

# **Public Service Benchmarking Body**

## **Private Sector Survey Analysis By Job Capsule**

December 2007

## Explanatory Notes

The reporting for all 128 private sector job capsules is set out in a standard format. To avoid possible identification of individual companies, the report is confined to situations where there were at least 8 returns.

**Private sector Job Capsule title** is entered at the top of each page.

**The Number of Cases** is entered in brackets immediately after the job capsule title.

The analysis is broken into 3 company sizes namely **All companies, Companies with 20 or more employees and Companies with 50 or more employees.**

**The Weighted Average of the Minimum, Maximum, Average Salary, Cash Bonus, Car Benefit-in-kind, Medical Insurance, Other Benefit-in-kind and Package with Average Salary** for each job capsule is entered on the first line of the analysis summary. All analysis is based on pay data and other benefits collected in respect of quarter four 2006.

**Quartile analysis** is provided on the following three lines for the **Minimum, Maximum, Average Salary, Cash Bonus, Car Benefit-in-kind, Medical Insurance, Other Benefit-in-kind and Package with Average Salary.**

Please note that the sum of the **Average Salary, Cash Bonus, Car Benefit-in-kind, Medical Insurance, Other Benefit-in-kind** does not necessarily sum to the **Package with Average Salary** in quartile analysis.

**Average** is the weighted average rate taking in to account the number of employees in the job, the size category weighting and the under or over representation weighting.

**Lower quartile** is the point where 25% of returns have lower value and 75% have a higher value.

**Median** is the point where 50% of returns have a lower value than this and 50% have a higher value than this.

**Upper quartile** is the point where 75% of returns have lower value and 25% have a higher value

<b>Sector</b>	<b>Job Capsule</b>	<b>Page</b>
<b>Biotechnology</b>	Laboratory Technician	1
	Laboratory Supervisor	2
<b>Catering</b>	Commis Chef	3
	Chef de Partie	4
	Sous Chef	5
	Pastry Chef	6
	Head Chef	7
	Assistant Restaurant Mgr	8
	Restaurant Manager	9
<b>Call Centre</b>	Customer Services or Helpline Advisor	10
	Call Centre Team Leader	11
	Call Centre Manager	12
<b>Computing</b>	Help Desk	13
	Infrastructure Services Manager	14
	Operations Manager	15
	Tester	16
	Programmer	17
	Analyst/Programmer	18
	Senior Technical Supervisor	19
	Business Analyst	20
	Senior Developer	21
	Team Leader Help Desk	22
	Development Manager	23
	Senior Business Analyst	24
	Project Manager	25
	Programme Manager	26
	Head of IT	27
	Computing Services Manager	28
	Network Support	29
Systems Administrator	30	
Networks Coordinator/Manager	31	
<b>Clerical</b>	Personal Assistant	32
	Receptionist/administrator	33
	Clerical Assistant	34
	Administrator	35
	Secretary	36
	Senior Secretary	37

<b>Sector</b>	<b>Job Capsule</b>	<b>Page</b>
<b>Construction</b>	Project Mgr/Site Agent	38
	Quantity Surveyor	39
	Civil Engineer	40
<b>Engineering</b>	Graduate Engineer	41
	Senior Production Engineer	42
	Senior Design Engineer	43
	Senior Quality Engineer	44
	Engineering Manager	45
	Buyer	46
	Head of Quality Assurance	47
	Maintenance Engineer	48
	Production Engineer	49
	Quality Engineer	50
	Design Engineer	51
	Project Manager	52
	Purchasing Manager	53
<b>Engineering Production</b>	Semi Skilled Process Operator	54
	Setter Operator	55
	Skilled Operator	56
	Team Leader	57
	Production Manager I	58
	Production Manager II	59
<b>Finance/Accounts</b>	Accounts Clerk	60
	Business Analyst	61
	Financial Manager	62
	Financial Controller	63
	Audit Manager	64
	Chief Accountant	65
	Finance Director	66
	Accounts Payable/Receivable Manager	67
	Payroll Administrator	68
	Payroll Manager	69
	Financial Accountant	70
	Management Accountant	71
	Accountant	72
Financial Analyst	73	

<b>Sector</b>	<b>Job Capsule</b>	<b>Page</b>
<b>General Manager/Admin</b>	General Manager / Head of Organisation / CEO	74
	Other Functional Head / Director	75
	Office Manager	76
<b>Hotels</b>	Receptionist	77
	Waiting Staff	78
	Bar Person	79
	Bar Supervisor	80
	Conferencing & Banqueting Co-ordinator	81
	Hotel Head Receptionist	82
	Restaurant Supervisor	83
	Head Housekeeper	84
	Hotel Assistant Manager	85
	Hotel Department Manager	86
Hotel General Manager	87	
<b>HR</b>	HR Manager	88
	Training/Development Manager	89
	Training/Development Officer	90
	HR Officer	91
	HR Adviser	92
	HR Administrator	93
	Personnel Assistant	94
	Compensation & Benefits Manager	95
	Compensation & Benefits Officer	96
<b>Logistics</b>	Supply Chain Manager	97
	Planning Manager	98
	Transport Clerk	99
	Storeperson/Desp Clk/W'house Asst	100
	HGV (LGV) Driver	101
	Transport Manager	102
<b>Maintenance</b>	General Maintenance	103
	Skilled Maintenance Worker	104
	Skilled Maintenance Supervisor	105

<b>Sector</b>	<b>Job Capsule</b>	<b>Page</b>
<b>Marketing</b>	Marketing Assistant	106
	Marketing Executive	107
	Product Manager	108
	Brand Manager	109
	Marketing Manager	110
	Marketing Director	111
<b>Operations</b>	Operations Manager	112
<b>Professional Services</b>	Partner / Director	113
	Senior - Professional / Associate / Consultant	114
	Professional / Associate / Consultant	115
<b>Retail</b>	Warehouse Manager	116
	Customer Services Supervisor	117
	Customer Services Assistant	118
	Retail Assistant	119
	Retail Manager	120
	Storekeeper	121
<b>Sales</b>	Territory Sales Manager	122
	Sales Executive	123
	Technical Sales	124
	Sales Engineer	125
	National Account Manager	126
	Sales Team Leader	127
	Sales Director	128

## Public Service Benchmarking Body

### Laboratory Technician (22 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,213	36,343	31,895	1,777	0	938	84	34,694
Lower Quartile	25,000	30,245	26,667	1,026	0	545	0	28,308
Median	30,245	36,637	30,245	1,399	0	615	0	33,355
Upper Quartile	31,000	40,068	37,250	2,404	0	1,810	0	43,060

### Laboratory Technician (22 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,213	36,343	31,895	1,777	0	938	84	34,694
Lower Quartile	25,000	30,245	26,667	1,026	0	545	0	28,308
Median	30,245	36,637	30,245	1,399	0	615	0	33,355
Upper Quartile	31,000	40,068	37,250	2,404	0	1,810	0	43,060

### Laboratory Technician (20 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	27,306	34,814	30,861	1,738	0	966	112	33,678
Lower Quartile	24,600	30,245	26,000	200	0	400	0	27,951
Median	26,411	30,625	28,500	1,551	0	766	0	31,541
Upper Quartile	31,000	40,587	37,250	2,404	0	1,810	0	43,060

## Public Service Benchmarking Body

### Laboratory Supervisor (11 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	41,356	44,382	42,374	1,380	0	835	114	44,704
Lower Quartile	31,104	40,952	33,052	540	0	545	0	33,597
Median	40,952	46,008	40,952	1,574	0	615	0	43,141
Upper Quartile	49,071	49,071	49,071	1,732	0	1,810	0	52,181

### Laboratory Supervisor (11 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	41,356	44,382	42,374	1,380	0	835	114	44,704
Lower Quartile	31,104	40,952	33,052	540	0	545	0	33,597
Median	40,952	46,008	40,952	1,574	0	615	0	43,141
Upper Quartile	49,071	49,071	49,071	1,732	0	1,810	0	52,181

### Laboratory Supervisor (10 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,882	45,085	42,296	1,326	0	828	158	44,608
Lower Quartile	30,705	35,000	32,350	0	0	0	0	32,350
Median	45,000	48,485	48,000	1,300	0	600	0	52,016
Upper Quartile	49,071	52,000	49,071	2,500	0	1,810	0	52,181



**Public Service Benchmarking Body**

**Commis Chef (29 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	20,168	21,361	20,866	308	0	13	107	21,294
Lower Quartile	19,000	19,094	19,094	0	0	0	0	20,094
Median	19,266	22,100	21,500	0	0	0	0	21,500
Upper Quartile	22,100	23,859	22,500	600	0	0	0	23,500

**Commis Chef (26 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	18,225	20,795	19,732	29	0	30	240	20,031
Lower Quartile	17,200	17,542	17,238	0	0	0	0	17,265
Median	19,000	22,500	21,340	0	0	0	0	21,340
Upper Quartile	19,855	24,000	21,633	0	0	0	0	21,633

**Commis Chef (20 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	17,521	19,921	18,657	65	0	68	89	18,879
Lower Quartile	16,448	17,200	16,832	0	0	0	0	17,200
Median	17,200	18,252	17,500	0	0	0	0	17,788
Upper Quartile	19,266	22,074	21,340	0	0	0	0	21,340

## Public Service Benchmarking Body

### Chef de Partie (28 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,928	27,540	26,008	43	0	27	33	26,111
Lower Quartile	23,000	23,000	23,000	0	0	0	0	23,100
Median	24,024	28,392	27,000	0	0	0	0	27,000
Upper Quartile	24,750	30,000	28,000	100	0	0	0	28,000

### Chef de Partie (26 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,049	28,623	26,560	39	0	46	55	26,701
Lower Quartile	22,000	24,336	24,000	0	0	0	0	24,000
Median	24,024	28,392	27,000	0	0	0	0	27,000
Upper Quartile	26,400	33,600	28,000	0	0	0	0	28,500

### Chef de Partie (23 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,485	27,902	25,875	58	0	69	83	26,085
Lower Quartile	20,280	24,336	23,450	0	0	0	0	23,950
Median	23,992	28,000	27,000	0	0	0	0	27,000
Upper Quartile	24,750	30,000	28,000	0	0	0	0	28,000

## Public Service Benchmarking Body

### Sous Chef (28 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	29,426	30,249	29,862	434	0	19	17	30,332
Lower Quartile	24,960	24,960	24,960	0	0	0	0	25,960
Median	32,000	32,000	32,000	100	0	0	0	32,100
Upper Quartile	33,800	34,476	33,800	600	0	0	0	34,000

### Sous Chef (25 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	33,503	35,383	34,503	274	0	56	49	34,882
Lower Quartile	32,000	33,800	32,540	0	0	0	0	33,500
Median	34,000	35,000	34,000	0	0	0	0	35,000
Upper Quartile	36,400	40,000	38,266	0	0	0	0	38,266

### Sous Chef (23 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	31,278	32,919	32,165	387	0	79	69	32,701
Lower Quartile	28,200	29,100	29,100	0	0	0	0	29,200
Median	32,448	34,000	33,800	0	0	0	0	33,800
Upper Quartile	34,000	35,000	34,000	0	0	0	0	35,000

## Public Service Benchmarking Body

### Pastry Chef (12 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,789	27,851	26,366	34	0	42	0	26,442
Lower Quartile	22,000	25,500	25,000	0	0	0	0	25,000
Median	25,500	28,500	26,400	0	0	0	0	26,400
Upper Quartile	28,600	30,000	28,600	0	0	0	0	28,600

### Pastry Chef (12 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,789	27,851	26,366	34	0	42	0	26,442
Lower Quartile	22,000	25,500	25,000	0	0	0	0	25,000
Median	25,500	28,500	26,400	0	0	0	0	26,400
Upper Quartile	28,600	30,000	28,600	0	0	0	0	28,600

### Pastry Chef (11 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,486	27,314	25,458	42	0	53	0	25,552
Lower Quartile	20,280	25,000	23,540	0	0	0	0	24,040
Median	24,000	28,000	25,500	0	0	0	0	26,000
Upper Quartile	28,500	28,600	28,500	0	0	0	0	28,500

## Public Service Benchmarking Body

### Head Chef (36 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	37,898	38,272	38,032	887	0	25	6	38,950
Lower Quartile	33,800	33,800	33,800	0	0	0	0	34,438
Median	35,000	35,000	35,000	0	0	0	0	36,600
Upper Quartile	45,000	45,000	45,000	1,600	0	0	0	45,000

### Head Chef (32 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	41,496	43,333	42,153	1,508	0	124	28	43,813
Lower Quartile	33,000	33,000	33,000	0	0	0	0	33,000
Median	45,000	46,000	45,978	0	0	0	0	48,000
Upper Quartile	50,000	50,000	50,000	2,500	0	0	0	52,500

### Head Chef (27 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,448	44,028	41,729	1,990	0	242	54	44,015
Lower Quartile	32,100	36,504	36,000	0	0	0	0	36,000
Median	42,000	43,650	42,000	540	0	0	0	43,000
Upper Quartile	46,000	50,000	50,000	3,000	0	550	0	52,500

**Public Service Benchmarking Body**

**Assistant Restaurant Mgr (15 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	26,340	26,372	26,356	373	0	58	0	26,788
Lower Quartile	24,250	24,250	24,250	0	0	0	0	24,405
Median	26,500	26,500	26,500	0	0	0	0	27,810
Upper Quartile	28,600	28,600	28,600	200	0	55	0	30,100

**Assistant Restaurant Mgr (14 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,845	25,887	25,866	91	0	74	0	26,031
Lower Quartile	24,000	24,250	24,250	0	0	0	0	24,405
Median	25,000	25,000	25,000	0	0	0	0	25,000
Upper Quartile	27,810	27,810	27,810	100	0	55	0	28,050

**Assistant Restaurant Mgr (14 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,845	25,887	25,866	91	0	74	0	26,031
Lower Quartile	24,000	24,250	24,250	0	0	0	0	24,405
Median	25,000	25,000	25,000	0	0	0	0	25,000
Upper Quartile	27,810	27,810	27,810	100	0	55	0	28,050

**Public Service Benchmarking Body**

**Restaurant Manager (19 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	30,388	30,832	30,608	148	0	51	13	30,820
Lower Quartile	28,571	28,571	28,571	0	0	0	0	28,571
Median	29,900	30,000	29,900	0	0	0	0	30,000
Upper Quartile	32,960	33,800	32,960	0	0	0	0	34,000

**Restaurant Manager (16 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	29,178	30,369	29,769	397	0	137	34	30,338
Lower Quartile	26,000	30,000	29,500	0	0	0	0	30,000
Median	30,000	30,000	30,000	0	0	0	0	30,000
Upper Quartile	30,000	33,000	31,000	200	0	400	0	32,495

**Restaurant Manager (14 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,715	30,539	29,619	608	0	216	58	30,501
Lower Quartile	26,000	28,000	28,000	0	0	0	0	28,000
Median	28,000	32,960	29,500	0	0	0	0	32,495
Upper Quartile	32,960	33,800	32,960	1,500	0	550	0	34,000

**Public Service Benchmarking Body**

**Customer Services or Helpline Advisor (42 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,848	29,957	26,071	1,834	8	457	214	28,584
Lower Quartile	19,033	27,185	21,854	0	0	0	0	23,285
Median	21,809	29,480	23,350	1,800	0	458	0	26,050
Upper Quartile	26,000	34,000	29,415	2,747	0	529	427	32,620

**Customer Services or Helpline Advisor (37 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	20,785	28,899	23,420	1,214	13	343	314	25,304
Lower Quartile	19,000	25,513	21,854	0	0	0	0	22,657
Median	19,523	27,972	22,487	1,004	0	230	0	24,629
Upper Quartile	21,809	29,480	23,599	2,100	0	529	500	26,601

**Customer Services or Helpline Advisor (36 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	20,699	28,915	23,361	1,232	14	349	309	25,265
Lower Quartile	19,000	25,513	21,854	0	0	0	0	22,657
Median	19,523	27,972	22,487	1,004	0	230	0	24,629
Upper Quartile	21,809	29,480	23,599	2,100	0	529	500	26,534



**Public Service Benchmarking Body**

**Call Centre Team Leader (25 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	34,687	41,024	37,892	4,162	47	421	291	42,814
Lower Quartile	29,000	34,323	32,027	1,400	0	0	0	33,129
Median	31,183	42,607	36,000	4,100	0	458	0	43,966
Upper Quartile	43,300	43,300	43,300	7,200	0	700	772	51,758

**Call Centre Team Leader (24 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	32,534	40,455	36,540	3,202	59	412	364	40,578
Lower Quartile	28,000	34,323	32,027	1,400	0	0	0	33,129
Median	29,686	41,014	33,965	4,001	0	400	0	36,138
Upper Quartile	38,402	44,420	42,385	4,659	0	766	773	46,322

**Call Centre Team Leader (24 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	32,534	40,455	36,540	3,202	59	412	364	40,578
Lower Quartile	28,000	34,323	32,027	1,400	0	0	0	33,129
Median	29,686	41,014	33,965	4,001	0	400	0	36,138
Upper Quartile	38,402	44,420	42,385	4,659	0	766	773	46,322

**Public Service Benchmarking Body**

**Call Centre Manager (30 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	50,442	56,219	53,837	6,352	1,133	784	52	62,159
Lower Quartile	38,057	38,057	38,057	2,839	0	458	0	43,735
Median	48,790	54,857	54,857	5,175	0	503	0	63,423
Upper Quartile	71,000	71,500	71,500	10,445	0	787	0	83,458

**Call Centre Manager (28 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	47,551	57,179	53,209	5,029	1,889	987	87	61,200
Lower Quartile	33,000	47,585	37,853	1,475	0	209	0	39,679
Median	48,790	54,857	54,857	4,509	0	766	0	63,423
Upper Quartile	62,489	68,822	68,167	8,785	3,000	1,486	0	76,497

**Call Centre Manager (28 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	47,551	57,179	53,209	5,029	1,889	987	87	61,200
Lower Quartile	33,000	47,585	37,853	1,475	0	209	0	39,679
Median	48,790	54,857	54,857	4,509	0	766	0	63,423
Upper Quartile	62,489	68,822	68,167	8,785	3,000	1,486	0	76,497

## Public Service Benchmarking Body

### Help Desk (30 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	27,992	33,112	30,431	948	0	430	91	31,900
Lower Quartile	26,000	27,185	27,000	0	0	0	0	27,185
Median	26,371	31,500	27,185	0	0	0	0	29,026
Upper Quartile	29,600	39,000	33,115	2,500	0	677	200	35,777

### Help Desk (29 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,490	34,390	31,289	1,185	0	537	51	33,063
Lower Quartile	26,000	27,185	27,000	0	0	0	0	27,185
Median	27,185	37,162	32,500	0	0	629	0	33,558
Upper Quartile	30,000	39,000	33,600	2,600	0	787	0	37,336

### Help Desk (29 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,490	34,390	31,289	1,185	0	537	51	33,063
Lower Quartile	26,000	27,185	27,000	0	0	0	0	27,185
Median	27,185	37,162	32,500	0	0	629	0	33,558
Upper Quartile	30,000	39,000	33,600	2,600	0	787	0	37,336

**Public Service Benchmarking Body**

**Infrastructure Services Manager (9 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	54,562	60,381	58,280	8,656	2,365	1,381	0	70,683
Lower Quartile	45,000	61,170	53,817	7,446	0	1,044	0	62,029
Median	61,170	64,527	61,170	10,262	0	1,412	0	73,169
Upper Quartile	65,900	65,900	65,900	10,262	5,280	1,412	0	82,854

**Infrastructure Services Manager (9 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	54,562	60,381	58,280	8,656	2,365	1,381	0	70,683
Lower Quartile	45,000	61,170	53,817	7,446	0	1,044	0	62,029
Median	61,170	64,527	61,170	10,262	0	1,412	0	73,169
Upper Quartile	65,900	65,900	65,900	10,262	5,280	1,412	0	82,854

**Infrastructure Services Manager (9 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	54,562	60,381	58,280	8,656	2,365	1,381	0	70,683
Lower Quartile	45,000	61,170	53,817	7,446	0	1,044	0	62,029
Median	61,170	64,527	61,170	10,262	0	1,412	0	73,169
Upper Quartile	65,900	65,900	65,900	10,262	5,280	1,412	0	82,854

**Public Service Benchmarking Body**

**Operations Manager (10 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	70,900	75,534	75,036	5,431	6,365	866	110	87,808
Lower Quartile	50,000	50,000	50,000	1,750	0	127	0	52,314
Median	77,161	79,947	79,781	3,000	8,400	787	0	96,286
Upper Quartile	79,947	82,400	79,947	10,140	9,468	1,139	0	102,127

**Operations Manager (10 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	70,900	75,534	75,036	5,431	6,365	866	110	87,808
Lower Quartile	50,000	50,000	50,000	1,750	0	127	0	52,314
Median	77,161	79,947	79,781	3,000	8,400	787	0	96,286
Upper Quartile	79,947	82,400	79,947	10,140	9,468	1,139	0	102,127

**Operations Manager (10 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	70,900	75,534	75,036	5,431	6,365	866	110	87,808
Lower Quartile	50,000	50,000	50,000	1,750	0	127	0	52,314
Median	77,161	79,947	79,781	3,000	8,400	787	0	96,286
Upper Quartile	79,947	82,400	79,947	10,140	9,468	1,139	0	102,127

## Public Service Benchmarking Body

### Tester (12 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	38,920	53,066	46,096	3,102	821	855	0	50,875
Lower Quartile	35,000	42,220	35,000	0	0	250	0	36,892
Median	37,622	51,656	45,000	2,532	0	700	0	50,039
Upper Quartile	42,984	56,548	47,513	5,612	0	766	0	56,772

### Tester (12 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	38,920	53,066	46,096	3,102	821	855	0	50,875
Lower Quartile	35,000	42,220	35,000	0	0	250	0	36,892
Median	37,622	51,656	45,000	2,532	0	700	0	50,039
Upper Quartile	42,984	56,548	47,513	5,612	0	766	0	56,772

### Tester (8 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	39,496	52,150	45,897	3,037	1,105	866	0	50,905
Lower Quartile	35,100	44,500	43,727	0	0	375	0	45,766
Median	37,622	51,656	45,000	2,532	0	720	0	50,039
Upper Quartile	42,984	55,718	47,513	5,612	0	766	0	56,772

## Public Service Benchmarking Body

### Programmer (20 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	29,086	47,880	36,948	1,535	0	652	75	39,210
Lower Quartile	26,000	36,000	27,981	0	0	0	0	32,466
Median	27,000	37,000	31,700	0	0	766	0	32,736
Upper Quartile	30,000	67,500	45,752	2,762	0	766	0	48,252

### Programmer (20 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	29,086	47,880	36,948	1,535	0	652	75	39,210
Lower Quartile	26,000	36,000	27,981	0	0	0	0	32,466
Median	27,000	37,000	31,700	0	0	766	0	32,736
Upper Quartile	30,000	67,500	45,752	2,762	0	766	0	48,252

### Programmer (19 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	30,024	52,061	39,209	2,114	0	609	104	42,035
Lower Quartile	26,000	36,000	27,981	0	0	0	0	32,736
Median	27,500	53,000	40,330	2,500	0	375	0	40,330
Upper Quartile	35,062	69,621	49,250	3,600	0	766	0	53,565

**Public Service Benchmarking Body**

**Analyst/Programmer (29 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	36,191	49,722	42,031	2,945	0	1,402	64	46,443
Lower Quartile	31,733	43,000	34,658	0	0	766	0	36,211
Median	34,394	47,636	38,505	3,036	0	1,155	0	45,479
Upper Quartile	39,800	57,000	51,437	4,621	0	2,089	0	56,215

**Analyst/Programmer (29 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	36,191	49,722	42,031	2,945	0	1,402	64	46,443
Lower Quartile	31,733	43,000	34,658	0	0	766	0	36,211
Median	34,394	47,636	38,505	3,036	0	1,155	0	45,479
Upper Quartile	39,800	57,000	51,437	4,621	0	2,089	0	56,215

**Analyst/Programmer (29 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	36,191	49,722	42,031	2,945	0	1,402	64	46,443
Lower Quartile	31,733	43,000	34,658	0	0	766	0	36,211
Median	34,394	47,636	38,505	3,036	0	1,155	0	45,479
Upper Quartile	39,800	57,000	51,437	4,621	0	2,089	0	56,215



**Public Service Benchmarking Body**

**Senior Technical Supervisor (11 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	48,442	62,210	54,184	6,001	567	1,741	0	62,493
Lower Quartile	46,879	51,373	46,879	2,638	0	766	0	52,167
Median	51,373	64,498	51,373	4,688	0	2,089	0	57,101
Upper Quartile	53,560	71,760	60,983	10,854	0	2,353	0	74,190

**Senior Technical Supervisor (11 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	48,442	62,210	54,184	6,001	567	1,741	0	62,493
Lower Quartile	46,879	51,373	46,879	2,638	0	766	0	52,167
Median	51,373	64,498	51,373	4,688	0	2,089	0	57,101
Upper Quartile	53,560	71,760	60,983	10,854	0	2,353	0	74,190

**Senior Technical Supervisor (11 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	48,442	62,210	54,184	6,001	567	1,741	0	62,493
Lower Quartile	46,879	51,373	46,879	2,638	0	766	0	52,167
Median	51,373	64,498	51,373	4,688	0	2,089	0	57,101
Upper Quartile	53,560	71,760	60,983	10,854	0	2,353	0	74,190

## Public Service Benchmarking Body

### Business Analyst (20 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,935	63,286	56,265	5,099	1,015	1,097	60	63,536
Lower Quartile	43,103	57,500	55,650	3,867	0	400	0	57,938
Median	49,500	63,000	58,600	4,452	0	766	0	66,360
Upper Quartile	54,600	79,034	59,825	6,000	0	2,089	0	70,750

### Business Analyst (20 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,935	63,286	56,265	5,099	1,015	1,097	60	63,536
Lower Quartile	43,103	57,500	55,650	3,867	0	400	0	57,938
Median	49,500	63,000	58,600	4,452	0	766	0	66,360
Upper Quartile	54,600	79,034	59,825	6,000	0	2,089	0	70,750

### Business Analyst (20 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,935	63,286	56,265	5,099	1,015	1,097	60	63,536
Lower Quartile	43,103	57,500	55,650	3,867	0	400	0	57,938
Median	49,500	63,000	58,600	4,452	0	766	0	66,360
Upper Quartile	54,600	79,034	59,825	6,000	0	2,089	0	70,750

## Public Service Benchmarking Body

### Senior Developer (44 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	41,221	68,538	52,021	4,435	2,334	1,124	0	59,914
Lower Quartile	33,015	58,000	44,800	0	0	720	0	45,566
Median	40,000	62,090	51,800	4,654	0	766	0	57,413
Upper Quartile	47,000	80,722	56,879	7,420	7,300	2,089	0	75,905

### Senior Developer (44 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	41,221	68,538	52,021	4,435	2,334	1,124	0	59,914
Lower Quartile	33,015	58,000	44,800	0	0	720	0	45,566
Median	40,000	62,090	51,800	4,654	0	766	0	57,413
Upper Quartile	47,000	80,722	56,879	7,420	7,300	2,089	0	75,905

### Senior Developer (43 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	41,842	70,095	53,298	5,094	2,800	1,196	0	62,388
Lower Quartile	33,015	57,000	48,000	3,040	0	700	0	52,215
Median	37,830	66,759	52,564	5,076	0	766	0	57,983
Upper Quartile	51,753	83,792	56,879	7,701	7,300	2,089	0	75,905

## Public Service Benchmarking Body

### Team Leader Help Desk (8 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,870	46,869	44,583	3,155	762	631	82	49,213
Lower Quartile	29,888	29,888	29,888	0	0	0	0	32,643
Median	45,000	45,000	45,000	2,755	0	787	0	46,155
Upper Quartile	48,000	60,000	54,000	4,050	0	1,041	200	59,091

### Team Leader Help Desk (8 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,870	46,869	44,583	3,155	762	631	82	49,213
Lower Quartile	29,888	29,888	29,888	0	0	0	0	32,643
Median	45,000	45,000	45,000	2,755	0	787	0	46,155
Upper Quartile	48,000	60,000	54,000	4,050	0	1,041	200	59,091

### Team Leader Help Desk (8 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,870	46,869	44,583	3,155	762	631	82	49,213
Lower Quartile	29,888	29,888	29,888	0	0	0	0	32,643
Median	45,000	45,000	45,000	2,755	0	787	0	46,155
Upper Quartile	48,000	60,000	54,000	4,050	0	1,041	200	59,091

## Public Service Benchmarking Body

### Development Manager (14 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	69,386	82,362	74,744	5,087	2,002	976	0	82,810
Lower Quartile	60,000	70,000	65,000	0	0	0	0	66,500
Median	65,000	79,217	70,455	0	0	766	0	71,221
Upper Quartile	72,000	94,265	80,863	8,488	0	2,089	0	94,265

### Development Manager (14 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	69,386	82,362	74,744	5,087	2,002	976	0	82,810
Lower Quartile	60,000	70,000	65,000	0	0	0	0	66,500
Median	65,000	79,217	70,455	0	0	766	0	71,221
Upper Quartile	72,000	94,265	80,863	8,488	0	2,089	0	94,265

### Development Manager (13 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	72,899	84,602	77,551	6,052	2,378	935	0	86,916
Lower Quartile	64,800	72,000	70,455	0	0	0	0	71,221
Median	66,430	79,217	72,230	4,500	0	766	0	78,135
Upper Quartile	73,500	102,524	80,863	13,309	6,773	2,089	0	106,389

## Public Service Benchmarking Body

### Senior Business Analyst (8 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,152	70,544	60,072	4,978	315	420	38	65,822
Lower Quartile	38,280	62,300	59,800	4,000	0	127	0	67,124
Median	54,560	73,000	62,200	4,260	0	664	0	68,930
Upper Quartile	55,000	89,800	67,000	6,565	0	700	0	71,000

### Senior Business Analyst (8 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,152	70,544	60,072	4,978	315	420	38	65,822
Lower Quartile	38,280	62,300	59,800	4,000	0	127	0	67,124
Median	54,560	73,000	62,200	4,260	0	664	0	68,930
Upper Quartile	55,000	89,800	67,000	6,565	0	700	0	71,000

### Senior Business Analyst (8 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,152	70,544	60,072	4,978	315	420	38	65,822
Lower Quartile	38,280	62,300	59,800	4,000	0	127	0	67,124
Median	54,560	73,000	62,200	4,260	0	664	0	68,930
Upper Quartile	55,000	89,800	67,000	6,565	0	700	0	71,000

## Public Service Benchmarking Body

### Project Manager (32 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	56,042	72,443	65,246	5,113	2,890	741	33	74,022
Lower Quartile	43,000	62,246	61,363	3,541	0	375	0	66,766
Median	59,000	76,000	66,000	4,920	0	766	0	66,795
Upper Quartile	65,146	80,000	73,000	7,500	6,000	766	0	86,912

### Project Manager (32 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	56,042	72,443	65,246	5,113	2,890	741	33	74,022
Lower Quartile	43,000	62,246	61,363	3,541	0	375	0	66,766
Median	59,000	76,000	66,000	4,920	0	766	0	66,795
Upper Quartile	65,146	80,000	73,000	7,500	6,000	766	0	86,912

### Project Manager (32 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	56,042	72,443	65,246	5,113	2,890	741	33	74,022
Lower Quartile	43,000	62,246	61,363	3,541	0	375	0	66,766
Median	59,000	76,000	66,000	4,920	0	766	0	66,795
Upper Quartile	65,146	80,000	73,000	7,500	6,000	766	0	86,912

## Public Service Benchmarking Body

### Programme Manager (8 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	74,527	77,114	75,435	6,741	2,970	756	0	85,902
Lower Quartile	56,000	56,000	56,000	0	0	127	0	60,855
Median	77,200	77,200	77,200	6,000	0	480	0	83,200
Upper Quartile	86,400	103,637	92,451	7,430	8,400	766	0	108,266

### Programme Manager (8 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	74,527	77,114	75,435	6,741	2,970	756	0	85,902
Lower Quartile	56,000	56,000	56,000	0	0	127	0	60,855
Median	77,200	77,200	77,200	6,000	0	480	0	83,200
Upper Quartile	86,400	103,637	92,451	7,430	8,400	766	0	108,266

### Programme Manager (8 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	74,527	77,114	75,435	6,741	2,970	756	0	85,902
Lower Quartile	56,000	56,000	56,000	0	0	127	0	60,855
Median	77,200	77,200	77,200	6,000	0	480	0	83,200
Upper Quartile	86,400	103,637	92,451	7,430	8,400	766	0	108,266



## Public Service Benchmarking Body

### Head of IT (24 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	92,281	92,619	92,281	15,485	8,639	1,051	129	117,585
Lower Quartile	80,800	80,800	80,800	9,750	0	230	0	102,280
Median	87,900	87,900	87,900	13,135	11,280	831	0	124,786
Upper Quartile	105,000	105,000	105,000	22,500	12,400	1,810	0	136,680

### Head of IT (24 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	92,281	92,619	92,281	15,485	8,639	1,051	129	117,585
Lower Quartile	80,800	80,800	80,800	9,750	0	230	0	102,280
Median	87,900	87,900	87,900	13,135	11,280	831	0	124,786
Upper Quartile	105,000	105,000	105,000	22,500	12,400	1,810	0	136,680

### Head of IT (24 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	92,281	92,619	92,281	15,485	8,639	1,051	129	117,585
Lower Quartile	80,800	80,800	80,800	9,750	0	230	0	102,280
Median	87,900	87,900	87,900	13,135	11,280	831	0	124,786
Upper Quartile	105,000	105,000	105,000	22,500	12,400	1,810	0	136,680

## Public Service Benchmarking Body

### Computing Services Manager (23 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	61,655	62,041	61,770	5,052	4,471	1,370	28	72,692
Lower Quartile	55,000	56,000	55,000	1,460	0	550	0	63,224
Median	59,000	59,516	59,000	3,397	0	831	0	71,026
Upper Quartile	68,075	73,542	68,075	6,747	9,000	2,089	0	85,550

### Computing Services Manager (23 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	61,655	62,041	61,770	5,052	4,471	1,370	28	72,692
Lower Quartile	55,000	56,000	55,000	1,460	0	550	0	63,224
Median	59,000	59,516	59,000	3,397	0	831	0	71,026
Upper Quartile	68,075	73,542	68,075	6,747	9,000	2,089	0	85,550

### Computing Services Manager (21 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	58,750	59,397	58,943	6,429	3,726	1,103	47	70,247
Lower Quartile	49,100	49,100	49,100	2,655	0	600	0	52,675
Median	57,500	59,000	57,500	5,250	0	831	0	70,800
Upper Quartile	65,572	65,572	65,572	11,120	8,763	2,089	0	81,800

## Public Service Benchmarking Body

### Network Support (9 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	36,622	46,895	42,194	3,423	0	980	100	46,696
Lower Quartile	29,000	35,294	32,000	0	0	0	0	32,540
Median	38,402	46,000	46,000	1,300	0	766	0	49,110
Upper Quartile	39,000	58,000	49,419	6,303	0	1,810	0	60,120

### Network Support (9 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	36,622	46,895	42,194	3,423	0	980	100	46,696
Lower Quartile	29,000	35,294	32,000	0	0	0	0	32,540
Median	38,402	46,000	46,000	1,300	0	766	0	49,110
Upper Quartile	39,000	58,000	49,419	6,303	0	1,810	0	60,120

### Network Support (9 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	36,622	46,895	42,194	3,423	0	980	100	46,696
Lower Quartile	29,000	35,294	32,000	0	0	0	0	32,540
Median	38,402	46,000	46,000	1,300	0	766	0	49,110
Upper Quartile	39,000	58,000	49,419	6,303	0	1,810	0	60,120

## Public Service Benchmarking Body

### Systems Administrator (34 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	37,694	44,529	41,586	1,758	0	599	84	44,027
Lower Quartile	32,000	39,413	37,500	0	0	0	0	38,250
Median	34,000	43,000	39,800	0	0	450	0	41,080
Upper Quartile	43,000	53,353	50,319	2,500	0	766	0	50,751

### Systems Administrator (33 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	38,617	45,161	42,483	2,197	0	749	42	45,471
Lower Quartile	31,500	36,294	35,189	0	0	209	0	35,189
Median	39,000	44,479	42,000	1,379	0	594	0	45,735
Upper Quartile	45,962	56,000	50,319	3,360	0	766	0	56,323

### Systems Administrator (31 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	38,586	46,953	43,528	2,617	0	788	54	46,987
Lower Quartile	29,650	39,413	36,390	0	0	127	0	39,000
Median	39,000	44,479	42,000	1,990	0	594	0	45,735
Upper Quartile	43,000	57,460	50,319	4,202	0	925	0	57,404

## Public Service Benchmarking Body

### Networks Coordinator/Manager (19 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,787	49,655	48,693	4,990	652	961	46	55,343
Lower Quartile	34,394	40,000	38,500	0	0	0	0	39,240
Median	43,103	47,700	44,417	2,757	0	503	0	47,181
Upper Quartile	63,500	63,500	63,500	6,703	0	2,089	0	77,247

### Networks Coordinator/Manager (17 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	48,466	52,026	50,166	2,705	1,260	987	130	55,249
Lower Quartile	41,935	42,453	41,935	1,000	0	0	0	43,219
Median	46,302	51,837	49,069	2,453	0	677	0	51,731
Upper Quartile	52,700	59,142	59,142	3,157	0	2,089	0	62,095

### Networks Coordinator/Manager (17 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	48,466	52,026	50,166	2,705	1,260	987	130	55,249
Lower Quartile	41,935	42,453	41,935	1,000	0	0	0	43,219
Median	46,302	51,837	49,069	2,453	0	677	0	51,731
Upper Quartile	52,700	59,142	59,142	3,157	0	2,089	0	62,095

## Public Service Benchmarking Body

### Personal Assistant (55 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	36,815	39,036	38,001	2,072	0	713	220	41,006
Lower Quartile	33,305	33,305	33,305	1,000	0	0	0	38,560
Median	35,327	37,000	37,000	2,000	0	450	0	39,173
Upper Quartile	39,375	44,000	43,000	3,330	0	1,500	0	45,716

### Personal Assistant (54 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	37,692	40,469	39,175	1,757	0	516	25	41,474
Lower Quartile	32,915	35,000	33,725	100	0	0	0	35,000
Median	37,000	39,375	38,000	1,442	0	127	0	40,427
Upper Quartile	43,000	45,794	44,837	3,000	0	831	0	47,270

### Personal Assistant (51 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	35,970	39,771	38,001	1,713	0	662	34	40,411
Lower Quartile	30,000	35,000	31,780	0	0	0	0	34,958
Median	35,327	39,375	39,272	1,592	0	550	0	41,527
Upper Quartile	40,000	44,424	43,000	3,178	0	1,155	0	46,810

## Public Service Benchmarking Body

### Receptionist/administrator (95 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,855	26,812	25,815	812	0	226	115	26,967
Lower Quartile	21,000	24,300	24,000	0	0	0	0	24,500
Median	24,300	27,000	24,608	250	0	0	0	26,000
Upper Quartile	28,000	30,000	29,775	1,500	0	0	0	31,167

### Receptionist/administrator (84 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,329	28,976	26,526	719	0	267	53	27,564
Lower Quartile	20,934	25,000	24,000	0	0	0	0	24,500
Median	24,000	28,000	26,000	400	0	0	0	27,000
Upper Quartile	28,000	30,000	29,775	1,200	0	250	0	31,167

### Receptionist/administrator (76 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,335	29,405	26,195	630	0	224	73	27,122
Lower Quartile	20,000	24,515	23,500	0	0	0	0	24,000
Median	22,112	27,011	25,568	0	0	0	0	27,000
Upper Quartile	26,548	30,000	28,350	1,280	0	0	0	30,000

## Public Service Benchmarking Body

### Clerical Assistant (48 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,054	25,479	24,235	433	0	266	65	24,999
Lower Quartile	20,000	22,880	21,750	0	0	0	0	22,800
Median	22,880	25,000	22,925	0	0	0	0	23,338
Upper Quartile	25,000	27,500	25,000	550	0	500	0	25,988

### Clerical Assistant (40 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	22,445	28,442	25,112	936	0	340	299	26,687
Lower Quartile	20,000	22,473	21,736	0	0	0	0	21,936
Median	21,000	28,000	23,413	1,000	0	0	0	27,044
Upper Quartile	25,715	30,000	30,000	1,350	0	677	200	30,865

### Clerical Assistant (36 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	21,705	29,076	24,928	1,058	0	442	434	26,863
Lower Quartile	20,000	22,473	22,000	0	0	0	0	22,429
Median	21,000	28,431	23,000	1,000	0	0	0	27,044
Upper Quartile	24,000	30,000	26,926	1,456	0	677	200	28,350



## Public Service Benchmarking Body

### Administrator (101 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	27,971	31,208	29,978	1,432	0	273	189	31,871
Lower Quartile	25,000	27,700	26,854	0	0	0	0	27,000
Median	27,000	30,000	29,600	0	0	0	0	31,500
Upper Quartile	31,000	36,000	33,560	3,100	0	500	0	36,841

### Administrator (75 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,999	34,165	31,105	1,010	0	282	9	32,406
Lower Quartile	24,000	29,172	27,000	0	0	0	0	28,100
Median	29,160	36,000	30,000	1,000	0	0	0	31,500
Upper Quartile	35,000	37,595	37,019	1,500	0	450	0	39,173

### Administrator (64 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,033	34,243	30,632	1,362	0	432	19	32,445
Lower Quartile	22,401	28,000	26,000	0	0	0	0	27,192
Median	28,000	33,087	31,714	520	0	0	0	32,000
Upper Quartile	31,812	38,000	34,050	2,395	0	700	0	36,296

## Public Service Benchmarking Body

### Secretary (23 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,367	33,157	28,632	431	0	258	8	29,329
Lower Quartile	22,018	30,000	27,000	0	0	0	0	27,900
Median	26,000	33,000	29,622	0	0	0	0	30,000
Upper Quartile	29,500	36,610	30,000	0	0	766	0	31,520

### Secretary (22 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,618	33,670	28,473	587	0	302	10	29,372
Lower Quartile	22,018	29,500	27,000	0	0	0	0	27,000
Median	24,150	33,068	27,000	0	0	0	0	28,460
Upper Quartile	26,850	36,610	30,000	1,000	0	787	0	31,963

### Secretary (22 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,618	33,670	28,473	587	0	302	10	29,372
Lower Quartile	22,018	29,500	27,000	0	0	0	0	27,000
Median	24,150	33,068	27,000	0	0	0	0	28,460
Upper Quartile	26,850	36,610	30,000	1,000	0	787	0	31,963

## Public Service Benchmarking Body

### Senior Secretary (26 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	32,222	37,167	35,552	1,271	0	898	298	38,019
Lower Quartile	28,600	33,638	32,904	0	0	0	0	33,300
Median	32,000	38,100	35,200	0	0	127	0	40,024
Upper Quartile	33,638	39,080	38,705	2,000	0	2,824	0	41,754

### Senior Secretary (24 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	33,298	38,899	36,997	1,910	0	844	55	39,805
Lower Quartile	28,600	36,000	33,885	0	0	0	0	33,885
Median	33,638	38,100	35,200	2,000	0	613	0	40,024
Upper Quartile	36,018	41,500	39,224	2,349	0	766	0	43,819

### Senior Secretary (22 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	34,657	40,304	38,286	2,304	0	426	84	41,100
Lower Quartile	30,605	36,000	35,000	0	0	0	0	36,000
Median	34,000	39,224	38,705	540	0	127	0	43,494
Upper Quartile	39,224	44,000	40,000	4,315	0	700	0	44,151

## Public Service Benchmarking Body

### Project Mgr/Site Agent (25 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	63,200	67,576	65,293	16,532	3,816	539	0	86,181
Lower Quartile	46,800	60,000	53,396	4,000	0	0	0	64,520
Median	60,000	70,000	60,070	14,000	0	0	0	82,400
Upper Quartile	85,000	85,000	85,000	25,000	8,400	600	0	111,623

### Project Mgr/Site Agent (20 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	58,610	69,511	63,813	9,396	5,687	271	0	79,166
Lower Quartile	42,000	62,400	57,500	4,000	0	0	0	65,070
Median	55,000	68,000	60,070	5,000	8,763	0	0	71,600
Upper Quartile	70,000	75,000	70,000	13,000	9,600	0	0	95,000

### Project Mgr/Site Agent (14 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	55,469	66,069	60,389	5,250	2,810	556	0	69,005
Lower Quartile	44,000	52,000	52,000	300	0	0	0	54,269
Median	54,126	64,113	60,070	5,000	0	0	0	65,070
Upper Quartile	64,113	67,500	64,113	8,617	6,720	1,963	0	83,582

## Public Service Benchmarking Body

### Quantity Surveyor (13 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,856	54,590	50,616	6,461	4,432	126	176	61,812
Lower Quartile	44,000	45,000	45,000	2,000	0	0	0	57,080
Median	46,800	50,000	46,930	2,500	0	0	0	57,080
Upper Quartile	54,000	55,000	55,000	12,000	10,080	0	0	75,000

### Quantity Surveyor (12 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,684	60,026	53,023	6,927	4,928	11	311	65,200
Lower Quartile	44,000	50,000	46,930	2,000	0	0	0	57,080
Median	50,000	55,000	55,000	2,000	6,000	0	0	65,920
Upper Quartile	55,000	66,000	60,000	12,000	10,080	0	0	75,000

### Quantity Surveyor (8 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	44,908	71,156	57,204	4,140	1,781	34	0	63,158
Lower Quartile	31,000	63,000	59,000	0	0	0	0	59,000
Median	45,000	70,000	60,000	1,000	0	0	0	61,250
Upper Quartile	54,000	80,000	61,250	12,000	6,000	0	0	78,000

## Public Service Benchmarking Body

### Civil Engineer (11 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	38,040	51,178	43,925	2,228	3,525	96	0	49,774
Lower Quartile	34,662	45,000	42,250	2,000	0	0	0	42,250
Median	39,000	52,320	45,000	2,500	2,880	0	0	52,100
Upper Quartile	40,000	55,000	47,500	3,000	6,000	0	0	54,980

### Civil Engineer (11 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	38,040	51,178	43,925	2,228	3,525	96	0	49,774
Lower Quartile	34,662	45,000	42,250	2,000	0	0	0	42,250
Median	39,000	52,320	45,000	2,500	2,880	0	0	52,100
Upper Quartile	40,000	55,000	47,500	3,000	6,000	0	0	54,980

### Civil Engineer (10 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	37,176	50,028	42,675	2,437	2,013	96	0	47,221
Lower Quartile	34,662	45,000	39,000	0	0	0	0	41,500
Median	38,591	52,320	43,600	2,500	0	0	0	50,000
Upper Quartile	40,000	52,320	45,000	3,000	6,000	0	0	52,100

## Public Service Benchmarking Body

### Graduate Engineer (14 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	26,146	30,001	27,938	562	0	481	16	28,997
Lower Quartile	23,000	28,000	25,000	0	0	0	0	25,000
Median	25,250	28,000	28,000	200	0	0	0	28,200
Upper Quartile	28,000	35,000	30,500	1,200	0	766	0	32,500

### Graduate Engineer (14 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	26,146	30,001	27,938	562	0	481	16	28,997
Lower Quartile	23,000	28,000	25,000	0	0	0	0	25,000
Median	25,250	28,000	28,000	200	0	0	0	28,200
Upper Quartile	28,000	35,000	30,500	1,200	0	766	0	32,500

### Graduate Engineer (11 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,311	32,301	28,190	477	0	215	52	28,933
Lower Quartile	23,585	28,000	25,250	0	0	0	0	25,885
Median	25,000	31,400	28,000	0	0	0	0	28,000
Upper Quartile	28,000	35,000	31,000	1,460	0	0	0	32,500

## Public Service Benchmarking Body

### Senior Production Engineer (12 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,799	57,016	53,141	3,153	1,814	1,360	51	59,519
Lower Quartile	45,000	53,300	50,075	0	0	698	0	53,148
Median	53,300	55,000	53,300	3,172	0	1,233	0	53,850
Upper Quartile	59,767	59,767	59,767	5,000	0	2,089	0	70,024

### Senior Production Engineer (12 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,799	57,016	53,141	3,153	1,814	1,360	51	59,519
Lower Quartile	45,000	53,300	50,075	0	0	698	0	53,148
Median	53,300	55,000	53,300	3,172	0	1,233	0	53,850
Upper Quartile	59,767	59,767	59,767	5,000	0	2,089	0	70,024

### Senior Production Engineer (11 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,915	58,042	53,712	3,946	2,419	1,620	68	61,764
Lower Quartile	45,000	53,323	50,075	1,252	0	766	0	53,148
Median	50,000	59,767	51,300	3,172	0	1,810	0	55,675
Upper Quartile	59,767	63,000	59,767	6,923	7,200	2,089	0	77,542



## Public Service Benchmarking Body

### Senior Design Engineer (20 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	44,428	54,439	50,310	3,585	1,136	1,016	23	56,070
Lower Quartile	39,000	52,000	47,313	0	0	0	0	49,123
Median	45,000	54,000	48,200	2,711	0	1,810	0	56,928
Upper Quartile	46,339	60,000	54,217	7,000	0	1,810	0	64,500

### Senior Design Engineer (19 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	45,618	54,639	50,485	3,367	1,828	533	36	56,249
Lower Quartile	40,000	52,000	47,833	200	0	0	0	47,833
Median	45,000	55,000	50,000	2,711	0	0	0	56,928
Upper Quartile	46,339	60,000	54,217	3,600	0	1,233	0	64,500

### Senior Design Engineer (16 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	44,548	54,778	49,588	2,368	2,597	242	62	54,857
Lower Quartile	40,000	54,000	47,833	0	0	0	0	49,300
Median	45,000	56,500	50,000	2,638	0	0	0	56,928
Upper Quartile	46,339	60,241	54,217	3,000	0	0	0	64,500

## Public Service Benchmarking Body

### Senior Quality Engineer (8 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,946	48,146	47,546	989	1,280	442	211	50,467
Lower Quartile	38,000	44,000	41,000	0	0	0	0	41,315
Median	49,060	49,060	49,060	200	0	115	0	52,000
Upper Quartile	51,000	51,000	51,000	1,694	0	698	0	56,983

### Senior Quality Engineer (8 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,946	48,146	47,546	989	1,280	442	211	50,467
Lower Quartile	38,000	44,000	41,000	0	0	0	0	41,315
Median	49,060	49,060	49,060	200	0	115	0	52,000
Upper Quartile	51,000	51,000	51,000	1,694	0	698	0	56,983

### Senior Quality Engineer (8 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,946	48,146	47,546	989	1,280	442	211	50,467
Lower Quartile	38,000	44,000	41,000	0	0	0	0	41,315
Median	49,060	49,060	49,060	200	0	115	0	52,000
Upper Quartile	51,000	51,000	51,000	1,694	0	698	0	56,983

## Public Service Benchmarking Body

### Engineering Manager (31 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	67,347	73,370	70,561	7,442	4,209	1,594	22	83,828
Lower Quartile	58,000	70,755	68,625	0	0	766	0	70,435
Median	72,000	75,786	73,495	9,115	0	1,810	0	84,517
Upper Quartile	75,786	77,500	75,786	14,482	11,500	2,089	0	103,857

### Engineering Manager (30 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	68,449	72,102	70,323	7,887	3,172	1,333	39	82,754
Lower Quartile	61,682	62,700	62,700	0	0	664	0	69,452
Median	73,000	75,786	74,099	9,115	0	1,810	0	88,610
Upper Quartile	73,177	76,500	74,800	12,000	8,763	1,930	0	92,364

### Engineering Manager (29 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	66,100	70,195	68,199	5,652	3,694	1,058	59	78,662
Lower Quartile	50,000	57,000	53,500	0	0	446	0	53,946
Median	66,202	72,100	72,100	4,600	0	766	0	74,442
Upper Quartile	75,786	75,786	75,786	9,115	8,763	2,089	0	102,027

## Public Service Benchmarking Body

### Buyer (20 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	34,952	39,396	37,172	1,546	0	932	0	39,651
Lower Quartile	31,658	33,715	33,366	0	0	0	0	33,715
Median	33,715	39,021	35,421	976	0	700	0	36,937
Upper Quartile	39,021	43,190	39,021	2,902	0	1,821	0	42,565

### Buyer (20 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	34,952	39,396	37,172	1,546	0	932	0	39,651
Lower Quartile	31,658	33,715	33,366	0	0	0	0	33,715
Median	33,715	39,021	35,421	976	0	700	0	36,937
Upper Quartile	39,021	43,190	39,021	2,902	0	1,821	0	42,565

### Buyer (19 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	35,145	40,553	37,847	1,836	0	1,102	0	40,784
Lower Quartile	31,124	34,818	31,956	0	0	127	0	36,366
Median	33,164	39,183	36,810	2,406	0	766	0	37,509
Upper Quartile	39,021	48,418	45,495	3,424	0	1,821	0	50,938

## Public Service Benchmarking Body

### Head of Quality Assurance (11 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	63,076	71,969	66,292	8,940	3,104	1,259	114	79,709
Lower Quartile	52,500	59,580	55,421	4,434	0	503	0	60,855
Median	68,040	72,500	72,500	9,360	0	766	0	82,363
Upper Quartile	72,500	91,206	76,035	16,762	6,200	2,353	0	101,350

### Head of Quality Assurance (10 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	57,792	64,089	60,223	5,664	2,951	1,085	200	70,123
Lower Quartile	51,263	52,500	52,500	0	0	127	0	57,877
Median	54,552	59,580	56,013	4,434	0	766	0	60,855
Upper Quartile	68,040	75,840	74,768	6,000	6,200	2,353	0	87,661

### Head of Quality Assurance (10 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	57,792	64,089	60,223	5,664	2,951	1,085	200	70,123
Lower Quartile	51,263	52,500	52,500	0	0	127	0	57,877
Median	54,552	59,580	56,013	4,434	0	766	0	60,855
Upper Quartile	68,040	75,840	74,768	6,000	6,200	2,353	0	87,661

## Public Service Benchmarking Body

### Maintenance Engineer (26 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,529	49,007	47,902	1,604	227	890	66	50,689
Lower Quartile	40,720	43,000	41,500	0	0	0	0	45,000
Median	45,000	50,000	50,000	2,000	0	680	0	50,000
Upper Quartile	52,380	52,380	52,380	2,896	0	1,810	0	55,280

### Maintenance Engineer (25 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,184	49,487	48,014	1,949	302	1,048	88	51,401
Lower Quartile	40,200	42,471	40,720	0	0	0	0	40,832
Median	45,000	45,000	45,000	2,000	0	900	0	47,742
Upper Quartile	52,380	52,380	52,380	2,900	0	2,089	0	55,280

### Maintenance Engineer (24 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	45,881	50,064	48,199	2,062	621	1,056	135	52,073
Lower Quartile	40,000	42,457	40,200	0	0	0	0	40,720
Median	43,500	45,000	45,000	2,000	0	680	0	45,310
Upper Quartile	58,000	61,644	58,000	3,196	0	2,089	230	66,860

## Public Service Benchmarking Body

### Production Engineer (28 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	42,191	49,372	46,496	1,705	97	970	38	49,307
Lower Quartile	36,000	42,800	41,038	0	0	550	0	41,804
Median	42,000	51,887	44,000	200	0	766	0	48,132
Upper Quartile	51,500	52,971	52,536	3,500	0	1,810	0	58,580

### Production Engineer (28 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	42,191	49,372	46,496	1,705	97	970	38	49,307
Lower Quartile	36,000	42,800	41,038	0	0	550	0	41,804
Median	42,000	51,887	44,000	200	0	766	0	48,132
Upper Quartile	51,500	52,971	52,536	3,500	0	1,810	0	58,580

### Production Engineer (27 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	42,520	50,387	47,236	2,027	615	980	42	50,900
Lower Quartile	36,000	44,000	41,038	0	0	127	0	41,804
Median	41,500	51,887	44,000	2,345	0	766	0	48,132
Upper Quartile	52,536	53,323	52,971	3,672	0	1,810	0	59,047

## Public Service Benchmarking Body

### Quality Engineer (20 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,732	48,279	44,188	2,697	0	739	45	47,669
Lower Quartile	34,258	41,200	38,802	0	0	550	0	41,750
Median	41,200	49,842	44,695	1,718	0	664	0	45,578
Upper Quartile	44,800	51,887	51,000	4,302	0	766	0	55,360

### Quality Engineer (20 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,732	48,279	44,188	2,697	0	739	45	47,669
Lower Quartile	34,258	41,200	38,802	0	0	550	0	41,750
Median	41,200	49,842	44,695	1,718	0	664	0	45,578
Upper Quartile	44,800	51,887	51,000	4,302	0	766	0	55,360

### Quality Engineer (17 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	41,153	50,375	45,296	3,073	0	817	67	49,254
Lower Quartile	34,258	43,260	38,802	0	0	664	0	43,804
Median	40,000	51,000	44,812	2,550	0	700	0	45,578
Upper Quartile	44,800	60,000	55,300	4,302	0	766	0	62,987



**Public Service Benchmarking Body**

**Design Engineer (21 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	32,413	41,053	37,335	1,691	71	903	39	40,040
Lower Quartile	31,000	35,849	32,667	0	0	0	0	34,477
Median	31,500	42,000	39,000	1,031	0	766	0	39,000
Upper Quartile	37,000	45,000	41,247	2,062	0	1,810	0	44,000

**Design Engineer (20 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	32,462	43,079	38,505	1,984	94	616	52	41,251
Lower Quartile	29,000	39,100	33,800	0	0	0	0	36,354
Median	32,081	45,000	39,800	2,000	0	0	0	43,309
Upper Quartile	37,000	45,000	41,247	2,062	0	1,810	0	44,108

**Design Engineer (16 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	31,268	43,472	38,095	1,740	168	423	93	40,519
Lower Quartile	25,000	38,000	33,000	0	0	0	0	33,000
Median	32,081	45,000	39,294	2,000	0	0	0	43,309
Upper Quartile	35,000	45,830	42,000	2,062	0	766	0	44,000

## Public Service Benchmarking Body

### Project Manager (10 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	60,943	68,236	64,052	3,775	843	485	111	69,265
Lower Quartile	51,887	53,774	52,831	0	0	0	0	53,597
Median	57,547	71,000	63,377	3,169	0	600	0	66,860
Upper Quartile	65,472	74,353	71,261	6,000	0	766	0	78,000

### Project Manager (10 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	60,943	68,236	64,052	3,775	843	485	111	69,265
Lower Quartile	51,887	53,774	52,831	0	0	0	0	53,597
Median	57,547	71,000	63,377	3,169	0	600	0	66,860
Upper Quartile	65,472	74,353	71,261	6,000	0	766	0	78,000

### Project Manager (10 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	60,943	68,236	64,052	3,775	843	485	111	69,265
Lower Quartile	51,887	53,774	52,831	0	0	0	0	53,597
Median	57,547	71,000	63,377	3,169	0	600	0	66,860
Upper Quartile	65,472	74,353	71,261	6,000	0	766	0	78,000

**Public Service Benchmarking Body**

**Purchasing Manager (29 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,279	51,244	50,359	5,022	3,071	704	28	59,184
Lower Quartile	38,000	38,000	38,000	0	0	0	0	41,000
Median	50,000	50,000	50,000	4,000	0	446	0	50,000
Upper Quartile	62,540	67,764	65,000	6,800	8,232	1,139	0	78,432

**Purchasing Manager (28 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	54,353	56,809	55,703	6,278	3,838	880	35	66,734
Lower Quartile	43,165	43,165	43,165	3,000	0	0	0	47,615
Median	52,500	56,285	56,285	5,200	0	450	0	63,658
Upper Quartile	67,544	67,764	67,764	7,900	8,763	1,810	0	88,000

**Purchasing Manager (26 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	59,896	63,510	61,882	7,286	5,170	1,118	51	75,507
Lower Quartile	52,000	52,500	52,500	4,600	0	446	0	63,658
Median	57,737	65,000	62,540	6,395	6,000	700	0	73,784
Upper Quartile	67,764	68,000	67,764	12,275	8,970	2,089	0	93,628

**Public Service Benchmarking Body**

**Semi Skilled Process Operator (68 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	20,776	24,567	23,088	869	143	301	8	24,409
Lower Quartile	17,752	19,268	18,914	0	0	0	0	19,766
Median	19,000	22,500	22,000	300	0	0	0	23,952
Upper Quartile	22,360	28,400	24,000	1,000	0	0	0	27,044

**Semi Skilled Process Operator (65 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	21,160	24,190	23,013	942	162	342	9	24,470
Lower Quartile	17,752	19,268	18,400	0	0	0	0	19,200
Median	19,344	22,074	22,000	200	0	0	0	23,914
Upper Quartile	22,360	28,000	27,044	1,060	0	400	0	28,485

**Semi Skilled Process Operator (55 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	20,806	23,498	22,553	809	0	430	6	23,797
Lower Quartile	17,752	19,268	18,400	0	0	0	0	18,400
Median	19,344	22,074	22,000	219	0	0	0	23,400
Upper Quartile	22,150	27,044	25,440	1,060	0	698	0	26,940

## Public Service Benchmarking Body

### Setter Operator (16 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,417	28,195	27,294	1,102	0	1,346	137	29,880
Lower Quartile	18,929	26,800	24,434	400	0	698	0	26,548
Median	22,747	27,331	26,800	1,290	0	1,233	0	29,900
Upper Quartile	26,800	33,000	31,881	1,500	0	1,821	0	34,079

### Setter Operator (16 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,417	28,195	27,294	1,102	0	1,346	137	29,880
Lower Quartile	18,929	26,800	24,434	400	0	698	0	26,548
Median	22,747	27,331	26,800	1,290	0	1,233	0	29,900
Upper Quartile	26,800	33,000	31,881	1,500	0	1,821	0	34,079

### Setter Operator (16 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,417	28,195	27,294	1,102	0	1,346	137	29,880
Lower Quartile	18,929	26,800	24,434	400	0	698	0	26,548
Median	22,747	27,331	26,800	1,290	0	1,233	0	29,900
Upper Quartile	26,800	33,000	31,881	1,500	0	1,821	0	34,079

**Public Service Benchmarking Body**

**Skilled Operator (53 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	26,692	34,974	29,888	868	0	548	26	31,329
Lower Quartile	20,000	28,138	21,000	0	0	0	0	21,000
Median	29,305	31,500	29,305	0	0	0	0	33,600
Upper Quartile	33,600	39,000	37,700	2,000	0	1,810	0	38,860

**Skilled Operator (48 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	26,947	29,783	28,049	1,143	0	716	31	29,939
Lower Quartile	20,000	22,000	21,000	0	0	0	0	21,000
Median	27,047	29,305	28,279	0	0	0	0	29,885
Upper Quartile	33,454	36,700	33,454	2,206	0	1,810	0	34,702

**Skilled Operator (36 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	27,074	28,885	27,975	1,246	0	823	39	30,083
Lower Quartile	20,000	22,247	21,000	0	0	0	0	21,000
Median	28,279	28,279	28,279	1,300	0	0	0	28,279
Upper Quartile	33,454	33,454	33,454	2,206	0	1,810	0	38,061

## Public Service Benchmarking Body

### Team Leader (53 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	35,471	40,092	38,019	1,968	139	867	22	41,014
Lower Quartile	28,000	30,000	30,000	0	0	0	0	31,000
Median	35,855	40,802	40,000	1,228	0	545	0	43,571
Upper Quartile	42,000	48,207	48,207	3,071	0	1,810	0	53,818

### Team Leader (53 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	35,471	40,092	38,019	1,968	139	867	22	41,014
Lower Quartile	28,000	30,000	30,000	0	0	0	0	31,000
Median	35,855	40,802	40,000	1,228	0	545	0	43,571
Upper Quartile	42,000	48,207	48,207	3,071	0	1,810	0	53,818

### Team Leader (50 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	34,861	39,651	37,512	1,988	0	880	24	40,403
Lower Quartile	27,271	30,000	30,000	0	0	0	0	30,400
Median	34,049	40,000	36,088	1,200	0	600	0	38,346
Upper Quartile	42,000	48,207	48,207	3,071	0	1,821	0	52,435

**Public Service Benchmarking Body**

**Production Manager I (38 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	53,695	57,165	55,727	4,037	2,921	845	72	63,602
Lower Quartile	39,000	49,000	45,163	0	0	0	0	45,163
Median	51,887	55,640	55,000	2,000	0	677	0	56,670
Upper Quartile	69,804	71,406	71,406	6,407	7,200	1,810	0	81,054

**Production Manager I (38 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	53,695	57,165	55,727	4,037	2,921	845	72	63,602
Lower Quartile	39,000	49,000	45,163	0	0	0	0	45,163
Median	51,887	55,640	55,000	2,000	0	677	0	56,670
Upper Quartile	69,804	71,406	71,406	6,407	7,200	1,810	0	81,054

**Production Manager I (35 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	54,776	58,755	57,086	4,609	3,362	922	96	66,075
Lower Quartile	39,000	49,000	45,163	0	0	0	0	45,163
Median	54,000	59,500	55,000	3,000	0	677	0	63,910
Upper Quartile	71,406	71,406	71,406	7,192	7,200	1,821	0	81,054



**Public Service Benchmarking Body**

**Production Manager II (30 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	68,068	74,279	71,078	8,206	3,419	801	45	83,548
Lower Quartile	57,735	65,000	61,832	2,250	0	0	0	69,810
Median	71,295	76,000	71,295	7,000	0	613	0	86,355
Upper Quartile	80,000	80,000	80,000	15,650	7,200	1,139	0	100,503

**Production Manager II (29 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	65,085	72,849	68,848	5,257	4,274	875	56	79,310
Lower Quartile	53,250	60,630	59,182	1,976	0	0	0	64,917
Median	67,956	71,295	68,640	4,250	0	750	0	77,904
Upper Quartile	74,500	78,020	76,960	8,000	8,400	1,200	0	96,895

**Production Manager II (26 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	65,558	76,201	70,716	5,164	3,687	977	77	80,620
Lower Quartile	57,735	63,700	61,000	2,250	0	0	0	69,810
Median	65,000	74,860	68,000	3,550	0	1,000	0	72,000
Upper Quartile	74,500	88,366	80,226	7,000	7,920	1,810	0	92,455

**Public Service Benchmarking Body**

**Accounts Clerk (127 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,058	30,273	26,226	534	0	116	41	26,917
Lower Quartile	18,000	26,000	22,000	0	0	0	0	22,627
Median	22,000	30,000	25,000	100	0	0	0	25,000
Upper Quartile	28,860	33,450	30,000	467	0	0	0	32,000

**Accounts Clerk (115 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,938	33,316	28,136	800	0	344	54	29,334
Lower Quartile	20,145	28,000	23,250	0	0	0	0	23,250
Median	24,000	33,726	27,392	0	0	0	0	28,400
Upper Quartile	28,000	36,580	31,256	1,588	0	600	0	34,137

**Accounts Clerk (107 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,271	33,284	27,784	735	0	275	64	28,857
Lower Quartile	20,145	27,723	23,000	0	0	0	0	23,960
Median	23,500	33,726	26,200	0	0	0	0	27,535
Upper Quartile	27,017	36,580	30,500	1,200	0	594	0	31,912

## Public Service Benchmarking Body

### Business Analyst (20 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	44,144	55,135	49,410	3,775	0	911	124	54,220
Lower Quartile	39,203	45,000	43,769	0	0	127	0	49,153
Median	42,000	50,242	50,242	3,295	0	766	0	54,701
Upper Quartile	48,830	70,000	54,574	5,932	0	1,821	0	58,603

### Business Analyst (20 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	44,144	55,135	49,410	3,775	0	911	124	54,220
Lower Quartile	39,203	45,000	43,769	0	0	127	0	49,153
Median	42,000	50,242	50,242	3,295	0	766	0	54,701
Upper Quartile	48,830	70,000	54,574	5,932	0	1,821	0	58,603

### Business Analyst (20 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	44,144	55,135	49,410	3,775	0	911	124	54,220
Lower Quartile	39,203	45,000	43,769	0	0	127	0	49,153
Median	42,000	50,242	50,242	3,295	0	766	0	54,701
Upper Quartile	48,830	70,000	54,574	5,932	0	1,821	0	58,603

## Public Service Benchmarking Body

### Financial Manager (61 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,987	58,425	54,202	6,927	4,138	385	74	65,726
Lower Quartile	41,000	53,000	43,200	2,760	0	0	0	53,500
Median	45,000	54,900	51,000	4,800	0	500	0	58,246
Upper Quartile	70,000	70,000	70,000	9,525	8,640	503	0	87,449

### Financial Manager (55 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	59,330	68,719	63,928	6,894	3,236	748	67	74,873
Lower Quartile	44,000	55,000	51,000	3,749	0	127	0	58,246
Median	62,500	65,000	63,487	5,034	0	677	0	72,080
Upper Quartile	70,880	79,060	71,750	9,523	8,242	900	0	87,400

### Financial Manager (54 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	63,912	72,149	67,910	7,418	4,045	766	84	80,222
Lower Quartile	56,000	63,000	58,000	3,068	0	0	0	65,250
Median	64,500	70,880	68,272	7,094	0	648	0	78,162
Upper Quartile	74,228	81,000	74,977	10,710	8,720	900	0	90,831

**Public Service Benchmarking Body**

**Financial Controller (70 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	58,290	59,063	58,604	2,856	2,105	495	404	64,464
Lower Quartile	40,000	40,000	40,000	0	0	0	0	42,000
Median	53,768	53,768	53,768	0	0	0	0	61,370
Upper Quartile	82,000	85,000	82,000	2,000	5,971	1,412	0	86,000

**Financial Controller (65 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	70,952	74,431	72,365	10,989	3,987	771	81	88,192
Lower Quartile	60,000	60,000	60,000	2,900	0	0	0	64,000
Median	70,000	71,500	70,000	9,252	0	550	0	86,601
Upper Quartile	82,000	82,000	82,000	18,587	9,120	1,412	0	113,974

**Financial Controller (60 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	73,628	78,974	75,799	10,657	4,782	852	124	92,215
Lower Quartile	60,000	66,000	60,000	4,800	0	0	0	72,856
Median	75,000	76,388	75,000	9,525	0	664	0	89,906
Upper Quartile	87,500	90,125	90,000	11,475	9,468	1,412	0	114,277

## Public Service Benchmarking Body

### Audit Manager (11 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	63,918	94,439	75,163	13,518	8,815	439	616	98,551
Lower Quartile	52,391	60,000	60,000	0	5,000	0	0	65,900
Median	60,000	96,865	69,173	16,409	9,900	0	1,000	96,482
Upper Quartile	73,472	139,475	98,185	25,816	17,000	900	1,200	142,201

### Audit Manager (11 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	63,918	94,439	75,163	13,518	8,815	439	616	98,551
Lower Quartile	52,391	60,000	60,000	0	5,000	0	0	65,900
Median	60,000	96,865	69,173	16,409	9,900	0	1,000	96,482
Upper Quartile	73,472	139,475	98,185	25,816	17,000	900	1,200	142,201

### Audit Manager (11 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	63,918	94,439	75,163	13,518	8,815	439	616	98,551
Lower Quartile	52,391	60,000	60,000	0	5,000	0	0	65,900
Median	60,000	96,865	69,173	16,409	9,900	0	1,000	96,482
Upper Quartile	73,472	139,475	98,185	25,816	17,000	900	1,200	142,201

## Public Service Benchmarking Body

### Chief Accountant (13 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	63,984	86,277	72,503	11,958	7,159	772	452	92,843
Lower Quartile	52,391	65,000	65,000	250	0	0	0	65,250
Median	65,000	74,239	69,173	9,050	6,200	0	0	96,482
Upper Quartile	73,472	96,865	90,500	16,409	9,900	1,875	1,000	107,950

### Chief Accountant (12 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	63,942	77,367	69,263	11,556	6,540	1,466	285	89,110
Lower Quartile	52,391	57,522	55,344	4,004	0	720	0	56,483
Median	62,500	74,088	69,173	8,480	6,200	1,800	0	86,105
Upper Quartile	73,008	91,000	73,548	16,409	9,900	2,353	1,000	97,244

### Chief Accountant (12 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	63,942	77,367	69,263	11,556	6,540	1,466	285	89,110
Lower Quartile	52,391	57,522	55,344	4,004	0	720	0	56,483
Median	62,500	74,088	69,173	8,480	6,200	1,800	0	86,105
Upper Quartile	73,008	91,000	73,548	16,409	9,900	2,353	1,000	97,244

## Public Service Benchmarking Body

### Finance Director (40 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	109,143	109,668	109,443	18,817	8,797	1,226	99	138,381
Lower Quartile	93,122	93,122	93,122	10,000	0	766	0	111,000
Median	100,000	102,000	102,000	13,968	11,280	1,182	0	130,550
Upper Quartile	120,000	123,500	120,000	26,000	14,400	1,522	0	156,382

### Finance Director (40 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	109,143	109,668	109,443	18,817	8,797	1,226	99	138,381
Lower Quartile	93,122	93,122	93,122	10,000	0	766	0	111,000
Median	100,000	102,000	102,000	13,968	11,280	1,182	0	130,550
Upper Quartile	120,000	123,500	120,000	26,000	14,400	1,522	0	156,382

### Finance Director (37 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	119,819	120,686	120,314	24,972	8,899	1,202	163	155,551
Lower Quartile	102,000	105,000	105,000	13,000	0	0	0	132,810
Median	120,000	120,000	120,000	23,226	11,400	831	0	149,100
Upper Quartile	125,704	125,704	125,704	37,109	14,000	2,089	0	181,024



**Public Service Benchmarking Body**

**Accounts Payable/Receivable Manager (32 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	34,253	35,440	34,815	2,314	155	335	25	37,644
Lower Quartile	29,000	29,000	29,000	0	0	0	0	30,022
Median	32,760	34,375	33,568	769	0	0	0	37,391
Upper Quartile	38,930	38,930	38,930	3,893	0	677	0	43,500

**Accounts Payable/Receivable Manager (31 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	35,916	37,478	36,656	2,840	204	405	33	40,137
Lower Quartile	32,000	32,000	32,000	0	0	0	0	33,319
Median	34,250	38,414	38,414	2,881	0	550	0	41,976
Upper Quartile	38,930	42,331	38,930	3,893	0	677	0	43,500

**Accounts Payable/Receivable Manager (29 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	37,458	39,711	38,524	3,644	294	446	48	42,956
Lower Quartile	34,168	36,500	36,500	1,000	0	0	0	37,391
Median	38,414	38,930	38,878	3,893	0	594	0	43,500
Upper Quartile	38,934	42,366	39,106	6,000	0	677	0	45,099

**Public Service Benchmarking Body**

**Payroll Administrator (62 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	29,641	33,369	31,337	1,689	0	250	118	33,394
Lower Quartile	25,250	29,214	27,491	0	0	0	0	30,183
Median	29,204	35,000	30,793	1,000	0	0	0	32,813
Upper Quartile	35,000	36,168	35,000	2,438	0	0	254	35,576

**Payroll Administrator (62 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	29,641	33,369	31,337	1,689	0	250	118	33,394
Lower Quartile	25,250	29,214	27,491	0	0	0	0	30,183
Median	29,204	35,000	30,793	1,000	0	0	0	32,813
Upper Quartile	35,000	36,168	35,000	2,438	0	0	254	35,576

**Payroll Administrator (60 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	29,236	33,245	31,060	1,817	0	269	89	33,235
Lower Quartile	24,960	29,204	27,491	0	0	0	0	29,571
Median	28,938	35,000	30,000	1,300	0	0	0	32,043
Upper Quartile	34,600	36,400	34,600	2,438	0	127	0	36,173

**Public Service Benchmarking Body**

**Payroll Manager (18 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	42,109	43,844	42,969	1,586	914	245	169	45,883
Lower Quartile	34,000	36,575	34,980	0	0	0	0	34,980
Median	40,100	46,764	41,634	0	0	0	0	45,629
Upper Quartile	50,000	50,000	50,000	2,205	0	550	0	50,000

**Payroll Manager (17 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,137	42,305	41,212	1,982	1,143	307	211	44,854
Lower Quartile	31,876	34,000	34,000	0	0	0	0	34,000
Median	36,575	40,230	39,000	250	0	0	0	41,634
Upper Quartile	47,420	47,420	47,420	3,380	0	613	200	53,221

**Payroll Manager (17 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,137	42,305	41,212	1,982	1,143	307	211	44,854
Lower Quartile	31,876	34,000	34,000	0	0	0	0	34,000
Median	36,575	40,230	39,000	250	0	0	0	41,634
Upper Quartile	47,420	47,420	47,420	3,380	0	613	200	53,221

**Public Service Benchmarking Body**

**Financial Accountant (42 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,929	51,598	49,579	3,194	992	620	138	54,523
Lower Quartile	39,847	40,000	39,847	0	0	0	0	42,200
Median	45,000	53,000	47,500	2,000	0	209	0	51,860
Upper Quartile	55,000	60,000	56,072	5,500	0	766	0	63,007

**Financial Accountant (42 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,929	51,598	49,579	3,194	992	620	138	54,523
Lower Quartile	39,847	40,000	39,847	0	0	0	0	42,200
Median	45,000	53,000	47,500	2,000	0	209	0	51,860
Upper Quartile	55,000	60,000	56,072	5,500	0	766	0	63,007

**Financial Accountant (42 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,929	51,598	49,579	3,194	992	620	138	54,523
Lower Quartile	39,847	40,000	39,847	0	0	0	0	42,200
Median	45,000	53,000	47,500	2,000	0	209	0	51,860
Upper Quartile	55,000	60,000	56,072	5,500	0	766	0	63,007

**Public Service Benchmarking Body**

**Management Accountant (40 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,805	56,690	52,844	3,821	1,301	640	272	58,878
Lower Quartile	40,692	47,500	46,604	1,000	0	0	0	51,420
Median	47,500	54,494	51,500	3,925	0	550	0	55,600
Upper Quartile	54,600	62,568	57,000	6,126	0	787	500	64,039

**Management Accountant (40 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,805	56,690	52,844	3,821	1,301	640	272	58,878
Lower Quartile	40,692	47,500	46,604	1,000	0	0	0	51,420
Median	47,500	54,494	51,500	3,925	0	550	0	55,600
Upper Quartile	54,600	62,568	57,000	6,126	0	787	500	64,039

**Management Accountant (40 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,805	56,690	52,844	3,821	1,301	640	272	58,878
Lower Quartile	40,692	47,500	46,604	1,000	0	0	0	51,420
Median	47,500	54,494	51,500	3,925	0	550	0	55,600
Upper Quartile	54,600	62,568	57,000	6,126	0	787	500	64,039

## Public Service Benchmarking Body

### Accountant (63 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	42,149	47,136	44,228	2,700	0	321	40	47,289
Lower Quartile	28,000	35,000	35,000	0	0	0	0	36,403
Median	35,000	40,000	38,944	1,000	0	0	0	42,791
Upper Quartile	55,000	68,000	57,000	5,250	0	503	0	60,000

### Accountant (60 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	39,519	49,774	44,867	4,116	0	566	103	49,652
Lower Quartile	32,960	40,000	38,944	2,075	0	0	0	42,791
Median	38,600	49,339	43,634	3,683	0	594	0	50,227
Upper Quartile	45,600	57,920	49,680	6,061	0	700	0	55,015

### Accountant (57 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	39,748	51,444	45,849	3,708	0	523	96	50,177
Lower Quartile	31,500	44,000	38,944	2,075	0	0	0	42,791
Median	40,000	53,000	44,000	3,514	0	594	0	50,227
Upper Quartile	46,000	57,920	50,550	6,061	0	700	0	55,015

**Public Service Benchmarking Body**

**Financial Analyst (31 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	38,614	49,959	43,781	2,801	953	623	105	48,262
Lower Quartile	30,478	34,750	31,866	0	0	0	0	33,000
Median	38,000	46,156	43,540	2,500	0	700	0	47,878
Upper Quartile	45,000	62,564	52,583	4,500	0	787	0	58,607

**Financial Analyst (30 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	39,008	50,840	44,402	2,875	997	596	110	48,979
Lower Quartile	33,199	35,070	35,070	0	0	0	0	35,836
Median	38,000	50,900	43,540	2,500	0	700	0	49,000
Upper Quartile	45,000	62,564	53,560	4,500	0	787	0	60,187

**Financial Analyst (30 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	39,008	50,840	44,402	2,875	997	596	110	48,979
Lower Quartile	33,199	35,070	35,070	0	0	0	0	35,836
Median	38,000	50,900	43,540	2,500	0	700	0	49,000
Upper Quartile	45,000	62,564	53,560	4,500	0	787	0	60,187

**Public Service Benchmarking Body**

**General Manager / Head of Organisation / CEO (45 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	128,889	129,273	129,077	23,291	7,765	1,069	239	161,441
Lower Quartile	115,500	115,500	115,500	1,730	0	500	0	137,928
Median	132,750	132,750	132,750	11,440	8,700	1,200	0	176,400
Upper Quartile	135,111	135,111	135,111	42,288	14,400	1,623	0	181,340

**General Manager / Head of Organisation / CEO (40 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	143,788	145,513	144,634	17,332	9,007	1,204	218	172,394
Lower Quartile	128,877	128,877	128,877	0	0	0	0	138,800
Median	137,000	137,000	137,000	8,040	8,700	1,200	0	176,400
Upper Quartile	155,000	155,000	155,000	32,219	14,400	1,810	0	196,623

**General Manager / Head of Organisation / CEO (32 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	143,341	147,976	145,613	31,973	10,078	1,060	57	188,780
Lower Quartile	106,450	107,861	106,450	5,250	7,300	0	0	144,400
Median	142,000	142,000	142,000	30,000	10,000	1,000	0	185,444
Upper Quartile	185,000	185,000	185,000	55,000	14,400	2,089	0	231,974



**Public Service Benchmarking Body**

**Other Functional Head / Director (63 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	70,732	105,780	83,609	43,919	8,787	618	300	137,234
Lower Quartile	45,000	45,000	45,000	23,125	0	0	0	116,128
Median	63,000	92,500	92,500	28,075	12,000	600	0	157,600
Upper Quartile	92,500	118,000	105,457	100,000	12,688	600	0	157,600

**Other Functional Head / Director (58 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	89,731	99,989	93,944	15,179	7,273	1,096	3	117,495
Lower Quartile	80,000	90,000	86,000	4,000	0	127	0	92,250
Median	90,000	98,000	90,000	10,000	9,600	1,200	0	122,880
Upper Quartile	94,781	110,000	100,000	20,000	12,500	1,623	0	127,623

**Other Functional Head / Director (53 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	91,066	102,221	96,279	21,655	9,564	975	6	128,480
Lower Quartile	74,000	90,000	82,500	8,684	8,400	0	0	104,050
Median	87,500	100,286	90,000	20,000	11,500	766	0	122,880
Upper Quartile	104,930	107,230	105,457	29,380	12,688	1,412	0	143,600

## Public Service Benchmarking Body

### Office Manager (30 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	42,625	43,828	43,222	1,025	3	73	132	44,453
Lower Quartile	35,000	35,000	35,000	0	0	0	0	35,000
Median	40,000	40,000	40,000	0	0	0	0	40,000
Upper Quartile	47,600	50,000	50,000	960	0	0	0	52,782

### Office Manager (15 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	43,378	45,770	44,348	2,372	121	338	0	47,178
Lower Quartile	39,000	40,040	40,040	0	0	0	0	40,040
Median	40,040	49,000	44,000	2,640	0	0	0	46,640
Upper Quartile	50,000	50,000	50,000	4,000	0	1,044	0	55,200

### Office Manager (12 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	48,568	51,927	49,568	3,707	364	294	0	53,932
Lower Quartile	40,170	45,591	44,000	1,500	0	0	0	46,640
Median	45,591	49,000	45,591	3,000	0	0	0	51,988
Upper Quartile	55,150	55,150	55,150	6,000	0	127	0	60,665

**Public Service Benchmarking Body**

**Receptionist (27 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	19,863	22,118	20,853	51	0	19	27	20,951
Lower Quartile	17,680	19,000	19,000	0	0	0	0	19,066
Median	19,000	21,840	19,066	0	0	0	0	19,100
Upper Quartile	22,360	24,336	23,400	100	0	0	0	23,400

**Receptionist (24 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	18,643	22,199	20,424	28	0	48	68	20,568
Lower Quartile	16,832	19,165	18,759	0	0	0	0	18,859
Median	18,000	23,000	20,000	0	0	0	0	20,165
Upper Quartile	20,280	24,000	22,360	0	0	0	0	22,860

**Receptionist (21 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	18,924	22,427	20,784	36	0	61	87	20,967
Lower Quartile	16,832	19,165	18,759	0	0	0	0	18,859
Median	18,500	23,400	20,800	0	0	0	0	21,000
Upper Quartile	20,280	24,336	23,000	0	0	0	0	23,000

## Public Service Benchmarking Body

### Waiting Staff (38 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	17,115	20,589	18,890	110	0	0	15	19,014
Lower Quartile	15,600	16,832	16,832	0	0	0	0	16,832
Median	16,503	20,800	18,655	0	0	0	0	18,655
Upper Quartile	17,680	22,000	20,800	300	0	0	0	21,300

### Waiting Staff (31 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	17,423	19,644	18,392	10	0	0	80	18,482
Lower Quartile	16,448	16,832	16,832	0	0	0	0	16,832
Median	16,832	18,576	18,049	0	0	0	0	18,049
Upper Quartile	18,200	22,000	19,000	0	0	0	0	19,000

### Waiting Staff (26 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	17,841	20,584	18,950	18	0	0	76	19,043
Lower Quartile	16,448	18,139	17,288	0	0	0	0	17,288
Median	17,000	19,266	18,049	0	0	0	0	18,049
Upper Quartile	18,252	22,000	20,000	0	0	0	0	20,000

## Public Service Benchmarking Body

### Bar Person (28 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	19,548	21,637	20,575	126	0	0	110	20,811
Lower Quartile	17,238	20,280	19,000	0	0	0	0	19,000
Median	20,500	22,000	20,800	100	0	0	0	21,100
Upper Quartile	22,000	22,000	22,000	300	0	0	0	22,100

### Bar Person (26 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	18,390	21,763	20,049	84	0	0	178	20,310
Lower Quartile	16,448	19,266	18,000	0	0	0	0	18,000
Median	18,000	22,000	19,266	0	0	0	0	19,266
Upper Quartile	20,500	23,322	22,300	0	0	0	0	23,000

### Bar Person (23 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	17,394	20,429	18,922	21	0	0	48	18,990
Lower Quartile	16,224	18,576	18,000	0	0	0	0	18,000
Median	17,238	20,280	19,000	0	0	0	0	19,000
Upper Quartile	18,200	22,000	20,000	0	0	0	0	20,000

**Public Service Benchmarking Body**

**Bar Supervisor (18 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,578	26,308	25,933	145	0	0	11	26,089
Lower Quartile	20,800	22,800	22,147	0	0	0	0	22,147
Median	24,700	25,350	24,700	0	0	0	0	24,700
Upper Quartile	31,000	32,000	31,500	300	0	0	0	31,500

**Bar Supervisor (17 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	26,642	27,581	27,099	209	0	32	14	27,355
Lower Quartile	22,800	23,000	22,870	0	0	0	0	22,870
Median	27,000	27,000	27,000	0	0	0	0	27,524
Upper Quartile	31,000	32,000	31,500	0	0	0	0	31,500

**Bar Supervisor (15 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,941	26,159	25,534	142	0	0	19	25,694
Lower Quartile	22,800	22,880	22,800	0	0	0	0	22,800
Median	24,700	25,350	24,700	0	0	0	0	24,700
Upper Quartile	29,000	29,000	29,000	0	0	0	0	29,000

**Public Service Benchmarking Body**

**Conferencing & Banqueting Co-ordinator (12 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,062	25,184	24,577	250	0	27	172	25,026
Lower Quartile	22,100	23,979	22,195	0	0	0	0	23,100
Median	24,250	24,250	24,250	0	0	0	0	24,350
Upper Quartile	25,000	25,000	25,000	100	0	0	200	26,377

**Conferencing & Banqueting Co-ordinator (12 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,062	25,184	24,577	250	0	27	172	25,026
Lower Quartile	22,100	23,979	22,195	0	0	0	0	23,100
Median	24,250	24,250	24,250	0	0	0	0	24,350
Upper Quartile	25,000	25,000	25,000	100	0	0	200	26,377

**Conferencing & Banqueting Co-ordinator (12 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,062	25,184	24,577	250	0	27	172	25,026
Lower Quartile	22,100	23,979	22,195	0	0	0	0	23,100
Median	24,250	24,250	24,250	0	0	0	0	24,350
Upper Quartile	25,000	25,000	25,000	100	0	0	200	26,377

**Public Service Benchmarking Body**

**Hotel Head Receptionist (18 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,984	26,529	26,279	492	0	96	12	26,880
Lower Quartile	21,000	21,000	21,000	0	0	0	0	21,100
Median	25,000	25,000	25,000	100	0	0	0	25,000
Upper Quartile	31,200	31,200	31,200	600	0	0	0	31,800

**Hotel Head Receptionist (16 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,906	26,815	26,398	587	0	160	20	27,166
Lower Quartile	23,500	23,500	23,500	0	0	0	0	24,336
Median	25,000	25,000	25,000	0	0	0	0	25,000
Upper Quartile	28,600	32,600	30,333	450	0	400	0	33,368

**Hotel Head Receptionist (14 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,238	29,747	29,055	976	0	266	33	30,330
Lower Quartile	26,000	26,156	26,156	0	0	0	0	26,356
Median	27,500	28,600	28,600	150	0	0	0	29,150
Upper Quartile	32,600	34,000	32,600	2,400	0	635	0	33,821



**Public Service Benchmarking Body**

**Restaurant Supervisor (13 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	22,638	24,053	23,350	100	0	29	43	23,522
Lower Quartile	20,000	23,000	22,000	0	0	0	0	22,000
Median	22,800	24,000	22,800	0	0	0	0	23,300
Upper Quartile	25,480	25,480	25,480	0	0	0	0	25,480

**Restaurant Supervisor (11 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	22,267	23,994	23,139	0	0	67	100	23,306
Lower Quartile	20,000	23,000	21,975	0	0	0	0	21,975
Median	21,294	23,500	22,147	0	0	0	0	22,147
Upper Quartile	26,000	26,000	26,000	0	0	0	0	26,141

**Restaurant Supervisor (10 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	22,821	23,967	23,405	0	0	86	129	23,620
Lower Quartile	20,350	23,000	21,975	0	0	0	0	21,975
Median	23,000	23,500	23,000	0	0	0	0	23,322
Upper Quartile	26,141	26,141	26,141	0	0	0	0	26,141

## Public Service Benchmarking Body

### Head Housekeeper (25 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	29,036	29,036	29,036	331	0	12	4	29,383
Lower Quartile	20,800	20,800	20,800	0	0	0	0	21,600
Median	26,000	26,000	26,000	100	0	0	0	26,500
Upper Quartile	35,350	35,350	35,350	500	0	0	0	35,450

### Head Housekeeper (21 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	26,629	26,631	26,629	257	0	62	19	26,967
Lower Quartile	20,280	20,280	20,280	0	0	0	0	20,280
Median	25,000	25,000	25,000	0	0	0	0	25,000
Upper Quartile	30,000	30,000	30,000	150	0	0	0	30,000

### Head Housekeeper (19 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	29,222	29,227	29,222	418	0	101	31	29,773
Lower Quartile	23,920	23,920	23,920	0	0	0	0	23,920
Median	29,640	29,640	29,640	0	0	0	0	29,640
Upper Quartile	32,000	32,000	32,000	500	0	0	0	32,500

**Public Service Benchmarking Body**

**Hotel Assistant Manager (16 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	26,083	32,449	29,129	181	0	34	0	29,344
Lower Quartile	21,000	28,000	23,088	0	0	0	0	23,088
Median	22,000	30,000	25,500	0	0	0	0	25,600
Upper Quartile	32,000	35,000	33,500	100	0	0	0	35,050

**Hotel Assistant Manager (15 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	27,832	33,409	30,457	276	0	42	0	30,776
Lower Quartile	20,000	26,000	23,088	0	0	0	0	23,088
Median	29,000	29,000	29,000	0	0	0	0	29,000
Upper Quartile	33,000	42,000	38,000	0	0	0	0	38,000

**Hotel Assistant Manager (13 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,857	35,822	32,174	446	0	68	0	32,688
Lower Quartile	20,000	28,000	23,088	0	0	0	0	23,088
Median	30,000	35,000	33,500	0	0	0	0	35,050
Upper Quartile	32,000	46,500	40,000	500	0	0	0	40,000

**Public Service Benchmarking Body**

**Hotel Department Manager (21 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	30,433	35,990	32,813	1,174	74	187	461	34,709
Lower Quartile	26,000	32,000	30,000	0	0	0	0	31,250
Median	30,000	36,000	33,950	100	0	0	0	37,000
Upper Quartile	35,000	38,000	37,000	2,500	0	550	0	38,100

**Hotel Department Manager (20 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,542	35,487	31,516	1,442	93	233	576	33,861
Lower Quartile	25,000	30,420	29,070	0	0	0	0	30,420
Median	28,080	35,000	31,200	1,250	0	0	0	31,865
Upper Quartile	31,040	40,740	33,950	2,716	0	550	0	38,000

**Hotel Department Manager (18 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,678	36,528	32,039	1,630	105	264	651	34,690
Lower Quartile	26,000	32,000	29,070	0	0	0	0	31,400
Median	28,080	35,500	31,200	2,000	0	0	0	31,865
Upper Quartile	31,040	40,740	34,500	2,716	0	550	0	39,000

**Public Service Benchmarking Body**

**Hotel General Manager (22 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	51,883	53,261	52,572	8,243	1,206	494	38	62,553
Lower Quartile	41,600	41,600	41,600	2,500	0	0	0	48,600
Median	53,000	53,000	53,000	5,000	0	0	0	62,500
Upper Quartile	60,000	60,000	60,000	18,000	0	1,200	0	73,000

**Hotel General Manager (20 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	54,958	57,264	56,111	5,422	2,019	157	63	63,773
Lower Quartile	40,000	40,000	40,000	0	0	0	0	40,000
Median	60,000	60,000	60,000	2,500	0	0	0	62,500
Upper Quartile	61,700	61,700	61,700	8,500	5,040	0	0	75,000

**Hotel General Manager (18 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	58,263	62,106	60,184	8,204	3,364	262	106	72,120
Lower Quartile	50,000	50,000	50,000	0	0	0	0	54,500
Median	60,000	60,000	60,000	8,000	0	0	0	73,500
Upper Quartile	68,000	68,000	68,000	15,000	7,200	0	0	89,740

## Public Service Benchmarking Body

### HR Manager (84 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	59,980	65,752	62,538	5,383	3,812	813	60	72,606
Lower Quartile	50,000	50,000	50,000	0	0	0	0	50,000
Median	55,000	66,950	59,665	3,000	0	594	0	71,179
Upper Quartile	72,662	75,479	73,338	10,000	8,000	1,810	0	91,380

### HR Manager (83 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	62,647	70,783	66,252	7,028	4,957	1,001	92	79,330
Lower Quartile	46,022	55,000	52,665	0	0	0	0	60,900
Median	66,000	71,884	70,500	5,577	2,349	720	0	79,200
Upper Quartile	73,472	82,639	75,000	12,000	10,000	1,810	0	98,664

### HR Manager (82 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	63,960	72,567	67,774	7,261	5,244	954	97	81,330
Lower Quartile	46,200	57,000	54,800	0	0	0	0	61,361
Median	67,163	72,662	71,884	6,000	5,000	720	0	83,000
Upper Quartile	73,500	82,814	75,479	12,362	10,584	1,810	0	100,250

**Public Service Benchmarking Body**

**Training/Development Manager (20 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	62,626	68,988	65,443	9,184	6,519	1,111	116	82,372
Lower Quartile	50,000	50,000	50,000	2,310	0	648	0	58,145
Median	63,000	63,000	63,000	6,559	8,760	766	0	82,813
Upper Quartile	75,048	75,381	75,381	15,684	11,500	2,089	0	104,654

**Training/Development Manager (20 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	62,626	68,988	65,443	9,184	6,519	1,111	116	82,372
Lower Quartile	50,000	50,000	50,000	2,310	0	648	0	58,145
Median	63,000	63,000	63,000	6,559	8,760	766	0	82,813
Upper Quartile	75,048	75,381	75,381	15,684	11,500	2,089	0	104,654

**Training/Development Manager (20 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	62,626	68,988	65,443	9,184	6,519	1,111	116	82,372
Lower Quartile	50,000	50,000	50,000	2,310	0	648	0	58,145
Median	63,000	63,000	63,000	6,559	8,760	766	0	82,813
Upper Quartile	75,048	75,381	75,381	15,684	11,500	2,089	0	104,654

**Public Service Benchmarking Body**

**Training/Development Officer (18 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	39,002	48,036	43,021	4,023	1,223	784	172	49,222
Lower Quartile	26,463	35,034	29,667	0	0	0	0	30,365
Median	38,402	49,500	39,000	3,150	0	698	0	41,178
Upper Quartile	47,652	58,000	57,963	6,955	0	1,412	0	67,960

**Training/Development Officer (18 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	39,002	48,036	43,021	4,023	1,223	784	172	49,222
Lower Quartile	26,463	35,034	29,667	0	0	0	0	30,365
Median	38,402	49,500	39,000	3,150	0	698	0	41,178
Upper Quartile	47,652	58,000	57,963	6,955	0	1,412	0	67,960

**Training/Development Officer (18 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	39,002	48,036	43,021	4,023	1,223	784	172	49,222
Lower Quartile	26,463	35,034	29,667	0	0	0	0	30,365
Median	38,402	49,500	39,000	3,150	0	698	0	41,178
Upper Quartile	47,652	58,000	57,963	6,955	0	1,412	0	67,960



## Public Service Benchmarking Body

### HR Officer (58 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	38,064	40,257	39,297	2,102	0	985	48	42,431
Lower Quartile	32,044	34,000	34,000	0	0	0	0	36,545
Median	38,180	40,000	38,180	2,250	0	700	0	42,900
Upper Quartile	41,500	45,000	44,720	3,056	0	2,089	0	47,150

### HR Officer (58 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	38,064	40,257	39,297	2,102	0	985	48	42,431
Lower Quartile	32,044	34,000	34,000	0	0	0	0	36,545
Median	38,180	40,000	38,180	2,250	0	700	0	42,900
Upper Quartile	41,500	45,000	44,720	3,056	0	2,089	0	47,150

### HR Officer (55 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	37,880	40,665	39,446	1,990	0	890	60	42,387
Lower Quartile	32,044	33,000	32,044	0	0	0	0	35,000
Median	38,880	40,493	38,880	2,022	0	700	0	42,900
Upper Quartile	42,000	47,000	45,667	3,579	0	1,810	0	49,060

## Public Service Benchmarking Body

### HR Adviser (9 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	37,927	49,370	42,075	1,063	0	418	200	43,756
Lower Quartile	32,804	40,872	35,639	0	0	0	0	37,614
Median	39,000	47,167	41,231	0	0	452	0	42,372
Upper Quartile	45,000	59,000	49,500	2,712	0	698	254	50,682

### HR Adviser (9 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	37,927	49,370	42,075	1,063	0	418	200	43,756
Lower Quartile	32,804	40,872	35,639	0	0	0	0	37,614
Median	39,000	47,167	41,231	0	0	452	0	42,372
Upper Quartile	45,000	59,000	49,500	2,712	0	698	254	50,682

### HR Adviser (9 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	37,927	49,370	42,075	1,063	0	418	200	43,756
Lower Quartile	32,804	40,872	35,639	0	0	0	0	37,614
Median	39,000	47,167	41,231	0	0	452	0	42,372
Upper Quartile	45,000	59,000	49,500	2,712	0	698	254	50,682

**Public Service Benchmarking Body**

**HR Administrator (25 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	27,439	31,258	28,361	1,502	0	576	106	30,545
Lower Quartile	21,743	25,780	24,201	0	0	0	0	26,709
Median	26,500	34,394	27,000	1,525	0	104	0	27,624
Upper Quartile	30,000	35,201	31,984	2,438	0	766	254	33,835

**HR Administrator (25 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	27,439	31,258	28,361	1,502	0	576	106	30,545
Lower Quartile	21,743	25,780	24,201	0	0	0	0	26,709
Median	26,500	34,394	27,000	1,525	0	104	0	27,624
Upper Quartile	30,000	35,201	31,984	2,438	0	766	254	33,835

**HR Administrator (25 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	27,439	31,258	28,361	1,502	0	576	106	30,545
Lower Quartile	21,743	25,780	24,201	0	0	0	0	26,709
Median	26,500	34,394	27,000	1,525	0	104	0	27,624
Upper Quartile	30,000	35,201	31,984	2,438	0	766	254	33,835

**Public Service Benchmarking Body**

**Personnel Assistant (8 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,722	31,499	26,837	791	0	236	218	28,083
Lower Quartile	21,743	28,000	24,201	0	0	0	0	24,377
Median	23,901	30,000	24,377	0	0	0	0	26,893
Upper Quartile	26,000	35,201	28,547	1,700	0	0	254	29,702

**Personnel Assistant (8 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,722	31,499	26,837	791	0	236	218	28,083
Lower Quartile	21,743	28,000	24,201	0	0	0	0	24,377
Median	23,901	30,000	24,377	0	0	0	0	26,893
Upper Quartile	26,000	35,201	28,547	1,700	0	0	254	29,702

**Personnel Assistant (8 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,722	31,499	26,837	791	0	236	218	28,083
Lower Quartile	21,743	28,000	24,201	0	0	0	0	24,377
Median	23,901	30,000	24,377	0	0	0	0	26,893
Upper Quartile	26,000	35,201	28,547	1,700	0	0	254	29,702

## Public Service Benchmarking Body

### Compensation & Benefits Manager (8 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	72,327	86,532	79,175	13,966	11,089	745	486	105,462
Lower Quartile	63,550	63,550	63,550	1,400	5,714	0	0	71,384
Median	73,472	85,320	85,320	15,499	12,500	720	500	119,508
Upper Quartile	82,424	92,817	92,817	25,816	14,996	1,139	1,000	130,013

### Compensation & Benefits Manager (8 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	72,327	86,532	79,175	13,966	11,089	745	486	105,462
Lower Quartile	63,550	63,550	63,550	1,400	5,714	0	0	71,384
Median	73,472	85,320	85,320	15,499	12,500	720	500	119,508
Upper Quartile	82,424	92,817	92,817	25,816	14,996	1,139	1,000	130,013

### Compensation & Benefits Manager (8 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	72,327	86,532	79,175	13,966	11,089	745	486	105,462
Lower Quartile	63,550	63,550	63,550	1,400	5,714	0	0	71,384
Median	73,472	85,320	85,320	15,499	12,500	720	500	119,508
Upper Quartile	82,424	92,817	92,817	25,816	14,996	1,139	1,000	130,013

**Public Service Benchmarking Body**

**Compensation & Benefits Officer (9 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	45,867	56,881	49,610	4,171	1,219	335	213	55,547
Lower Quartile	38,402	50,760	38,402	1,340	0	0	0	42,945
Median	40,445	58,320	51,500	4,561	0	230	0	54,305
Upper Quartile	51,500	69,302	57,970	5,657	0	700	500	68,295

**Compensation & Benefits Officer (9 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	45,867	56,881	49,610	4,171	1,219	335	213	55,547
Lower Quartile	38,402	50,760	38,402	1,340	0	0	0	42,945
Median	40,445	58,320	51,500	4,561	0	230	0	54,305
Upper Quartile	51,500	69,302	57,970	5,657	0	700	500	68,295

**Compensation & Benefits Officer (9 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	45,867	56,881	49,610	4,171	1,219	335	213	55,547
Lower Quartile	38,402	50,760	38,402	1,340	0	0	0	42,945
Median	40,445	58,320	51,500	4,561	0	230	0	54,305
Upper Quartile	51,500	69,302	57,970	5,657	0	700	500	68,295

**Public Service Benchmarking Body**

**Supply Chain Manager (16 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	60,262	65,375	62,154	7,556	3,615	774	0	74,099
Lower Quartile	50,549	54,228	50,549	4,125	0	64	0	52,682
Median	66,969	68,750	68,750	6,961	0	503	0	81,461
Upper Quartile	68,750	75,385	73,976	7,083	9,858	720	0	89,516

**Supply Chain Manager (15 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	56,872	62,144	58,762	4,913	3,484	857	0	68,017
Lower Quartile	44,795	44,795	44,795	3,500	0	0	0	49,972
Median	59,000	60,305	59,000	5,177	0	720	0	69,248
Upper Quartile	67,938	74,000	70,833	6,961	7,200	1,810	0	83,524

**Supply Chain Manager (15 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	56,872	62,144	58,762	4,913	3,484	857	0	68,017
Lower Quartile	44,795	44,795	44,795	3,500	0	0	0	49,972
Median	59,000	60,305	59,000	5,177	0	720	0	69,248
Upper Quartile	67,938	74,000	70,833	6,961	7,200	1,810	0	83,524

## Public Service Benchmarking Body

### Planning Manager (20 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	50,468	50,802	49,909	2,746	1,449	1,527	47	55,677
Lower Quartile	38,000	40,000	36,211	1,460	0	127	0	41,266
Median	49,728	49,728	49,728	2,550	0	1,810	0	55,560
Upper Quartile	58,000	58,000	58,000	4,010	0	2,089	0	65,259

### Planning Manager (20 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	50,468	50,802	49,909	2,746	1,449	1,527	47	55,677
Lower Quartile	38,000	40,000	36,211	1,460	0	127	0	41,266
Median	49,728	49,728	49,728	2,550	0	1,810	0	55,560
Upper Quartile	58,000	58,000	58,000	4,010	0	2,089	0	65,259

### Planning Manager (20 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	50,468	50,802	49,909	2,746	1,449	1,527	47	55,677
Lower Quartile	38,000	40,000	36,211	1,460	0	127	0	41,266
Median	49,728	49,728	49,728	2,550	0	1,810	0	55,560
Upper Quartile	58,000	58,000	58,000	4,010	0	2,089	0	65,259



**Public Service Benchmarking Body**

**Transport Clerk (14 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	30,802	33,978	32,403	469	0	301	17	33,191
Lower Quartile	25,538	30,000	30,000	0	0	0	0	30,000
Median	30,000	37,937	32,000	500	0	0	0	32,540
Upper Quartile	38,269	39,900	38,269	540	0	550	0	38,869

**Transport Clerk (13 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	32,910	35,695	34,314	486	0	423	26	35,250
Lower Quartile	30,000	30,000	30,000	0	0	0	0	30,200
Median	30,705	37,937	32,000	200	0	0	0	33,300
Upper Quartile	38,498	39,900	39,194	540	0	550	0	40,450

**Transport Clerk (12 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	31,916	34,775	33,357	738	0	522	44	34,661
Lower Quartile	30,000	30,000	30,000	0	0	0	0	30,200
Median	30,705	32,994	32,000	540	0	0	0	33,300
Upper Quartile	33,000	38,269	38,000	1,000	0	1,500	0	38,540

**Public Service Benchmarking Body**

**Storeperson/Desp Clk/Warehouse Asst (44 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,094	28,184	26,169	829	0	343	29	27,371
Lower Quartile	19,240	24,550	21,245	0	0	0	0	21,869
Median	24,550	25,000	24,550	520	0	104	0	26,683
Upper Quartile	29,500	31,557	29,500	1,456	0	677	0	29,500

**Storeperson/Desp Clk/Warehouse Asst (42 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	22,703	26,543	23,948	1,147	0	484	41	25,620
Lower Quartile	19,000	24,550	21,245	400	0	0	0	21,869
Median	23,781	24,681	24,550	890	0	104	0	26,683
Upper Quartile	24,586	27,500	25,950	1,456	0	677	0	27,928

**Storeperson/Desp Clk/Warehouse Asst (40 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	22,994	26,492	24,070	1,233	0	522	25	25,850
Lower Quartile	19,000	24,550	21,245	520	0	0	0	21,869
Median	24,550	24,681	24,550	1,000	0	530	0	26,683
Upper Quartile	24,586	27,469	25,950	1,456	0	677	0	27,928

**Public Service Benchmarking Body**

**HGV (LGV) Driver (9 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,617	28,709	26,669	369	0	276	481	27,795
Lower Quartile	23,500	26,000	24,550	0	0	0	0	26,030
Median	23,700	30,800	25,500	0	0	0	0	26,400
Upper Quartile	27,844	30,800	29,996	1,200	0	530	0	30,993

**HGV (LGV) Driver (9 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,617	28,709	26,669	369	0	276	481	27,795
Lower Quartile	23,500	26,000	24,550	0	0	0	0	26,030
Median	23,700	30,800	25,500	0	0	0	0	26,400
Upper Quartile	27,844	30,800	29,996	1,200	0	530	0	30,993

**HGV (LGV) Driver (9 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,617	28,709	26,669	369	0	276	481	27,795
Lower Quartile	23,500	26,000	24,550	0	0	0	0	26,030
Median	23,700	30,800	25,500	0	0	0	0	26,400
Upper Quartile	27,844	30,800	29,996	1,200	0	530	0	30,993

**Public Service Benchmarking Body**

**Transport Manager (13 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	45,048	49,581	47,314	3,334	3,142	773	0	54,564
Lower Quartile	35,000	47,530	43,000	1,000	0	530	0	45,000
Median	47,530	51,000	47,530	2,000	0	766	0	54,430
Upper Quartile	53,171	55,000	54,100	6,000	6,000	1,000	0	62,000

**Transport Manager (13 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	45,048	49,581	47,314	3,334	3,142	773	0	54,564
Lower Quartile	35,000	47,530	43,000	1,000	0	530	0	45,000
Median	47,530	51,000	47,530	2,000	0	766	0	54,430
Upper Quartile	53,171	55,000	54,100	6,000	6,000	1,000	0	62,000

**Transport Manager (12 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	45,154	51,116	48,135	2,845	4,190	755	0	55,925
Lower Quartile	35,000	43,600	41,108	0	0	0	0	45,000
Median	45,000	54,100	50,000	2,000	0	750	0	59,613
Upper Quartile	54,100	56,863	56,863	5,000	10,000	1,051	0	65,305

**Public Service Benchmarking Body**

**General Maintenance (31 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,550	23,766	23,709	158	0	3	0	23,871
Lower Quartile	16,832	16,832	16,832	0	0	0	0	16,832
Median	24,000	24,000	24,000	0	0	0	0	24,000
Upper Quartile	30,000	30,000	30,000	100	0	0	0	30,250

**General Maintenance (22 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	21,469	22,131	21,762	731	0	54	0	22,547
Lower Quartile	19,240	19,240	19,240	0	0	0	0	19,240
Median	22,000	22,000	22,000	0	0	0	0	22,880
Upper Quartile	22,776	23,920	22,880	0	0	0	0	25,000

**General Maintenance (22 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	21,469	22,131	21,762	731	0	54	0	22,547
Lower Quartile	19,240	19,240	19,240	0	0	0	0	19,240
Median	22,000	22,000	22,000	0	0	0	0	22,880
Upper Quartile	22,776	23,920	22,880	0	0	0	0	25,000

**Public Service Benchmarking Body**

**Skilled Maintenance Worker (50 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	33,541	35,675	34,546	1,196	0	634	17	36,392
Lower Quartile	27,000	28,000	27,000	0	0	0	0	27,800
Median	33,000	33,000	33,000	0	0	0	0	35,000
Upper Quartile	39,357	42,304	39,357	2,650	0	1,810	0	43,148

**Skilled Maintenance Worker (46 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	35,867	39,078	37,362	1,678	0	785	31	39,856
Lower Quartile	31,179	32,000	32,000	0	0	0	0	35,000
Median	36,900	41,415	38,736	1,500	0	550	0	41,060
Upper Quartile	39,931	42,618	42,618	2,963	0	1,810	0	44,780

**Skilled Maintenance Worker (44 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	35,833	38,984	37,370	1,853	0	785	35	40,044
Lower Quartile	31,000	31,988	31,666	0	0	0	0	33,471
Median	36,288	40,000	39,357	1,800	0	545	0	43,148
Upper Quartile	41,415	42,849	42,849	3,000	0	1,810	0	45,051

**Public Service Benchmarking Body**

**Skilled Maintenance Supervisor (21 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	43,944	48,272	46,158	5,165	1,050	722	23	53,119
Lower Quartile	31,772	38,400	38,400	1,460	0	0	0	43,000
Median	42,000	51,000	42,363	2,500	0	613	0	46,291
Upper Quartile	56,540	61,009	58,782	8,869	0	1,500	0	65,104

**Skilled Maintenance Supervisor (21 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	43,944	48,272	46,158	5,165	1,050	722	23	53,119
Lower Quartile	31,772	38,400	38,400	1,460	0	0	0	43,000
Median	42,000	51,000	42,363	2,500	0	613	0	46,291
Upper Quartile	56,540	61,009	58,782	8,869	0	1,500	0	65,104

**Skilled Maintenance Supervisor (20 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	42,975	47,669	45,376	5,422	1,139	731	25	52,694
Lower Quartile	31,772	35,966	35,966	1,460	0	0	0	43,000
Median	41,415	51,000	42,363	2,550	0	613	0	46,291
Upper Quartile	56,540	61,009	58,782	10,000	0	1,500	0	68,482

**Public Service Benchmarking Body**

**Marketing Assistant (24 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,314	29,325	27,785	1,503	960	379	40	30,668
Lower Quartile	21,830	23,396	22,432	0	0	0	0	28,823
Median	22,854	30,000	28,696	2,100	0	0	0	29,732
Upper Quartile	29,773	33,869	30,000	2,500	0	681	0	32,687

**Marketing Assistant (24 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,314	29,325	27,785	1,503	960	379	40	30,668
Lower Quartile	21,830	23,396	22,432	0	0	0	0	28,823
Median	22,854	30,000	28,696	2,100	0	0	0	29,732
Upper Quartile	29,773	33,869	30,000	2,500	0	681	0	32,687

**Marketing Assistant (24 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	25,314	29,325	27,785	1,503	960	379	40	30,668
Lower Quartile	21,830	23,396	22,432	0	0	0	0	28,823
Median	22,854	30,000	28,696	2,100	0	0	0	29,732
Upper Quartile	29,773	33,869	30,000	2,500	0	681	0	32,687



**Public Service Benchmarking Body**

**Marketing Executive (26 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	33,756	47,457	40,249	1,945	1,350	469	78	44,092
Lower Quartile	26,282	38,500	37,520	0	0	0	0	37,873
Median	32,200	47,167	37,619	2,000	0	230	0	39,850
Upper Quartile	37,152	50,042	47,612	3,200	0	700	254	50,042

**Marketing Executive (26 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	33,756	47,457	40,249	1,945	1,350	469	78	44,092
Lower Quartile	26,282	38,500	37,520	0	0	0	0	37,873
Median	32,200	47,167	37,619	2,000	0	230	0	39,850
Upper Quartile	37,152	50,042	47,612	3,200	0	700	254	50,042

**Marketing Executive (26 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	33,756	47,457	40,249	1,945	1,350	469	78	44,092
Lower Quartile	26,282	38,500	37,520	0	0	0	0	37,873
Median	32,200	47,167	37,619	2,000	0	230	0	39,850
Upper Quartile	37,152	50,042	47,612	3,200	0	700	254	50,042

## Public Service Benchmarking Body

### Product Manager (16 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	47,822	58,819	53,039	5,596	4,402	1,033	315	64,385
Lower Quartile	40,000	47,473	44,617	0	0	0	0	60,623
Median	41,762	58,000	53,984	7,000	0	1,486	0	63,717
Upper Quartile	50,000	71,000	55,896	7,100	9,600	1,500	800	68,900

### Product Manager (15 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,084	61,779	55,066	5,329	3,097	894	150	64,537
Lower Quartile	39,300	47,000	44,714	0	0	0	0	45,869
Median	40,000	61,360	54,000	3,967	0	720	0	66,221
Upper Quartile	53,984	74,501	65,000	9,525	6,639	1,486	0	68,900

### Product Manager (15 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,084	61,779	55,066	5,329	3,097	894	150	64,537
Lower Quartile	39,300	47,000	44,714	0	0	0	0	45,869
Median	40,000	61,360	54,000	3,967	0	720	0	66,221
Upper Quartile	53,984	74,501	65,000	9,525	6,639	1,486	0	68,900

**Public Service Benchmarking Body**

**Brand Manager (27 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	45,980	64,730	55,067	5,691	2,627	1,229	8	64,622
Lower Quartile	40,000	55,620	50,000	2,686	0	127	0	56,166
Median	47,207	60,305	53,723	3,700	0	1,000	0	58,600
Upper Quartile	49,211	80,023	61,615	7,937	7,111	2,353	0	69,984

**Brand Manager (27 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	45,980	64,730	55,067	5,691	2,627	1,229	8	64,622
Lower Quartile	40,000	55,620	50,000	2,686	0	127	0	56,166
Median	47,207	60,305	53,723	3,700	0	1,000	0	58,600
Upper Quartile	49,211	80,023	61,615	7,937	7,111	2,353	0	69,984

**Brand Manager (27 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	45,980	64,730	55,067	5,691	2,627	1,229	8	64,622
Lower Quartile	40,000	55,620	50,000	2,686	0	127	0	56,166
Median	47,207	60,305	53,723	3,700	0	1,000	0	58,600
Upper Quartile	49,211	80,023	61,615	7,937	7,111	2,353	0	69,984

**Public Service Benchmarking Body**

**Marketing Manager (39 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	56,958	70,346	62,843	8,249	4,375	838	20	76,325
Lower Quartile	45,000	45,000	45,000	0	0	0	0	50,000
Median	57,000	60,000	57,000	6,000	0	127	0	66,211
Upper Quartile	64,832	83,385	82,500	11,800	9,743	2,089	0	100,450

**Marketing Manager (38 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	59,696	74,511	66,214	9,622	5,248	980	26	82,091
Lower Quartile	50,000	57,000	54,578	2,140	0	0	0	58,941
Median	60,000	68,811	60,000	8,250	7,242	635	0	79,600
Upper Quartile	67,484	84,400	83,385	15,021	9,743	2,353	0	100,611

**Marketing Manager (38 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	59,696	74,511	66,214	9,622	5,248	980	26	82,091
Lower Quartile	50,000	57,000	54,578	2,140	0	0	0	58,941
Median	60,000	68,811	60,000	8,250	7,242	635	0	79,600
Upper Quartile	67,484	84,400	83,385	15,021	9,743	2,353	0	100,611

**Public Service Benchmarking Body**

**Marketing Director (17 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	97,600	101,324	99,084	18,451	9,031	1,726	94	128,387
Lower Quartile	75,000	88,000	84,205	10,000	6,000	947	0	106,832
Median	96,096	96,096	96,096	15,660	11,000	1,546	0	126,280
Upper Quartile	116,490	116,490	116,490	26,000	12,000	2,824	0	153,663

**Marketing Director (17 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	97,600	101,324	99,084	18,451	9,031	1,726	94	128,387
Lower Quartile	75,000	88,000	84,205	10,000	6,000	947	0	106,832
Median	96,096	96,096	96,096	15,660	11,000	1,546	0	126,280
Upper Quartile	116,490	116,490	116,490	26,000	12,000	2,824	0	153,663

**Marketing Director (17 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	97,600	101,324	99,084	18,451	9,031	1,726	94	128,387
Lower Quartile	75,000	88,000	84,205	10,000	6,000	947	0	106,832
Median	96,096	96,096	96,096	15,660	11,000	1,546	0	126,280
Upper Quartile	116,490	116,490	116,490	26,000	12,000	2,824	0	153,663

**Public Service Benchmarking Body**

**Operations Manager (33 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	62,468	66,330	65,272	4,807	5,298	502	253	76,133
Lower Quartile	50,000	50,000	50,000	0	0	0	0	57,832
Median	60,000	62,660	60,000	1,880	4,920	450	0	69,920
Upper Quartile	71,910	71,910	71,910	8,000	10,000	681	0	84,924

**Operations Manager (33 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	62,468	66,330	65,272	4,807	5,298	502	253	76,133
Lower Quartile	50,000	50,000	50,000	0	0	0	0	57,832
Median	60,000	62,660	60,000	1,880	4,920	450	0	69,920
Upper Quartile	71,910	71,910	71,910	8,000	10,000	681	0	84,924

**Operations Manager (30 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	66,751	73,142	71,391	6,124	8,763	762	50	87,090
Lower Quartile	47,000	61,905	59,000	0	5,400	209	0	76,330
Median	61,905	70,000	68,900	0	9,600	648	0	81,121
Upper Quartile	85,600	85,600	85,600	8,500	12,000	766	0	102,720

**Public Service Benchmarking Body**

**Partner / Director (13 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	103,744	121,051	108,484	51,095	2,649	731	94	163,053
Lower Quartile	84,000	100,000	90,000	9,000	0	0	0	112,480
Median	85,000	120,000	90,000	50,000	0	0	0	133,500
Upper Quartile	115,000	155,000	131,539	70,000	0	1,041	0	227,824

**Partner / Director (13 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	103,744	121,051	108,484	51,095	2,649	731	94	163,053
Lower Quartile	84,000	100,000	90,000	9,000	0	0	0	112,480
Median	85,000	120,000	90,000	50,000	0	0	0	133,500
Upper Quartile	115,000	155,000	131,539	70,000	0	1,041	0	227,824

**Partner / Director (12 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	92,356	112,202	98,239	49,046	3,458	264	122	151,130
Lower Quartile	80,000	90,000	85,000	9,000	0	0	0	112,480
Median	85,000	109,000	90,000	25,000	0	0	0	130,000
Upper Quartile	105,000	130,000	110,000	85,000	10,000	480	0	171,041

**Public Service Benchmarking Body**

**Senior - Professional / Associate / Consultant (22 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	63,841	88,741	74,427	8,515	4,520	255	15	87,731
Lower Quartile	58,000	68,246	66,114	0	0	0	0	77,000
Median	60,000	80,000	74,500	7,000	1,152	0	0	87,552
Upper Quartile	68,246	107,000	83,330	12,500	8,000	480	0	90,831

**Senior - Professional / Associate / Consultant (19 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	65,009	78,665	71,885	12,006	5,744	300	21	89,956
Lower Quartile	58,000	68,246	66,114	7,000	0	0	0	77,000
Median	65,000	80,000	70,000	11,281	5,000	0	0	81,880
Upper Quartile	74,000	84,000	81,000	22,152	10,937	480	0	102,000

**Senior - Professional / Associate / Consultant (19 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	65,009	78,665	71,885	12,006	5,744	300	21	89,956
Lower Quartile	58,000	68,246	66,114	7,000	0	0	0	77,000
Median	65,000	80,000	70,000	11,281	5,000	0	0	81,880
Upper Quartile	74,000	84,000	81,000	22,152	10,937	480	0	102,000



**Public Service Benchmarking Body**

**Professional / Associate / Consultant (17 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	46,849	58,428	51,740	2,654	774	96	301	55,564
Lower Quartile	40,000	55,000	52,000	0	0	0	0	52,000
Median	48,000	55,000	53,000	3,223	0	0	0	54,400
Upper Quartile	55,000	70,000	55,000	5,000	0	0	0	60,000

**Professional / Associate / Consultant (15 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	43,134	56,174	48,124	2,924	2,122	262	57	53,489
Lower Quartile	35,478	48,880	38,160	0	0	0	0	47,117
Median	37,000	54,000	43,000	3,223	0	0	0	48,605
Upper Quartile	50,000	64,000	56,000	3,816	6,000	629	0	66,800

**Professional / Associate / Consultant (15 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	43,134	56,174	48,124	2,924	2,122	262	57	53,489
Lower Quartile	35,478	48,880	38,160	0	0	0	0	47,117
Median	37,000	54,000	43,000	3,223	0	0	0	48,605
Upper Quartile	50,000	64,000	56,000	3,816	6,000	629	0	66,800

**Public Service Benchmarking Body**

**Warehouse Manager (13 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,833	49,496	43,828	1,607	1,086	158	17	46,696
Lower Quartile	32,000	40,000	34,650	0	0	0	0	38,650
Median	40,000	51,000	41,000	0	0	0	0	46,000
Upper Quartile	47,840	60,000	50,489	4,000	0	0	0	53,955

**Warehouse Manager (13 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,833	49,496	43,828	1,607	1,086	158	17	46,696
Lower Quartile	32,000	40,000	34,650	0	0	0	0	38,650
Median	40,000	51,000	41,000	0	0	0	0	46,000
Upper Quartile	47,840	60,000	50,489	4,000	0	0	0	53,955

**Warehouse Manager (13 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,833	49,496	43,828	1,607	1,086	158	17	46,696
Lower Quartile	32,000	40,000	34,650	0	0	0	0	38,650
Median	40,000	51,000	41,000	0	0	0	0	46,000
Upper Quartile	47,840	60,000	50,489	4,000	0	0	0	53,955

**Public Service Benchmarking Body**

**Customer Services Supervisor (22 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,009	28,273	25,912	372	0	46	16	26,346
Lower Quartile	20,722	24,000	23,255	0	0	0	0	23,879
Median	24,000	25,789	24,000	0	0	0	0	24,000
Upper Quartile	24,785	27,954	25,522	520	0	0	0	25,781

**Customer Services Supervisor (20 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	24,348	29,705	26,712	459	0	53	21	27,245
Lower Quartile	20,722	24,000	22,441	0	0	0	0	22,441
Median	23,000	25,955	24,934	406	0	0	0	25,550
Upper Quartile	25,000	32,186	30,000	616	0	0	0	31,822

**Customer Services Supervisor (19 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,861	29,455	26,325	479	0	54	23	26,881
Lower Quartile	20,722	24,000	22,441	0	0	0	0	22,441
Median	22,441	25,955	24,934	406	0	0	0	25,550
Upper Quartile	24,785	31,988	27,869	616	0	0	0	27,869

## Public Service Benchmarking Body

### Customer Services Assistant (12 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	21,639	27,863	25,773	311	0	97	0	26,181
Lower Quartile	17,986	23,000	20,000	0	0	0	0	20,000
Median	20,000	28,000	28,000	0	0	0	0	28,458
Upper Quartile	26,134	30,292	28,458	520	0	104	0	28,458

### Customer Services Assistant (12 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	21,639	27,863	25,773	311	0	97	0	26,181
Lower Quartile	17,986	23,000	20,000	0	0	0	0	20,000
Median	20,000	28,000	28,000	0	0	0	0	28,458
Upper Quartile	26,134	30,292	28,458	520	0	104	0	28,458

### Customer Services Assistant (11 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	19,324	27,678	25,190	478	0	159	0	25,827
Lower Quartile	14,536	23,000	20,000	0	0	0	0	20,000
Median	17,986	27,954	25,522	259	0	0	0	25,781
Upper Quartile	20,000	28,000	28,000	520	0	104	0	29,906

**Public Service Benchmarking Body**

**Retail Assistant (32 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	18,192	21,078	19,376	601	0	16	80	20,073
Lower Quartile	16,185	17,750	17,540	0	0	0	0	17,750
Median	16,832	21,294	18,806	0	0	0	0	19,097
Upper Quartile	18,252	23,500	21,268	616	0	0	90	21,294

**Retail Assistant (23 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	17,278	22,338	19,267	1,242	0	38	154	20,701
Lower Quartile	16,185	19,002	17,540	152	0	0	0	18,308
Median	16,594	21,878	18,635	616	0	0	0	19,306
Upper Quartile	17,200	26,175	19,154	768	0	0	0	23,585

**Retail Assistant (20 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	17,350	22,104	19,372	1,700	0	32	162	21,266
Lower Quartile	16,221	19,002	18,481	152	0	0	0	19,097
Median	16,633	21,411	18,635	616	0	0	0	19,306
Upper Quartile	17,238	26,175	19,154	4,750	0	0	200	23,585

**Public Service Benchmarking Body**

**Retail Manager (34 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	27,789	30,554	29,110	1,924	449	5	135	31,624
Lower Quartile	22,000	22,000	22,000	0	0	0	0	22,958
Median	24,000	26,000	26,000	0	0	0	0	27,900
Upper Quartile	30,225	34,000	33,000	2,660	0	0	90	37,000

**Retail Manager (26 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	32,548	50,697	41,196	5,190	3,107	32	119	49,644
Lower Quartile	26,000	32,550	27,900	0	0	0	0	32,000
Median	32,000	36,000	34,000	616	0	0	0	44,500
Upper Quartile	40,000	58,938	49,834	7,000	7,665	0	0	63,059

**Retail Manager (22 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	36,270	58,181	46,423	2,155	4,490	61	41	53,169
Lower Quartile	32,000	36,000	34,000	250	0	0	0	38,000
Median	32,000	55,000	46,260	1,170	6,000	0	0	55,095
Upper Quartile	40,500	58,938	55,000	5,000	7,665	0	0	66,454

## Public Service Benchmarking Body

### Storekeeper (16 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	19,040	21,132	19,995	335	0	88	252	20,671
Lower Quartile	16,575	18,000	18,000	0	0	0	0	18,300
Median	18,000	21,450	19,155	201	0	0	0	19,356
Upper Quartile	21,450	24,059	21,450	300	0	0	90	21,540

### Storekeeper (13 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,263	25,937	24,570	503	0	136	0	25,209
Lower Quartile	19,483	23,764	21,169	0	0	0	0	23,438
Median	26,600	26,600	26,600	0	0	0	0	26,600
Upper Quartile	26,600	26,600	26,600	430	0	0	0	26,600

### Storekeeper (12 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	23,488	27,282	25,540	934	0	136	0	26,611
Lower Quartile	19,483	23,764	21,169	0	0	0	0	23,438
Median	22,698	24,059	23,504	250	0	0	0	23,754
Upper Quartile	23,244	27,490	26,077	1,588	0	0	0	26,077

**Public Service Benchmarking Body**

**Territory Sales Manager (36 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	41,465	47,077	43,061	19,767	3,960	303	1,989	69,080
Lower Quartile	31,703	31,703	31,703	0	0	0	0	46,503
Median	38,000	44,290	40,000	7,000	0	0	0	52,930
Upper Quartile	44,290	50,000	44,290	12,739	8,640	0	7,800	83,900

**Territory Sales Manager (33 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	49,957	61,030	54,078	6,833	6,058	1,045	0	68,015
Lower Quartile	37,204	53,834	44,000	2,200	6,480	127	0	55,984
Median	52,500	61,200	55,943	6,451	6,960	1,000	0	66,480
Upper Quartile	57,500	66,400	60,000	10,000	8,232	1,486	0	80,379

**Territory Sales Manager (32 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	48,314	60,114	52,706	7,187	5,826	1,035	0	66,754
Lower Quartile	37,204	50,000	43,650	2,200	6,349	127	0	55,984
Median	50,686	61,200	55,943	6,451	6,960	766	0	65,678
Upper Quartile	57,000	65,650	60,000	10,500	7,680	1,486	0	80,379



## Public Service Benchmarking Body

### Sales Executive (67 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	30,127	45,992	36,925	10,045	3,460	588	371	51,390
Lower Quartile	24,578	25,000	25,000	4,200	0	0	0	37,178
Median	25,000	35,000	30,000	5,500	0	0	0	50,000
Upper Quartile	36,650	64,522	55,115	20,000	7,440	1,631	0	72,025

### Sales Executive (59 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	28,469	40,240	34,457	12,874	3,213	348	120	51,013
Lower Quartile	20,000	28,125	25,000	3,000	0	0	0	38,705
Median	26,000	40,206	37,958	9,980	0	0	0	49,600
Upper Quartile	35,600	53,477	42,000	18,408	6,600	681	0	57,511

### Sales Executive (49 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	30,212	46,232	38,263	11,752	3,982	485	167	54,649
Lower Quartile	24,306	37,000	32,193	3,000	0	0	0	48,830
Median	29,054	46,824	40,000	5,000	6,000	400	0	55,180
Upper Quartile	37,242	54,431	43,389	17,786	6,720	766	0	65,639

## Public Service Benchmarking Body

### Technical Sales (24 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,420	52,708	45,078	4,072	2,222	114	128	51,614
Lower Quartile	40,000	40,000	40,000	0	0	0	0	40,250
Median	40,000	40,000	40,000	0	0	0	250	40,250
Upper Quartile	40,000	47,000	47,000	6,814	6,840	0	250	60,890

### Technical Sales (19 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	39,055	73,624	52,438	8,623	3,329	443	0	64,833
Lower Quartile	29,900	40,977	35,000	1,000	0	0	0	42,200
Median	37,000	55,728	55,501	5,823	0	0	0	62,872
Upper Quartile	44,209	100,000	69,767	16,750	7,200	720	0	88,307

### Technical Sales (19 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	39,055	73,624	52,438	8,623	3,329	443	0	64,833
Lower Quartile	29,900	40,977	35,000	1,000	0	0	0	42,200
Median	37,000	55,728	55,501	5,823	0	0	0	62,872
Upper Quartile	44,209	100,000	69,767	16,750	7,200	720	0	88,307

## Public Service Benchmarking Body

### Sales Engineer (9 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,765	45,638	43,593	2,928	4,449	930	605	52,505
Lower Quartile	37,000	42,000	39,667	200	0	550	0	44,650
Median	37,000	42,000	39,667	2,500	7,432	766	0	51,011
Upper Quartile	44,100	44,100	44,100	5,400	7,432	1,412	0	51,837

### Sales Engineer (9 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,765	45,638	43,593	2,928	4,449	930	605	52,505
Lower Quartile	37,000	42,000	39,667	200	0	550	0	44,650
Median	37,000	42,000	39,667	2,500	7,432	766	0	51,011
Upper Quartile	44,100	44,100	44,100	5,400	7,432	1,412	0	51,837

### Sales Engineer (8 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	40,422	46,764	44,082	3,705	5,534	1,072	618	55,011
Lower Quartile	37,000	42,000	39,667	2,500	0	766	0	51,011
Median	37,000	42,000	39,667	2,500	7,432	1,412	0	51,011
Upper Quartile	51,005	60,000	57,002	5,407	7,432	1,412	0	63,175

**Public Service Benchmarking Body**

**National Account Manager (46 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	61,793	63,720	62,789	8,844	8,034	832	202	80,701
Lower Quartile	57,084	59,928	59,928	6,100	5,900	0	0	77,315
Median	62,100	62,100	62,100	9,000	7,356	720	0	83,313
Upper Quartile	64,933	67,014	64,933	9,740	8,640	1,631	0	84,628

**National Account Manager (39 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	58,235	67,867	63,213	17,362	6,262	1,025	4	87,866
Lower Quartile	50,000	60,000	53,000	6,100	5,800	127	0	75,029
Median	57,964	66,238	61,031	13,200	7,279	720	0	89,754
Upper Quartile	68,000	73,000	72,228	28,490	8,400	1,810	0	100,115

**National Account Manager (39 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	58,235	67,867	63,213	17,362	6,262	1,025	4	87,866
Lower Quartile	50,000	60,000	53,000	6,100	5,800	127	0	75,029
Median	57,964	66,238	61,031	13,200	7,279	720	0	89,754
Upper Quartile	68,000	73,000	72,228	28,490	8,400	1,810	0	100,115

**Public Service Benchmarking Body**

**Sales Team Leader (16 cases) All Companies**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	47,843	61,776	51,975	12,715	4,616	587	206	70,099
Lower Quartile	37,600	46,666	40,000	5,000	0	0	0	60,000
Median	48,754	53,570	51,162	5,116	6,360	0	0	62,638
Upper Quartile	53,000	80,000	65,000	20,000	8,297	1,328	0	74,413

**Sales Team Leader (15 cases) Companies with 20 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	51,141	70,123	56,665	15,259	3,746	414	9	76,094
Lower Quartile	37,600	53,570	51,162	5,000	0	0	0	62,638
Median	48,754	71,434	54,000	6,753	0	0	0	68,625
Upper Quartile	61,305	80,000	67,533	20,000	7,680	1,000	0	78,680

**Sales Team Leader (13 cases) Companies with 50 or more Employees**

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	58,428	84,231	65,787	16,972	4,680	699	15	88,152
Lower Quartile	53,000	72,000	60,819	5,000	0	0	0	71,426
Median	61,305	80,000	67,533	6,753	7,200	720	0	78,680
Upper Quartile	67,925	90,720	69,811	26,257	8,297	1,328	0	123,811

## Public Service Benchmarking Body

### Sales Director (30 cases) All Companies

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	106,756	108,249	107,203	9,543	7,704	1,286	216	125,952
Lower Quartile	78,200	78,200	78,200	0	0	0	0	105,630
Median	116,667	116,667	116,667	7,978	11,280	1,044	0	136,124
Upper Quartile	132,800	132,800	132,800	11,730	13,200	2,812	0	146,100

### Sales Director (28 cases) Companies with 20 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	102,742	105,700	103,629	14,258	4,763	1,420	31	124,101
Lower Quartile	87,000	95,000	92,325	0	0	230	0	95,766
Median	95,000	100,500	95,000	9,233	0	1,000	0	136,124
Upper Quartile	133,300	133,300	133,300	27,660	9,120	2,824	0	146,333

### Sales Director (26 cases) Companies with 50 or more Employees

	Minimum Salary €	Maximum Salary €	Average Salary €	Cash Bonus €	Car Benefit-in-kind €	Medical Insurance €	Other Benefit-in-kind €	Package with Average Salary €
Average	95,123	99,535	96,445	21,266	7,105	1,128	46	125,990
Lower Quartile	71,000	90,000	72,500	9,233	0	0	0	95,965
Median	94,500	97,650	94,500	16,800	8,681	1,000	0	131,687
Upper Quartile	119,000	119,000	119,000	31,000	11,280	1,496	0	162,280