



Salary Guide 2008/2009



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About Cpl

Cpl Resources Plc. is Ireland's most successful recruitment and HR Solutions organization. Listed on both the Dublin and London Stock exchanges; Cpl operates on both a national and international basis. Today Cpl Resources has offices in Dublin, Kildare, Limerick, Cork, Galway, Kent, Bratislava, Prague and Warsaw. In February 2007, our employees voted us one of Ireland's "Best Companies to Work for". Anne Heraty, CEO of Cpl, was awarded Ernst and Young Entrepreneur of the Year 2006. Cpl Resources are Ireland's largest employer of temporary and contract staff, currently over 4,000 temporary employees.

Cpl Resources Plc is comprised of eleven wholly-owned specialised companies, each working independently. All companies are leaders in their respective markets. With this specialised approach our customers are offered a range of dedicated services, more flexibility and quality that is second to none. This structure enables both candidates and clients to benefit from our focussed understanding of the specific employment markets. This ensures quality business relationships between clients so that we get it right – first time, every time.



About the salary guide

The Cpl salary guide is produced bi-annually and incorporates nine sectors. The information and salaries listed are compiled from our group database across a period of six months. The data is then analysed by our experienced consultants and managers within their specialised areas, ensuring quality information.

The salaries listed within the guide are for reference purposes only, and do vary in accordance with company size, industry, turnover etc. basic salaries are only listed and do not include extras such as bonuses and commission.

Disclaimer –

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

Benefits & Perks

The following are typical Benefits that may be offered by employers as part of the remuneration package:

Annual Holidays – Typically 20 days min with increase through service
Individual Training and Development
Life Assurance
Health Care – VHI
Pension Contribution
Performance related bonus

Employers are now paying more attention to salary surveys to ensure that they are offering competitive packages to attract the right candidates.

Remuneration can take many forms, such as pension contributions, stock options, bonuses, healthcare and subsidies among others. Companies are also becoming more diverse in their offerings. Attracting and maintaining senior executives in the market is very competitive and the overall remuneration package can sometimes be the deciding factor. Ultimately, benefits are in place to attract the right candidate but in doing so they improve employees' Quality of Life.

There is an increasing trend towards allowing employees a greater degree of choice and flexibility in designing their own benefits package, but offering flexible ('flex') benefit programs. Under the 'flex' model a company's rewards package is divided between core benefits plus an allowance the employee can spend on preferential extras, to suit their personal needs.

These benefits may include:

- Paternal Leave
- Car Parking
- Relocation Allowance
- Medical Check-ups
- Crèche Facilities
- Company Car
- Flexible Working Hours
- Job Sharing
- Holiday Fund
- Educational Assistance
- Social Club
- Subsidised canteen



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Some employers offer benefits in the form of flexible work options, such as flexitime or compressed work weeks, telecommuting or satellite workplaces, floating holidays or holiday carryover. Employers often offer flexibility in career paths too, for example, job sharing or part-time work.

Some employees place more value on these type of benefits than on monetary reward.

Although benefits might not be a deal-breaker for a candidate, they certainly add to a company's overall image as an employer of choice.