

12<sup>th</sup> January 2018

Rt Hon Frank Field MP  
Chair, Work and Pensions Committee  
House of Commons  
c/o 14 Tothill Street  
London SW1H 9 NB  
England

Dear Mr Field

We refer to your letter of 12<sup>th</sup> January. We regret that this has been published to the UK media when much of the information it requests is commercially sensitive employment information which is confidential.

We have already replied to your earlier 19<sup>th</sup> December letter which was based on inaccurate and false media reports. We confirmed that our cabin crew pay exceeds UK National Minimum Wage. In fact the average pay for our cabin crew is more than double UK NMW.

May we respectfully point out that as an Irish airline, based in and managed from Ireland, we have no obligation to provide your committee with confidential employment information which, if disclosed, would be of benefit to our competitors, and certainly not in circumstances where your requests are routed via press releases to the national media.

Ryanair fully complies with all UK and EU employment law, and considerably exceeds UK National Minimum Wage legislation. Ryanair will continue to be a provider of high pay cabin crew and flight crew jobs in the UK as we are all across Europe. We will continue to substantially exceed UK National Minimum Wage legislation since our pay, in the case of our cabin crew, averages between €24,000 to €40,000 pa and, in the case of our pilots, between €130,000 to €180,000 pa for Captains.

Please address any future correspondence to me at this office, which is located at Airside Business Park, Swords, Co Dublin, Ireland.

Yours faithfully



**Darrell Hughes**  
**Director of HR, Strategy & Operations**