



PENINSULA

CROSS BORDER WORKER ENTITLEMENTS DURING COVID-19 CRISIS

Guidance Note

Introduction

Many workers in border counties may live in the South and commute to work in the North or vice versa.

The Irish government defines such employees or self-employed persons who live in one jurisdiction and work in another as cross border or frontier workers.

This guide examines the entitlements of such workers who have lost their job or been laid off due to the COVID-19 crisis and what state supports are available to them.

General principle

The general principle is that frontier workers who have been made unemployed or laid off should apply to the country in which they are resident for unemployment income supports.

Essentially, ROI residents apply for ROI income supports and NI residents for NI income supports.

Frontier worker living in Republic of Ireland

If cross border workers living in ROI and working in NI are made unemployed during the crisis, they are entitled to apply for the COVID-19 Pandemic Unemployment Benefit operated by the ROI government.

If a cross border worker living in ROI is temporarily laid off by their NI-based employer,

their employer may be entitled to use the Job Retention Scheme operated by the UK government to ensure the employee continues to receive a salary.

Furloughed employees should stay on their NI employer's payroll and their employer will be entitled to claim the appropriate refund from the relevant government department.

Frontier worker living in Northern Ireland

A frontier worker living in NI and working in ROI should avail of income supports provided by the Department of Communities and HMRC if they are made unemployed.

If a NI resident frontier worker is temporarily laid off during the crisis, the employee may be entitled to stay on their ROI employer's payroll if the employer is using the Temporary Wage Subsidy Scheme.

If the NI resident employee has been made wholly unemployed, they should claim the benefit from the country where they are resident.

Effectively, NI frontier workers who have been working in ROI must make a claim for Universal Credit if they are made wholly unemployed.

Need Further Advice?

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