by section 7 of the National Minimum Wage (Low Pay Commission) Act 2015) of the National Minimum Wage Act 2000, and having considered the recommendation, hereby order as follows:

1. (a) This Order may be cited as the National Minimum Wage Order 2025.
(b) This Order comes into operation on 1 January 2026.
2. It is hereby declared that the national minimum hourly rate of pay for the purposes of the National Minimum Wage Acts 2000 and 2015 shall be €14.15.
3. The national minimum hourly rate of pay may include the following allowances:
 - (a) for board only, €1.27 per hour worked
 - (b) for lodgings only, €33.42 per week, or €4.77 per day.



GIVEN under my Official Seal,
8 October, 2025.

PETER BURKE T.D.,
Minister for Enterprise, Tourism and Employment.

EXPLANATORY NOTE

(This note is not part of the Instrument and does not purport to be a legal interpretation.)

This Order sets the national minimum hourly rate of pay from 1 January 2026 at €14.15, and the board and lodging rates as follows:

Lodgings: €33.42 per week, or €4.77 per day.

Board: €1.27 per hour worked.

BAILE ÁTHA CLIATH
ARNA FHOILSIÚ AG OIFIG AN tSOLÁTHAIR
Le ceannach díreach ó
FOILSEACHÁIN RIALTAIS,
BÓTHAR BHAILE UÍ BHEOLÁIN,
CILL MHAIGHNEANN,
BAILE ÁTHA CLIATH 8,
D08 XAO6

Tel: 046 942 3100
r-phost: publications@opw.ie

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