

Private Sector & Community, Voluntary & Charitable Sector Pay Comparison 2022

Method for Establishing Comparator Rates:

The report used to present comparator rates of pay for the private sector is the IBEC Manufacturing & Wholesale Distribution Sectors Pay Survey, 2022. This report is useful for comparison purposes, because it represents a broad range of companies in the private sector.

Comparator pay rates for a sample of job titles are shown below. Pay rates are displayed firstly for companies in the private sector and then for the Community, Voluntary and Charities sector organisations (see A tables). A second table is shown for the same sample of job titles, comparing pay rates in the two sectors in large organisations i.e. those with 100 or more employees (see B tables). For the private sector survey, this size grouping i.e. 100 or more employees, is further broken down into a larger size grouping (i.e. 250 or more employees). However, this data was not available for the nonprofit sector survey, and so two rates of pay are shown for private sector organisations in the tables that compare pay rates in large organisations.

Pay comparisons between the private sector and the community, voluntary and charity sector should be read with some caution as there are only a small number of cases for a number of the job titles shown. It is also not clear that 'like' is being compared with 'like' when looking at these groups of figures as there is no data available outlining the responsibilities, qualifications, etc. for each job type.

Please also note that Annual Basic Pay only is being compared.

Finally, there is no way of knowing how representative the data is in terms of the wider commercial sector. For these reasons, the comparative data should be viewed as illustrative only.

Private Sector & Community, Voluntary & Charitable Sector Pay Comparison 2022

SURVEY	ANNUAL BASIC PAY FOR JOB				WHERE A PAY SCALE EXISTS			Average Total Remuneration €
	No. of Cases	Average €	Lower Quartile €	Upper Quartile €	No. of Cases	Average Minimum Salary Point €	Average Maximum Salary Point €	

1(a): CHIEF EXECUTIVE OFFICER (CEO) (CFI – L1)

IBEC	125	166,306	105,250	200,000	33	144,456	214,628	199,229
CFI	260	74,331	54,950	90,000	83	69,884	86,264	78,114

1(b): CHIEF EXECUTIVE OFFICER (CEO) - in organisations with 100 or more employees

IBEC	30 ¹	179,505	not available	not available	11	171,909	223,864	217,640
	26 ²	198,270	available	available	11	132,367	220,384	237,674
CFI	32	102,264	83,538	121,800	13	89,042	108,642	108,753

2(a): HEAD OF FINANCE (CFI – L2)

IBEC	39	126,598	90,165	153,500	14	109,256	154,401	145,366
CFI	103	68,064	50,313	82,174	43	61,964	77,691	71,137

2(b): HEAD OF FINANCE – in organisations with 100 or more employees

IBEC	8	127,163	-	-	5	104,000	128,000	136,212
	18	121,650	-	-	6	126,597	201,103	167,937
CFI	26	76,628	68,750	89,058	14	68,947	85,395	80,627

3(a): HEAD OF HUMAN RESOURCES (CFI – L2)

IBEC	46	114,252	84,367	136,088	20	92,722	146,159	134,405
CFI	46	65,320	55,337	80,000	23	60,887	77,158	68,078

3(b): HEAD OF HUMAN RESOURCES – in organisations with 100 or more employees

IBEC	14	94,738	-	-	6	80,000	99,167	109,517
	27	127,066	-	-	12	95,620	164,848	151,111
CFI	22	72,959	64,786	85,000	14	64,945	81,347	75,933

¹ 100 – 249 employees – this applies to all further tables from this survey - for this section of the report

² 250 or more employees - this applies to all further tables from this survey - for this section of the report

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Please note: From this section on, the 'average total remuneration' was not requested in survey.

SURVEY	ANNUAL BASIC PAY FOR JOB				WHERE A PAY SCALE EXISTS		
	No. of Cases	Average €	Lower Quartile €	Upper Quartile €	No. of Cases	Average Minimum Salary Point €	Average Maximum Salary Point €

4(a): ADMINISTRATION MANAGER (CFI –L3)

IBEC	42	42,454	35,000	48,168	15	34,918	45,543
CFI	63	42,454	33,568	49,014	27	38,273	50,965

4(b): ADMINISTRATION MANAGER – in organisations with 100 or more employees

IBEC	10	49,204	-	-	5	35,803	49,429
	5	44,319	-	-	2	45,500	52,950
CFI	9	47,432	41,690	51,250	8	40,634	54,453

Annual Basic Pay Compared with Private Sector: Non Management Grades

5(a): ACCOUNTANT (CFI – L 4)/FINANCIAL ACCOUNTANT (IBEC)

IBEC	57	64,689	57,101	71,018	22	57,672	75,759
CFI	27	59,626	41,069	65,000	12	48,092	62,085

5(b): ACCOUNTANT – in organisations with 100 or more employees

IBEC	17	65,257	-	-	6	60,731	70,958
	27	67,212	-	-	13	54,069	78,985
CFI	12	55,928	45,733	64,047	8	49,154	63,614

6(a): HR EXECUTIVE (CFI – L5)

IBEC	48	60,460	51,096	70,000	15	50,986	72,308
CFI	32	43,716	37,000	48,162	21	40,120	52,434

6(b): HR EXECUTIVE – in organisations with 100 or more employees

IBEC	15	57,285	-	-	6	48,952,	57,809
	28	60,958	-	-	9	52,343	81,974
CFI	17	43,228	38,850	47,500	11	38,687	50,287

7(a): IT EXECUTIVE (CFI – L5)/Internal IT & Tech Support (IBEC)

IBEC	28	45,846	39,040	51,515	11	40,295	56,349
CFI	29	45,171	40,000	48,034	12	40,813	53,410

7(b):IT EXECUTIVE – in organisations with 100 or more employees

IBEC	11	45,346	-	-	3	39,000	50,000
	15	46,659	-	-	8	40,781	58,729
CFI	5	45,736	35,000	48,527	3	46,983	60,452

Private Sector & Community, Voluntary & Charitable Sector Pay Comparison 2022

8(a): SENIOR ADMINISTRATIVE ASSISTANT/ADMINISTRATOR (CFI – L6) /Office Administrator (IBEC)

IBEC	64	33,918	29,457	35,925	26	28,334	38,959
CFI	60	35,526	29,029	40,532	29	30,155	42,794

8(b): SENIOR ADMINISTRATIVE ASST/ADMINISTRATOR – in organisations with 100 or more employees

IBEC	11	32,822	-	-	4	29,810	39,666
	13	35,997			7	28,415	44,055
CFI	14	39,379	36,000	43,198	10	32,705	44,863

9(a): SENIOR ACCOUNTS OFFICER (CFI – L6) /Accounts Clerk (IBEC)

IBEC	30	37,510	32,873	40,040	7	33,217	43,695
CFI	25	41,461	35,844	47,000	13	35,175	45,844

9(b): SENIOR ACCOUNTS OFFICER – in organisations with 100 or more employees

IBEC	9	39,663	-	-	2	42,800	54,100
	7	40,007			3	28,815	44,387
CFI	12	42,380	36,202	49,186	8	38,187	48,979

10(a): JUNIOR RECEPTIONIST (CFI – L7) /Receptionist (IBEC)

IBEC	48	32,945	28,317	36,666	14	26,899	35,426
CFI	26	29,699	22,296	33,973	9	27,115	36,386

10(b): JUNIOR RECEPTIONIST – in organisations with 100 or more employees

IBEC	13	33,208	-	-	4	28,750	34,600
	19	32,675			6	26,382	38,528
CFI	4	27,757	-	-	3	26,008	35,649

11(a): GENERAL OPERATIVE (CFI – L7) / Unskilled Operative (IBEC)

IBEC	37	27,153	24,450	30,000	17	26,209	30,379
CFI	36	26,311	22,222	29,672	7	22,588	32,644

11(b): GENERAL OPERATIVE – in organisations with 100 or more employees

IBEC	12	27,796	-	-	7	26,649	30,766
	6	25,419			2	24,900	26,770
CFI	8	26,804	23,246	30,157	5	24,873	31,921

12(a): DRIVER (CFI – L7) / Van Driver (IBEC)

IBEC	14	33,487	25,250	37,875	2	25,000	27,500
CFI	19	27,045	21,513	31,321	5	27,271	34,439

12(b): DRIVER – in organisations with 100 or more employees

IBEC	4	32,061	-	-	0	-	-
	1	-					
CFI	6	28,430	22,736	32,454	3	27,249	34,326