

EirGrid has key responsibilities in areas of national priority including the integration of renewable energy; promotion of competition benefiting consumers; facilitation of balanced regional development; and the provision of safe, secure, economic, and efficient power supplies throughout Ireland for all consumers.

As such, our key resource is our staff, who are very highly qualified and experienced with the specialist skills needed to perform our role. We must compete for these sought-after advanced skills in a highly competitive domestic and global marketplace. 85% of our workforce are university degree educated with 23% of employees holding Master/MBA qualifications and 4% with PhD qualifications.

We regularly benchmark its remuneration levels against the market, and average salaries in the company are below those of market comparators.

We are providing anonymised data for employees for each year, divided into two types (see explanation below), with the number of people for each year, the total payments and the average sum paid for years 2008-2015. Performance payments are made at different times during the year (Individual Performance Award Payments are made in December, and Company Performance Award payments are made in April). The headcount changes during the calendar year as employees leave or are recruited at different times, which impacts the number of those eligible to receive awards.

It will be noted from the figures that there has been a downward trend over the period in performance related payments.

Bonus/Performance Related Pay

The figures for bonus/performance related payments are given for each of the following categories (payments are non-pensionable and given in gross figures):

(a) Individual Performance Award: This is a payment based on individual performance, relating to the achievement of individual employees targets and objectives which are set at the beginning of each year for each person. Staff who did not succeed in meeting their agreed objectives do not receive an Individual Performance Award.

(b) Company Performance Award: This is a payment based on company performance. If the company's underlying profit is above the base regulatory return, a non-pensionable award may be paid by the company. This award is on a downward trend for the past two years.

Overtime/commissions: We do not pay overtime or commission, so the response in relation to that query is zero payments.

Individual Performance Award

Reference Year	Employees Paid	Total payment value €	Average payment €
2008	250	1,571,609	6,286
*Average individual performance award 8.8%			
Reference Year	Employees Paid	Total payment value €	Average payment €
2009	263	1,692,969	6,437
*Average individual performance award 9.2%			
Reference Year	Employees Paid	Total payment value €	Average payment €
2010	289	1,739,604	6,019
*Average individual performance award 8.9%			
Reference Year	Employees Paid	Total payment value €	Average payment €
2011	275	1,819,365	6,616
*Average individual performance award 9.2%			
Reference Year	Employees Paid	Total payment value €	Average payment €
2012	293	1,960,816	6,692
*Average individual performance award 9.3%			
Reference Year	Employees Paid	Total payment value €	Average payment €
2013	320	1,861,005	5,816
*Average individual performance award 8.6%			
Reference Year	Employees Paid	Total payment value €	Average payment €
2014	306	1,741,961	5,693
*Average individual performance award 7.8%			
Reference Year	Employees Paid	Total payment value €	Average payment €
2015	339	1,808,133	5,334
*Average individual performance award 7.4%			

Company Performance Award

Year	Employees Paid	Total payment value €	Average payment €
2008	237	703,096	2,967
2009	216	720,845	3,337
2010	253	837,356	3,310
2011	270	914,249	3,386
2012	281	966,535	3,440
2013	294	1,003,946	3,415
2014	301	517,660	1,720
2015	315	580,764	1,844