



excel recruitment

INDUSTRIAL & WAREHOUSING SALARY GUIDE

2024



www.excelrecruitment.com





John Kearns
Industrial Division
Manager

Award Winning Industrial
Recruitment Agency



ERF Best In Practice: Industrial,
Warehousing & Logistics 2023

INDUSTRIAL & WAREHOUSING TRENDS

As we look towards 2024, the industrial and warehousing sector is buzzing with innovation and growth. With trends such as robot automation, wearables, and an upswing in construction, the industry is on a trajectory of transformation.

The top 6 latest trends in logistics & supply chain management for 2024 include:

- Digitalisation and Automation
- Ecommerce and Last-Mile Delivery
- Green Logistics
- Supply Chain Visibility
- Increasing Flexibility for the Casual Workforce

Production in manufacturing industries fell by almost 23% compared to the same period a year ago. According to the Central Statistics Office, the highly globalised modern sector, which includes the chemical, pharmaceutical, computer, and electronic sectors, experienced a 24.1% decrease in industrial production from July to September 2023, compared with the same period in 2022. This compares with a 6.2% drop in the traditional sector over the same period. Manufacturing industries did increase in September by 1.3% when compared with August and food production grew by 7.9% in the three months compared to 2022. The fall off in output is being cancelled out by the increasing costs of employment and the shrinking talent pool, in addition to the biggest ever increase in minimum wage and sick pay entitlements.

Trends are showing that the industrial sector outside of the Dublin region are struggling less. The current housing shortage, rental crisis, and high costs of living in Dublin is negatively affecting entry level logistics and industrial candidates. This is further reflected by Dublin falling into the easier-to-find-a-job category, with more job openings available than job seekers. The average salary in Dublin is listed as €2,937 per month and the monthly cost of living at €2,066. In January 2024 National Minimum Wage is to increase from €11.30 to €12.70 with the focus on improving this.

IS IT HARD FOR FOREIGN NATIONALS TO WORK IN IRELAND ?

Despite the necessity of visas and work permits, working in Ireland as a foreign national is not as difficult as it is in other European countries.



John Kearns
Industrial Division
Manager

Award Winning Industrial
Recruitment Agency



ERF Best In Practice: Industrial,
Warehousing & Logistics 2023

Even though Ireland was one of the economies hit the hardest by the global recession, it is also one of the fastest to bounce back. We have seen a steady flow of foreign nationals in the industrial sector coming to work in Ireland due to it being the primary English-speaking country within the EU. However, these candidates are not staying in Dublin, dispersing to areas outside of the capital due to the cost of living.

AUTO-ENROLMENT & NATIONAL MINIMUM WAGE 2024

The government is set to roll out Auto-Enrolment in 2024 which is something that employers must be cognisant of. The scheme will see employer and employee pension contributions matched on a one-for-one basis, with the state providing up to €1 for every €3 saved. The concern for employers and employees is the uncertainty around Auto-Enrolment, and the finer details of what it will take out of the pockets of both employees and employers, and when exactly it will come into play.

The government's commitment to increasing the National Minimum Wage (NMW) up to the living wage level is causing fear amongst employers, as it will price Ireland out of the market at a global level and make us one of the most expensive countries in Europe. With a 21% NMW increase in just 24 months, many employers are seeking alternative ways to attract talent outside of additional monetary commitments. Management salaries in the sector haven't seen the same increases as more entry-level and junior roles, which rose due to NMW increases. Clients can't give any more financially and are encouraged to give flexibility and benefits instead, in order to retain and attract staff.

Although there has been some difficulties for the sector including NMW increases, rising cost of living, a shrinking talent pool and higher costs of employment, we are seeing a lot more people applying to work temporary roles with the additions of benefits like sick pay, pension, as well as improving conditions in the labour market.

If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at www.excelrecruitment.com. Alternatively, you can call us on **01 871 7676** or email John, our Industrial Division Manager at john@excelrecruitment.com.

Role	Low	Average	Good
Industrial & Warehousing Salaries			
Warehouse Manager	€35-€40K	€40-€50K	€50-€60K
Assistant Warehouse Manager	€30-€35K	€35-€40K	€40-€45K
Warehouse/General Operative/Production Operative	€12.70-€13ph	€13.30-€14ph	€14.50-€15ph
Voice Picker	€12.70-€13ph	€13.30-€14ph	€14.50-€15ph
Forklift - Counterbalance Operative	€12.70-€13ph	€13.30-€14ph	€14.50-€15ph
Forklift Reach Operative	€14ph	€15ph	€16ph
Forklift Bendi Operative	€14ph	€15ph	€16ph
Forklift - VNA Operative	€14ph	€15ph	€16ph
PPT Operative	€12.70-€13ph	€13.20-€14ph	€14ph-€15ph
Handballer	€12.70-€13ph	€13.20-€14ph	€14ph-€15ph
Rigid Truck Driver	€16ph	€18-€19ph	€20-€22ph
Artic Truck Driver	€17ph	€19-€20ph	€22-€24ph
Van Driver	€13.50-€14ph	€15ph	€17ph
C1 Driver	€15-€16ph	€16-€17ph	€17-€18ph
Bus Driver	€16ph	€18ph	€20ph
Transport Manager	€40-€45K	€45-€50K	€50-€60K
Transport Planner	€35-€40K	€40-€45K	€45-€50K
Transport Coordinator	€30-€32K	€32-€35K	€35-€40K
Operations Manager	€60-€70K	€70-€80K	€80-€100K
Supply Chain Director	€90-€100K	€100-€120K	€120-€150K
Supply Chain Manager	€70-€80K	€80-€90K	€90-€100K
Supply Chain Specialist	€40-€45K	€45-€50K	€50-€60K
Planning Manager	€70-€75K	€75-€80K	€80-€85K
Demand Planner	€40-€45K	€45-€50K	€50-€60K
Freight Specialist	€40-€45K	€45-€50K	€50-€60K
Customs Specialist	€40-€45K	€45-€50K	€50-€60K
Customs Administrator	€28-€32K	€32-€38K	€38-€45K
EHS Manager	€70-€80K	€80-€90K	€90-€100K
EHS Specialist	€40-€45K	€45-€50K	€50-€60K
EHS Officer	€40-€45K	€45-€50K	€50-€60K

Get In Touch...

You can contact John Kearns, Industrial Division Manager at:

john@excelrecruitment.com or call John on 087 701 2094.



Contact the office at:

 www.excelrecruitment.com

 01 871 7676

 info@excelrecruitment.com

 The Capel Building, Mary's Abbey, Dublin 7, D07 DH99