

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, 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 EirGrid's workforce are university degree educated with 23% of employees holding Master/MBA qualifications and 4% with PhD qualifications.

We regularly benchmark our remuneration levels against the market, and latest findings have been that average salaries in the company are below those of market comparators.

We are providing anonymised data for salaries, divided into ranges of salaries, with the number of people in each range, the average gross salary paid in that range, staff numbers and total salaries for each year 2008-2015. The information in relation to salaries and staff numbers is as at 31st December of each year in question. The figures show that overall salary figures in the company have remained relatively stable, reflecting the fact that salary bands in the company have been frozen since 2008.

Salary Payments as at 31st December 2015

Year	Range €	No. of employees	Total payment value €	Average payment €
2008	150,000 +	7	1,191,196	170,171
	120,000 - 149,999	6	755,720	125,953
	90,000 - 119,999	45	4,686,927	104,154
	60,000 - 89,999	79	5,721,297	72,421
	0 - 59,999	108	5,143,897	47,629
Total		245	17,847,047	72,845
Year	Range €	No. of employees	Total payment value €	Average payment €
2009	150,000 +	7	1,168,435	166,919
	120,000 - 149,999	8	995,529	124,441
	90,000 - 119,999	45	4,697,837	104,396
	60,000 - 89,999	84	6,076,323	72,337
	0 - 59,999	112	5,324,644	47,541
Total		256	18,262,768	71,339
Year	Range €	No. of employees	Total payment value €	Average payment €
2010	150,000 +	7	1,168,435	166,919

	120,000 - 149,999	8	997,951	124,744
	90,000 - 119,999	49	5,118,946	104,468
	60,000 - 89,999	90	6,514,004	72,378
	0 - 59,999	116	5,574,755	48,058
Total		270	19,374,091	71,756
Year	Range €	No. of employees	Total payment value €	Average payment €
2011	150,000 +	8	1,354,285	169,286
	120,000 - 149,999	9	1,127,763	125,307
	90,000 - 119,999	49	5,004,081	102,124
	60,000 - 89,999	90	6,492,241	72,136
	0 - 59,999	123	5,596,722	45,502
Total		279	19,575,091	70,162
Year	Range €	No. of employees	Total payment value €	Average payment €
2012	150,000 +	7	1,139,161	162,737
	120,000 - 149,999	12	1,505,722	125,477
	90,000 - 119,999	46	4,807,767	104,517
	60,000 - 89,999	105	7,606,293	72,441
	0 - 59,999	122	5,892,490	48,299
Total		292	20,951,433	71,751
Year	Range €	No. of employees	Total payment value €	Average payment €
2013	150,000 +	7	1,143,330	163,333
	120,000 - 149,999	13	1,659,814	127,678
	90,000 - 119,999	48	4,956,492	103,260
	60,000 - 89,999	105	7,564,959	72,047
	0 - 59,999	129	6,195,482	48,027
Total		302	21,520,078	71,259
Year	Range €	No. of employees	Total payment value €	Average payment €
2014	150,000 +	7	1,143,330	163,333
	120,000 - 149,999	13	1,684,795	129,600
	90,000 - 119,999	55	5,656,396	102,844
	60,000 - 89,999	107	7,719,670	72,146
	0 - 59,999	124	6,029,597	48,626
Total		306	22,233,788	72,659

Year	Range €	No. of employees	Total payment value €	Average payment €
2015	150,000 +	7	1,143,330	163,333
	120,000 - 149,999	15	1,940,861	129,391
	90,000 - 119,999	61	6,140,277	100,660
	60,000 - 89,999	111	8,023,807	72,287
	0 - 59,999	145	7,063,058	48,711
Total		339	24,311,333	71,715