



Key Changes to Ireland Compliance Regulations

Q2 2026 Edition

✓ **Leave Law Updates**



Ireland Compliance Watch

Q2 2026

This bulletin is for informational purposes only and is not meant to provide legal advice. Recipients should consult with counsel before taking any actions based on the information contained within this material.

Welcome to the latest edition of Compliance Watch—Legion’s quarterly bulletin highlighting key compliance updates. This issue includes information and resource links to help you monitor new employment laws and simplify managing and maintaining compliance. This edition focuses on recent and planned updates for Ireland.

Leave Law Updates

Ireland’s Sick Leave Act 2022 was originally intended to phase up to seven days of paid sick leave in 2025 and 10 days in 2026. However, the government paused the planned expansion, citing the cumulative cost impact on businesses, particularly in retail and hospitality.

The entitlement currently remains at five days per year, with no waiting period and a medical certificate required from day one. Any future increase will depend on a review of ESRI research.

How Can Legion Help?

With the Legion Time-Off Management module, employers can easily configure accrual distribution methods and quantities within the Legion WFM Control Center. This gives organizations complete control over how time off is earned and allocated. Accrual rules are highly flexible, allowing rules for specific time-off reasons to be configured at the employee-group level. This level of customization helps organizations tailor time-off policies to the unique needs of their workforce.

In addition to configuring accrual rules, Legion allows customers to define which pay types contribute to accrual totals. This helps align time-off accruals with payroll processes, improving both accuracy and efficiency.

Legion’s user-friendly experience also extends to employees. Through the mobile app or web console, employees can easily view accrual balances and history, submit time-off requests, and track request statuses directly from their profiles. This self-service capability increases transparency and streamlines the time-off request process.

Legion’s Time-Off Management module also provides managers with powerful tools to review and manage employee time-off requests. Managers can assess requests and make informed decisions based on staffing needs at each location, helping organizations remain agile and operationally efficient while supporting employee needs.

Resources

[Statutory Sick Pay](#)