ZEDRA Local Country Guide Payroll Capabilities

Ireland

Reports

Ireland payroll systems will output the following local payroll reports. These are available in English language:

- Gross to net report
- Pension report
- PAYE liability
- Bulk payslip PDF report
- Additional reports can be made as required based on the client needs

Country Specific Commentary

Specific requirements in-country include:

- Auto-enrolment scheme in place since the 1st of Jan 2026 https://myfuturefund.ie/login employers must be registered on the portal.
- USC - additional tax paid by every taxpayer earning over €13,000. Not included as Income Tax under Double Taxation rules
- Real time reporting – Revenue must be notified of payments on or before the payment date.
- Enhanced Reporting Requirements – certain non-taxable items such as travel and subsistence must be reported to Revenue on or before the payment date. Can be done as part of the payslip.
- Tax certificates – must be received from Revenue by way of an RPN. To get a tax certificate the employee must register themselves with Revenue on My Account MyAccount
- Taxes are collected at the end of the following month.
- Employer Social Insurance (PRSI) is paid on top of Gross Pay.
- Statutory Sick pay is payable for up to 5 days certified sick by the employer.
- Minimum Hourly Rates

Local System Functionality

Local system capabilities in-country include:

- Fully Revenue Compliant
- Calculations of Benefits in Kind
- Employee Portal for payslips or email directly to employees from the system

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- The employee portal can also be used for annual leave management & keeps a historic record
- Payroll Journal API built in
- Can support multiple payment frequencies
- Auto-Enrolment management, welcome letters can be sent directly from the system

Additional Services

It is possible that additional local services may be required in specific local countries to support the global standard operating model. Below are a list of additionally chargeable services for your consideration:

- Employer portal registration for My Future Fund
- Application for an A1 certificate
- Basic Contracts for employees
- Full Accountancy Services in-house