



Hotel & Catering

2025 Salary Guide, Northern Ireland

Hotel & Catering Market Overview

The hospitality sector in Northern Ireland is experiencing a mixed recovery post-pandemic, with tourism rebounding but ongoing challenges in staffing persisting. Hotels, restaurants, and event venues are seeing increased demand, especially in Belfast, Derry/Londonderry, and other coastal areas. However, rising costs, wage pressures, labour shortages and other recruitment difficulties are persisting.

NI's Tourism Boom

Northern Ireland has experienced a tourism boost with a 12% increase in visitors in 2024, driven largely by the success of film tourism, with Game of Thrones playing a key factor. While Game of Thrones isn't actively filming anymore, tourism related to the series remains a major source of revenue. Reports suggest that the show has been attracting around 350,000 visitors per year, contributing tens of millions annually to the economy. In addition, 2025 sees the 153rd Open Championship returning to Royal Portrush. It is expected to generate a significant economic boost for Northern Ireland, building upon the success of the 2019 event which brought in over £100 million in economic benefit. The Open Championship is a major draw for golf tourists, and Portrush's relatively isolated position at the very top of the country means that most people who travel to the tournament will stay around the general area, allowing for a far greater spend and investment. The event is expected to further boost tourism in Northern Ireland, particularly in the Causeway Coast and Glens area. The 2019 event had over 5,400 hours of global television coverage, significantly enhancing Northern Ireland's global tourism appeal—a trend expected to continue in 2025.

Technology Replacing Human Touch

The introduction of AI into the hospitality sector brings both opportunities as well as its own challenges. Many large hotel chains are embracing AI-driven customer service and automated check-in systems, helping to address staffing shortages. However, this shift also comes at a cost, as it diminishes the personal touch and human interaction that define the hospitality industry in Northern Ireland. Striking a balance between efficiency and the personal touch will be crucial to ensuring that AI enhances, rather than detracts from, the guest experience.

Labour Shortages & Wage Pressures

Recruitment challenges are persisting post Brexit with many businesses struggling to fill key roles such as chefs, kitchen staff, and front-of-house positions. The increase in the minimum wage, while welcomed as a positive for the workforce battling a cost-of-living crisis, will put financial strain on businesses already beset with obstacles including ongoing high energy prices. Rising prices will result in costs continuing to be passed onto consumers resulting in a vicious cycle.

Several proposals have been submitted to both the Stormont Executive and Westminster to help alleviate costs within the hospitality sector. These include calls for a reduction in the 20% VAT rate on hospitality to better align with that of the Republic of Ireland, which currently stands at 13.5%. Additionally, the sector has requested grants and financial assistance with energy costs. However, these measures have yet to be approved or implemented. The ongoing delays in providing even the most basic support are increasing financial pressures, forcing many businesses to consider staff redundancies or, in some cases, closure, a trend which will continue in 2025 if nothing is done.

2025 Outlook

The hospitality industry in Northern Ireland remains a vital part of the economy, but urgent action is needed to address staffing shortages, wage pressures, and rising operational costs to sustain long-term growth. With the continued labour shortages compounding all of the challenges the industry faces, the importance of training, upskilling and retaining staff has never been as strong. The rise of staffing agencies is also being highlighted due to their ability to adapt to fluctuating staffing needs, avoiding the costs associated with permanent employees. These agencies provide trained, compliant workers, enabling establishments to adjust staffing levels based on demand.



Hotel & Catering Salary Guide	Low	Average	Good
Chef Salaries			
Executive Chef	£49,500	£70,200	£90,500
Head Chef	£40,000	£55,000	£65,720
Sous Chef	£35,500	£36,000	£45,500
Junior Sous Chef	£27,000	£30,250	£32,000
Breakfast Chef	£26,250	£28,000	£30,500
Chef De Partie	£26,500	£28,300	£32,055
Pastry Chef	£28,000	£32,150	£38,125
Head Pastry Chef	£30,000	£35,720	£41,050
Commis 1st Year	£23,810	£23,810	£24,200
Commis 2nd Year	£24,000	£24,000	£24,400
Commis 3rd Year	£24,400	£24,400	£24,800
Commis 4th Year	£25,000	£25,000	£26,000
Industrial, Corporate and Retail Catering Salaries			
Regional Manager	£35,025	£42,675	£58,260
Area Manager Industrial Catering	£37,000	£42,000	£46,050
Unit Manager	£34,120	£38,175	£42,000
Unit Supervisor	£27,200	£30,150	£32,820
Executive Chef / Culinary Director	£32,900	£37,905	£44,800
Chef Manager	£31,850	£35,570	£41,250
Head Chef Industrial Catering	£29,000	£32,000	£35,000
Sous Chef Industrial Catering	£27,250	£29,000	£32,025
Chef De Partie Industrial Catering	£25,000	£26,250	£28,500
Kitchen Porter	£23,810	£23,810	£24,500
Catering Assistant	£23,810	£23,810	£24,500
Waiting Staff	£24,500	£24,500	£25,500
Barista	£24,500	£24,500	£25,500

Hotel & Catering Salary Guide	Low	Average	Good
Hotel Salaries			
General Manager	£50,000 + Bonus	£65,200 + Bonus	£95,000 + Bonus
Deputy General Manager	£32,000 + Bonus	£40,400 + Bonus	£55,750 + Bonus
Operations Manager	£30,000	£35,255	£39,300
Food & Beverage Manager	£28,050	£32,500	£34,520
Accommodation Manager	£25,020	£32,050	£35,100
Accommodation Staff	£23,810	£23,810	£24,815
Restaurant Manager	£26,020	£30,050	£34,500
Restaurant Supervisor	£25,500	£27,500	£29,500
Director of Sales	£41,250	£51,025	£72,800
Sales & Marketing Manager	£37,125	£43,140	£48,115
Wedding Coordinator	£26,000	£28,050	£32,500
Sales Executive	£27,240	£32,050	£39,875
Conference & Banqueting Manager	£26,000	£28,950	£33,855
Meeting & Events Coordinator	£26,000	£27,020	£31,500
Revenue Manager	£28,900	£33,250	£38,080
HR Manager	£28,000	£35,000	£40,500
HR Assistant Manager	£25,250	£28,500	£32,500
Reservations Manager	£28,000	£31,200	£34,850
Front Office Manager	£28,000	£31,200	£34,850
Reception Supervisor	£25,000	£26,900	£29,200
Receptionist	£23,810	£23,810	£25,000
Night Manager	£26,050	£29,100	£33,250
Duty Manager	£25,600	£27,200	£39,200
Spa & Leisure Manager	£28,000	£32,050	£36,125
Spa Therapist	£25,200	£27,500	£29,140
Bar Manager	£26,000	£29,000	£35,000
Bar Staff	£23,810	£23,810	£25,000
Waiting Staff	£23,810	£23,810	£25,000



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