



Our role is to help you **excel**



Hotel & Catering Salary Guide 2022

Hotel & Catering Outlook

Key Trends

For many industries, 2021 has been a year like no other... but for the Hotel & Catering industry, it's been one of the hardest and strangest years of all time. The hospitality industry essentially closed for over a year and we've seen firsthand the huge impact it's had on Hotels, Bars, Restaurants and Corporate Catering sectors.

When the time finally came to re-open (some doors are still closed and may never re-open) those that were lucky enough to still be in business faced a number of challenges with staffing being the most critical issue of all.

Let's start with front of house: A large proportion of people working as Bar staff, Waiters and in Accommodation come from countries outside of Ireland. Travel for the most part has been off the cards for many people for quite some time, and we simply don't have the numbers of people available to fill the number of jobs that we have.

What about hiring local staff? Since March 2020, the industry has been virtually closed and we no longer have the interest from people who are finishing up in schools or colleges. This is mainly because the Hospitality Industry is now seen as a precarious one that could be closed again within a few weeks or months at best.

Looking for experienced staff? A lot of people coming into the industry work part-time or during holidays while in college, but the industry has been closed more than it's been open which has led to a massive shortage of people that have a year or two experience in the market.

What's happening in the kitchen? The Chef crisis is still in full swing, but the big issue of the moment is where are all the kitchen porters and the reply is simple... there are none! As with front of house, we simply do not have the people coming into the country that we used to. The English Language Schools are back open, but we're seeing people making the choice to study online. This is mainly because they can now do this from the comfort of a warmer and cheaper climate. Candidates are also realising that the salary and conditions are better in the manufacturing or distribution industry. In addition to all of the above, many people who were only working part-time in the past and who earned circa €200 to €400 per week are now getting the PUP payment at €350 per week. So, with no questions being asked for staying at home and receiving (in some cases) higher wages, this brings another massive challenge to the Hospitality Industry.

Solutions – Can We Throw Money At It?

With many establishments not being able to operate at full capacity, it leads to a high proportion of events, weddings and conferences getting cancelled or being put off for the foreseeable future. Money is in short supply, so the emphasis is put on 'what else can we offer'.

Working from home is not an option for most roles, so the industry can't jump on this bandwagon. However, they can take a look at what else is important to the people they employ like flexible rosters, job sharing, or ongoing training and development.

The feeling that workers are being valued is the most important thing that we are hearing from candidates. But of course, supply and demand along with more increases to the minimum wage have also played their part and we are seeing a lot of movement in the traditionally lower paid positions. For example, Kitchen Porters and Accommodation staff along with Bar and Waiting staff have all seen increases. The new normal wage is close to €12 and €13 per hour for Kitchen Porters / Accommodation staff while Waiting and Bar staff positions are moving closer to €13 and €15 respectively.

Chefs have also taken a huge leap forward with €34,000 now being the standard salary paid by the 3 & 4 star Hotels for Chef de Partie and increases in the Commis rates all down the line.

The only place we are not seeing much movement in is the area of Head Chefs, but our Director Shane McLave believes that when the corporate catering sector fully re-opens without closures, there will likely be more competition in this area.

What's Next?

Between the combination of an uncertain future and the over heated market that we are currently seeing, a lot of companies are moving towards the temporary and contingent workforce. This is particularly evident in traditional areas such as Waiting staff, Chefs and the emerging trends of Accommodation Staff / Management.

The industry is now seeing the benefits of having a recruitment partner that both understands their business and has the ability to flex up and down when required. This leaves businesses in a much better position as they will be more equipped to deal with staff shortages.



Hotel & Catering Salary Guide

Role	Low	Average	Good
Executive Chef	65,000	75,000	90,000
Head Chef	50,000	65,000	80,000
Sous Chef	42,000	45,000	50,000
Jnr Sous Chef	37,000	38,000	42,000
Breakfast Chef	28,000	30,000	32,000
Chef De Partie	32,000	34,000	38,000
Pastry Chef	35,000	38,000	45,000
Head Pastry Chef	40,000	45,000	55,000
Commis 1st Year	24,000	25,000	28,000
Commis 2nd Year	24,000	26,000	28,000
Commis 3rd Year	26,000	28,000	30,000
Commis 4th Year	28,000	32,000	36,000

Role	Low	Average	Good
Regional Manager	80,000+Bonus	95,000 +Bonus	120,000+Bonus
Area Manager Industrial Catering	65,000+ Bonus	70,000 + Bonus	85,000+Bonus
Unit Manager	36,000	45,000	65,000
Unit Supervisor	30,000	32,000	34,000
Executive Chef / Culinary Director	65,000	85,000	120,000
Chef Manager	40,000	44,000	50,000
Head Chef Industrial Catering	40,000	48,000	65,000
Sous Chef Industrial Catering	38,000	40,000	45,000
Chef De Partie Industrial Catering	32,000	34,000	38,000
Kitchen Porter	10.50ph	11.95ph	12.50ph
Catering Assistant	10.50ph	11.95ph	12.50ph
Waiting Staff or Baristas	11.50ph	12.00ph	12.50ph

Role	Low	Average	Good
GM	80,000+Bonus	90,000+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	42,000	45,000	55,000
Accommodation Manager	42,000	45,000	55,000
Accommodation Staff	10.50ph	11.95ph	13.00ph
Restaurant Manager	36,000	42,000	50,000
Restaurant Supervisor	28,000	32,000	34,000
Director of Sales	75,000	85,000	120,000
Sales & Marketing Manager	42,000	55,000	65,000
Wedding Coordinator	32,000	35,000	40,000
Sales Executive	35,000	38,000	42,000
C&B Manager	42,000	45,000	55,000
M&E Coordinator	30,000	34,000	36,000
Revenue Manager	42,000	48,000	65,000
HR Manager	40,000	55,000	80,000
HR Assistant Manager	30,000	32,000	360,000
Front Office / Res Manager	32,000	38,000	48,000
Reception Supervisor	28,000	30,000	32,000
Receptionist	25,000	26,000	30,000
Night Manager	32,000	36,000	40,000
Duty Manager	30,000	34,000	36,000
Spa & Leisure Manager	34,000	35,000	42,000
Spa Therapist	26,000	27,000	30,000
Bar Manager	40,000	45,000	55,000
Bar Staff	26,000	28,000	32,000
Waiting Staff	22,000	25,000	27,000



Shane McLave
Director

"Between the combination of an uncertain future and the over heated market that we are currently seeing, a lot of companies are moving towards the temporary and contingent workforce. This is particularly evident in traditional areas such as Waiting staff, Chefs and the emerging trends of Accommodation Staff / Management."



visit: www.excelrecruitment.ie

Call Our Office on 01 871 7676 or

Email info@excelrecruitment.com for more information.

excel

