



Our Ref: AO/9/4262
Application ID: EP-JYM104/21
Employee ID: 04072341AA

12/02/2022

Naveen Banagani
15 Clan House,
22/23 Upper Dominic Street
Galway
H91Vx03
Ireland

Re:

Changes to issuing of hard copy employment permit as a result of Covid-19

Employment Permit in respect of: Naveen Banagani

Dear Sir/Madam

I am directed by the Minister of Enterprise, Trade and Employment to inform you that an employment permit has been granted in accordance with Section 8 of the Employment Permits Act 2006 as amended. However, due to the Covid-19 public health emergency the Department of Enterprise, Trade and Employment is currently not printing original and certified copies of employment permits which have issued. Instead, and on an interim basis until further notice, DETE is issuing the attached electronic version of the employment permit as proof of an employment permit having issued for the named employee.

This letter should be held by the employee and presented to immigration officials, along with the electronic version of the employment permit contained herein, for verification purposes.

In time, and when possible, the original and certified copies of the employment permit will be distributed by DETE to both employee and employer as per normal arrangements.

A summary of your principal employment rights are also included with this letter.

The details shown on your employment permit are as follows:

Name:	Naveen Banagani
National of:	India
Date of Birth:	10/07/1995
Passport No:	S7637337
Employment Permit Type:	Critical Skills Employment Permit
Type of Employment:	Software Tester, Senior Consultant, UKI Technology Consulting
Period of Employment:	From 12/02/2022 to 11/02/2024

Please note that this permit relates to employment only and it is not a residence permit or a permission to enter Ireland. Persons who are nationals of countries that are visa required for travel to Ireland must make a visa application through www.inis.gov.ie. In the visa application you will be required to submit evidence of your professional qualifications, if required, as well as evidence of previous work experience, if required.

Visa required and Non-Visa required persons must have at all times:

- (a) current appropriate permission from the immigration authorities which allows you to enter, reside and undertake employment in the State, and
- (b) an up to date passport.

You should notify this office if there is any change in the details supplied by you in respect of this application.

Yours faithfully

Laura Horohan
Employment Permits Section

On the 6th March 2019, Heather Humphreys TD, Minister for Business, Enterprise and Innovation, and Charlie Flanagan TD, Minister for Justice and Equality, announced changes to immigration arrangements for spouses and partners of Critical Skills Employment Permit (CSEP) holders and Researchers under a Hosting Agreement as provided for under the EU Third Country Researchers Directive (Council Directive 2005/71/EC).

These changes allow for spouses and partners of CSEP holders and Researchers under Hosting Agreements to access the labour market without the need for an employment permit. These changes take immediate effect.

The Irish Naturalisation and Immigration Service (INIS) of the Department of Justice and Equality will grant eligible spouses and partners of CSEP holders and Researchers under Hosting Agreements permission to reside in this State on Stamp 1G Conditions without the need to obtain a Dependant/Partner/Spouse Employment Permit from the Department of Enterprise, Trade and Employment. This means that eligible spouses and partners of CSEP holders and Researchers under Hosting Agreements may access the labour market when they receive this Stamp 1G, and no longer need to obtain a Dependant/Partner/Spouse Employment Permit.

An eligible Dependant of a CSEP Holder or Researcher under a Hosting Agreement still requires an Employment Permit to work in the State. Further information is available at the following link: <https://enterprise.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Permit-Types/Dependant-Partner-Spouse-Employment-Permit/>

Details on the new immigration arrangements, and how to apply, are available from the INIS website - <http://www.inis.gov.ie/en/INIS/Pages/revised-immigration-arrangements-for-the-spouses-and-de-facto-partners-of-critical-skills-employment-permit-holders>

INIS has also produced an FAQ document on the new immigration arrangements which is available at the following link - <http://www.inis.gov.ie/en/INIS/faq-spouse-partner-csep.pdf/Files/faq-spouse-partner-csep.pdf>

Any queries on the new arrangements should be directed to INIS, contact details are included in the above link.

Employment Permits Section



An Roinn Fiontar, Trádála agus Fostaíochta
Department of Enterprise, Trade and Employment

File No: AO/9/4262

CRITICAL SKILLS EMPLOYMENT PERMIT

This is to certify that the Minister for Enterprise, Trade and Employment permits the employment under section 3A(2)(a) of the Employment Permits Act 2006 (as amended) of the Foreign National named below.

A person who contravenes section 2 of the Employment Permits Act 2003 (as amended), relating to the employment of Foreign Nationals, is guilty of an offence.

Permit valid from 12/02/2022 to 11/02/2024

CERTIFIED COPY

For Minister

Signature

Date

Note: In accordance with section 24(1) of the Employment Permits Act 2006 (as amended), should the Permit Holder named below, for any reason, cease to be employed by this employer in this employment during the period of validity specified, this permit and any copies thereof must be returned immediately to the Department of Enterprise, Trade and Employment.

This permit is issued on the basis that the salary to be paid to the named Foreign National is, at a minimum, the national minimum hourly rate of pay or a rate of pay provided for in section 12(6)(b) of the Employment Permits Act 2006 (as amended) as appropriate. Notwithstanding this, this permit is issued on the basis that the named Foreign National is paid the remuneration specified on this Employment Permit. Section 23 of the Employment Permits Act 2006 (as amended) prohibits an employer from making any deduction from the Permit Holder's remuneration or seeking to recover from a Permit Holder any charge, fee or expense relating to the application for the permit or its renewal and/or recruitment and travelling expenses in connection with taking up employment in the State. Section 23(3) of the Employment Permits Act 2006 (as amended) prohibits an employer or someone acting on his or her behalf from keeping any personal documents belonging to the Permit Holder.

If this is the named Foreign National's first employment permit in the State, a new application may, apart from in exceptional circumstances, only be made in respect of the named Foreign National after a period of 12 months has elapsed since he/she first commenced employment in the State.

Name of Permit Holder

Address:

Date of Birth:

Nationality:

Passport No:

Permit Holder ID:

P.P.S. No.:

Employment Permit Class:

Name of Employer

Address:

Economic Sector:

Employment:

Place of employment:

Remuneration per week:

Permit valid from 12/02/2022 to 11/02/2024

Naveen Banagani

15 Clan House, 22/23 Upper Dominic Street, Galway H91VX03, Ireland.

10/07/1995

India

S7637337

04072341AA

2226608FA

CRITICAL SKILLS

Ernst & Young

Ernst & Young Building, Harcourt Centre, Harcourt Street, Co. Dublin, 2

K - Financial & insurance Activities

Software Tester, Senior Consultant, UKI Technology Consulting

Ernst and Young, EY Building, Harcourt Centre, Harcourt Street, Co. Dublin, 2

€817.31



Summary of the Principal Employment Rights of Employees

All foreign nationals legally working in the State are entitled to the full benefit of Irish Employment Rights legislation.

The Workplace Relations Commission provides information on industrial relations & rights and obligations under Irish employment and equality legislation.

These statutory rights include (but are not limited to) the following:

- **the right to be provided with a written statement of the terms and conditions of employment from their employer,**
- **the right to receive a written statement of pay or 'payslip' from their employer,**
- **the right to be paid a salary from their employer which is not less than the statutory minimum wage rates,**
- **the right to work hours which comply with the maximum working week requirements,**
- **the right to receive a minimum amount of breaks and rest periods during working hours,**
- **the right to be given a minimum amount of annual leave from work,**
- **the right to be given a minimum amount of notice before termination of employment.**

All Employers are also required to maintain records in relation to their employees and their entitlements.

The Workplace Relations Commission Inspector Services are appointed as Authorised Officers for the purposes of Employment Permits. Inspectors are authorised to carry out inspections, examinations or investigations for the purpose of monitoring and enforcing Employment Permits in addition to Employment Rights legislation.

Full information on Employee's entitlements is available from the Workplace Relations Commission at www.workplacerelations.ie.