



# Borderwise:

## Work

This information sheet aims to provide a general overview of working in Northern Ireland.



## Looking for a Job

If you are currently living in the Republic of Ireland (ROI) you can find out what jobs are available by going to a FÁS centre and checking for vacancies in Northern Ireland (NI).



If you have already arrived in NI then there are various ways you can find work. There is a network of 35 Jobs and Benefits offices and JobCentres in all main towns and cities which advertise a wide range of vacancies. You can call into a local JobCentre in NI or check the website [www.jobcentreonline.com](http://www.jobcentreonline.com)

If you are coming to work in NI for the first time, you will have to apply for a National Insurance number.



## What is a National Insurance Number?

A National Insurance number is required for employment and to receive Social Security benefits. It is the equivalent of Personal Public Service Number (PPS No) in ROI. You must apply for a National Insurance number before starting work in NI otherwise your tax and National Insurance contributions will not be recorded. National Insurance Numbers are issued by the Social Security Agency. An application for a National Insurance Number can be made at any local Jobs and Benefits Office.

## Becoming self-employed

If you want to set up your own business, you may get help from Invest NI, which has 42 centres in its Local Enterprise Agency Network. You may get information, advice, training and some financial support. Further information is available online at [www.investni.com](http://www.investni.com)

## Your Rights as a Worker

If you work in NI you will normally have the following basic rights;

- To be paid the National Minimum Wage
- Not to have unlawful deductions from your pay
- To working hours and holidays in line with legislation
- To join a trade union
- To health and safety protection
- Rights relating to pregnancy

Further information is available from the Northern Ireland Department for Employment and Learning [www.delni.gov.uk](http://www.delni.gov.uk)

Going  
North

## Pay

Every person is entitled to the National Minimum Wage (NMW). The current rates (in 2007) are:

- If you are aged 22 or over you are entitled to £5.52 per hour
- If you are aged 18-22, you are entitled to £4.60 per hour
- If you are aged 16 or 17 years, you are entitled to £3.40 per hour

The National Minimum Wage Helpline, operated by Citizens Advice in conjunction with HM Revenue and Customs is: 0845 6500 207

## Discrimination

Discrimination happens when an employer treats one employee less favourably than others. Legislation protects employees from discrimination of different types. It is illegal to discriminate on the grounds of sex, race, religious or political beliefs, disability or age. The Equality Commission's task is to use its powers to enforce Northern Ireland's equality legislation on disability, gender, racial equality, sexual orientation, age and equal pay.

## Taxation

The income tax year starts on 6 April each year. The amount you have to pay in tax depends on your income, and the allowances to which you are entitled. The taxation system is implemented by HM Customs and Revenue [www.hmrc.gov.uk](http://www.hmrc.gov.uk)

## Allowances

For the tax year 2007 -2008 you are entitled to personal allowances as follows:

- |                                |        |
|--------------------------------|--------|
| • Basic allowance              | £5,225 |
| • Allowance if aged 65 -74     | £7,550 |
| • Allowance if aged 75 or over | £7,690 |

Frontier workers who are resident in the Republic of Ireland still have a responsibility to complete a return to the Revenue Commissioners in the South in relation to their earnings from Northern Ireland ('foreign income'). Whether they have additional tax to pay in the South will depend on the operation of what is known as Trans – Border Workers Relief. For additional information see the Revenue's website [www.revenue.ie](http://www.revenue.ie).

## Tax Credits

Tax credits in NI are amounts which may be payable to people with incomes below certain limits. They are administered by HM Revenue and Customs. The most important tax credits are the Child Tax Credit and the Working Tax Credit. Tax credit helpline 0845 300 3900

## Contact Details

Borderwise, Fermanagh House, Broadmeadow Place, Enniskillen, Co. Fermanagh, BT74 7HR  
Tel: 028 66323632 (from Northern Ireland) or 048 66323632 (from Republic Of Ireland)  
Email: [borderwise@citizensadvice.co.uk](mailto:borderwise@citizensadvice.co.uk)

