



Ms Sarah Cremin,
Committee Secretariat,
Committee of Public Accounts,
Leinster House,
Dublin 2.
DO2 XR20

Ref: S0756 PAC33

24th March 2022

Re: Details of the salary package and the rationale for the increase in salary for the post of Chief Executive Officer (CEO) of Horse Racing Ireland (HRI)

Dear Ms. Cremin,

I refer to your correspondence dated 15 February 2022 requesting an information note to include details of the salary package for the post of Chief Executive Officer (CEO) of Horse Racing Ireland (HRI) and the rationale for the increase in salary for this post. Please accept my sincere apologies for the delay in replying.

The contract of the previous CEO of HRI ended on 24th September 2021. Following a competitive process which was managed by Mazars on behalf of HRI a preferred candidate was identified.

In preparation for the anticipated vacancy in September 2021 proposals were developed which included a business case for the role. The business case included the following:

- Details of the roles and responsibilities of the CEO post,
- The remit, functions, budget and staffing complement of the organisation,
- Any relevant comparator market rates within sector or elsewhere (i.e. comparator CEOs or other positions within the same sector or in the wider public sector),
- Any external advice or input on the appropriateness of the terms and conditions
- Internal referencing with second tier management (i.e. “headroom”),
- Evidence of recruitment challenges experienced based on the approved rate for the post.

The contract of employment provides for a single salary point of €190k. The remuneration was proposed by HRI and was consented by Minister McConalogue and the Minister for Public Expenditure and Reform following due consideration. NewERA were consulted by this Department as part of the process and their arising report was supportive of the proposed remuneration.

The contract also makes a provision for use of a car and states, “To assist the Chief Executive to carry out her duties hereunder the Company shall, if requested by the Chief Executive, provide a

suitable car for the Chief Executive and pay its maintenance and running expenses while this Agreement is in operation”.

The contract of employment provides for superannuation. This includes a choice of the three standard options provided for in the Template CEO Contract prepared by the Department of Public Expenditure and Reform. The value of superannuation for the new CEO is personal information and GDPR applies. There is no provision in the contract of employment for performance related bonuses.

These terms were in line with those of the previous CEO.

Minister McConalogue supports the terms of employment of the new CEO of HRI and views the remuneration as proportionate, in light of HRI’s contribution to the economy and the responsibilities and challenges of the role.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'P.P. Gleeson', with a stylized flourish at the end.

Brendan Gleeson
Secretary General