

2026 Peer-Organisation Benchmarking

Nursing Home Groups

Invitation & Additional Information

FEBRUARY 2026

CONTEXT

2into3's talent team have been appointed to complete a salary benchmarking exercise on behalf of our client.

PURPOSE

Data gathered from this survey will be used to compile salary benchmarks that will help our client and all participating organisations to understand market trends across **directly comparable peer organisations**.

This exercise will focus on office-based / Senior Leadership Team roles only.

OUR CLIENT

Our client is a Nursing Home Group operating in Ireland.

Additional Context

- Over 500 beds total across multiple care facilities
- Over 700 staff

Relevant Subsector & Services

- Residential and nursing care (long-term)
- Respite and step-down care
- Palliative care
- Nursing home providers

Our aim is to ensure that the final benchmarking report is of value to our client and all participating organisations.

2into3 have carefully identified a small group of relevant peer organisations for this benchmarking exercise.



ABOUT 2INTO3

At 2into3 we work to build the capacity of organisations, enabling them to have a transformative social impact.

We are passionate about supporting people and organisations to have a greater impact in the community, whether they are a charity, sporting organisation, government body, social enterprise, philanthropist or private company.

OUR SERVICES



ADVISORY

Strategy
Organisational Design
Governance
Crisis Management
ESG



FUNDING

Grants
Fundraising
Economic Appraisals
Feasibility Studies
Irish Giving Index



TALENT

Executive Search
Board Search
Salary Benchmarking



E-survey

In order to receive a free summary of our findings, participating organisations will be required to fill out a salary survey via **Survey Monkey** for the **most senior leader (CEO/Executive Director), plus five to ten of their most senior employees.**

We estimate that this will take **15-30 minutes** dependant on the number of employees you can include.

Where possible, we have included a multiple-choice option for ease of completion and analysis. The survey is divided into 6 sections:

- **Section 1:** About Your Organisation (e.g., industry, turnover, number of employees).
- **Section 2:** Compensation Policies (i.e., factors influencing your organisation's pay structures)
- **Section 3:** Non-Pay Benefits
- **Section 4:** CEO Details
- **Section 5:** Section 5 has been repeated 10 times (a-j) to allow participants to complete the survey for up to 10 employees. We ask that participants start with employees on their Senior Leadership Team / those that report directly to the CEO. If possible, we would appreciate if participants could provide details for 10 employees. However, after employee 5 there will be an option to skip to 'Section 6: Concluding Comments', if required.
- **Section 6:** Closing Comments.

All responses will be anonymised and aggregated to ensure that individual data cannot be traced back to any respondent.

All participants will receive a free copy of anonymised and collated findings.

Report will benchmark the following role functions:

- Chief Executive Officer
- Chief Financial Officer / Strategic Financial Roles
- Chief Clinical Officer / Strategic Clinical Oversight Roles
- Group HR Manager / Strategic HR Roles
- Financial Controller / Senior Operational Finance Roles
- Quality & Compliance Manager / Operations Manager
- Administrative Support Roles (HR, Finance, Compliance, etc.)
- ICT Support (senior)



At 2into3, we respect your right to privacy. 2into3 will use the information and any personal data you submit only for the purposes of this salary benchmarking exercise.

All responses will be anonymised and aggregated to ensure that individual data cannot be traced back to any respondent.

2into3 complies with its obligations under the General Data Protection Regulation (GDPR) by:

- keeping personal data up to date;
- storing and destroying personal data securely;
- not collecting or keeping too much data;
- protecting personal data from loss, misuse, unauthorised access and sharing (disclosure); and
- making sure that appropriate technical measures are in place to protect personal data.

If you are interested in receiving a summary of our findings and would like to participate in this survey, please send an email confirming your interest to Shannon Barrett, Principal – Talent Services, 2into3.

Phone: +353 1 574 0026 | **Mobile:** + 353 86 180 6051

Web: www.2into3.com

Email: Shannon.barrett@2into3.com

Please note that the closing date for survey submissions is **Friday, 27th February 2026.**

ASSIGNED TEAM



Shannon Barrett,
Principal – Talent Services,
2into3



Orla Dolan,
Consultant - Talent
2into3