



New ERO for the Security Industry

An amendment to the Employment Regulation Order (ERO) for the security industry came into effect on **28 September 2026 with the minimum rate of pay for security guards increasing from €15.41 to €16.15 per hour**. The national statutory minimum wage rate is currently €14.15 per hour.

The new ERO was signed into law by Alan Dillon T.D., Minister of State at the Department of Enterprise, Tourism and Employment. It covers legally enforceable minimum pay rates, terms, and working conditions for **licensed security guards**. Further information can be found [here](#).

The PSA licensing standard PSA28:2013 requires contractors to comply with legally enforceable legislation in relation to pay rates and conditions. The PSA, through its inspection regime, will monitor compliance with the new ERO and will take action against those found to be non-compliant.

IMPORTANT: Further Information on the ERO, including whether and how it applies to you, can be obtained from the [Workplace Relations Commission](#) by phone on 0818 80 80 90 or on their website at www.workplacerelations.ie

Anti-Human Trafficking Day

Anti-Human Trafficking Day takes place on **18 October 2026**. The PSA recognises the importance of raising awareness of human trafficking and the collective role that individuals and organisations can play in preventing exploitation and protecting vulnerable people.

This year also marks the third anniversary of the PSA's partnership with MECPATHS. Through this collaboration, the PSA was the first statutory body in Ireland to require anti-child trafficking awareness training for all licence applicants in the Door Supervisor, Event Security and Security Guarding sectors. Since the introduction of the programme, more than 27,500 security personnel have completed the training, helping to strengthen awareness, vigilance and safeguarding capabilities across the private security industry.

To mark three years of this successful partnership, MECPATHS has issued a press release reflecting on the achievements of the initiative and its impact to date. The press release can be viewed [here](#). For further information or to learn more about MECPATHS training, visit www.mecpaths.com.

Garda Vetting - Children & Vulnerable Persons

All applicants for a PSA licence are vetted by An Garda Síochána. In addition, under Ireland's National Vetting Framework, **organisations employing individuals in positions involving regular and necessary contact with children or vulnerable persons** have a separate legal obligation to obtain vetting disclosures from the National Vetting Bureau before those individuals can commence work.

This will include (and is not limited to) security services at a hospital, residential service, leisure or sporting centre, school or childcare service. Any queries on the matter should be addressed to the provider of the types of work/activities listed in the **National Vetting Bureau (Children and Vulnerable Persons) Act 2012**. The information Note [PSA 56](#) has more details.

Protected Disclosures

A Protected Disclosure is a report made by a worker who reasonably believes that wrongdoing has occurred in a work-related setting. Protected Disclosures help promote transparency, accountability and high standards across the private security industry. Concerns can relate to a range of issues, including breaches of legal obligations, risks to public safety, or other serious wrongdoing encountered in the course of work.

The PSA is committed to ensuring that all Protected Disclosures are handled confidentially, fairly and in accordance with the law. Individuals who make a protected disclosure are protected from penalisation for raising concerns in good faith.

Further information on making a Protected Disclosure is available on the PSA website [here](#). Workers who are unsure whether their concern qualifies under the Protected Disclosures Act 2014 or the Protected Disclosures (Amendment) Act 2022 Act, are encouraged to seek advice before making a report.



Enforcement Update

We publish details of all revoked and suspended licences on our website in real time. You can find details on all Contractor and Employee suspensions and revocations since 1 January 2023 [here](#).

Help us by reporting illegal activity in the security industry. Report your concerns [here](#) or by email to enforcement@psa.gov.ie.

Installers of Alarms at premises containing firearms

Please be advised that all installers of alarms at premises where firearms are being stored should ensure that the alarm installation is meeting the relevant legal requirements.

Currently, these are S.I. 307/2009 Firearms (Secure Accommodation) Regulations (home requirements) and S.I. 646/2017 Firearms (Storage of Firearms and Ammunition by Firearms Dealers) Regulations 2017.

Clause 7.2.2 of Standard **PSA 74/2019** states 'Organisations shall be familiar with all legislation relevant to the provision of their business'. It is a licensing requirement that all contractors obtain and maintain certification to the prescribed industry standards.

If you have any queries in relation to these particular statutory instruments **please contact your local Crime Prevention Officer of An Garda Síochána**. Please click on the link for location details of [Crime Prevention officers](#).

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