

FOI_2016_003 - Request Part 3:

'Clarification on whether performance related pay is in addition to the salary payments outlined at the link below, or is included in the salary figures.

<http://www.eirgridgroup.com/site-files/library/EirGrid/2008-2015-Salary-Information.pdf>

EirGrid Response:

As a commercial state-owned company, EirGrid has moved to a remuneration system which minimises fixed costs and incentivises high performance. This has meant no overtime or automatic increments, and constant change and improvement.

Instead of 100 per cent of EirGrid employees' pay being fixed, their overall pay is made up of a combination of fixed and variable elements. The fixed element is the base salary and variable element is the individual performance payment which is in addition to the base salary.

This combined method contributes to overall pay based on the achievement of challenging targets by the company and its staff.