





ALKIMII · WORKFORCE INSIGHT

Workforce Management through Benchmarking and Insight

Five datasets. Seventeen comp sets. Four years. One view of what is really happening to people across Ireland hotels.



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CEO & Founder · Alkimii

What gets **measured gets managed. What gets **benchmarked** gets better.**

And in an industry running on hotel margins, *better* is the only strategy worth having.

THE THREE LEVERS

Every hotel has the same three levers.

LEVER 1

Revenue

Benchmarked daily. Rate, occupancy, RevPAR, segments, channels.

WELL UNDERSTOOD

LEVER 2

Cost of Sales

Benchmarked obsessively. Food, beverage, GP%, yield by outlet.

WELL UNDERSTOOD

LEVER 3 — THE BIGGEST ONE

Labour

Largest single cost on almost every P&L. Biggest driver of guest experience. Still the hardest to benchmark well.

TODAY'S FOCUS

WHAT YOU WILL SEE TODAY

Five datasets, 17 comp sets, 2022–2026.

01

Employee turnover

Annual & same-period

02

Pay percentage

Labour as % of revenue

03

Pay rates

Avg, bottom & top 5% by role

04

Length of service

Tenure in years

05

Absenteeism rate

Trends in absent shifts %

Seventeen comp-set groupings:

Northern Ireland

Ireland

Belfast

Dublin

Cork

Limerick

Galway

3-star

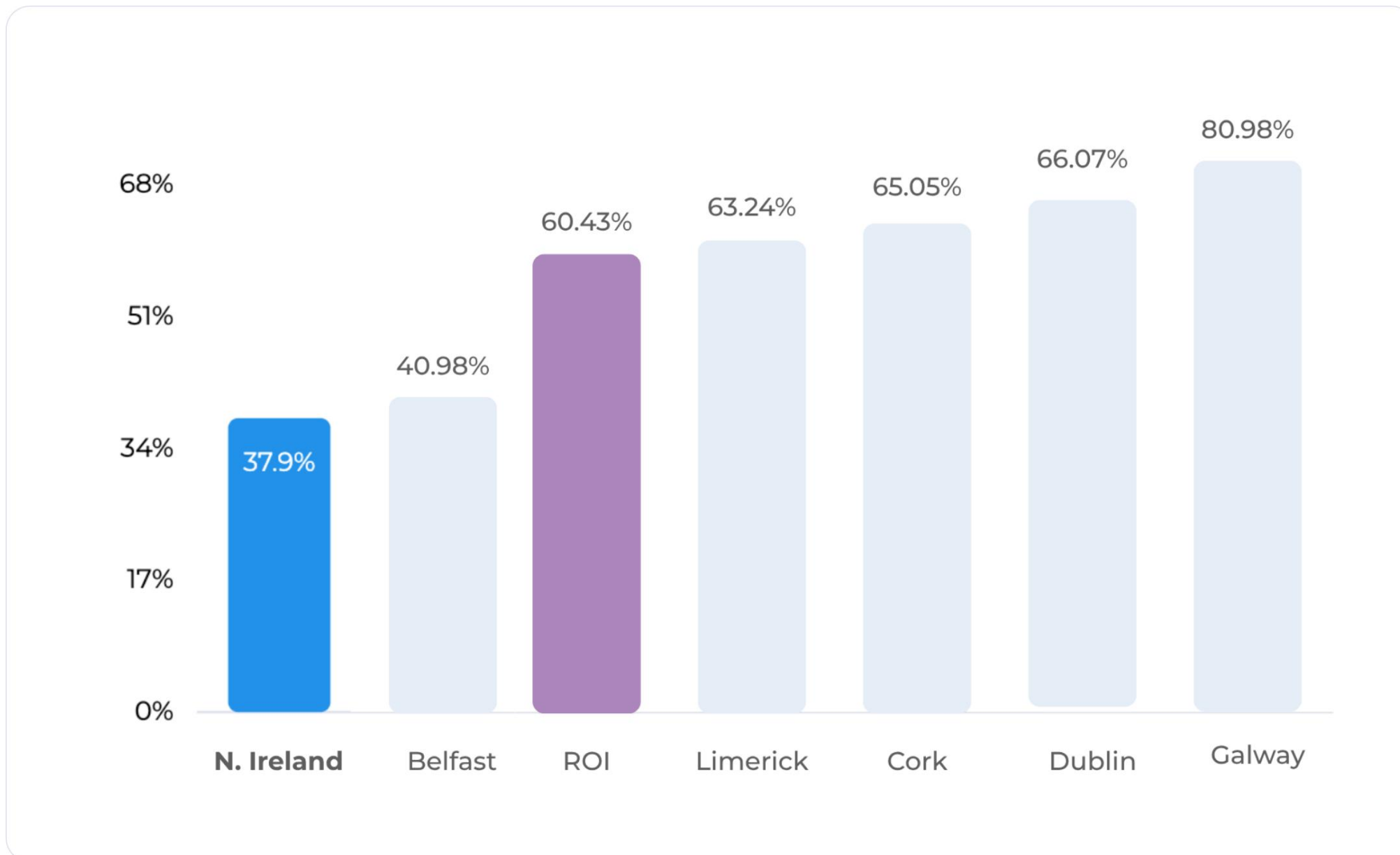
4-star

5-star

Employee turnover.

Northern Ireland runs at roughly half of Ireland's annual turnover rate, and the gap has held for four straight years.

Northern Ireland turnover runs well below Ireland.



NI · 2025

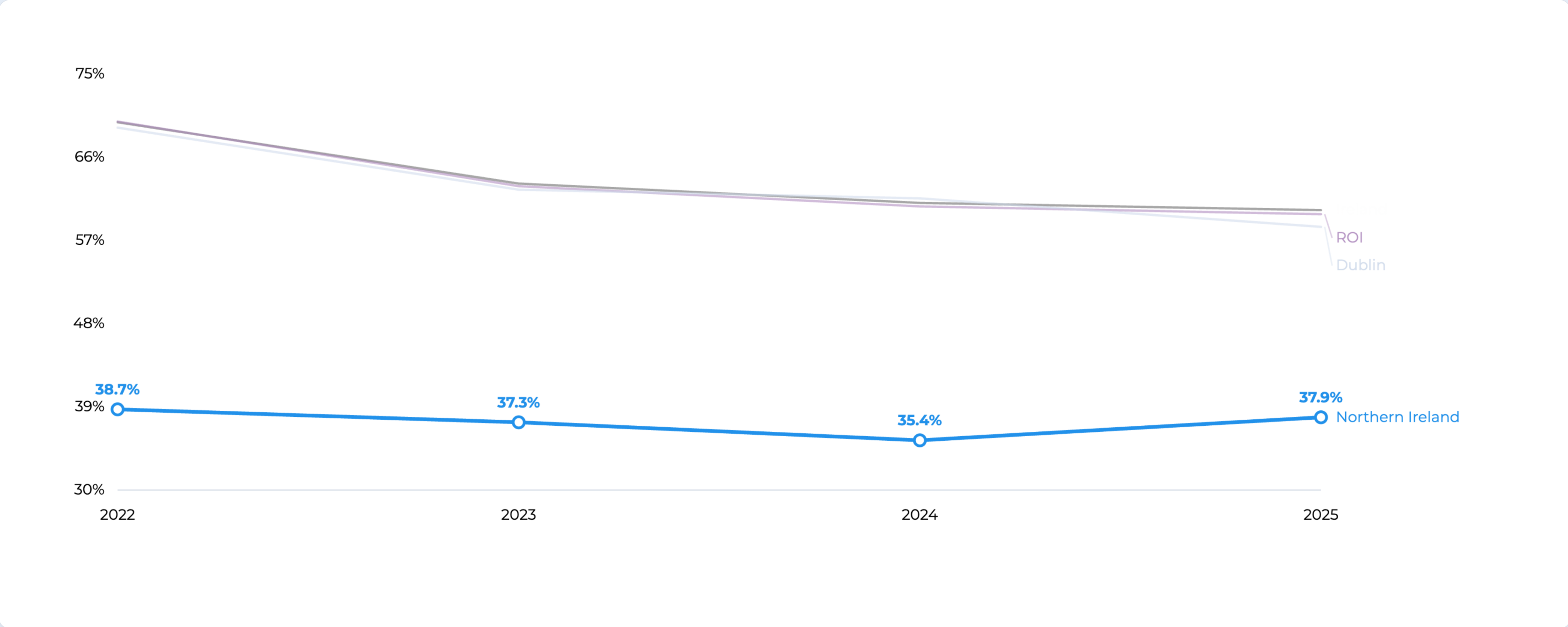
37.9%

ROI · 2025

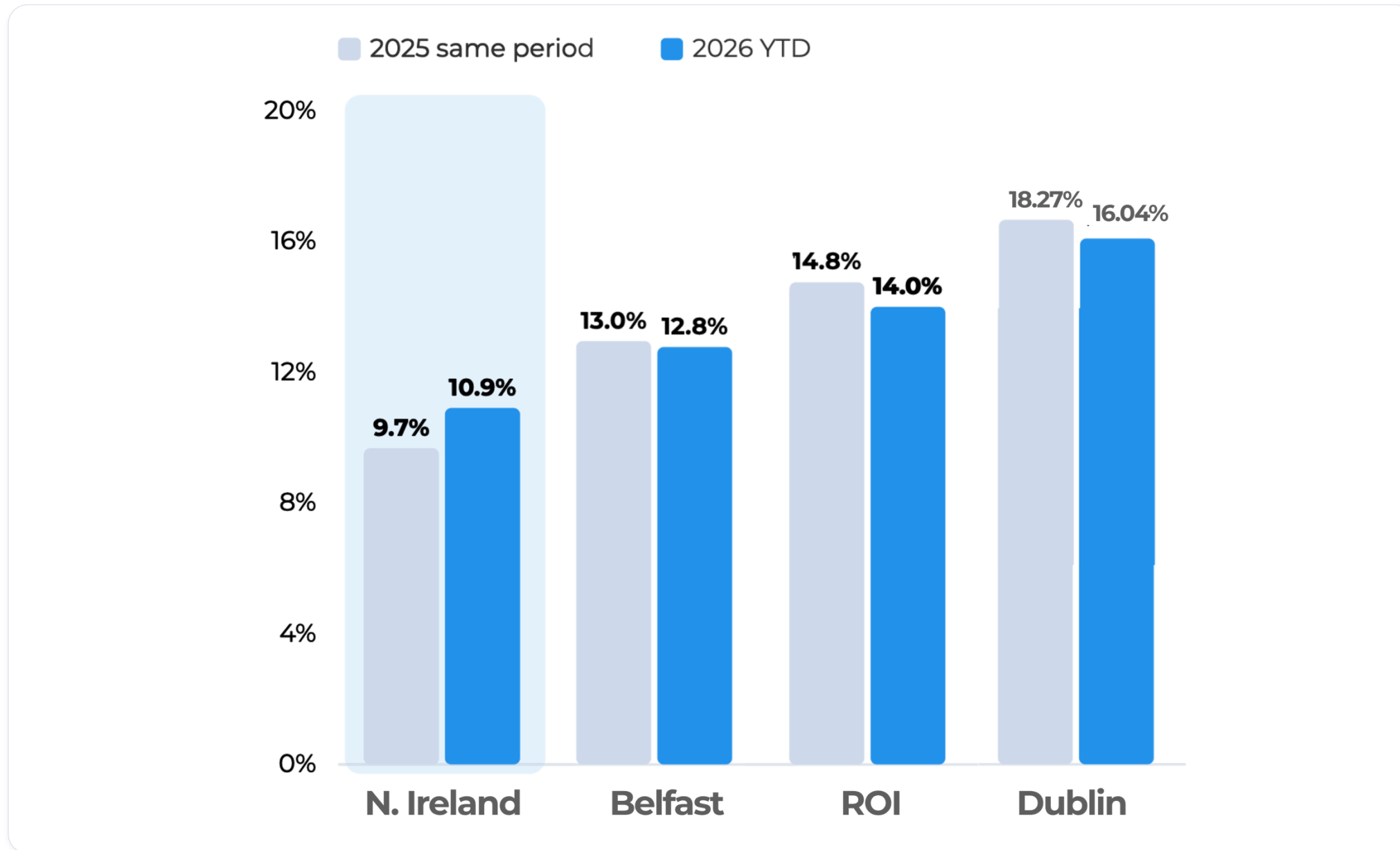
60.4%

NI is the lowest-turnover comp-set in the dataset — roughly **22 points** under ROI, and lower than every ROI region individually.

The NI gap is structural, not a one-year blip.



NI is starting 2026 below every other comparable region.



NI same-period turnover is **10.9%** for 2026 YTD, versus **14%** across ROI, and **16%** in Dublin.

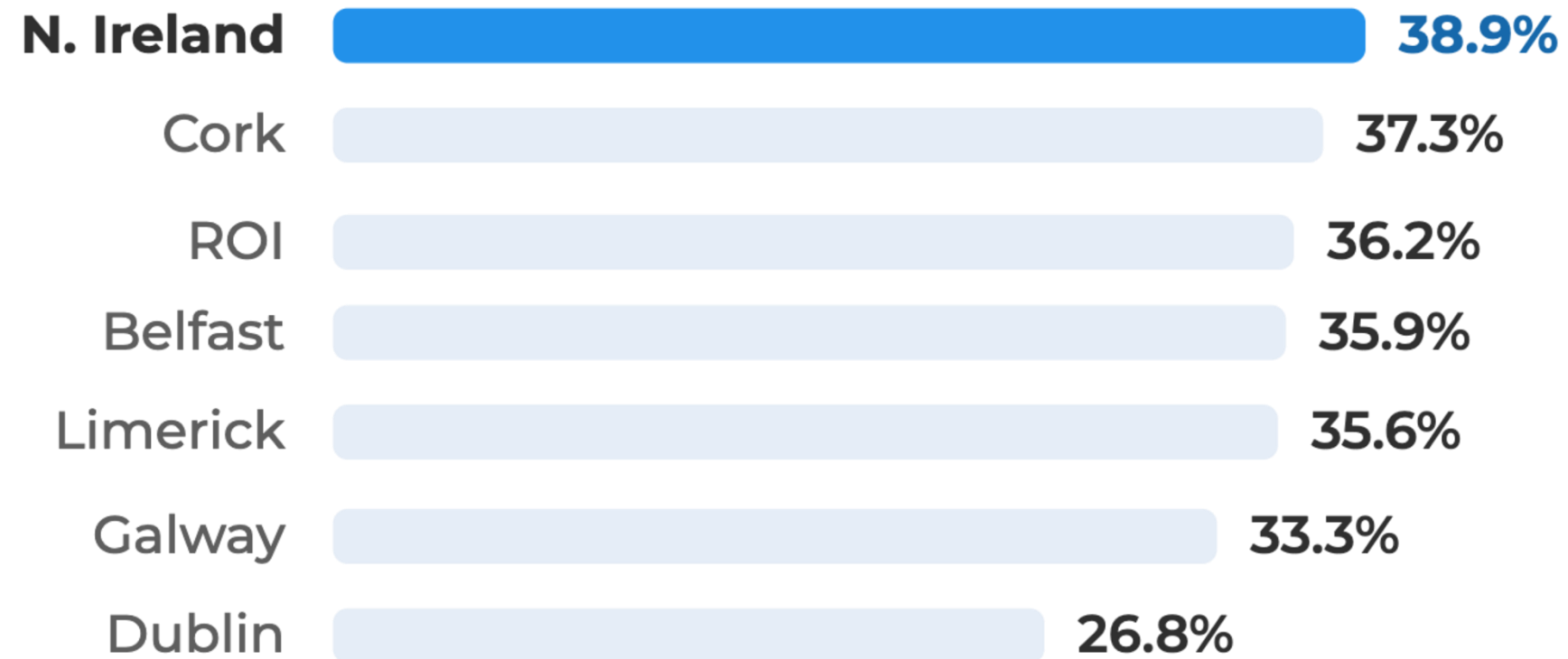
Every region except NI and Belfast is lower year-on-year vs 2025 same period. NI's 10.9% is **+1.2 pts** on 2025 (9.7%) — small, but the first uptick in three years.

TAKEAWAY

The NI workforce still starts the year more settled than any other region.

Pay as a % of revenue.

The full-year breakdown



FULL-YEAR 2025

NI closed 2025 at **38.9%** — **2.7 pts above ROI (36.2%)**

WHAT TO WATCH

Hold the 2026 YTD gains through Q2–Q4. If the current run-rate sustains, NI full-year 2026 lands closer to ROI for the first time in the series.

Length of service.

NI teams stay longer than almost anyone in Ireland — and the trend just ticked back up in 2026.

AVERAGE LENGTH OF SERVICE · 2026 YTD

NI teams stay nearly a month longer than the Ireland average.

N. IRELAND · 2026 YTD

3 yr 8 mo

vs 3 yr 7 mo Ireland · 3 yr 5 mo Dublin · 3 yr 3 mo Belfast

WHY THIS COMPOUNDS

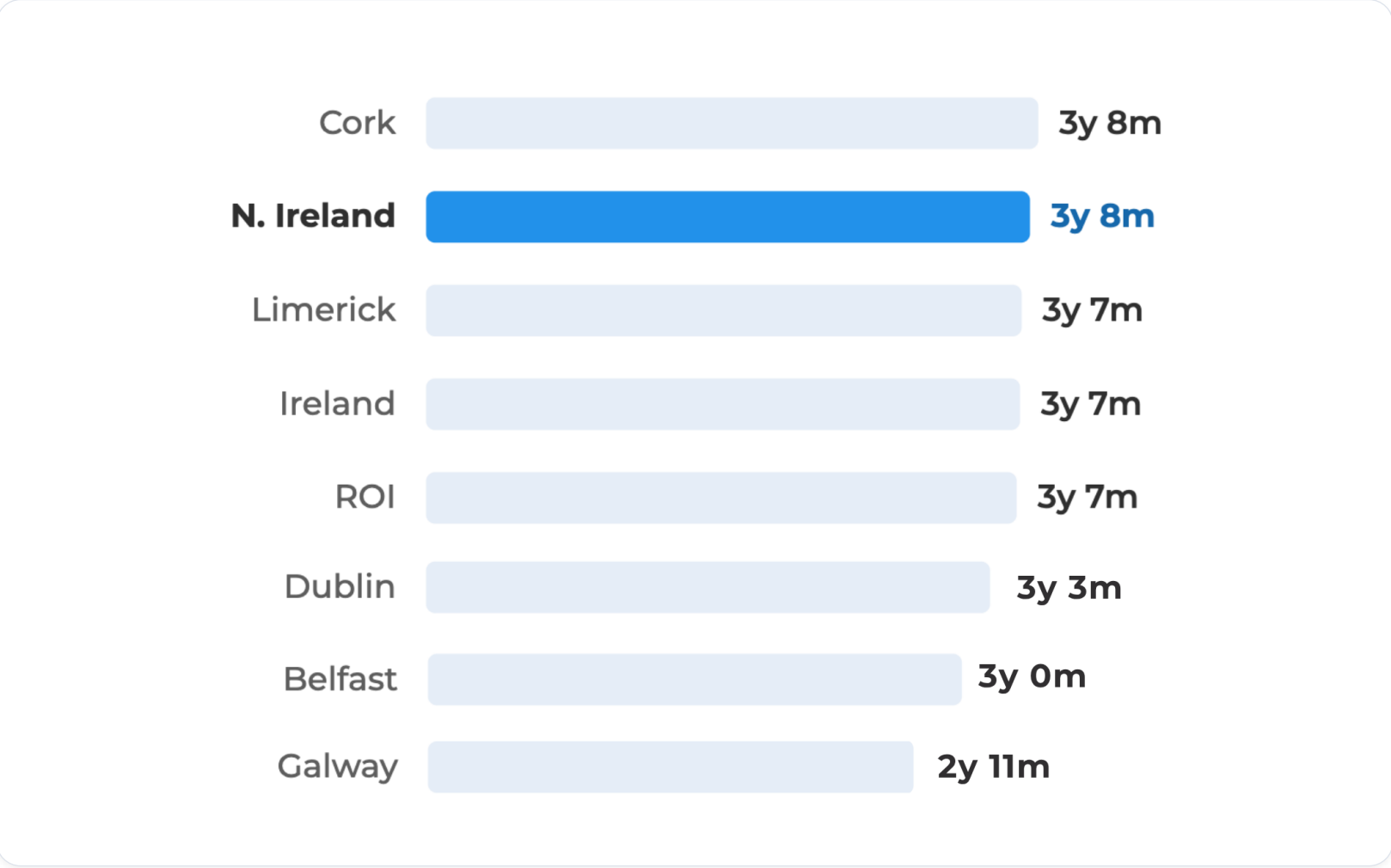
Every extra year of service means lower recruitment cost, faster guest-service recovery, and a stronger bench for promotion. NI has roughly **90 more service-days per FTE per year** than Dublin.

BEST-IN-MARKET ROLES

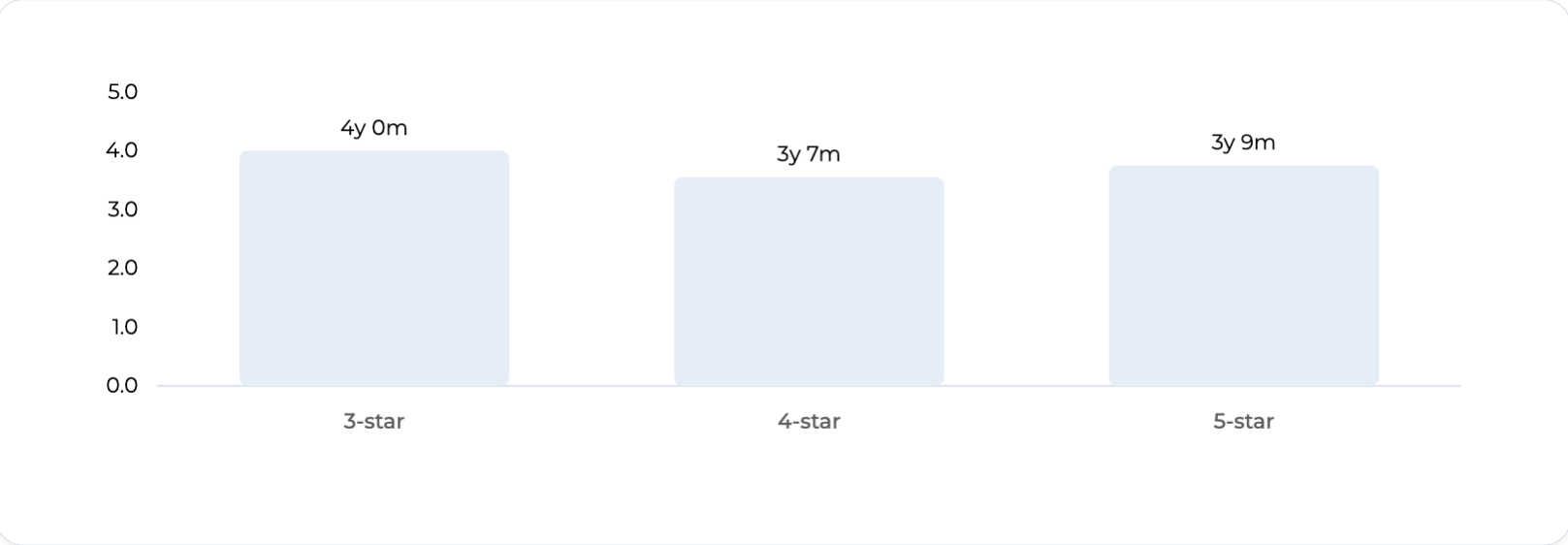
F&B managers in NI average **6 yr 10 mo** of service — versus 5 yr 4 mo Ireland-wide. Revenue managers are deeper still.

NI sits in the top tier; 3-star hotels lead the segment.

BY MARKET



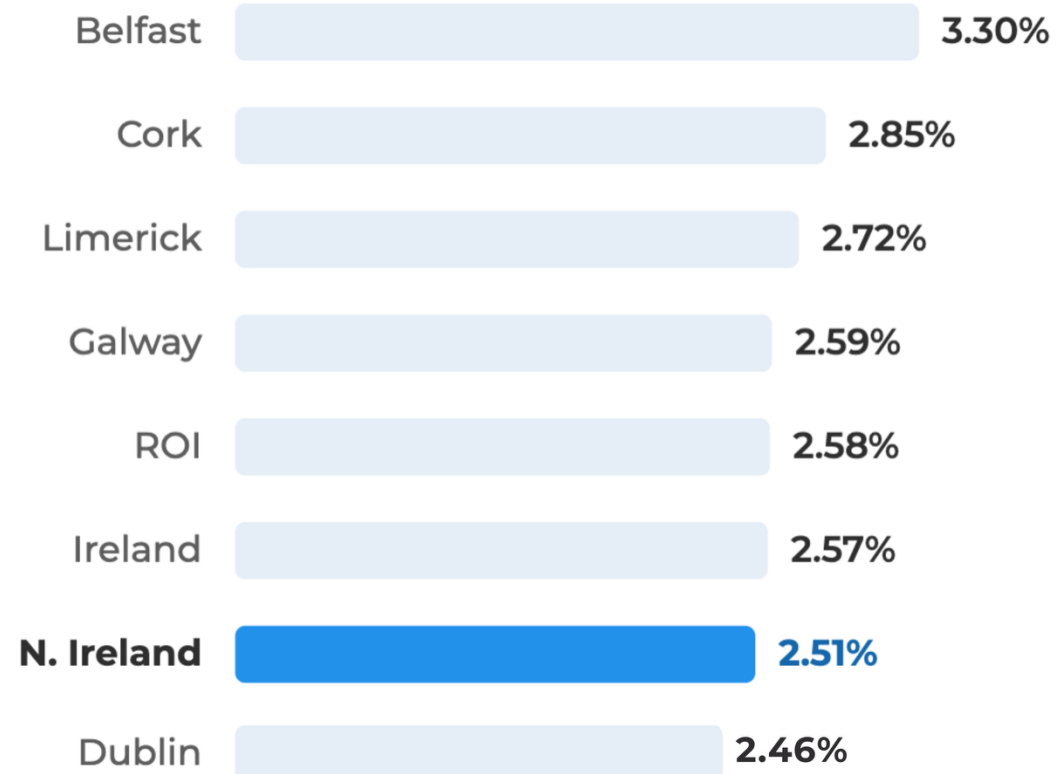
BY STAR RATING · IRELAND



Absenteeism.

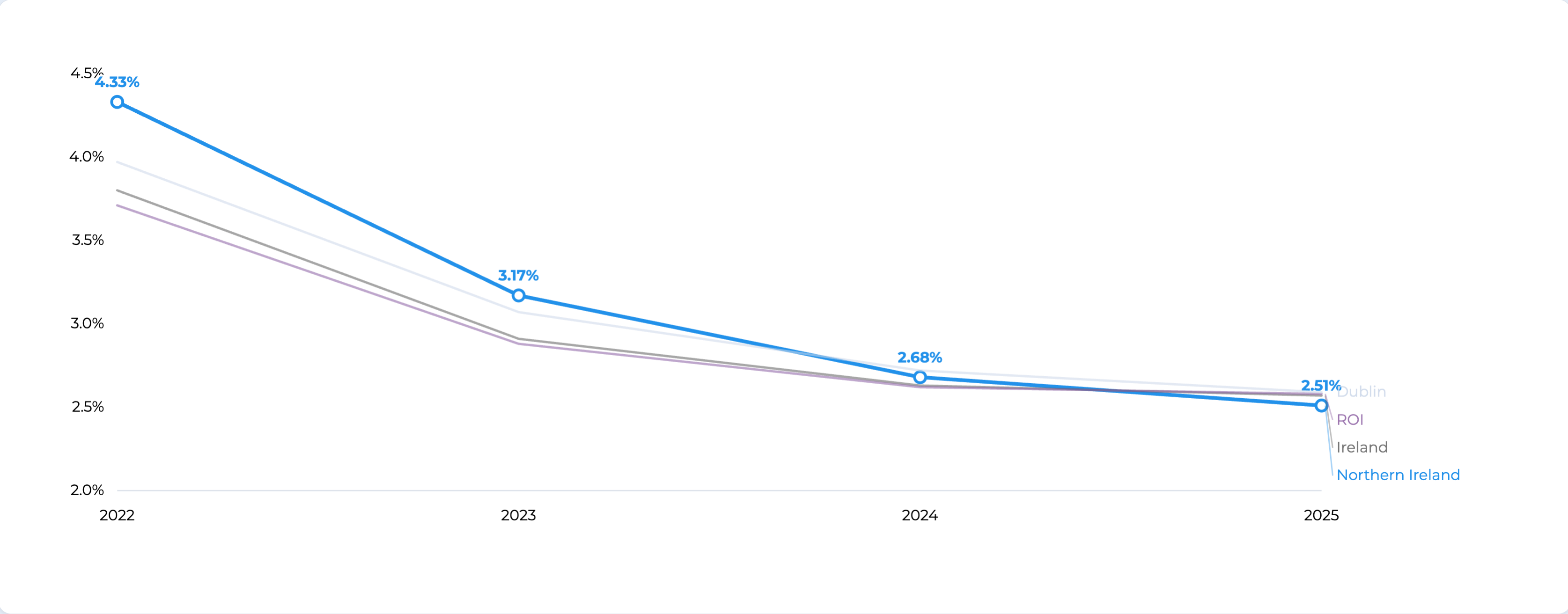
NI absenteeism has fallen by more than a third since 2022 — Belfast's recovery is the strongest in Ireland.

NI absenteeism is down 42% since 2022.



NI 2025 finished **below the Ireland average** for the first time in the series. Belfast (3.30%) sits above the NI average and above the Ireland average — worth a closer look for city-centre operators.

Every market converged — NI converged fastest.



ABOUT ALKIMII

One platform for all your people and property operations



Alkimii People

Your Workforce Management System



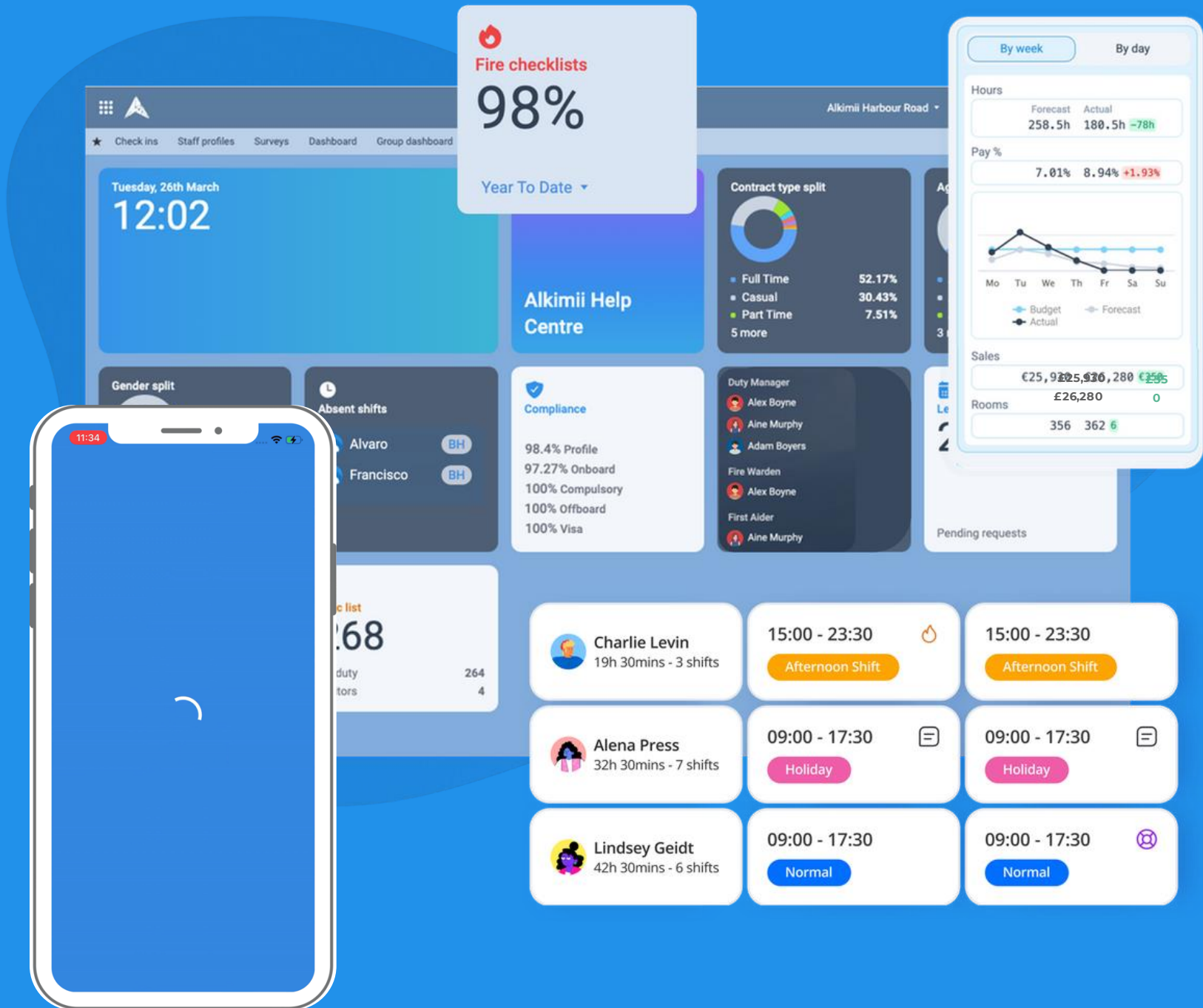
Alkimii Property

Simplifying Hospitality Operational Excellence



Alkimii Insights

Unlock the power of your data



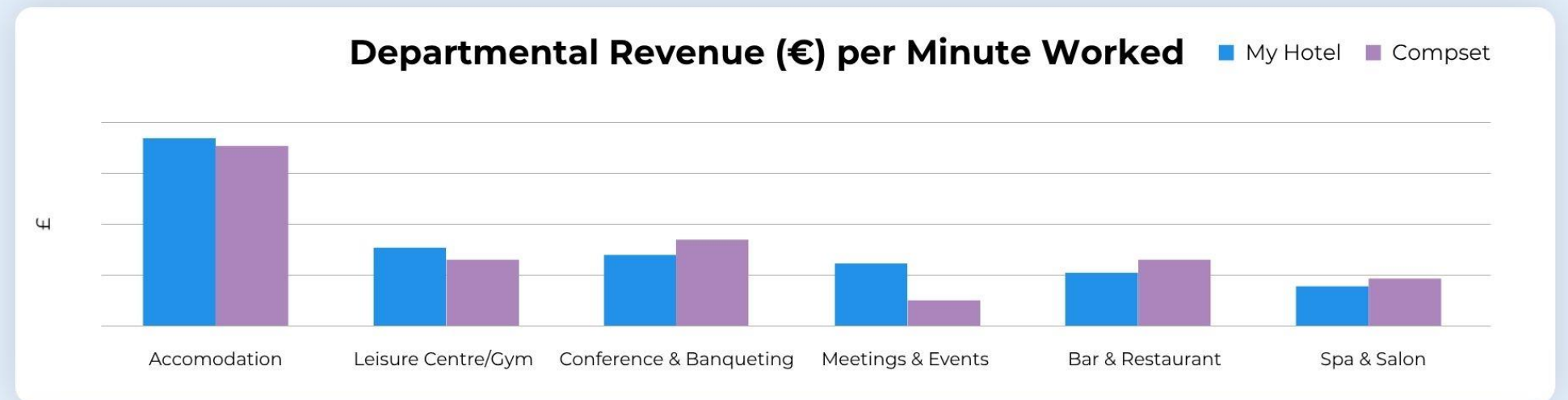
COMING UP IN BENCHMARK

Comp Sets

Smarter benchmarking powered by data from properties that actually match yours.

Compare your performance against similar hotels, not generic industry averages.

Alkimii | Insights

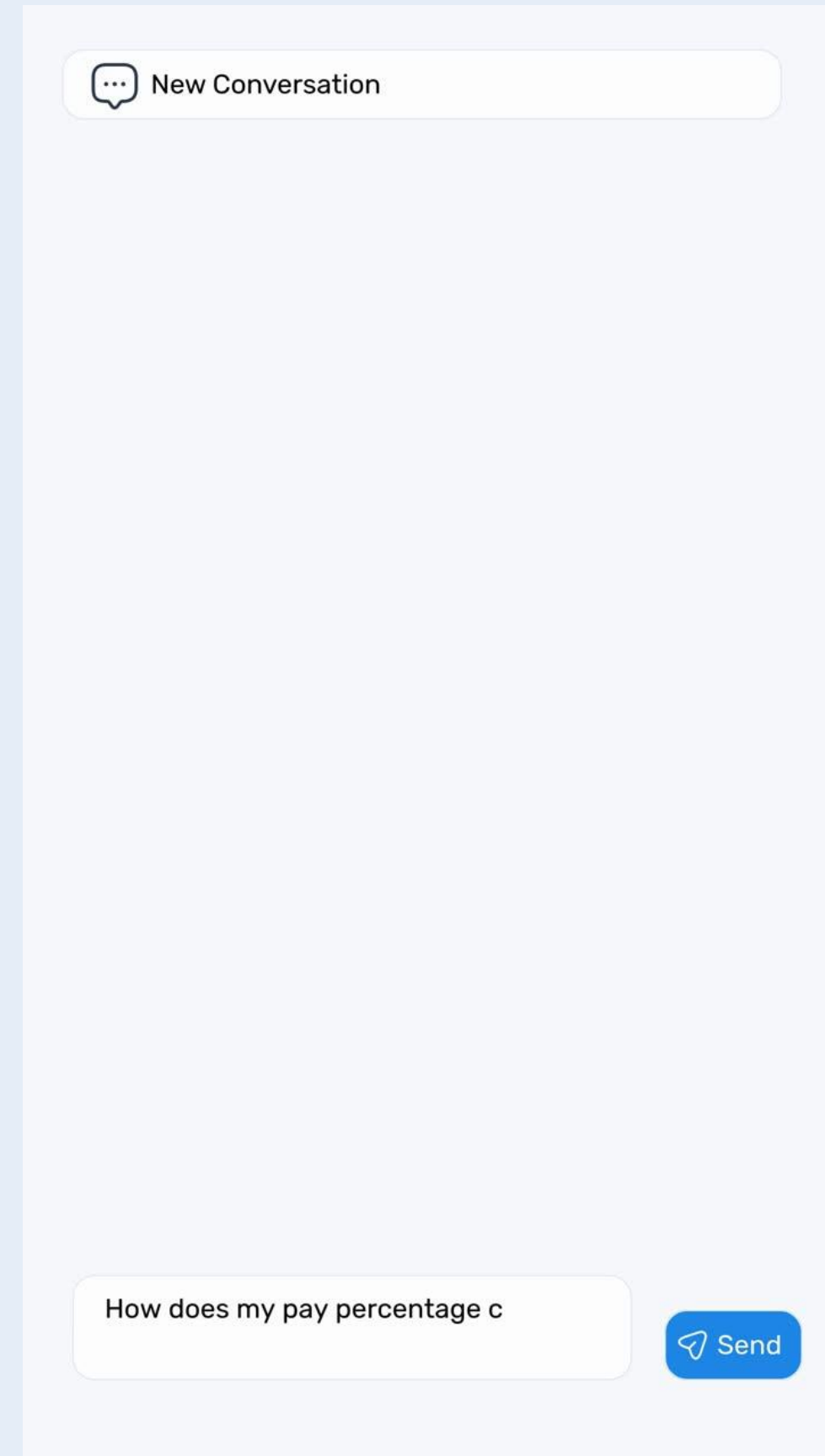


NEW ON AI

Ask Alkimii.

Say goodbye to complex spreadsheets and custom report requests!

Our innovative feature simplifies the data retrieval process, just express your needs in plain English, and let cutting-edge and secure AI technology fetch accurate results for you.



THANK YOU

**Good people do a
great job with the
best tools.**

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