

Hotel & Catering Salary Survey 2018

Foreword

By Shane Mclave- General Manager, Excel Recruitment

The jump in minimum wage to €9.55 has had a knock-on effect within the Hotel and Catering industry. In previous years, employers could allow for an extra 10c or 15c above the minimum wage to create more attractive packages. However this year, with a jump of .30c, this is not possible. We are seeing employers make the decision to raise the hourly pay rate to €10 per hour for entry level positions. This is pushing up all the lower pay scales to a higher level making it very difficult for businesses in a candidate driven market. The knock-on effect of this is that employers are having to pay more per hour for each point on the payscale up to €14-15 per hour.

Chef pay rates are again going up but they are still well short of the average industrial wage which is €36,000 per annum. In most establishments, chefs have to manoeuvre themselves in to a management position in order to achieve that salary. There are however exceptions to this, as we are seeing savvy operators within the Hotel and Restaurant sector offering very attractive packages. They can see by increasing the salaries they are seeing the benefits of a higher calibre of staff, greater retention and a lower turnover in talent.

Senior consultant **Laurence Rogers** Failte Ireland reporting that 69% of Hotels and 63% of national attractions welcomed more visitors than in 2016. This is a phenomenal achievement given the insecurities brought about by Brexit, which showed a 54% decrease (national average) of visitors from the UK in the last year tells us that “while 2017 has been a great year for the Hospitality industry with. As a consequence of this continued growth, employment in Ireland has been at its most buoyant since 2007 leading to a very competitive and candidate driven jobs market.” We can see that from a salary perspective, there is not a huge difference on 2016 except for salaries at the lower end of the scale, up to €30,000. So, if the job market is more competitive, what are businesses doing to keep staff from moving on?

The general consensus within the Hospitality Industry is that the biggest challenge in 2018 will be to manage the increase in the minimum wage. The next big obstacle for hospitality is to retain the staff that they already have in place. This is being achieved through Reward & Progression. Let's start with the easier of the two, Progression. We can see that there are more and more internal promotions, allowing Owners and Managers to keep their core staff in key positions. While this may be a way of retaining staff without any immediate financial cost for the business, if not managed properly, it could lead to inexperienced staff holding senior positions, for which they are not yet ready. They also run the risk of staff getting frustrated at increased workloads and responsibility without feeling a financial benefit.

Reward is a different approach that some key players within the hospitality industry are taking and it seems to be working quite well. The idea behind this is to reward staff financially for achieving milestones within the company, usually loyalty and length of service. There are companies who will hire staff on a basic salary with the promise of a set increase should they successfully pass the probationary period. This incentivises the candidate to work hard and bed in quickly to a new team. New contracts will have financial rewards for completing 6, 12, 24 and 36 months service and although this may seem expensive, it is far more cost effective than losing a fully trained member of staff every couple of months.

All in all, much like the year previous, 2018 looks set to be a challenging but successful year for the Hotel and Catering Industry. I hope you have a successful and enjoyable 2018 and if you wish to discuss the findings of this survey, please feel free to ask your Excel Recruitment consultant or email me directly at shane@Excelrecruitment.com.

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Hotel Salaries

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	LOW	AVERAGE	GOOD
GM Hotel	€65,000 + Bonus	€80,000+ Bonus	€120,000+ Bonus
DGM	€46,000 + Bonus	€55,000 + Bonus	€65,000 + Bonus
Operations Manager Hotel	€ 47,000	€ 52,000	€ 60,000
Food & Beverage Manager	€ 38,000	€ 42,000	€ 48,000
Accommodation Manager	€ 38,000	€ 42,000	€ 45,000
Restaurant Manager	€ 35,000	€ 40,000	€ 45,000
Restaurant Supervisor	€ 26,000	€ 28,000	€ 30,000
Director Of Sales	€60,000 + Bonus	€70,000 + Bonus	€95,000+ Bonus
Sales & Marketing Manager	€40,000 + Bonus	€50,000+ Bonus	€55,000+ Bonus
Wedding Coordinator	€ 28,000	€ 32,000	€ 35,000
Sales Exec	€32,000 + Bonus	€34,000 + Bonus	€40,000 + Bonus
Conference & Banqueting Manager	€ 38,000	€ 40,000	€ 45,000
Revenue Manager	€ 42,000	€45,000+ Bonus	€55,000+ Bonus
HR Manager	€ 37,000	€ 45,000	€ 60,000
Front Office/Reservation Manager	€ 30,000	€ 35,000	€ 40,000
Receptionist/Reservationist	€ 22,000	€ 25,000	€ 26,000
Night Manager	€ 30,000	€ 35,000	€ 38,000
Duty Manager	€ 27,000	€ 30,000	€ 35,000
Bar Manager	€ 38,000	€ 42,000	€ 45,000
Waiting Staff (per hour)	€ 9.55	€ 10.00	€ 11.50
Bar Staff (per hour)	€ 11.00	€ 12.00	€ 14.00
Kitchen Porter or Catering Assistant (per hour)	€ 9.55	€ 9.80	€ 10.50

Chef Salaries

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	Low	Average	Good
Executive Chef Hotel	€60,000 + Bonus	€75,000+ Bonus	€82,000+ Bonus
Head Chef Hotel	€ 45.00	€65,000+ Bonus	€70,000+ Bonus
Sous Chef	€ 38,000	€ 42,000	€ 45,000
Jnr Sous Chef	€ 32,000	€ 35,000	€ 38,000
Chef de Partie	€ 28,000	€ 30,000	€ 34,000
Pastry Chef	€ 27,000	€ 30,000	€ 34,000
Head Pastry Chef	€ 38,000	€ 42,000	€ 50,000
Commis 1st Year (per hour)	€ 10.00	€ 10.50	€ 11.00
Commis 2nd Year (per hour)	€ 10.50	€ 11.00	€ 11.50
Commis 3rd Year (per hour)	€ 11.00	€ 11.50	€ 12.00
Commis 4th Year	€ 24,000	€ 25,000	€ 26,000



Industrial & Corporate Catering Salaries

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	Low	Average	Good
Regional Manager	€75,000+ Bonus	€90,000 +Bonus	€100,000 +Bonus
Area Manager Industrial Catering	€60,000 +Bonus	€65,000 + Bonus	€75,000 + Bonus
Exec Chef	€ 60,000	€80,000 + Bonus	€100,000 + Bonus
Chef Manager	€ 35,000	€ 40,000	€ 45,000
Head Chef Industrial Catering	€ 38,000	€ 45,000 +Bonus	€ 60,000 + Bonus
Sous Chef Industrial Catering	€ 35,000	€ 38,000	€ 40,000
Chef de Partie Industrial Catering	€ 28,000	€ 30,000	€ 32,000
Catering Manager Industrial Catering	€ 40,000	€ 50,000	€ 60,000
Kitchen Porter or Catering Assistant (per hour)	€ 9.55	€ 9.60	€ 10.00



Meet the Team



**SHANE
MCLAVE**



**EILEEN
LANGAN
RIZVI**



**LAURENCE
ROGERS**



**EIMHEAR
Ó DÁLAIGH**



If you wish to discuss the findings of this survey, are looking for your next move or want to discuss your recruitment needs, please feel free to get in contact with any of Excel's expert hospitality consultants.

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