



**An Bille um Pá Íosta Náisiúnta (Daoine Óga, Printísigh agus Intéirnígh a
Áireamh), 2025**

**National Minimum Wage (Inclusion of Young Persons, Apprentices and Interns)
Bill 2025**

Mar a tionscnaíodh

As initiated



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ACTS REFERRED TO

Industrial Training Act 1967 (No. 5)

Labour Services Act 1987 (No. 15)

National Minimum Wage Act 2000 (No. 5)

National Minimum Wage Acts 2000 and 2015



**AN BILLE UM PÁ ÍOSTA NÁISIÚNTA (DAOINE ÓGA, PRINTÍSIGH AGUS
INTÉIRNIGH A ÁIREAMH), 2025
NATIONAL MINIMUM WAGE (INCLUSION OF YOUNG PERSONS, APPRENTICES
AND INTERNS) BILL 2025**

Bill

entitled

An Act to provide for the entitlement of employed young persons to the full national minimum hourly rate of pay; to provide for the inclusion of apprentices within the application of the National Minimum Wage Acts 2000 and 2015; to provide for the payment of the national minimum wage to certain persons doing work as interns or on work experience; for these purposes to amend the National Minimum Wage Act 2000 ; and to provide for related matters. 5 10

Be it enacted by the Oireachtas as follows:

Definition

1. In this Act, “Act of 2000” means the National Minimum Wage Act 2000.

Amendment of Act of 2000: young persons

2. The Act of 2000 is amended— 15
- (a) by the deletion of section 14 and the substitution of the following:
- “14. Subject to sections 17, 18 and 41, an employee shall be remunerated by his or her employer in respect of the employee’s working hours in any pay reference period, at an hourly rate of pay that on average is not less than the national minimum hourly rate of pay.”, 20
- and
- (b) by the deletion of section 15.

Amendment of Act of 2000: apprentices

3. The Act of 2000 is amended—
- (a) in section 2(1), in the definition of “contract of employment”, by the deletion of paragraph (a) and the substitution of the following: 25
- “(a) a contract of service or apprenticeship (including an apprenticeship within the meaning of or under the Industrial Training Act 1967 or

the Labour Services Act 1987), or”,

and

(b) in section 5, by the deletion of subsection (1)(b).

Amendment of Act of 2000: interns

4. The Act of 2000 is amended in section 2 by the insertion of the following subsection 5
after subsection (2)—

“(2A) (a) Subject to paragraph (b), a person (‘the worker’) who does more
than 30 hours of work within any period of four weeks for another
person is an employee for the purposes of this Act, notwithstanding
that— 10

(i) he or she has not entered into and does not work under a
contract of employment, and

(ii) he or she is referred to or described as a trainee or an intern or
as a person on work experience.

(b) Paragraph (a) does not apply if the worker does not expect and has 15
no reason to expect payment for his or her work, and—

(i) the work is done for charitable or philanthropic reasons, or

(ii) (I) the worker is undergoing a programme of education and
training leading to an award recognised by the
Qualifications and Quality Assurance Authority of Ireland, 20
and

(II) work of the nature done by the worker is prescribed by the
education and training provider concerned for persons
undertaking that programme.”.

Short title, collective citation and construction 25

5. (1) This Act may be cited as the National Minimum Wage (Inclusion of Young Persons,
Apprentices and Interns) Act 2025.

(2) This Act and the National Minimum Wage Acts 2000 and 2015 may be cited together
as the National Minimum Wage Acts 2000 to 2025 and shall be construed together as
one Act. 30

An Bille um Pá Íosta Náisiúnta (Daoine Óga,
Printísigh agus Intéirigh a Áireamh), 2025

BILLE

(mar a tionscnaíodh)

dá ngairtear

Acht do dhéanamh socrú maidir le daoine óga fostaithe a bheith i dteideal an lánráta pá íosta náisiúnta san uair an chloig; do dhéanamh socrú maidir le printísigh a áireamh laistigh d'fheidhm na nAchtanna um Pá Íosta Náisiúnta, 2000 agus 2015; do dhéanamh socrú maidir leis an bpá íosta náisiúnta a íoc le daoine áirithe a bheidh ag obair mar intéirigh nó ag gabháil do thaithí oibre; chun na gcríoch sin, do leasú an Achta um Pá Íosta Náisiúnta, 2000; agus do dhéanamh socrú i dtaobh nithe gaolmhara.

*Na Seanadóirí Nessa Cosgrove, Laura Harmon,
Malcolm Noonan agus Patricia Stephenson a thug
isteach,,*

9 Nollaig, 2025

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Young Persons, Apprentices and Interns) Bill
2025

BILL

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*Introduced by Senators Nessa Cosgrove, Laura
Harmon, Malcolm Noonan and Patricia Stephenson,*

9th December, 2025

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ARNA FHOILSIÚ AG OIFIG AN tSOLÁTHAIR
Le ceannach díreach ó

FOILSEACHÁIN RIALTAIS,
BÓTHAR BHAILE UÍ BHEOLÁIN, CILL MHAIGHNEANN,
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