



STATUTORY INSTRUMENTS.

S.I. No. 326 of 2025



EMPLOYMENT REGULATION ORDER (SECURITY INDUSTRY JOINT
LABOUR COMMITTEE) 2025

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EMPLOYMENT REGULATION ORDER (SECURITY INDUSTRY JOINT
LABOUR COMMITTEE) 2025

WHEREAS I, ALAN DILLON, Minister of State at the Department of Enterprise, Tourism and Employment, being in receipt of proposals of the Security Industry Joint Labour Committee that have been adopted by the Labour Court and forwarded to me under subsection (1) of section 42C (inserted by section 12 of the Industrial Relations (Amendment) Act 2012 (No.32 of 2012)) of the Industrial Relations Act 1946 (No. 26 of 1946) and being satisfied that sections 42A and 42B of that Act have been complied with and considering it appropriate to do so:

NOW, I, ALAN DILLON, in exercise of the powers conferred on me by subsection (2) of section 42C (inserted by section 12 of the Industrial Relations (Amendment) Act 2012 (No. 32 of 2012)) of the Industrial Relations Act 1946 (No. 26 of 1946) (as adapted by the Enterprise, Trade and Employment (Alteration of Name of Department and Title of Minister) Order 2025 (S.I. No. 172 of 2025) and the Enterprise, Tourism and Employment (Delegation of Ministerial Functions) Order 2025 (S.I. No. 240 of 2025) hereby make the following order:

1. This Order may be cited as the Employment Regulation Order (Security Industry Joint Labour Committee) 2025.
2. This Order amends the Employment Regulation Order (Security Industry Joint Labour Committee) 2024 (S.I. No. 319 of 2024).
3. This Order shall come into effect from the 22 July 2025.
4. This Order gives effect to the proposals set out in the Schedule.

[Proposed Amended Minimum Rates of Pay for an Employment Regulation Order for the Security Industry as adopted by the Security Industry Joint Labour Committee in January 2025. This proposal seeks to amend S.I. No. 319 of 2024]

That paragraph (1) of Section 1 of Part II of Employment Regulation Order (Security Industry Joint Labour Committee) S.I. No. 319 of 2024 is hereby amended by –

the substitution of the figure of €14.50 with the figure of €15.41.

That paragraph (2) of Section 1 of Part II of Employment Regulation Order (Security Industry Joint Labour Committee) S.I. No. 319 of 2024 is hereby amended by –

the substitution of:

From the date of this Order, a minimum payment of €12.60 per shift.

To increase to €16.80 per shift — from 1st January 2025

To increase to €20.00 per shift —from 1st January 2026

For clarity, those currently not in receipt of an unsocial hours premium or in receipt of an unsocial hour's premium of less than €12.60 per shift, must receive a minimum payment of €12.60 per shift where three hours are worked from the date of this Order. Existing unsocial premium payments in excess of €12.60 per shift will not increase or decrease as per section 21 of this agreement until the appropriate date as above.

with the following:

Increase to €20.00 per shift — from 1 January 2026

GIVEN under my hand,
15 July 2025

ALAN DILLON,
Minister of State at the Department of 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 fixes the statutory minimum rates of remuneration and other conditions of employment for Security Industry workers.

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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