



Isle of Man Earnings Survey 2008

Economic Affairs Division
Treasury

ISLE OF MAN EARNINGS SURVEY 2008

SUMMARY OF RESULTS

- * In June the average gross weekly pay of full-time employees was £568.76 (Table One);
- * Median gross weekly pay of full-time employees was £472.27 (Table One);
- * The middle 50% of full-time employees earned between £364 and £671 per week (Table One);
- * Average earnings increased by 3.2% between June 2007 and June 2008 compared with a rise in retail prices of 6.3% (Table Four);
- * Full-time employees worked an average of 38.1 hours per week, including 1.2 hours of overtime (Table Two);
- * Overtime, incentive pay and shift premia made up 6.7% of employees' gross weekly earnings (Table One);
- * Average earnings in the Isle of Man were 1.0% below average earnings in the United Kingdom (Table Five);
- * Average gross hourly earnings including overtime were £15.19 (Table Two);
- * 77% of employees worked less than 40 hours per week (Table Nine);

THE SAMPLE

A sample of employees was drawn at random from income tax records and a questionnaire was sent to the last known employer of each of the selected employees. 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. Gross earnings were split into basic pay, overtime pay, incentive payments and shift and other payments. Questions were included to determine whether either earnings had been affected by absence or the employee was paid on adult rates. The information requested related to the pay period including 10th June, 2008.

Employers were required to submit returns under the Statistics Act 1999. A summary of the response is given in Table Eleven.

FURTHER INFORMATION

Unpublished data may be supplied on request. Enquiries should be addressed to the Economic Affairs Division.

All enquiries to:-

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January 2009

Table One

FULL-TIME EMPLOYEES ON ADULT RATES
whose pay for the survey period was not affected by absence, June 2008

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Number in sample	176	249	425	59	284	343	235	533	768
Average gross weekly earnings (£)	470.04	724.90	619.36	387.42	530.71	506.06	449.30	621.43	568.76
of which:									
Overtime payments (£)	44.85	11.83	25.50	18.27	8.26	9.98	38.18	9.93	18.57
PBR etc payments (£)	8.60	19.87	15.21	1.54	5.80	5.07	6.83	12.37	10.68
Shift etc premium payments (£)	4.98	7.08	6.21	23.36	9.68	12.03	9.60	8.47	8.81
As percentage of average gross earnings									
Overtime payments	9.5%	1.6%	4.1%	4.7%	1.6%	2.0%	8.5%	1.6%	3.3%
PBR etc payments	1.8%	2.7%	2.5%	0.4%	1.1%	1.0%	1.5%	2.0%	1.9%
Shift etc premium payments	1.1%	1.0%	1.0%	6.0%	1.8%	2.4%	2.1%	1.4%	1.5%
Distribution of gross weekly earnings									
10 per cent earned less than (£)	280.00	319.25	292.50	219.45	298.08	278.85	263.72	303.32	288.46
25 per cent earned less than (£)	357.35	411.75	376.66	277.81	356.08	343.10	337.35	373.56	363.96
50 per cent earned less than (£)	426.05	632.89	508.85	364.89	461.54	449.16	410.17	508.85	472.27
25 per cent earned more than (£)	528.35	888.52	733.85	480.83	611.11	588.50	519.23	750.00	671.25
10 per cent earned more than (£)	712.50	1251.08	1057.70	613.20	831.67	807.70	682.00	1027.75	954.23
Percentage earning less than £130	0.6	0.8	0.7	1.7	0.0	0.3	0.9	0.4	0.5
£150	1.1	0.8	0.9	1.7	0.0	0.3	1.3	0.4	0.7
£190	1.7	0.8	1.2	5.1	1.1	1.7	2.6	0.9	1.4
£220	2.8	2.0	2.4	10.2	1.4	2.9	4.7	1.7	2.6
£250	6.3	4.4	5.2	18.6	2.8	5.5	9.4	3.6	5.3
£300	13.6	8.0	10.4	33.9	11.3	15.2	18.7	9.8	12.5
£350	22.7	14.9	18.1	42.4	24.3	27.4	27.7	19.9	22.3
£400	43.8	22.5	31.3	57.6	38.7	42.0	47.2	31.1	36.1
£460	59.1	30.5	42.4	66.1	48.6	51.6	60.9	40.2	46.5
£540	75.6	40.2	54.8	83.1	66.9	69.7	77.4	54.4	61.5
£650	84.7	52.2	65.6	96.6	77.8	81.0	87.7	65.9	72.5
£800	94.3	69.9	80.0	100.0	87.3	89.5	95.7	79.2	84.2

**Distribution of earnings of full-time employees on adult rates
whose pay for the survey period was not affected by absence - June 2008**

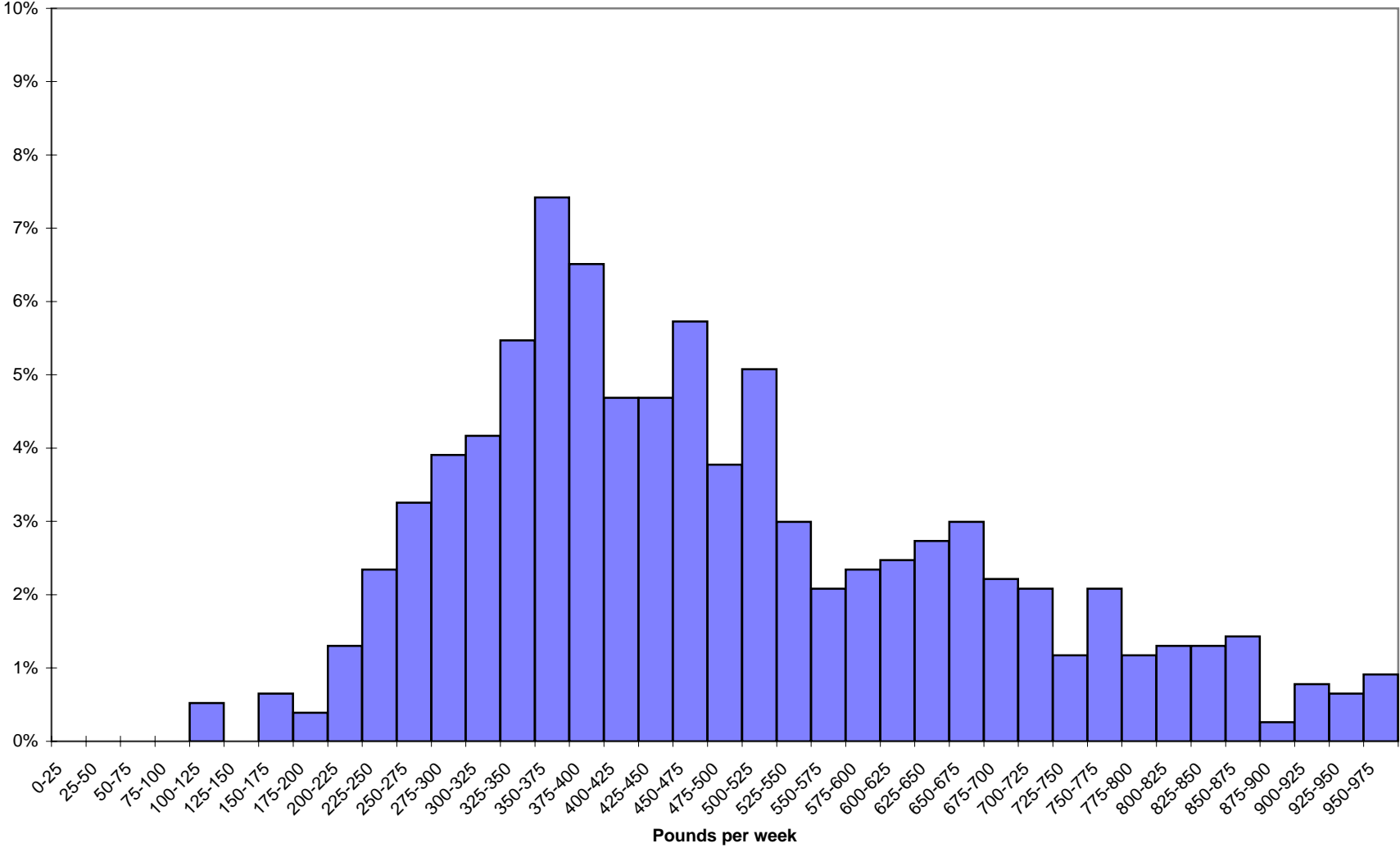


Table Two

FULL-TIME EMPLOYEES ON ADULT RATES
whose pay for the survey period was not affected by absence
and for whom basic hours of work were reported, June 2008

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Number in sample	164	238	402	52	268	320	216	506	722
<i>Average gross hourly earnings</i>									
Including overtime pay and overtime hours (pence)	1083	1945	1593	1010	1505	1425	1066	1712	1519
Excluding overtime pay and overtime hours (pence)	1026	1868	1525	939	1456	1372	1005	1650	1457
<i>Hours worked</i>									
Average basic hours	40.0	36.4	37.8	36.4	35.8	35.9	39.1	36.1	37.0
Average overtime hours	3.0	0.5	1.5	1.5	0.5	0.7	2.7	0.5	1.2
Average hours	43.0	36.9	39.4	37.9	36.3	36.6	41.8	36.6	38.1

Table Three

**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 2008**

	Average (£)	Standard error (%)
Males		
Manual	470.04	3.1%
Non-manual	724.90	4.0%
All	619.36	3.1%
Females		
Manual	387.42	4.7%
Non-manual	530.71	3.4%
All	506.06	3.1%
Males and Females		
Manual	449.30	2.7%
Non-manual	621.43	2.8%
All	568.76	2.2%

Table Four

**COMPARISON OF MEDIAN AND AVERAGE WEEKLY EARNINGS
OF FULL-TIME EMPLOYEES ON ADULT RATES
whose pay was not affected by absence June 2007 and 2008**

	Median (£)			Average (£)		
	2007	2008	% change	2007	2008	% change
Males						
Manual	437	426	-2.5%	461	470	2.0%
Non-manual	586	633	8.1%	672	725	7.9%
All	500	509	1.8%	588	619	5.3%
Females						
Manual	321	365	13.5%	338	387	14.7%
Non-manual	480	462	-3.8%	525	531	1.2%
All	438	449	2.5%	498	506	1.6%
Males and females						
Manual	402	410	2.1%	436	449	3.0%
Non-manual	527	509	-3.4%	599	621	3.8%
All	481	472	-1.8%	551	569	3.2%

Table Five

**COMPARISON OF AVERAGE 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, 2008**

	Isle of Man June	United Kingdom April	IOM earnings as percentage of UK earnings
Males	619.36	631.1	98.1
Females	506.06	485.5	104.2
Males and females	568.76	574.3	99.0

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

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Table Six

**COMPARISON OF 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, 2008**

	Isle of Man June	United Kingdom April	IOM earnings as percentage of UK earnings
Males	508.85	521.2	97.6
Females	449.16	412.0	109.0
Males and females	472.27	478.6	98.7

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

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Table Seven**WEEKLY HOURS AND HOURS OF WORK BY BRANCH OF ECONOMIC ACTIVITY - JUNE 2008**

	Average weekly earnings (£)			Average weekly hours		
	Males	Females	All	Males	Females	All
Agriculture, Forestry and Fishing
Manufacturing	572	573	572	41	37	41
Construction	504	456	503	45	39	45
Transport and Communication	666	454	592	43	36	41
Electricity, Gas and Water	658	523	639	38	37	37
Distributive Trades, Restaurants and Hotels	384	337	369	41	40	40
Financing, Insurance and Business Services	737	526	628	37	36	36
Community, Social and Personal Services	658	546	589	37	36	36
Whole economy	594	569	567	39	38	38
Average non-agricultural (C - Q)	613	512	568	39	37	38
Average non-financial (A - Q, less J,K)	549	501	514	41	37	39

Notes:- (1) The table includes full-time employees on adult rates of pay whose earnings were not affected by absence and for whom basic hours of work were recorded.

(2) United Nations ISIC Rev. 3 has been used to classify economic activity.

... Sample too small - less than five.

Table Eight**PRIVATE AND PUBLIC SECTOR COMPARISON - JUNE 2008**

	Average weekly earnings (£)			Average weekly hours		
	Private	Public	All	Private	Public	All
Males, manual	448	531	467	43	42	43
Males, non-manual	697	753	712	37	36	37
All males	593	671	612	40	39	39
Females, manual	302	465	380	39	37	38
Females, non-manual	501	640	538	37	35	36
All females	477	594	512	37	35	37
Males and females, manual	423	504	446	42	40	42
Males and females, non-manual	594	692	619	37	36	37
All males and females	544	633	567	39	37	38

Note:- The table includes full-time employees on adult rates of pay whose earnings were not affected by absence for whom basic hours of work were reported.

Table Nine

DISTRIBUTION OF EMPLOYEES BY HOURLY EARNINGS AND WEEKLY HOURS - June 2008

Includes overtime hours and pay

Percentages of sample

	0-5 hours	5-10 hours	10-15 hours	15-20 hours	20-25 hours	25-30 hours	30-35 hours	35-40 hours	40-45 hours	45-50 hours	50-55 hours	55+ hours	Total	Cumulative total
Under 350 pence per hour	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%
350 to 400 pence 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%	0.3%
400 to 450 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%	0.3%
450 to 500 pence per hour	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.2%	0.6%
500 to 600 pence per hour	0.1%	0.1%	0.2%	0.1%	0.8%	0.1%	0.4%	0.4%	0.3%	0.0%	0.0%	0.0%	2.7%	3.2%
600 to 700 pence per hour	0.1%	0.1%	0.0%	0.3%	0.6%	0.4%	0.2%	1.1%	1.7%	0.2%	0.1%	0.1%	5.0%	8.2%
700 to 800 pence per hour	0.1%	0.8%	0.2%	0.6%	0.8%	0.2%	0.6%	2.3%	1.7%	0.6%	0.1%	0.1%	8.0%	16.2%
800 to 900 pence per hour	0.3%	0.3%	0.6%	0.6%	0.7%	0.1%	0.2%	3.0%	1.4%	0.4%	0.1%	0.2%	8.0%	24.1%
900 to 1000 pence per hour	0.0%	0.2%	0.3%	0.3%	0.4%	0.6%	0.6%	5.0%	2.5%	0.2%	0.1%	0.3%	10.6%	34.7%
1000 to 1500 pence per hour	0.2%	0.2%	0.3%	0.9%	1.0%	1.3%	2.5%	16.8%	6.5%	0.8%	0.8%	1.1%	32.5%	67.3%
1500 to 2000 pence per hour	0.0%	0.3%	0.6%	0.7%	1.0%	0.8%	0.4%	9.4%	1.4%	0.0%	0.0%	0.1%	14.7%	82.0%
Over 2000 pence per hour	0.0%	0.4%	0.3%	0.4%	0.9%	1.7%	0.4%	11.9%	1.5%	0.2%	0.1%	0.0%	18.0%	100.0%
Total	1.0%	2.7%	2.5%	3.9%	6.1%	5.2%	5.4%	50.2%	17.3%	2.4%	1.3%	2.0%	100.0%	
Cumulative total	1.0%	3.7%	6.2%	10.1%	16.2%	21.3%	26.8%	77.0%	94.2%	96.7%	98.0%	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.

(3) Overtime hours and earnings are included.

Table Ten

DISTRIBUTION OF EMPLOYEES BY HOURLY EARNINGS AND WEEKLY HOURS - June 2008

Excludes overtime hours and pay

Percentages of sample

	0-5 hours	5-10 hours	10-15 hours	15-20 hours	20-25 hours	25-30 hours	30-35 hours	35-40 hours	40-45 hours	45-50 hours	50-55 hours	55+ hours	Total	Cumulative total
Under 350 pence per hour	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%
350 to 400 pence 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%	0.0%
400 to 450 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%	0.1%
450 to 500 pence per hour	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.2%	0.5%
500 to 600 pence per hour	0.1%	0.2%	0.2%	0.1%	0.7%	0.2%	0.4%	0.6%	0.3%	0.0%	0.0%	0.0%	2.9%	4.1%
600 to 700 pence per hour	0.1%	0.2%	0.1%	0.7%	0.4%	0.3%	0.2%	1.3%	2.0%	0.2%	0.0%	0.0%	5.6%	10.6%
700 to 800 pence per hour	0.2%	0.8%	0.2%	0.4%	0.7%	0.3%	0.6%	2.8%	1.8%	0.3%	0.1%	0.0%	8.2%	21.0%
800 to 900 pence per hour	0.4%	0.2%	0.6%	1.0%	0.6%	0.1%	0.7%	3.7%	1.4%	0.4%	0.0%	0.1%	9.2%	29.8%
900 to 1000 pence per hour	0.0%	0.2%	0.4%	0.4%	0.4%	0.6%	0.4%	6.7%	2.4%	0.1%	0.0%	0.1%	11.9%	39.5%
1000 to 1500 pence per hour	0.1%	0.2%	0.6%	0.8%	1.2%	1.3%	2.5%	18.5%	5.9%	0.1%	0.2%	0.0%	31.4%	71.9%
1500 to 2000 pence per hour	0.0%	0.2%	0.4%	0.7%	1.0%	0.6%	0.3%	10.1%	1.0%	0.0%	0.0%	0.0%	14.3%	85.1%
Over 2000 pence per hour	0.0%	0.6%	0.6%	0.1%	0.8%	1.7%	0.3%	11.0%	0.9%	0.0%	0.1%	0.0%	15.9%	100.0%
Total	1.1%	2.8%	3.1%	4.2%	5.8%	5.1%	5.5%	54.8%	15.8%	1.2%	0.4%	0.2%		
Cumulative total	1.1%	3.9%	7.0%	11.2%	16.9%	22.0%	27.5%	82.3%	98.1%	99.3%	99.8%	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.

(3) Overtime hours and earnings are excluded.

Table Eleven**ANALYSIS OF RESPONSE - June 2008****Employers**

	Public	Private	All
Sent	17	542	559
Received	17	534	551
<i>Response rate</i>	<i>100.0%</i>	<i>98.5%</i>	<i>98.6%</i>

Employees

	Public	Private	All
Forms sent	359	997	1356
Forms returned	359	986	1345
<i>Response rate</i>	<i>100.0%</i>	<i>98.9%</i>	<i>99.2%</i>
Exempt (See questionnaire)			151
Earnings affected by absence or on trainee/junior rates			137
Full-timers with reported hours			768
Full-timers without reported hours			46
Part-timers with reported hours			182
Part-timers without reported hours			61
Total returned			1345

DEFINITIONS

A **full-time worker** is generally 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.

The median is the level of earnings such that half the sample have earnings greater than that level.

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

FOOTNOTE

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 £544 to £594 (mean £569) (see Table Three).

The completed form is to be returned by
1st October 2008 to:-
**ECONOMIC AFFAIRS DIVISION,
 ISLE OF MAN GOVERNMENT,
 ILLIAM DHONE HOUSE,
 2 CIRCULAR ROAD,
 DOUGLAS,
 ISLE OF MAN, IM1 1PQ.**



**IC
 OC
 PG
 IS**

**PLEASE DETACH THIS PART BEFORE
 RETURNING THE FORM**

Particulars of the employee for whom the information is required.

Mr/Mrs/Miss/Ms.....

EXEMPTIONS

- A** - a private domestic servant who resides at their place of work
- B** - one of your former employees now retired and receiving an occupational pension (but not a wage or salary)
- C** - a wife working for her husband, or a husband working for his wife
- D** - a person employed outside the Isle of Man
- E** - a person who left your employment before 9th June, 2008
- F** - a company director who does not receive a salary
- G** - a person receiving an annuity

Earnings Survey 2008 - A compulsory inquiry under the Statistics Act 1999

CONFIDENTIAL

- If the person named on the tear-off portion is in one of the exemption categories listed opposite, enter the appropriate category letter (A, B,G) in this box.
 If this box has been completed, sign your name and enter the date overleaf and return the form.
- Please provide the following information about the employment, earnings and hours of the employee named on the tear-off portion for the pay week (or longer period used for pay purposes) which included **10th June, 2008**.
- Please read the notes on the tear-off portion before answering the relevant questions.

1 Sex and year of birth

(a) Is the employee male or female? (Circle 1 or 2)

Male	1
Female	2

A

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

1	9		
---	---	--	--

B

2 Occupation

(a) What, if any, is the employee's job title?

(b) Give a short description of the work this employee does

.....

.....

(c) Has the employee worked at this same job in your organisation for one year or more? (Circle 1 or 2)

One year or more	1
Under one year	2

C

3 Basic weekly hours of work

(a) How many hours, excluding overtime and main meal breaks, is this employee expected to work in a normal week?

HOURS	MINS.

D

(b) If it is not possible to give a specific number of hours, indicate if the employee is regarded as full-time or part-time. (Circle 1 or 2)

Full-time	1
Part-time	2

E

NOTES

- 1**
- If the year of birth is not available, please give an estimate.
- 2**
- Terms which are not self-explanatory (e.g. grade B, class 1 or group 3) should not be used on their own.
 - In (b) say what the employee does, not what he or she is.
 - If the employee is a working proprietor or company director who has a salary for an executive role in the firm, show both status of the person and the job for which the salary is paid.
- 3**
- Include all guaranteed hours, even if they were not worked in the survey week.
 - Leave out all overtime hours, even if these are worked regularly or are part of the contract.

4

- The pay-period is the period for which the employee was paid (e.g. a week for weekly paid employees; a month for monthly paid). The earnings figures given in answer to question 5 must relate to this period.
- Ignore losses of overtime.
- Ignore absences which did not affect earnings because of guaranteed payments.

5

- Give gross figures, before the deduction of I.T.I.P., national insurance, pension scheme and any voluntary deductions.
- Include all payments, whenever paid, relating to this period, but leave out amounts paid in this period (such as arrears or advances of pay) which relate to other periods.
- Include any sick pay paid by the employer relating to the period.
- Include salaries paid to working proprietors and company directors, but leave out all other payments to them such as fees.
- Leave out payments of travelling, subsistence, etc. expenses.
- Where bonuses or similar payments are not paid in each pay-period, include the appropriate fraction of the bonus payments relating to the pay-period stated in the answer to question 4(a) calculated by dividing the last payment (or next payment if known) by the number of pay-periods it covers, e.g. for monthly paid staff, divide an annual or quarterly bonus by 12 or 3 respectively; for weekly paid staff divide an annual monthly bonus by 52 or 4 respectively.
- Any part of normal basic hours reported at 3(a) paid at overtime rates should not be recorded at 5(a) and 5(b) but should be shown at 5(e) as a premium element.
- Leave out all payments in kind except for agricultural and catering workers. In their case include the reckonable value of accommodation, meals, etc. provided by the employer.
- **Total gross pay should equal the sum of the previous five items (b) to (f).**

THANK YOU FOR COMPLETING THIS FORM. NOW PLEASE SEND IT BACK BY 1ST OCTOBER 2008 TO THE ADDRESS SHOWN BELOW, USING THE PREPAID BUSINESS REPLY LABEL SUPPLIED (NO STAMP IS NEEDED).

**ECONOMIC AFFAIRS DIVISION,
ISLE OF MAN GOVERNMENT,
ILLIAM DHONE HOUSE,
2 CIRCULAR ROAD,
DOUGLAS,
ISLE OF MAN, IM1 1PQ**

4 Pay-period length, effect of absence and pay rates

(a) Please show the length of the pay-period you will use to give details of the employee's earnings at question 5. (Circle appropriate pay-period)

one week	1	two weeks	2	three weeks	3
four weeks	4	five weeks	5	calendar month	6
other (please specify)					7

F

(b) 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). (Circle 1 or 2)

earnings affected	1
earnings not affected	2

G

(c) Is the employee regarded as being paid on adult rates or on trainee/junior rates? (Circle 1 or 2)

on adult rates	1
on trainee/junior rates	2

H

5 Earnings for the pay-period

Please show by entering the amounts in the appropriate boxes, how the employee's pay for the pay-period including 10th June was made up.

Overtime

(a) The actual hours of overtime worked in excess of normal basic hours reported at 3(a) If none, enter "NIL" (e.g. if 4 additional hours were worked at time and a half enter 4 not 6).

HOURS			MINS.		

I

(b) Overtime earnings - the full amount for the period, not just the premium element. If none, enter "NIL"

£			P		

J

Incentive payments

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

(c) Where made in each pay-period, enter the fraction which relates to one pay-period. If none, enter "NIL"

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K

(d) Where made less often than each pay-period, enter the fraction which relates to one pay-period. If none, enter "NIL"

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L

Shift premium etc. payments

(e) Premium payments (not total pay) for shift work disturbances, and for night work or weekend work where these are not treated as overtime. If none, enter "NIL"

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M

All other payments, including basic pay

(f) Basic pay and all other payments not shown above. If none, enter "NIL"

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N

(g) TOTAL GROSS PAY for the pay-period (items (b) to (f)). If none, enter "NIL"

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O

Please give the name of someone who will deal with any queries about the answers on this form.

Name Mr/Mrs/Miss/Ms..... Telephone: No.

Ext.

Signed on behalf of the employer Date

Description of employer's main activity



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