



Isle of Man
Government

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Isle of Man Earnings Survey Report 2016

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Summary of Results – Isle of Man Earnings Survey 2016

- Median gross weekly pay of full-time employees was £537 ([Table One](#));
- Median full-time earnings increased by 0.5% between June 2015 and June 2016 (in real terms);
- Average gross weekly pay of full-time employees was £685 ([Table One](#));
- Average full-time earnings increased by 2.2% between June 2015 and June 2016 (in real terms);
- Full-time employees worked an average of 37.4 hours per week, including 1.1 hours of overtime ([Table Four](#));
- Overtime, incentive pay and shift premia made up 5.4% of employees' gross weekly earnings ([Table Two](#));
- Average earnings in the Isle of Man were 6.4% more than average earnings in the United Kingdom ([Table Eight](#)), whilst median earnings were 0.3% lower than the United Kingdom;
- The average gross hourly pay including overtime was £19.20 ([Table Four](#)).
- 70% of the randomly selected sample worked full time, 22% worked part time and 8% had zero contracted hours.

Purpose

The Isle of Man Earnings Survey is the equivalent of the UK Office for National Statistics' (ONS) Annual Survey of Hours and Earnings (ASHE). The Earnings Survey is carried out each year in order to identify the makeup of earnings of Isle of Man employees. The results have been analysed to provide average and median earnings by sector as well as to consider the gender pay gap and the distribution of earnings. The average number of working hours of full time employees is also provided as a point of interest.

Methodology

The Earnings Survey is a statutory survey of the earnings received by employees in a set pay period and is conducted under the Statistics Act 1999.

A random sample of employees was drawn from income tax records and a questionnaire was sent to the last known employer of each of the selected employees. Employers were able to complete the questionnaire online or on paper.

The questionnaire requested details of the employee's sex, year of birth, occupation, industry, length of service, basic weekly hours, overtime hours and gross earnings. Information was requested on gross earnings split into basic pay, overtime pay, incentive payments, shift pay and other payments.

Questions were included to determine whether earnings had been affected by absence or the employee was paid adult rates. The information requested related to the pay period which included 14 June 2016.

A summary of the response rates is given in [Table Thirteen](#). Details of the companies who did not comply with the requests for information have been passed to the Attorney General's Chambers for a decision on whether to prosecute under the Statistics Act.

Note: Historically the average figure has been 'trimmed' to remove extreme values by removing anyone earning more than 5 times the average earnings of all workers in the sample. In 2015, this methodology has changed in that high earners are no longer removed from the average, which is in line with the approach used by the ONS. Average earnings figures since 2012 have therefore been restated to allow for a meaningful comparison. It has not been possible to restate earlier figures.

Explanation of Measures Reported

The survey uses the following measures of central tendency:

- **Median:** The central point in a range of values. In the image below, the earnings of the 5th person would result in the median earnings.



- **Average (mean):** Earnings are calculated as the sum of earnings in the sample divided by the number of persons in the sample. Averages calculated in this way can be distorted by extreme values and should be used with caution. In the picture below, the average earnings would be £640, though 4 out of the 5 individuals earn less than this amount.



Definitions and Abbreviations

Definitions

- A **full-time worker** is an employee with normal basic hours exceeding 30 per week excluding overtime and meal breaks except for an employee who is a teacher with normal basic hours exceeding 25 per week or an employee without specified normal basic hours because of the nature of the job but who is described as full-time by the employer.
- **Manual** and **Non-manual** employees are grouped according to the classification formerly used by the United Kingdom's Office for National Statistics in its annual New Earnings Survey (NES). NES has been replaced by the Annual Survey of Hours and Earnings (ASHE).

Abbreviation

- PBR = Payment By Results

Further information

Additional unpublished data may be available on request. Enquiries should be made to Economic Affairs by the contact methods below:

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Cabinet Office,
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Bucks Road,
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Table 1 - Average and Median Weekly Earnings

Comparison of median and average weekly earnings of full-time employees on adult rates whose pay for the survey period was not affected by absence 2015 and 2016

	Median (£)			Average (£)		
	2015	2016	% change	2015	2016	% change
Males						
Manual	480	495	3.0	498	568	14.1
Non-manual	695	693	-0.3	931	896	-3.8
All	571	579	1.5	749	775	3.5
Females						
Manual	360	350	-2.8	370	365	-1.3
Non-manual	508	515	1.4	601	608	1.2
All	491	495	0.9	570	566	-0.7
Males and females						
Manual	449	449	0.0	473	515	8.9
Non-manual	590	577	-2.2	755	753	-0.3
All	536	537	0.2	672	685	1.9

Manual and Non-Manual workers have been categorised according to standard occupational classifications (SOCs). Generally, occupations which fall into the major categories below are classified as:

Manual Workers: Craft and related occupations, some personal and protective service occupations, some sales occupations, plant and machine operatives and other occupations.

Non-Manual Workers: Managers and administrators, professional occupations, associate professional and technical occupations, clerical and secretarial occupations, some personal and protective service occupations and some sales occupations.

Table 2 - Average Weekly Earnings

Full time employees on adult rates whose pay for the period was unaffected by absence, June 2016

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Number in sample	174	299	473	62	295	357	236	594	830
Average gross weekly earnings (£)	568	896	775	365	608	566	515	753	685
of which:									
Overtime payments (£)	29	14	20	5	13	11	23	14	16
PBR etc payments (£)	7	17	13	4	4	4	6	11	10
Shift etc premium payments (£)	9	9	9	19	13	14	11	11	11
As percentage of average gross earnings									
Overtime payments	5.1%	1.6%	2.5%	1.2%	2.1%	2.0%	4.4%	1.8%	2.4%
PBR etc payments	1.2%	1.9%	1.7%	1.2%	0.7%	0.8%	1.2%	1.4%	1.4%
Shift etc premium payments	1.5%	1.0%	1.1%	5.2%	2.1%	2.5%	2.2%	1.4%	1.6%

Table 3 - Distribution of Earnings

Full time employees on adult rates whose pay for the period was unaffected by absence, June 2016

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Distribution of gross weekly earnings									
10 per cent earned less than (£)	312	363	346	250	341	303	285	352	325
25 per cent earned less than (£)	388	500	443	289	430	386	350	456	412
50 per cent earned less than (£)	495	693	579	350	515	495	449	577	537
25 per cent earned more than (£)	591	981	822	431	725	663	562	844	752
10 per cent earned more than (£)	708	1500	1277	513	953	910	674	1265	1137
Percentage earning less than									
£200	1.7	1.3	1.5	3.2	0.7	1.1	2.1	1.0	1.3
£220	3.4	1.3	2.1	6.5	1.4	2.2	4.2	1.3	2.2
£250	4.0	2.3	3.0	14.5	2.0	4.2	6.8	2.2	3.5
£300	9.8	3.3	5.7	27.4	5.8	9.5	14.4	4.5	7.3
£350	16.1	8.7	11.4	50.0	10.5	17.4	25.0	9.6	14.0
£400	27.6	13.7	18.8	64.5	18.3	26.3	37.3	16.0	22.0
£450	39.7	19.1	26.6	82.3	29.8	38.9	50.8	24.4	31.9
£500	51.7	25.1	34.9	87.1	45.1	52.4	61.0	35.0	42.4
£600	77.6	39.1	53.3	95.2	64.7	70.0	82.2	51.9	60.5
£700	89.7	50.5	64.9	100.0	73.2	77.9	92.4	61.8	70.5
£800	94.8	60.9	73.4	100.0	80.0	83.5	96.2	70.4	77.7
£900	96.6	71.9	81.0	100.0	87.8	89.9	97.5	79.8	84.8
£1,000	97.7	76.3	84.1	100.0	91.5	93.0	98.3	83.8	88.0

Figure 1 - Distribution of Earnings

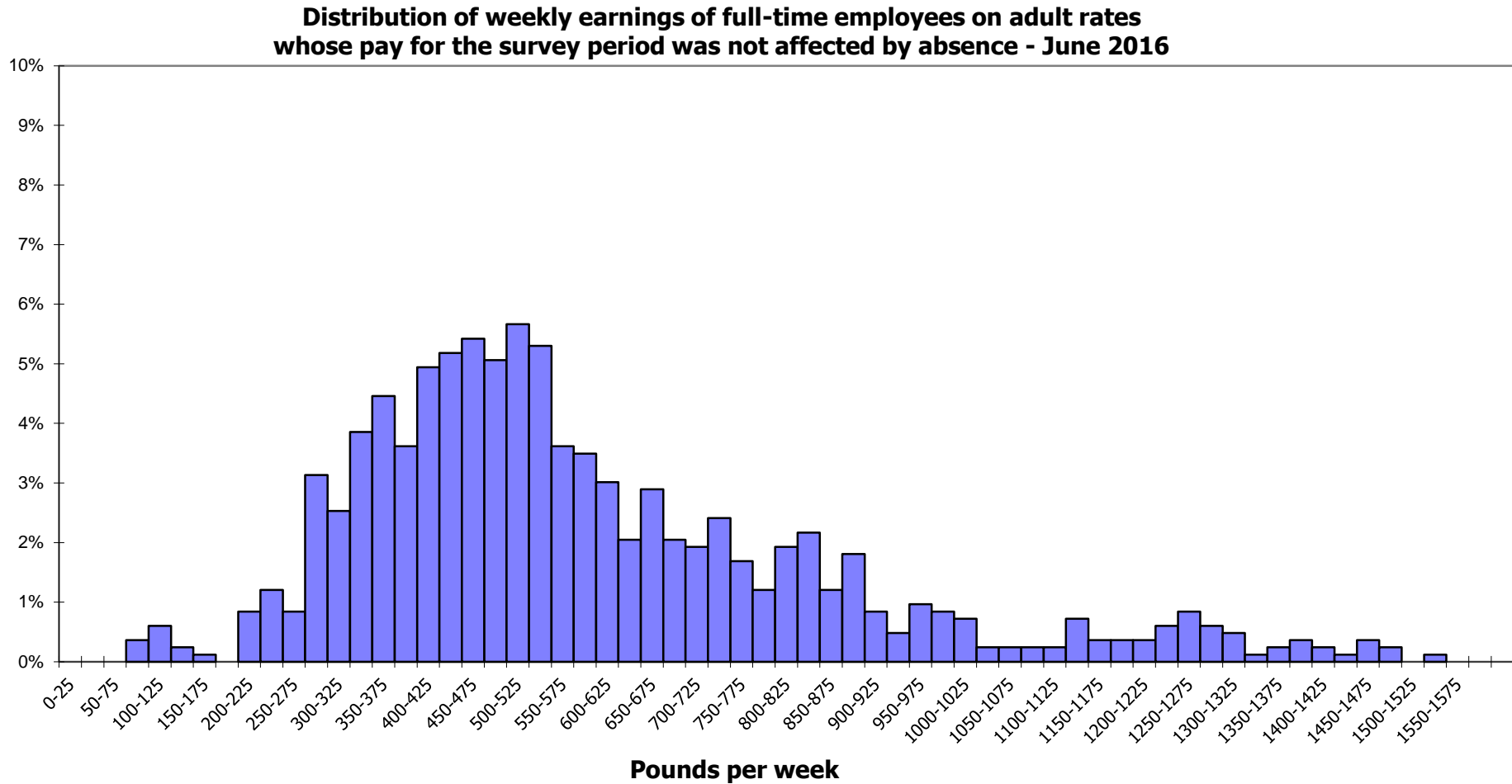


Figure One illustrates the distribution of earnings and shows income of respondents up to £1600 per week. This covers 95.5% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

Table 4 - Average Earnings and Hours Worked (Full Time)

Full time employees on adult rates whose pay for the period was unaffected by absence, and for whom basic hours of work were reported, June 2016

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Average gross hourly earnings									
Including overtime pay and overtime hours (£)	14.7	25.1	21.3	10.9	17.5	16.4	13.7	21.3	19.2
Excluding overtime pay and overtime hours (£)	14.3	24.5	20.8	10.0	16.9	15.7	13.2	20.8	18.6
Hours worked									
Average basic hours	38.3	36.7	37.3	35.5	34.9	35.0	37.6	35.8	36.3
Average overtime hours	2.2	1.0	1.5	0.5	0.7	0.6	1.7	0.9	1.1
Average hours	40.5	37.7	38.8	36.0	35.6	35.6	39.3	36.7	37.4

Table 5 - Average Earnings and Hours Worked (Part Time)

Part time employees on adult rates whose pay for the period was unaffected by absence, and for whom basic hours of work were reported, June 2016

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Average gross hourly earnings									
Including overtime pay and overtime hours (£)	8.8	17.4	14.3	10.1	16.8	15.0	9.8	16.9	14.9
Excluding overtime pay and overtime hours (£)	8.8	17.4	14.3	9.9	16.8	15.0	9.7	16.9	14.8
Hours worked									
Average basic hours	17.0	18.4	17.9	15.7	20.4	19.2	16.0	20.1	18.9
Average overtime hours	1.0	0.6	0.7	1.1	0.7	0.8	1.1	0.7	0.8
Average hours	18.0	19.0	18.6	16.8	21.1	20.0	17.1	20.7	19.7

Table 6 - Average Earnings and Hours Worked (Zero Hours)

Zero contracted hours employees on adult rates, June 2016

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Average gross hourly earnings									
Including overtime pay and overtime hours (£)	12.7	18.3	15.2	10.3	17.0	13.8	11.2	17.4	14.3
Excluding overtime pay and overtime hours (£)	12.6	18.3	15.1	10.1	16.0	13.2	11.0	16.6	13.8
Hours worked									
Average basic hours	22.2	12.2	17.8	15.4	12.5	13.9	17.9	12.4	15.1
Average overtime hours	0.0	1.1	0.5	0.1	0.0	0.0	0.0	0.3	0.2
Average hours	22.2	13.4	18.3	15.5	12.5	13.9	17.9	12.7	15.3

Table 7 - Weekly Average Earnings and Standard Errors

Standard errors of average weekly earnings of full-time employees on adult rates whose pay for the survey period was not affected by absence, June 2016

	Average (£)	Number in sample	Standard error (%)
Males			
Manual	568.40	174	9.2
Non-manual	895.50	299	5.1
All	775.17	473	4.5
Females			
Manual	365.08	62	3.9
Non-manual	607.93	295	2.9
All	565.75	357	2.8
Males and Females			
Manual	514.98	236	7.6
Non-manual	752.68	594	3.3
All	685.10	830	3.1

The earnings from which the average earnings are derived were obtained from a sample of employees. Consequently, the averages and other estimates are subject to sampling errors. For example, the estimates of average earnings given in the tables may differ from the true average which would have been calculated if earnings information had been obtained for every employee in the Isle of Man.

A measure of the potential size of the difference is provided by the **standard error**. There is a two-out-of-three chance that the difference between the true value and the estimate will be less than the standard error and the chance that the difference will be more than double the standard error is about one-in-twenty.

In other words, we can say with 95% probability that the true level of average earnings will be in the range £643 to £727 (mean £685).

Figure 2 - Weekly Median Earnings at Current Prices 2006 – 2016

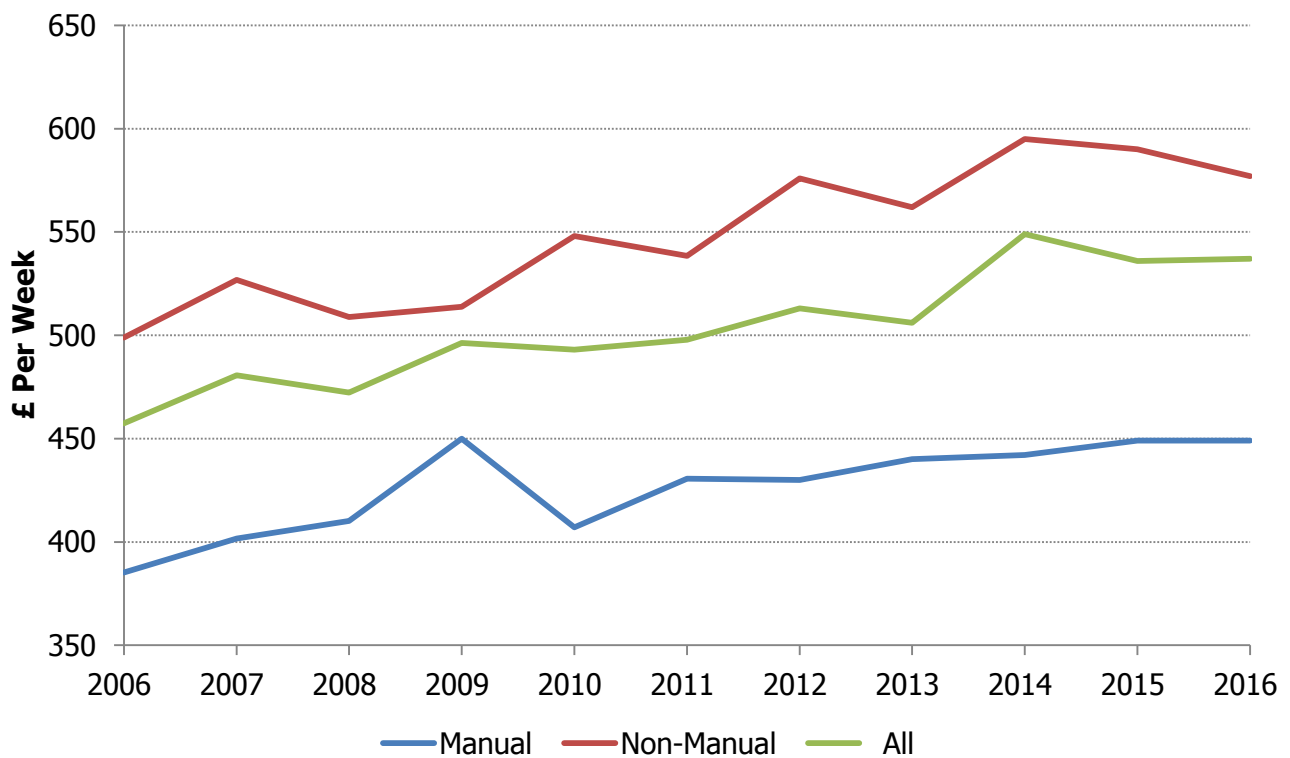
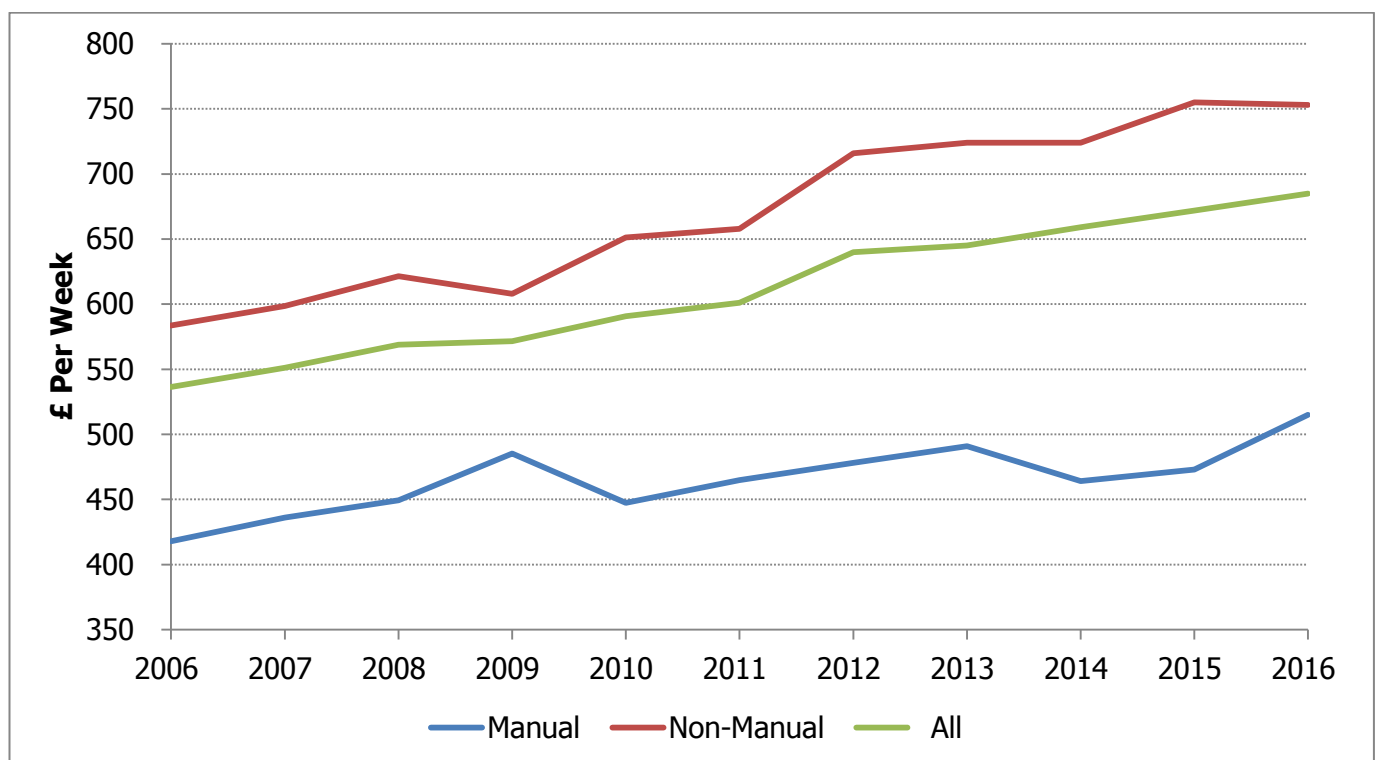


Figure 3 - Weekly Average Earnings at Current Prices 2006 – 2016



Note: A methodological change implemented from 2012 onwards means that average and median earnings prior to 2012 may not be directly comparable.

Figure 4 - Weekly Median Earnings at Constant Prices 2008 – 2016

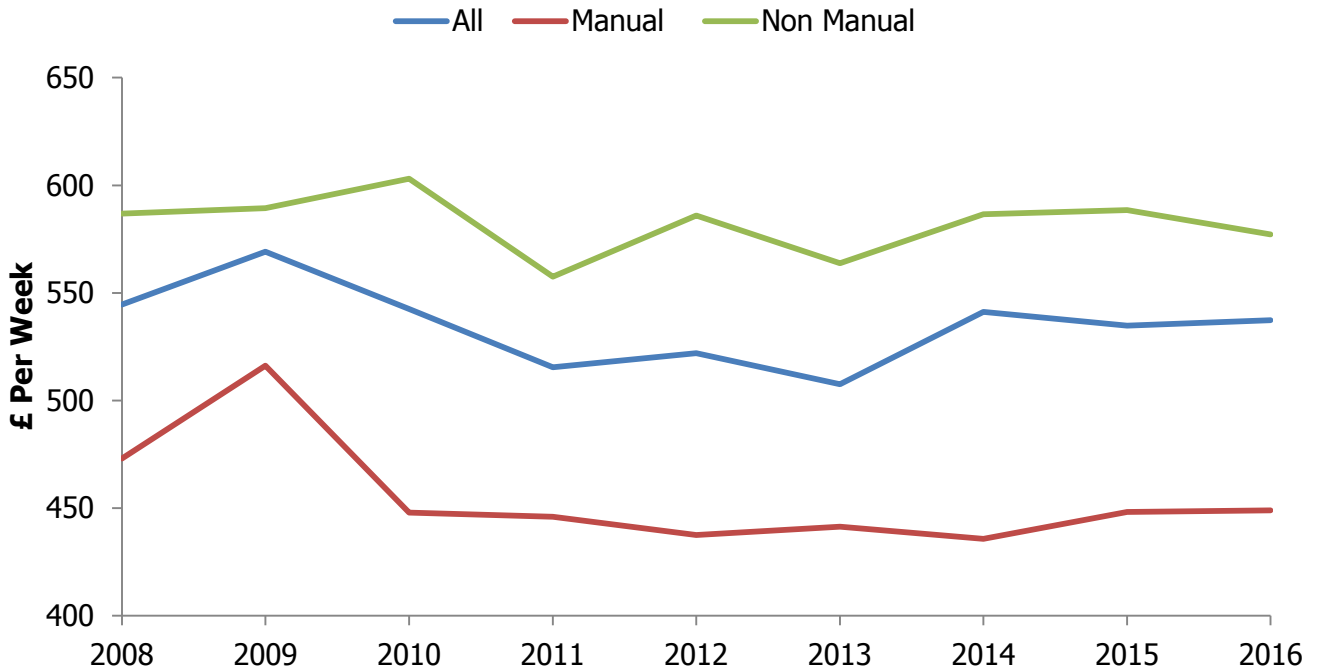
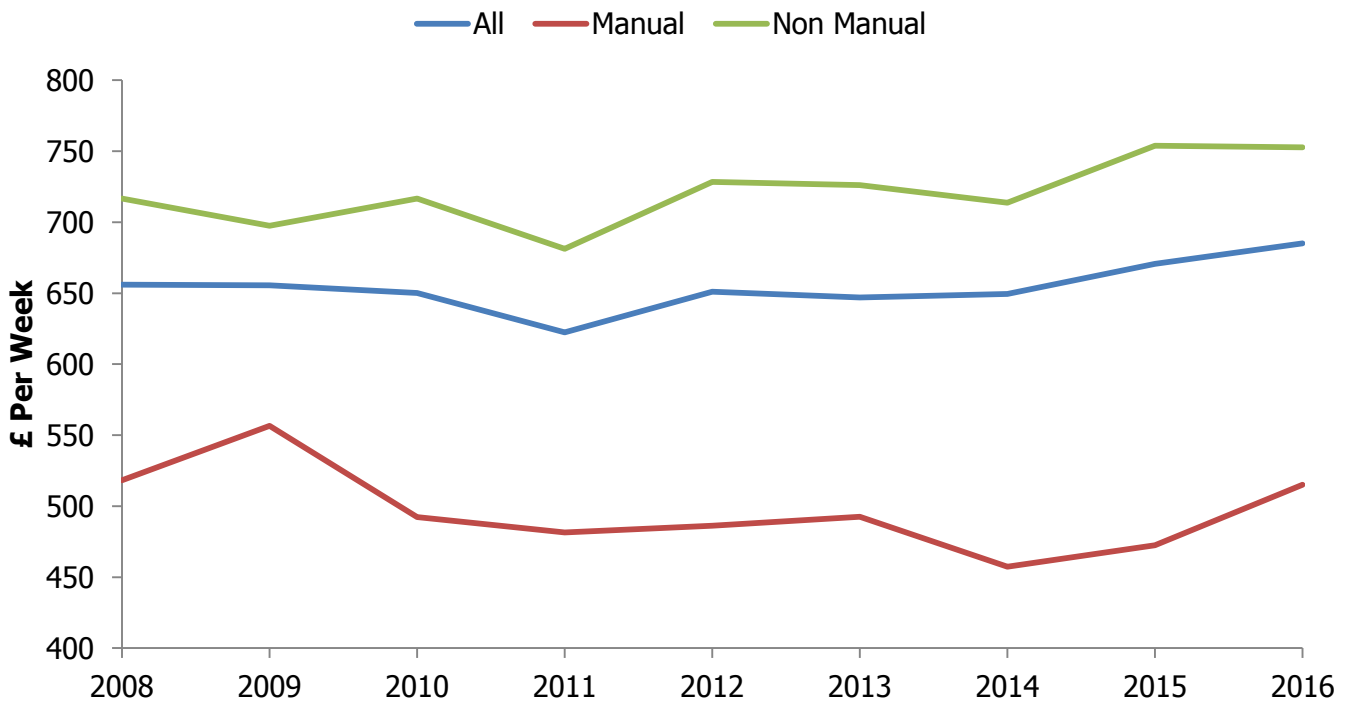


Figure 5 - Weekly Average Earnings at Constant Prices 2008 – 2016



Notes:

1. Average earnings in the above graphs have been inflation adjusted by uprating previous average and median earnings by June 2015's CPI.
2. A methodological change implemented from 2012 onwards means that average and median earnings prior to 2012 may not be directly comparable.

Table 8 - Isle of Man and United Kingdom Comparison

Comparison of average and median weekly earnings in the Isle of Man and United Kingdom of full-time employees on adult rates whose pay for the survey period was not affected by absence June 2016

Average Earnings	Isle of Man	United Kingdom	IOM earnings as percentage of UK earnings
Males	775.17	697.70	111.1
Females	565.75	562.10	100.6
Males and females	685.10	643.90	106.4
Median Earnings			
Males	579.30	577.80	100.3
Females	495.19	480.50	103.1
Males and females	537.33	538.70	99.7

UK Source: Annual Survey of Hours and Earnings (ASHE).

Note: United Kingdom data may be subject to revision, and refers to April 2016.

Table 9 - Average Weekly Earnings and Hours by Gender and Economic Sector

	Average weekly earnings (£)			Average weekly hours		
	Males	Females	All	Males	Females	All
Agriculture, Forestry and Fishing	-	-	-	-	-	-
Manufacturing	542	429	514	41	36	40
Construction	663	360	656	42	30	42
Transport and Communication	861	527	799	41	39	41
Electricity, Gas and Water	772	-	772	39	-	39
Distributive Trades, Restaurants and Hotels	425	330	385	39	33	36
Financing, Insurance and Business Services	928	603	773	37	36	36
Community, Social and Personal Services	808	604	692	38	36	37
Whole economy	775	566	685	39	36	37

Notes:

1. The table includes full-time employees on adult rates of pay whose earnings were not affected by absence.
2. United Nations ISIC Rev. 3 has been used to classify economic activity.
3. The sample from the Agriculture, Forestry and Fishing, and for females working in Electricity, Gas and Water is too small to provide a meaningful analysis.

Table 10 - Average and Median Weekly Earnings and Hours by Public/Private Sector Split

	Median weekly earnings (£)			Average weekly earnings (£)			Average weekly hours		
	Private	Public	All	Private	Public	All	Private	Public	All
Male									
Manual	463	539	495	575	541	568	41	40	41
Non-manual	655	763	693	866	992	896	38	38	38
All	548	676	579	756	845	775	39	39	39
Females									
Manual	324	412	350	344	416	365	36	36	36
Non-manual	538	582	515	573	664	608	36	35	36
All	457	549	495	528	630	566	36	35	36
Male and Female									
Manual	443	456	449	520	498	515	40	39	39
Non-manual	570	679	577	737	789	753	37	36	37
All	507	612	537	669	725	685	38	37	37

Note: The table includes full-time employees on adult rates of pay whose earnings were not affected by absence.

The public and private sectors have workforces which are composed quite differently. Consequently, differences in weekly earnings do not reveal differences in rates of pay for comparable jobs. For example, many of the lowest paid occupations, such as bar and restaurant staff, hairdressers, elementary sales occupations and cashiers, exist primarily in the private sector. While there are a larger proportion of graduate level and professional occupations in the public sector.

Table 11 - Average Hourly Earnings (including overtime) for Full Time Employees

	Hours worked												Total	Cumulative
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40-45	45-50	50-55	55+		
Under £3.50 per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.4	0.4
350 to 400 pence per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4
Under £4.50 per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4
£4.51 to £5 per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4
£5.01 to £6 per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.2	0.5	0.8
£6.01 to £7 per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.4	0.1	0.1	0.1	1.0	1.8
£7.01 to £8 per hour	0.0	0.0	0.1	0.0	0.0	0.1	1.1	1.3	1.3	0.2	0.1	0.5	4.8	6.7
£8.01 to £9 per hour	0.0	0.0	0.0	0.2	0.0	0.2	1.1	1.9	1.5	0.2	0.1	0.0	5.3	12.0
£9.01 to £10 per hour	0.0	0.0	0.0	0.0	0.1	0.0	0.5	2.8	1.0	0.5	0.0	0.1	5.0	17.0
£10.01 to £12.50 per hour	0.0	0.0	0.0	0.0	0.0	0.2	2.4	10.9	3.8	0.8	0.6	0.1	18.9	35.9
£12.51 to £15 per hour	0.0	0.1	0.0	0.0	0.0	0.1	1.7	12.4	3.9	1.0	0.1	0.2	19.5	55.4
£15.01 to £17.50 per hour	0.0	0.1	0.0	0.0	0.1	0.0	1.2	6.5	1.9	0.6	0.5	0.0	11.0	66.4
£17.51 to £20 per hour	0.0	0.0	0.0	0.0	0.0	0.2	0.7	4.1	1.2	0.4	0.1	0.2	7.0	73.5
Over £20 per hour	0.4	0.5	0.6	0.1	0.2	1.7	3.2	15.8	3.3	0.6	0.2	0.0	26.5	100.0
Total	0.4	0.7	0.7	0.4	0.5	2.7	12.0	56.1	18.5	4.5	1.9	1.6	100.0	
Cumulative total	0.4	1.1	1.8	2.2	2.7	5.3	17.3	73.5	92.0	96.5	98.4	100.0		

Notes:

1. The table includes employees for whom basic hours were reported.
2. The bands of hours and earnings are such that the lower limit is included and the upper limit excluded. So, for example, "5 - 10 hours" is the band of basic hours more than or equal to 5 hours and strictly less than 10 hours.

Table 12 - Average Hourly Earnings (excluding overtime) for Full Time Employees

	Hours												Total	Cumulative
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40-45	45-50	50-55	55+		
Under £3.50 per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.4	0.4
£3.50 to £4 per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4
\$4.01 £4.50 per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.5
£4.51 to £5 per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5
£5.01 to £6 per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.2	0.7
£6.01 to £7 per hour	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.4	1.1
£7.01 to £8 per hour	0.0	0.0	0.1	0.0	0.1	0.1	1.1	1.8	1.6	0.2	0.1	0.2	5.5	6.5
£8.01 to £9 per hour	0.0	0.0	0.0	0.2	0.0	0.2	1.2	2.5	1.2	0.2	0.0	0.0	5.7	12.2
£9.01 to £10 per hour	0.0	0.0	0.0	0.0	0.1	0.0	0.7	4.1	1.3	0.2	0.0	0.0	6.5	18.8
£10.01 to £12.50 per hour	0.0	0.0	0.0	0.0	0.0	0.2	2.9	12.4	3.3	0.4	0.2	0.1	19.5	38.3
£12.51 to £15 per hour	0.0	0.1	0.0	0.0	0.0	0.1	2.2	15.0	3.4	0.2	0.0	0.0	21.1	59.4
£15.01 to £17.50 per hour	0.0	0.1	0.0	0.0	0.1	0.0	1.3	5.6	1.1	0.1	0.2	0.0	8.6	68.0
£17.51 to £20 per hour	0.0	0.0	0.0	0.0	0.0	0.2	1.5	4.0	1.3	0.2	0.0	0.0	7.3	75.3
Over £20 per hour	0.4	0.8	0.2	0.5	0.0	1.6	3.0	15.6	2.2	0.4	0.0	0.0	24.7	100.0
Total	0.4	1.1	0.4	0.7	0.4	2.5	14.1	61.5	16.0	2.1	0.6	0.4	100.0	
Cumulative total	0.4	1.5	1.8	2.5	2.9	5.5	19.5	81.0	97.0	99.0	99.6	100.0		

Notes:

1. The table includes employees for whom basic hours were reported.
2. The bands of hours and earnings are such that the lower limit is included and the upper limit excluded. So, for example, "5 - 10 hours" is the band of basic hours more than or equal to 5 hours and strictly less than 10 hours.

Table 13 - Response Rates

Employers	Public	Private	All
Sent	9	561	570
Received	9	556	565
<i>Response rate</i>	<i>100.0%</i>	<i>99.1%</i>	<i>99.1%</i>
Employees			
	Public	Private	All
Forms sent	409	1091	1500
Forms returned	409	1085	1494
<i>Response rate</i>	<i>100.0%</i>	<i>99.5%</i>	<i>99.6%</i>
Exempt (See questionnaire)			200
Earnings affected by absence or on trainee/junior rates			102
Full-timers with reported hours			830
Part-timers with reported hours			268
Zero-hours employees			94
Total returned			1494

Appendix One – Earnings Survey 2016 Questionnaire

The text below is taken from the online questionnaire. Employers also had the option to complete a paper form.

The completed paper form was to be returned by 3 October 2016 to:-

Economic Affairs,
Cabinet Office,
Government Office,
Bucks Road,
Douglas,
Isle of Man, IM1 3PN.

Earnings Survey 2016 - A compulsory inquiry under the Statistics Act 1999.

Form to be submitted by **3 October 2016**.

Confidential

The email or letter you received contained your employee's name and a corresponding 4 digit ID number (generated by us). Enter the 4 digit number below and fill in the details for that employee.

If your email or letter contained multiple employees, then you must fill in a separate form for each employee.

Please enter the employee ID number

On 14 June 2016, was the person a paid employee in your organisation, working in the Isle of Man and receiving a salary or wage?

Please provide the following information about the employment, earnings and hours of the employee named on the email, for the pay week (or longer period used for pay purposes) that included 14 June 2016.

Please read the attached help texts before answering relevant questions.

1 Gender and year of birth

- (a) What is the employee's gender?
- (b) What is the employee's year of birth?

2 Occupation

- (a) What is the employee's job title (if any)?
- (b) Give a short description of the work this employee does.
- (c) How long has the employee worked in this job in your organisation?
- (d) Was the employee employed on a permanent basis?

3 Payment period and hours of work

- (a) Please select the length of the pay-period you will use to give details of the employee's earnings which includes the 14 June 2016

(b) How many hours, EXCLUDING OVERTIME AND MAIN MEAL BREAKS, did the employee work IN THE PAY PERIOD SELECTED IN 3(a)

(c) Is the employee regarded as full-time or part-time?

4 Earnings

Please show by entering the amounts in the appropriate boxes, how the employee's pay for the pay-period, including 14 June, was made up.

All responses to the remaining questions in section 4 should be for the pay period given at 3a. For example, if your pay period is four weeks then please give pay and hours relating to four weeks.

(a) Basic pay for the period including 14 June 2016 (Enter £+p. If none, enter '0.00')

(b) The actual hours of overtime worked in excess of normal basic hours reported at 3(b). (e.g. if 4 additional hours were worked at time and a half, enter 4 not 6)

(c) Overtime earnings - the full amount for the period, not just the premium element. (Enter in £+p. If none, enter '0.00')

Incentive payments - e.g. piecework, bonuses (including profit sharing), commission, productivity and other incentive payments.

(d) Where the incentive payment is made regularly, enter the fraction of that regular payment which relates to the pay period selected in 3(a) (i.e. One week, two weeks, three weeks, four weeks, five weeks, calendar month). (Enter £+p. If none, enter '0.00')

(e) Where the incentive payment is a one off, enter the fraction of that incentive payment which relates to the pay period selected in 3(a) (i.e. One week, two weeks, three weeks, four weeks, five weeks, calendar month). (Enter £+p. If none, enter '0.00')

Shift premium etc. payments

(f) Premium payments (not total pay) for shift work disturbances, and for night work or weekend work where these are not treated as overtime. (Enter £+p. If none, enter '0.00')

(g) How much pay did the employee receive for other reasons in the pay period? (Enter in £+p. If none, enter '0.00')

(h) TOTAL GROSS PAY for the pay-period (items (a,c,d,e,f,& g)

(i) Were the employee's earnings for the pay-period affected by absence? (For example because of sickness, holiday or other absence, short-time working or the employment lasting only part of the period.)

(i) Were the employee's earnings for the pay-period affected by absence? (For example because of sickness, holiday or other absence, short-time working or the employment lasting only part of the period.)

(j) Is the employee regarded as being paid on adult rates or on trainee/junior rates?



Isle of Man
Government

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