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# HOTEL & CATERING SALARY GUIDE NORTHERN IRELAND

# 2024



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2024

## HOTEL & CATERING INDUSTRY OVERVIEW

The 2023 figures for the hospitality sector in Northern Ireland present an uncertain narrative. On one hand, there has been evident growth in the industry with sales coming back to pre-Covid levels. Therefore, bringing more jobs back on the market in catering than we have seen since the pandemic. However, there has also been a continued struggle to bring people into the industry, which has persistently faced difficulty attracting staff on various levels, but especially in the kitchen, with chefs of all levels continually in short supply.

The minimum wage increase in April, may go some way to alleviate the challenges of hiring in the sector, but it will by no means fix it completely. It brings its own challenges to the employer, adding on top of the other costs they must already meet. The minimum wage is a start, however, for a sector that relies on staff working anti-social hours, continuously on their feet sometimes at non-stop pace, the fight for businesses to draw new people into the industry, for those that left it post Covid, will need to be multi-faceted.

The average salary for chefs has continually grown over the years since Covid, and this is expected to continue this year. With the minimum wage pushing up the entry levels chefs, this is causing a knock-on effect on salaries all the way up the grades in the kitchen. A Chef de Partie, is now able to start on a salary of £26,000, which is needed to entice and retain the workforce in the largest service sector in the country. Many businesses have now seen that the days of the split shift is gone, in order to retain and entice staff, those shifts are just not feasible. However, 4-day or even 3-day weeks have been an experiment a lot of businesses have tried, with some degree of success. This, as well as training and development of the team by the employer, is one of numerous ways being implemented by many to best fix the issues they experience at the minute, and will continue to for the foreseeable future.

Another area that will face challenges in 2024 is the foreign labour sector, which has been an invaluable part of hospitality businesses for decades. The new government guidelines coming in this year, which restrict dependants totally, coupled with minimum salary requirements for foreign workers being hiked to obtain visas, will put a huge strain on the vacancies at entry level jobs, such as cleaners, kitchen porters and front of house staff. The hope is that the increase in minimum wage will see an uptake by the labour force to fill the gap that will be left once the foreign workers are reduced.



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With all this said, it will be another year in Northern Ireland, where the number of vacancies in hospitality in all areas will struggle to be filled for one reason or another. The priority for employers should be to retain, train and progress their current employees to build the backbone of their business, so that they can prepare for whatever 2024 brings us. A proven solution to the staff shortages that we can foresee into 2024 will be the offering of a temporary workforce. Flexibility allows the candidates to continue with their responsibilities such as; university, tech, or other family and work commitments they may have. We can predict that this will give the restaurants, hotels, and café's much more freedom to be more flexible with planning.

If you wish to discuss the findings of this guide or hear how we can assist with your recruitment needs, please feel free to contact us at [www.excelrecruitment.com](http://www.excelrecruitment.com). Alternatively, you can call us on **+44 2891422190** or email Damien at [damien@excelrecruitment.com](mailto:damien@excelrecruitment.com).

Role	Low	Average	Good
<b>Chef Salaries</b>			
Executive Chef	£50,000	£70,000	£90,000
Head Chef	£40,000	£55,000	£65,000
Sous Chef	£30,000	£36,000	£45,000
Jnr Sous Chef	£25,000	£27,000	£30,000
Breakfast Chef	£23,000	£24,000	£26,000
Chef De Partie	£23,000	£24,000	£26,000
Pastry Chef	£25,500	£28,000	£32,000
Head Pastry Chef	£26,000	£30,000	£35,000
Commis 1st Year	£22,300	£22,300	£23,000
Commis 2nd Year	£22,600	£22,600	£23,300
Commis 3rd Year	£23,000	£23,000	£23,400
Commis 4th Year	£23,400	£23,400	£24,000
<b>Industrial, Corporate, and Retail Catering Salaries</b>			
Regional Manager	£46,000	£52,000	£60,000
Area Manager - Industrial Catering	£37,000	£42,000	£46,000
Unit Manager	£35,000	£38,000	£45,000
Unit Supervisor	£32,000	£35,000	£40,000
Executive Chef / Cullinary Director	£32,000	£35,000	£40,000
Chef Manager	£27,000	£28,000	£35,000
Head Chef - Industrial Catering	£27,000	£28,000	£35,000
Sous Chef - Industrial Catering	£24,000	£26,000	£29,000
Chef De Partie - Industrial Catering	£23,000	£25,000	£26,000
Kitchen Porter	£22,300	£22,300	£23,000
Catering Assistant	£22,300	£22,300	£23,000
Waiting Staff / Baristas	£22,300	£22,300	£23,000
<b>Hotel Salaries</b>			
GM	£50,000	£60,000	£75,000
DM	£28,000	£35,000	£45,000
Operations Manager	£26,000	£32,000	£36,000
Food & Beverage Manager	£25,000	£28,000	£35,000
Accommodation Manager	£25,000	£28,000	£35,000
Accommodation Staff	£22,300	£22,300	£23,500
Restaurant Manager	£26,000	£30,000	£34,000
Restaurant Supervisor	£24,000	£26,000	£28,000
Director of Sales	£32,000	£38,000	£46,000
Sales & Marketing Manager	£30,000	£36,000	£42,000
Wedding Coordinator	£25,000	£28,000	£32,000
Sales Executive	£26,000	£30,000	£34,000
C&B Manager	£25,000	£29,000	£35,000
M&E Coodinator	£24,000	£27,000	£30,000
Revenue Manager	£26,000	£28,000	£34,000
HR Manager	£25,000	£28,000	£35,000
HR Assistant Manager	£24,000	£26,000	£28,000
Front Office / Res Manager	£26,000	£30,000	£34,000
Reception Supervisor	£23,500	£25,000	£27,000
Receptionist	£22,300	£24,000	£26,000
Night Manager	£25,000	£27,000	£30,000
Duty Manager	£23,000	£25,000	£27,000
Spa & Leisure Manager	£28,000	£32,000	£36,000
Spa Therapist	£25,000	£27,000	£29,000
Bar Manager	£26,000	£29,000	£35,000
Bar Staff	£22,300	£22,300	£23,500
Waiting Staff	£22,300	£22,300	£23,500

# Get In Touch...

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