

## Requirements to Source Chef from EU / Terms and Conditions

EU WorkForce is implementing moving forward these minimum requirements in order to provide real solutions from the EU to our Irish Hospitality Clients. Competition is fierce across Europe and Irish Hospitality Operations need and must compete for this specific category.

### CHEF STAFF SOURCING REQUIREMENTS THAT MUST BE CONSIDERED:

- Staff Accommodation Package: strong low cost accommodation offer
- Strong Salary Package
- Performance Bonus Package
- Benefits / Extras offered by employer
- Overtime Pay
- Meals Offered
- Career Incentives
- Chef Staff Retention Plans

### STAFF ACCOMMODATION REQUIRED FOR ALL STAFF PLACEMENTS

Currently in Europe, especially in Netherlands, the hospitality sector and operators are offering excellent relocation packages that include free accommodation or 3/6 months free / extremely low cost accommodation package to attract Chefs from EU. The same is happening in Scandinavian countries and Switzerland/Austria. The competition for Chefs is fierce. We understand and are very aware of the reality of the accommodation crisis in Ireland, but considering EU chefs statistically in Year 1 are hired at a lower rate per hour than “Irish based Chefs” employers must and should look to invest in attractive relocation and accommodation offer to attract the best staff possible.

### ACCOMMODATION PACKAGE SUGGESTIONS AS MINIMUMS TO OFFER:

- Free for 3 Months then low cost rate of 50/75 euro
- Free for contract duration
- Free for year 1
- Low Cost Accommodation max 75 euro per week all bills included.

### MINIMUM SALARY GUIDELINES TO ATTRACT EU CHEFS/KITCHEN STAFF:

- KITCHEN PORTER: Minimum from €13.50 p/hour
- KITCHEN ASSISTANT: Minimum from €14.00 p/hour
- COMMIS CHEF: Minimum from €15.00 p/hour
- CHEF DE PARTIE: Minimum from €17.00 p/hour
- PASTRY CHEF: Minimum from €17.00 p/hour
- SOUS CHEF: Minimum from €19.00 p/hour

**MINIMUM REQUIREMENTS TO SOURCE STAFF WITH EU WORKFORCE: STRONG ACCOMMODATION OFFER AND SALARY PACKAGE. WE ARE AWARE THAT LABOUR COSTS ARE A MASSIVE CHALLENGE FOR IRISH EMPLOYERS, BUT FOR THE CATEGORY OF CHEFS, THE ABOVE REQUIREMENTS MUST BE TAKEN INTO CONSIDERATION IN ORDER TO ATTRACT QUALITY STAFF AND SOURCE STAFF.**

