



Hotel & Catering

2025 Salary Guide, Ireland

Hotel & Catering Market Overview

Ireland is renowned for its vibrant tourism and warm hospitality, which has long attracted both national and international visitors. However, in recent years, restaurants, hotels, and other hospitality businesses have struggled to maintain their high standards amid rising operational costs. As the cost of living increases, particularly in 2025, the pressure on the industry will continue to mount, leading to the potential closure of beloved establishments that are unable to sustain themselves.

Rising Operating Costs and Minimum Wage Increases

Starting January 1st, 2025, the minimum wage in Ireland will rise to €13.50 per hour, adding significant costs for employers, especially in the labour-intensive hospitality sector. This wage hike, coupled with mandatory increases in sick pay, PRSI contributions, and pension auto-enrollment, places additional strain on businesses.

Many establishments already operate on thin profit margins, and these increased labour expenses are expected to result in more closures. Between September 2023 and October 2024, over 700 hospitality venues shut their doors due to escalating costs, underscoring the sector's financial fragility.

Impact of VAT and Lack of Government Support

The VAT rate for hospitality remains at 13.5%, a decision that has negatively impacted the industry. Advocacy groups such as the Restaurants Association of Ireland and the Vintners Federation have lobbied for a reduction back to the previous 9% rate, arguing that this would relieve financial pressure and help sustain jobs. Despite industry protests, the government has yet to take action, leaving hospitality businesses without crucial relief amid rising operating expenses.

The Return of Cash In Hand and Black Market Risks

With the cost of living and employment expenses at record highs, many establishments are resorting to "cash in hand" payments, driving a resurgence of the black market. This trend poses a serious risk to the economy, undermining legitimate businesses and, without government intervention, could worsen - leading to worker exploitation and diminished job security.

Technology Replacing Human Touch

To cut costs, many hotels are increasingly implementing technology solutions like online check-ins, check-outs, and in-room tablets for booking meals, spa treatments, and other services. While these innovations improve efficiency, they can detract from the personal touch and warmth that visitors expect from Irish hospitality. The shift toward automation and digital interaction, while beneficial for profit margins, challenges the traditional appeal of Irish hospitality, which relies heavily on face-to-face engagement.

The Rise of Staffing Agencies

To adapt to fluctuating staffing needs and to avoid the costs associated with permanent employees, many hospitality businesses are turning to staffing agencies. These agencies provide trained, compliant workers, enabling establishments to adjust staffing levels based on demand. Agency staff also help reduce recruitment costs, saving time on job ads, CV screening, and initial interviews.

This flexibility has become a valuable asset, particularly for businesses trying to maintain high service standards while reducing overhead costs.

Salary Adjustments and Employee Retention Strategies

In response to rising labour costs, the hospitality industry has seen significant changes in wages across various roles. Entry-level and supervisory positions are experiencing salary adjustments, while management salaries have largely remained flat.

In 2025, for example, Kitchen Porters can expect an average annual wage of around €28,000 - slightly above the minimum wage threshold.

Chefs de Partie can anticipate earnings between €38,000 and €42,000, depending on the setting. To counteract turnover, many employers are offering minor salary bumps alongside additional benefits and flexibility, though these measures are challenging in a service-oriented industry.

Future Outlook: Smaller Management Teams and Operational Changes

As the hospitality industry continues to evolve, a few key trends are emerging. Many businesses are shrinking their management teams and narrowing the salary gap between entry-level and supervisory roles.

Additionally, establishments are increasingly adopting live-in positions for employees, closing on select days, reducing menu selections, and investing in self-service and automation.

While these changes aim to streamline operations and manage costs, they may further alter the traditional hospitality experience in Ireland.

Hotel & Catering Salary Guide	Low	Average	Good
Chef Salaries			
Executive Chef	€90,000	€100,000	€110,000
Head Chef	€70,000	€75,000	€80,000
Sous Chef	€55,000	€65,000	€70,000
Jnr Sous Chef	€42,000	€45,000	€48,000
Breakfast Chef	€34,000	€36,000	€38,000
Chef De Partie	€38,000	€40,000	€42,000
Pastry Chef	€38,000	€40,000	€45,000
Head Pastry Chef	€44,000	€49,000	€55,000
Commis 1st Year	€29,000	€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	€35,000	€36,000	€38,000
Industrial, Corporate and Retail Catering Salaries			
Regional Manager	€80,000 + Bonus	€95,000 + Bonus	120,000 + Bonus
Area Manager Industrial Catering	€65,000 + Bonus	€75,000 + Bonus	€85,000 + Bonus
Unit Manager	€48,000	€55,000	€65,000
Unit Supervisor	€35,000	€40,000	€42,000
Executive Chef / Culinary Director	€75,000	€85,000	€120,000
Chef Manager	€45,000	€50,000	€55,000
Head Chef Industrial Catering	€42,000	€45,000	€50,000
Sous Chef Industrial Catering	€39,000	€42,000	€45,000
Chef De Partie Industrial Catering	€37,500	€39,000	€42,000
Kitchen Porter	€13.50	€14.00	€14.50
Catering Assistant	€13.50	€14.00	€14.50
Waiting Staff	€14.00	€15.00	€15.50
Barista	€14.00	€15.00	€15.50

Hotel & Catering Salary Guide	Low	Average	Good
Hotel Salaries			
GM	€80,000 +Bonus	€100,000 +Bonus	€140,000 +Bonus
DGM	€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
Accommodation Manager	€42,000	€45,000	€50,000
Accommodation Staff	€28,500	€30,000	€33,000
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	€55,000	€68,000	€75,000
Wedding Coordinator	€38,000	€40,000	€48,000
Sales Executive	€40,000	€45,000	€50,000
C&B Manager	€45,000	€50,000	€55,000
M&E Coordinator	€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	€45,000
Reservations Manager	€46,000	€50,000	€55,000
Front Office Manager	€36,000	€42,000	€48,000
Reception Supervisor	€32,000	€36,000	€42,000
Receptionist	€30,000	€34,000	€36,000
Night Manager	€42,000	€45,000	€48,000
Duty Manager	€35,000	€38,000	€42,000
Spa & Leisure Manager	€35,000	€37,500	€45,000
Spa Therapist	€30,000	€33,000	€35,000
Bar Manager	€45,000	€48,000	€55,000
Bar Staff	€30,000	€32,000	€35,000
Waiting Staff	€30,000	€32,000	€35,000



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