

COMPARISON OF REMUNERATION SENIOR CIVIL SERVICE ASSOCIATION

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COMPARISON WITH THE IRISH PRIVATE SECTOR ASSISTANT SECRETARY

Pay element	2016 Irish Private Sector			Assistant Secretary	
	Lower Quartile	Median	Upper Quartile	Bottom of Scale	Top of Scale
Base salary (€)	180,486	222,277	270,632	119,572	136,496
Pension Levy (€)				-9,380	-11,157
Performance Award / Bonus	23,283	57,792	92,015		
Pension (DB) (€)	27,253	43,122	57,103	38,202	43,608
Pension (DC) (€)	14,836	27,229	43,030		
Car/Allowance (€)	12,000	16,800	19,600		
LTIs (€)	12,093	32,230	70,094		
Other Benefits (€)	4,963	6,001	6,766		
Total Remuneration (€)	281,558	377,871	492,549	148,394	168,947

Source: Private sector data from the Mercer 2016 Remuneration Database. See Appendix 1 for methodology.

COMPARISON WITH THE 2015 IRISH PRIVATE SECTOR MID POINT OF SCALE - ASSISTANT SECRETARY GRADE TO MARKET

Comparison with Irish private sector 2016 remuneration	% of Lower Quartile*	% of Median*
Assistant Secretary base salary compared to private sector base salary.	71%	58%
Assistant Secretary base salary (net of pensions levy) compared to private sector base salary.	65%	53%
Assistant Secretary total remuneration compared to private sector total remuneration.	60%	45%
Assistant Secretary total remuneration (net of pension levy) compared to private sector total remuneration.	56%	42%

Source: Private sector data from the Mercer 2016 Remuneration Database.

* Note: Assistant Secretary **scale mid point** used for comparison (see appendix).

COMPARISON WITH THE 2015 IRISH PRIVATE SECTOR TOP OF SCALE - ASSISTANT SECRETARY GRADE TO MARKET

Comparison with Irish private sector 2016 remuneration	% of Lower Quartile*	% of Median*
Assistant Secretary base salary compared to private sector base salary.	76%	61%
Assistant Secretary base salary (net of pensions levy) compared to private sector base salary.	69%	56%
Assistant Secretary total remuneration compared to private sector total remuneration.	64%	48%
Assistant Secretary total remuneration (net of pension levy) compared to private sector total remuneration.	60%	45%

Source: Private sector data from the Mercer 2016 Remuneration Database.

* Note: Assistant Secretary **top of scale** used for comparison (see appendix).

COMPARISON WITH THE IRISH PRIVATE SECTOR SECRETARY GENERAL

Pay element	2016 Irish Private Sector			Secretary General II
	Lower Quartile	Median	Upper Quartile	
Base salary (€)	262,812	324,460	408,819	176,350
Pension Levy (€)				-15,342
Performance Award / Bonus	68,331	126,539	196,233	
Pension (DB) (€)	44,678	64,892	94,028	56,432
Pension (DC) (€)	22,602	40,557	65,411	
Car/Allowance (€)	15,000	19,500	22,600	
LTIs (€)	39,422	87,604	208,498	
Other Benefits (€)	5,256	8,111	11,651	
Total Remuneration (€)	436,269	613,229	789,021	217,440

Source: Private sector data from the Mercer 2016 Remuneration Database. See Appendix 1 for methodology.

PAY DIFFERENTIAL

- The table below shows the differential between the base pay levels of the Chief Executive and their direct reports in the Irish private sector

	Function Head as a percentage of CEO Salary
	Irish Private Sector
Next Most Senior Director, Typically Finance	65-75%
Other Directors	55-70%

- Typically, the differential is greater in the quoted Irish companies compared to the subsidiaries of multinationals or the Irish non-quoted companies.
- The table below presents the base pay differentials for the Assistant Secretary and Secretary General.

	Percentage of Secretary General II Salary
Assistant Secretary (Scale minimum)	68%
Assistant Secretary (Scale Mid Point)	73%
Assistant Secretary (Scale maximum)	77%

APPENDIX 1 - METHODOLOGY

Irish Private Sector Data

- The private sector comparisons are based on the Mercer Remuneration database for 2016. This includes a broad range of local companies and subsidiaries of multinational organisations across industry.
- The comparison is based on roles of a similar size and scope using the Mercer points factor evaluation methodology (IPE). Each element of compensation is valued separately using our consistent valuation methodology. As each element is valued separately the totals do not necessarily add up.
- For the private sector, the data is aged to December 2016.

Assistant Secretary and Secretary General II Data

- The pay scales applying to the majority of existing staff have been used in this Report. A comparison with the Secretary General Grade II is provided.
- For the Assistant Secretary data, comparisons are shown for both the scale mid point (average between the range minimum and range maximum) and the top of the scale with the market median and lower quartile.

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