



# Salary Guide 2008/2009

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## About Flexsource

FlexSource Solutions Limited.

- Ireland's award winning & leading Industrial and Technical Engineering staffing service provider.
- Specialising in the provision of temporary, contract, permanent and managed service solutions.
- Provides professional, innovative, flexible and cost effective staffing solutions to our clients, delivered through high quality service levels.
- Operates through a nationwide network of offices strategically positioned to service our clients and candidate base.
- Our branches operate 24x7 on call service & our recruitment and account management teams include some of the most respected, dedicated and experienced consultants in the industry.
- Our Teams have proved track records in the supply of professional, reliable and experienced staff to all our clients.

Flexsource is considered the employer of choice for all candidates and operates under the strategy of providing local staff to local businesses. Flexsource is focused on continually developing its service offerings to clients and is leading the way in flexible staffing models.

For more information on our services and what we can do for your business please contact your local branch and we will be delighted to discuss your staffing strategy.

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The following companies are also part of the Cpl Group:





## About the Salary Guide

This salary guide is produced annually. The information and salaries listed in the guide, are a reflection and synopsis of the salaries listed in our group database across the year. The data is then verified by each consultant and manager, within their individual specialist areas. The company's investment in the latest technology has attributed to the validity and scope of the data included in this guide.

The information in this document should be used as a guide, and does not account for variance in company size, industry, turnover etc. the salaries listed are base salaries and do not include extras (bonuses, commission). The guide includes a separate section on Benefits and Perks.

Salary guides are also available from the above companies covering each of their relevant sectors.

*Disclaimer –*

*The figures quoted in this document are taken from a number of sources. The figures quoted could be higher or lower and are dependent on each individual company. This document should be used as a guideline for reference purposes.*

**Manufacturing - Permanent**

Manufacturing Permanent	0-2 years exp	3-5 years exp	5+ years exp
MD, Manufacturing	-	65-80	80-100
General Manager	-	50-60	60-90
Operations Manager	-	40-55	55-85
Manufacturing Manager	-	40-55	45-65
Manufacturing Supervisor	30-35*	35-45*	45-55*
Manufacturing Engineer	25-28*	28-38*	38-50*
Manufacturing Operative	18-20*	20-22*	22-25*
Production Manager	35-40	40-55	50-65
Production Supervisor	25-30	30-40	35-45
Production Scheduler	25-30	30-35	40
Packaging Supervisor	-	25-30	35-40
Machine Operator	18-20	20-24	26-28
Safety Manager	45-55	55-65	65-70
QA Inspector	23-25	25-30	32-35
General Operative	18-20	20-22	22-25
Team Leader	21-24	24-30	30-35
Warehouse Manager	28-30	30-35	45-50
Warehouse Supervisor	22-25	25-35	35-40
Warehouse Operator	18-20	20-22	22-25
Distribution / Logistics Manager	30-35	35-45	45-50
Distribution / Logistics Supervisor	25-30	30-35	35-40
Distribution / Logistics Coordinator	24-25	27-30	30-38
Transport Manager	27-30	30-35	40-50
Assistant Transport Manager	20-25	25-30	35-40
Transport Coordinator	19-20	20-25	25-38
Freight Manager	27-30	35-40	40-50
Freight Supervisor	25-30	30-35	35-40
Freight Clerk	20-25	25-30	33-35
Reach / Counter Balance	18-19	18-23	26
Forklift	18-19	18-23	26
Diesel Fitter	25-35	35-40	40-60
Artic / Haz Chemical Driver	25-35	35-45	45-50
Artic Driver	28-30	30-40	40-50
HGV & Haz Chemical	28-35	35-45	45-50
C License	20-25	24-30	30-35



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C1 License	18-25	25-30	30-35
Van Driver B License	18-20	20-25	25-30

**Manufacturing Temporary**

Manufacturing - Temporary	€ Per Hour
QA Inspector	12-15
General Operative	9-11
Team Leader	10-13
Warehouse Operative	9-11
Machine Operator	9-12
Reach Forklift	10-12
Counter Balance Forklift	10-12
Diesel Fitter	15-19
Artic / Haz Chemical Driver	16-20
Artic Driver	15-18
HGV & Haz Chemical	13-17
C License	12-14
C1 License	11-13
Van Driver B License	10-12

**Hotel & Catering - Permanent**

Hotel & Catering Permanent	€'000 3 Star	€'000 4 Star	€'000 5 Star
General Manager	40-50	40-60	50-80
Assistant General Manager	35	40	45
Duty Manager	22.5	25	26
Conference & Banqueting Manager	30	36	45
Sales Manager	35	40	45
Food and Beverage Manager	28	32	40
Restaurant Manager	24	28	30
Head Chef	32	36	50-70
Sous Chef	28	32	40
Chef de Partie	23	28	35
Head of Pastry / Pastry Chef	23	28	35
4 <sup>th</sup> Year Commis	21	22	23
3 <sup>rd</sup> Year Commis	20	21	22
Commis Chef	19	20	21
Kitchen Porter	18	19	20
Waiting Staff	19	20	21
Bar Manager	26	30	38
Bar Staff	20-22	22-24	23-26
Accommodation Manager	24	30	36
Accommodation Supervisor	19-23	23-24	24-26
Housekeeper	24	30-32	38-40
Accommodation Assistants	18	19-20	20-23
Concierge / Porters	19-21	21-23	23-25
Front Office Manager	25	30	35
Hotel Receptionist	21	25	27
Hotel Reservations	20	22	24

## Benefits & Perks

Employers are paying more attention to salary surveys to ensure that they are offering competitive packages to attract the right candidates. Remuneration can take many forms, such as pension contributions, stock options, bonuses, healthcare, and subsidies among many other. Companies are also becoming more diverse in their offerings. Attracting and maintaining senior executives is very competitive and the overall remuneration package can sometimes be the deciding factor.

In more recent times, there has been an increasing trend towards allowing employees a greater degree of choice and flexibility in designing their own benefits packages by offering flexible or 'flex' benefits programs. Under the flex model, a company's reward package for employees would be divided into core benefits plus an allowance to spend on preferential extras which suit their personal needs.

Developing a Flex program is about finding ways to reward employees, in a way that is creative and tax-efficient. Since January 2004 PRSI has been extended to benefits that are subject to tax (BIK). This means that company cars, club subscriptions and other benefits that were previously exempt from PRSI will now be in the PRSI net, with the responsibility for collection of taxes and PRSI transferring to the employer.

Some employers offer flexible work options in flexitime or compressed workweeks, in geography (telecommuting or satellite workplaces), in time off (floating holidays or holiday carryover) and in career paths (job sharing or part-time work). For some employees there is more value placed on this type of benefit than other monetary rewards.

For Sales Professionals it is still the norm to get perks such as company car / car allowance, laptop and mobile as these are required for their job. Also, benefits are scaled to the level at which the candidates is hired into the company.

A wide range of benefits fit into flex programmes, for example:

### Pensions

- Option to take more Holidays
- Approved tax efficient Share Participation Scheme
- Life Cover / Medical Funds
- A certain amount to spend on a Health Insurance Package of your choice
- Medical Check-ups
- Creche Facilities
- Paternity Leave
- Educational Assistance / Training
- Cars



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- Tax saver commuter tickets for CIE and Dublin Bus
- Flexible working policies
- Broadband connection

### Benefits & Perks (cont'd)

Perks such as flexible working are probably less important to IT workers, as job security and training incentives rise up the list of priorities for job seekers. Although benefits might not be a deal-breaker for a candidate, they certainly add to a company's overall image as an employer of choice.