



Hotel & Catering

2026 Salary Guide, Ireland

Hotel & Catering Market Overview

The Hospitality and Tourism sector remains one of Ireland's largest private-sector employers, supporting over 254,000 jobs nationwide. However, the industry continues to face mounting challenges including persistent staff shortages, high turnover, and increasing employment costs. These pressures are particularly acute for critical roles such as chefs, accommodation staff, and experienced front-of-house professionals.

With the recent minimum wage increase and the introduction of auto-enrolment pensions, labour costs are set to rise even further. Auto-enrolment pension and PRSI increases are creating a noticeable rise in employment costs going in to 2026. For a minimum wage worker, the additions will result in a 6% increase in their total employment cost in 2026. Wage growth alone is predicted to be around 5.6% in 2026, increasing overall payroll costs. From October 1, 2026, employee and employer PRSI rates will increase by a further 0.15%. These figures refer to additional employment costs driven by government policy measures (minimum wage increases, employer pension/PRSI changes, etc) above "normal" wage-trend costs.

Employment Trends

Recent labour market data (Q2 2025) shows a decline in overall hospitality employment compared to the previous year. Full-time roles have fallen, while part-time positions have increased. Key factors include rising wage and employment costs, skills shortages, limited training access, long and unpredictable hours, and the high cost and scarcity of housing - especially in urban areas. The sector now faces tougher competition from industries offering higher pay and more structured hours, adding to ongoing recruitment challenges.

Strategic Employer Responses

To remain competitive and attract talent, employers must take proactive measures such as:

- Offering enhanced remuneration and improved working conditions.
- Providing predictable scheduling and greater work-life balance.
- Investing in training and upskilling programmes to support career progression.
- Supporting staff through accommodation assistance or housing partnerships.
- Embrace technology to improve efficiency and reduce workload.

Such strategies can improve retention, enhance job satisfaction, and reposition hospitality as a long-term career choice rather than a temporary occupation.

Changing Dynamics in Hospitality Employment

Ireland's hospitality sector is undergoing significant change as economic pressures, government policies, and shifting workforce trends reshape how businesses operate. The following sections explore how rising costs and policy measures are affecting employers, what these changes mean for employees, and how evolving workforce models are helping the industry adapt.

Government Policy Impact

While the reduction in the VAT rate for hospitality is a welcome development, other measures introduced in the latest budget have effectively offset this benefit. The combined impact of wage growth, pension auto-enrolment, and increased PRSI contributions has intensified financial strain on employers. For instance, the average hourly rate for an accommodation assistant has risen from €10.10 in 2020 to €15.00 in 2025 an increase of roughly 48%, excluding the additional costs of employment. Simultaneously, the rise in aparthotel developments has increased accommodation supply while requiring fewer staff, further reshaping the labour landscape.

Employee Perspective

From the employee standpoint, this year's budget offers little relief. The absence of cost-of-living supports, energy credits, and rising education expenses have all reduced disposable income. Moreover, under auto-enrolment, workers aged 23–60 earning over €20,000 must contribute 1.5% of their gross salary without immediate tax relief. While this encourages long-term savings, it significantly limits short-term financial flexibility - particularly for younger workers. This raises a critical question: Can employers sustain higher employment costs while ensuring that employees can afford to remain in the industry?

Evolving Workforce Models

An increasing number of businesses are now adopting temporary and contingent workforce models, particularly for key roles such as chefs, waiting staff, and accommodation teams. Partnering with a specialist recruitment agency provides flexibility, enabling employers to scale their workforce in response to seasonal demand while maintaining operational continuity. This strategic approach helps businesses manage cost pressures, ensure service quality, and remain agile in a rapidly evolving labour market.

Hotel & Catering Salary Guide	Low	Average	Good
Chef Salaries			
Executive Chef	€90,000	€105,000	€120,000
Head Chef	€75,000	€80,000	€85,000
Sous Chef	€55,000	€65,000	€70,000
Jnr Sous Chef	€42,000	€45,000	€50,000
Breakfast Chef	€35,000	€38,000	€40,000
Chef De Partie	€38,000	€40,000	€45,000
Pastry Chef	€38,000	€40,000	€45,000
Head Pastry Chef	€45,000	€50,000	€56,000
Commis 1st Year	€29,000	€30,000	€32,000
Commis 2nd Year	€31,000	€32,000	€34,000
Commis 3rd Year	€33,000	€34,000	€36,000
Commis 4th Year	€35,000	€38,000	€40,000
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	€45,000
Executive Chef / Culinary Director	€75,000	€85,000	€120,000
Chef Manager	€45,000	€50,000	€55,000
Head Chef Industrial Catering	€50,000	€60,000	€65,000
Sous Chef Industrial Catering	€42,000	€45,000	€48,000
Chef De Partie Industrial Catering	€37,500	€39,000	€42,000
Kitchen Porter	€14.15	€14.15	€15.00
Catering Assistant	€14.15	€14.15	€15.00
Waiting Staff	€14.15	€15.00	€15.50
Barista	€14.15	€15.00	€15.50

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Hotel Salaries			
GM	€80,000 +Bonus	€100,000 +Bonus	€145,000 +Bonus
DGM	€60,000 +bonus	€70,000 +Bonus	€80,000 +Bonus
Operations Manager	€55,000 +Bonus	€65,000 +Bonus	€80,000 +Bonus
Food & Beverage Manager	€45,000	€47,500	€50,000
Accommodation Manager	€45,000	€47,500	€50,000
Accommodation Staff	€30,000	€32,000	€34,000
Restaurant Manager	€45,000	€47,000	€50,000
Restaurant Supervisor	€32,000	€35,000	€37,000
Director of Sales	€80,000	€90,000	€120,000
Sales & Marketing Manager	€60,000	€70,000	€80,000
Wedding Coordinator	€40,000	€45,000	€48,000
Sales Executive	€42,000	€45,000	€50,000
C&B Manager	€48,000	€52,000	€55,000
M&E Coordinator	€38,000	€40,000	€42,000
Revenue Manager	€90,000	€100,000	€110,000
HR Manager	€60,000	€70,000	€85,000
HR Assistant Manager	€40,000	€45,000	€50,000
Reservations Manager	€46,000	€50,000	€55,000
Front Office Manager	€40,000	€45,000	€50,000
Reception Supervisor	€34,000	€38,000	€43,000
Receptionist	€32,000	€34,000	€36,000
Night Manager	€45,000	€48,000	€50,000
Duty Manager	€36,000	€39,000	€43,000
Spa & Leisure Manager	€37,000	€40,000	€45,000
Spa Therapist	€32,000	€34,000	€37,000
Bar Manager	€48,000	€50,000	€55,000
Bar Staff	€32,000	€34,000	€37,000
Waiting Staff	€32,000	€34,000	€37,000



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