



excel recruitment

HOTEL & CATERING SALARY GUIDE

2024



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HOTEL & CATERING OUTLOOK 2024

Without a doubt, the biggest threat facing the hospitality industry in 2024 is the spiralling cost of employment and not a shortage of staff. Data from a recent IBEC report shows us that while 84% of businesses increased wages in 2023, a further 82% plan on increasing them again in 2024. Like many other industries, seven things are happening that are driving the cost of employment up, and this will no doubt result in many small and independent establishments closing their doors for the last time.

So, what is happening? Well, first, we have the biggest-ever raise in the minimum wage about to hit, taking us from €11.30 to €12.70 per hour. Secondly, we have plans to get the minimum wage to the living wage over the next two years, so we can expect two more large jumps in the very near future. Thirdly, we have an increase in employer-paid sick leave rising to five days in 2024 and then ten days in two years. Fourth up, we have pension auto-enrolment; we have just seen the Domestic Violence and Abuse Act come into play, adding a potential five days of full pay (and while we can all agree this is a worthy cause, it may be very open to abuse due to how it has been delivered). The sixth factor we have is the lack of rental accommodation and the spiralling cost of living, driving people out of the cities with a reluctance to commute in and making work-from-home positions more desirable, an option that is rarely possible for most positions in the hospitality industry.

Lastly, we have increases in employer PRSI coming in annually over the next few years. Flexibility in the workplace has increasingly become a desire for many, and they are simply not willing to work the same traditional hours anymore. Having spoken to many of our clients, we have seen an increase in the standard benefits being offered to their staff, like pensions, extra holidays, 4-day weeks, etc. The current unemployment rate of 4.2%, combined with the rising cost of living in Ireland, is putting increased pressure on the labour market. Our business survey reports that over 68% of respondents are struggling to attract and retain talent and are utilising the services offered by recruitment agencies daily for both permanent hires and temporary or contingency workforce in 2024.



Shane McLave
Managing Director

2024



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As always, one of the highest demands in the hospitality industry is for chefs. We performed an open poll on social media, which was very well received. We asked a simple question: "What is a fair salary for a Chef de Partie?" Over 75% of the hospitality professionals who took part voted that a fair salary would range from between €38k to €42k, and we found that this salary range was in line with what most employers were currently paying. With the increase in the minimum wage, we are seeing that what were once supervisory salaries have now been offered for entry-level positions as well as bar and waiting staff, raising from €13 to €15 per hour. Skilled staff are harder to come by, which has created a candidate-driven 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 Shane at shane@excelrecruitment.com.

Role	Low	Average	Good
Chef Salaries			
Executive Chef	€70,000	€77,000	€100,000
Head Chef	€55,000	€65,000	€80,000
Sous Chef	€50,000	€52,000	€55,000
Jnr Sous Chef	€42,000	€45,000	€48,000
Breakfast Chef	€34,000	€36,000	€38,000
Chef De Partie	€35,000	€38,000	€40,000
Pastry Chef	€35,000	€40,000	€45,000
Head Pastry Chef	€44,000	€49,000	€55,000
Commis 1st Year	€28,000	€30,000	€32,000
Commis 2nd Year	€30,000	€32,000	€33,000
Commis 3rd Year	€31,000	€33,000	€34,000
Commis 4th Year	€33,000	€34,000	€36,000
Industrial, Coporate, and Retail Catering Salaries			
Regional Manager	€80,000+ Bonus	€95,000 + Bonus	120,000 + Bonus
Area Manager Industrial Catering	€70,000+ Bonus	€75,000 + Bonus	€85,000 + Bonus
Unit Manager	€48,000	€55,000	€65,000
Unit Supervisor	€32,000	€35,000	€38,000
Executive Chef / Cullinary Director	€75,000	€85,000.00	€120,000
Chef Manager	€45,000	€50,000.00	€55,000
Head Chef Industrial Catering	€42,000	€45,000.00	€50,000
Sous Chef Industrial Catering	€38,000	€40,000.00	€45,000
Chef De Partie Industrial Catering	€36,500	€37,000.00	€40,000
Kitchen Porter	€12.70	€13.00	€13.50
Catering Assistant	€12.70	€13.00	€13.50
Waiting Staff	€13.00	€13.50	€14.00
Barista	€13.00	€14.50	€15.00
Hotel Salaries			
GM	€80,000+ Bonus	€90,000+ Bonus	€140,000+ Bonus
DM	€55,000+ Bonus	€65,000+ Bonus	€80,000+ Bonus
Operations Manager	€50,000+ Bonus	€55,000+ Bonus	€80,000+ Bonus
Food & Beverage Manager	€44,500	€46,000	€47,500
Accomodation Manager	€42,000	€45,000	€50,000
Accomodation Staff	€25,756	€27,500	€28,000
Restaurant Manager	€44,500	€46,000	€47,500
Restaurant Supervisor	€30,500	€32,500	€35,000
Director of Sales	€80,000	€90,000	€120,000
Sales & Marketing Manager	€70,000	€80,000	€90,000
Wedding Coordinator	€38,000	€40,000	€48,000
Sales Exexecutive	€50,000	€55,000	€60,000
C&B Manager	€45,000	€50,000	€55,000
M&E Coodinator	€35,000	€38,000	€42,000
Revenue Manager	€85,000	€100,000	€110,000
HR Manager	€55,000	€60,000	€85,000
HR Assistant Manager	€38,000	€40,000	€48,000
Front Office / Res Manager	€46,000	€50,000	€55,000
Reception Supervisor	€36,000	€42,000	€48,000
Receptionist	€32,000	€36,000	€42,000
Night Manager	€30,000	€34,000	€36,000
Duty Manager	€42,000	€45,000	€48,000
Spa & Leisure Manager	€35,000	€38,000	€45,000
Spa Therapist	€30,000	€33,000	€35,000
Bar Manager	€45,000	€48,000	€55,000
Bar Staff	€30,000	€33,000	€35,000
Waiting Staff	€26,364	€29,500	€30,420

Get In Touch...

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