



# Isle of Man Earnings Survey 2009

Economic Affairs Division  
Treasury

## **ISLE OF MAN EARNINGS SURVEY 2009**

### **SUMMARY OF RESULTS**

- \* In June the average gross weekly pay of full-time employees was £571.54 (Table One);
- \* Median gross weekly pay of full-time employees was £496.25 (Table One);
- \* The middle 50% of full-time employees earned between £383 and £673 per week (Table One);
- \* Average earnings increased by 0.5% between June 2008 and June 2009 compared with a fall in retail prices of 0.9% (Table Four);
- \* Full-time employees worked an average of 37.8 hours per week, including 1.2 hours of overtime (Table Two);
- \* Overtime, incentive pay and shift premia made up 6.6% of employees' gross weekly earnings (Table One);
- \* Average earnings in the Isle of Man were 2.7% below average earnings in the United Kingdom (Table Five);
- \* Average gross hourly earnings including overtime were £15.41 (Table Two);
- \* 80% 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 9th June, 2009.

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Unpublished data may be supplied on request.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:-

J.M. Caley,  
Economic Affairs Division,  
Treasury,  
Illiam Dhone House,  
2 Circular Road,  
Douglas,  
Isle of Man, IM1 1PQ

Tel: (01624) 685780  
Fax: (01624) 685747  
email: martin.caley@gov.im

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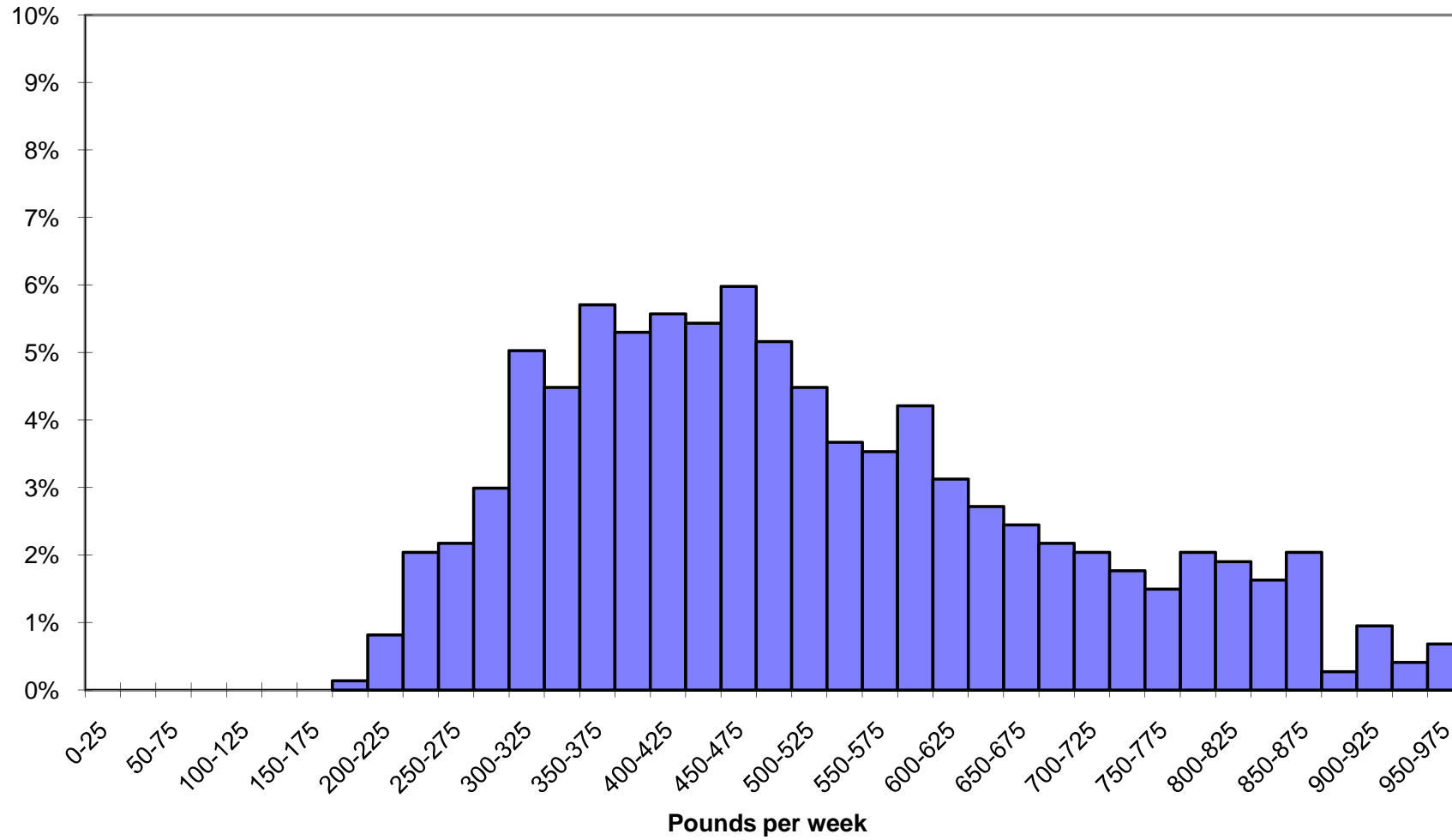
**Table One**

**FULL-TIME EMPLOYEES ON ADULT RATES**  
whose pay for the survey period was not affected by absence, June 2009

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Number in sample	170	236	406	49	281	330	219	517	736
Average gross weekly earnings (£)	510.86	705.70	624.11	396.75	526.06	506.86	485.33	608.06	571.54
of which:									
Overtime payments (£)	51.52	14.71	30.12	26.44	7.61	10.41	45.91	10.85	21.28
PBR etc payments (£)	2.43	10.90	7.35	3.86	3.53	3.58	2.75	6.89	5.66
Shift etc premium payments (£)	17.43	9.29	12.70	26.50	4.67	7.91	19.46	6.78	10.55
As percentage of average gross earnings									
Overtime payments	10.1%	2.1%	4.8%	6.7%	1.4%	2.1%	9.5%	1.8%	3.7%
PBR etc payments	0.5%	1.5%	1.2%	1.0%	0.7%	0.7%	0.6%	1.1%	1.0%
Shift etc premium payments	3.4%	1.3%	2.0%	6.7%	0.9%	1.6%	4.0%	1.1%	1.8%
Distribution of gross weekly earnings									
10 per cent earned less than (£)	300.00	349.85	331.55	243.75	307.50	298.08	271.03	323.08	310.00
25 per cent earned less than (£)	364.66	436.50	403.85	300.00	383.07	357.11	353.78	399.43	383.19
50 per cent earned less than (£)	476.19	607.75	532.08	360.50	480.77	466.02	450.00	513.86	496.25
25 per cent earned more than (£)	609.96	851.67	747.50	477.08	614.93	596.93	582.00	742.39	673.16
10 per cent earned more than (£)	777.04	1149.70	1024.30	619.07	809.95	771.98	724.79	971.16	871.41
Percentage earning less than £200	1.8	0.0	0.7	0.0	0.0	0.0	1.4	0.0	0.4
£220	1.8	0.0	0.7	0.0	0.7	0.6	1.4	0.4	0.7
£250	3.5	1.3	2.2	12.2	2.5	3.9	5.5	1.9	3.0
£300	10.6	3.4	6.4	26.5	8.5	11.2	14.2	6.2	8.6
£350	18.2	10.2	13.5	46.9	18.5	22.7	24.7	14.7	17.7
£400	31.8	19.1	24.4	59.2	30.2	34.5	37.9	25.1	28.9
£450	45.3	26.7	34.5	69.4	43.1	47.0	50.7	35.6	40.1
£500	54.1	39.0	45.3	77.6	55.5	58.8	59.4	48.0	51.4
£600	74.1	48.7	59.4	85.7	74.0	75.8	76.7	62.5	66.7
£700	86.5	60.2	71.2	98.0	82.2	84.5	89.0	72.1	77.2
£800	91.2	70.3	79.1	100.0	89.7	91.2	93.2	80.9	84.5
£900	94.7	78.0	85.0	100.0	96.4	97.0	95.9	88.0	90.4

**Note:-** There are 'ties' in the ranking of the data.

**Distribution of earnings of full-time employees on adult rates  
whose pay for the survey period was not affected by absence - June 2009**



**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 2009

	<b>Average (£)</b>	<b>Standard error (%)</b>
<b>Males</b>		
Manual	510.86	2.9%
Non-manual	705.70	3.7%
All	624.11	2.7%
<b>Females</b>		
Manual	396.75	4.8%
Non-manual	526.06	2.6%
All	506.86	2.4%
<b>Males and Females</b>		
Manual	485.33	2.6%
Non-manual	608.06	2.4%
All	571.54	1.9%

Table Four

**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 2008 and 2009**

	Median (£) 2008	2009	% change	Average (£) 2008	2009	% change
<b>Males</b>						
Manual	426	476	11.8%	470	511	8.7%
Non-manual	633	608	-4.0%	725	706	-2.6%
All	509	532	4.6%	619	624	0.8%
<b>Females</b>						
Manual	365	361	-1.2%	387	397	2.4%
Non-manual	462	481	4.2%	531	526	-0.9%
All	449	466	3.8%	506	507	0.2%
<b>Males and females</b>						
Manual	410	450	9.7%	449	485	8.0%
Non-manual	509	514	1.0%	621	608	-2.2%
All	472	496	5.1%	569	572	0.5%

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 2009**

	Isle of Man June	United Kingdom April	IOM earnings as percentage of UK earnings
<b>Males</b>	624.11	643.0	97.1
<b>Females</b>	506.86	501.2	101.1
<b>Males and females</b>	571.54	587.3	97.3

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

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**Note:-** United Kingdom data may be subject to revision.

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 2009**

	Isle of Man June	United Kingdom April	IOM earnings as percentage of UK earnings
<b>Males</b>	532.08	531.1	100.2
<b>Females</b>	466.02	426.4	109.3
<b>Males and females</b>	496.25	488.7	101.5

**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 2009**

	Average weekly earnings (£)			Average weekly hours		
	Males	Females	All	Males	Females	All
Agriculture, Forestry and Fishing	...	...	...	...	...	...
Manufacturing	557	546	554	39	38	38
Construction	543	490	539	44	41	44
Transport and Communication	649	536	616	42	38	41
Electricity, Gas and Water	690	668	682	39	37	38
Distributive Trades, Restaurants and Hotels	494	321	431	41	38	40
Financing, Insurance and Business Services	723	503	604	36	36	36
Community, Social and Personal Services	657	551	595	39	35	37
Whole economy	595	572	573	39	38	38
Average non-agricultural (C - Q)	632	508	575	39	36	38
Average non-financial (A - Q, less J,K)	584	511	512	41	36	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 2009**

	Average weekly earnings (£)			Average weekly hours		
	Private	Public	All	Private	Public	All
Males, manual	470	594	505	41	43	42
Males, non-manual	689	790	713	37	38	38
All males	602	701	627	39	40	39
Females, manual	325	482	393	39	36	38
Females, non-manual	494	610	525	37	34	36
All females	475	584	507	37	34	36
Males and females, manual	444	560	480	41	41	41
Males and females, non-manual	584	684	610	37	35	37
All males and females	546	643	573	38	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 2009**  
**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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
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%	0.0%
400 to 450 pence per hour	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%
450 to 500 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%	0.2%
500 to 600 pence per hour	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.0%	0.7%	0.9%
600 to 700 pence per hour	0.1%	0.7%	0.7%	0.7%	0.1%	0.3%	0.7%	1.5%	0.2%	0.0%	0.1%	0.0%	5.2%	6.2%
700 to 800 pence per hour	0.0%	0.1%	0.3%	0.7%	0.3%	0.7%	0.1%	1.9%	1.4%	0.3%	0.2%	0.1%	6.3%	12.5%
800 to 900 pence per hour	0.2%	0.5%	0.1%	0.9%	0.2%	0.8%	0.6%	3.6%	1.3%	0.5%	0.1%	0.0%	8.9%	21.3%
900 to 1000 pence per hour	0.0%	0.0%	0.6%	0.2%	0.2%	0.5%	0.2%	4.2%	0.8%	0.1%	0.1%	0.0%	7.0%	28.3%
1000 to 1500 pence per hour	0.3%	0.0%	0.2%	0.8%	1.4%	0.9%	2.0%	20.7%	6.9%	1.2%	0.7%	0.8%	36.0%	64.3%
1500 to 2000 pence per hour	0.0%	0.0%	0.2%	0.9%	0.3%	0.2%	1.5%	10.8%	2.2%	0.7%	0.1%	0.3%	17.5%	81.8%
Over 2000 pence per hour	0.2%	0.3%	0.1%	0.7%	0.6%	3.1%	0.5%	10.6%	1.0%	0.5%	0.2%	0.2%	18.2%	100.0%
<b>Total</b>	<b>1.3%</b>	<b>1.6%</b>	<b>2.3%</b>	<b>5.1%</b>	<b>3.4%</b>	<b>6.6%</b>	<b>5.6%</b>	<b>53.5%</b>	<b>14.0%</b>	<b>3.4%</b>	<b>1.6%</b>	<b>1.5%</b>	<b>100.0%</b>	
Cumulative total	1.3%	2.9%	5.2%	10.4%	13.8%	20.4%	26.0%	79.5%	93.5%	96.9%	98.5%	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 2009**

**Excludes overtime hours and pay**

**Percentages of sample**

	<b>0-5 hours</b>	<b>5-10 hours</b>	<b>10-15 hours</b>	<b>15-20 hours</b>	<b>20-25 hours</b>	<b>25-30 hours</b>	<b>30-35 hours</b>	<b>35-40 hours</b>	<b>40-45 hours</b>	<b>45-50 hours</b>	<b>50-55 hours</b>	<b>55+ hours</b>	<b>Total</b>	<b>Cumulative total</b>
Under 350 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%	0.0%
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%	0.0%
400 to 450 pence per hour	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%
450 to 500 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%	0.2%
500 to 600 pence per hour	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.2%	0.0%	0.0%	0.0%	0.8%	1.0%
600 to 700 pence per hour	0.2%	0.7%	0.7%	0.7%	0.5%	0.1%	0.6%	1.6%	0.2%	0.0%	0.1%	0.0%	5.5%	6.5%
700 to 800 pence per hour	0.0%	0.1%	0.6%	0.7%	0.6%	0.5%	0.0%	2.3%	1.7%	0.1%	0.0%	0.0%	6.6%	13.2%
800 to 900 pence per hour	0.2%	0.5%	0.2%	1.3%	0.2%	0.7%	0.8%	4.4%	1.3%	0.1%	0.1%	0.0%	9.9%	23.1%
900 to 1000 pence per hour	0.0%	0.0%	0.5%	0.5%	0.3%	0.3%	0.6%	5.8%	1.0%	0.0%	0.0%	0.0%	9.1%	32.2%
1000 to 1500 pence per hour	0.3%	0.0%	0.3%	0.5%	1.2%	1.2%	1.9%	24.6%	5.1%	0.3%	0.0%	0.1%	35.5%	67.7%
1500 to 2000 pence per hour	0.1%	0.0%	0.2%	0.8%	0.3%	0.2%	1.4%	11.5%	1.7%	0.1%	0.0%	0.0%	16.6%	84.3%
Over 2000 pence per hour	0.1%	0.3%	0.1%	0.6%	0.6%	3.1%	0.3%	9.7%	0.7%	0.0%	0.1%	0.0%	15.7%	100.0%
<b>Total</b>	<b>1.4%</b>	<b>1.6%</b>	<b>2.7%</b>	<b>5.1%</b>	<b>3.8%</b>	<b>6.2%</b>	<b>5.7%</b>	<b>60.1%</b>	<b>12.1%</b>	<b>0.7%</b>	<b>0.3%</b>	<b>0.1%</b>		
<b>Cumulative total</b>	<b>1.4%</b>	<b>3.0%</b>	<b>5.7%</b>	<b>10.8%</b>	<b>14.7%</b>	<b>20.9%</b>	<b>26.6%</b>	<b>86.7%</b>	<b>98.8%</b>	<b>99.5%</b>	<b>99.9%</b>	<b>100.0%</b>		

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 2009**

<b>Employers</b>	Public	Private	All
Sent	33	557	590
Received	33	549	582
<i>Response rate</i>	<i>100.0%</i>	<i>98.6%</i>	<i>98.6%</i>

<b>Employees</b>	Public	Private	All
Forms sent	305	1036	1341
Forms returned	305	1028	1333
<i>Response rate</i>	<i>100.0%</i>	<i>99.2%</i>	<i>99.4%</i>
Exempt (See questionnaire)			223
Earnings affected by absence or on trainee/junior rates			155
Full-timers with reported hours			703
Full-timers without reported hours			33
Part-timers with reported hours			155
Part-timers without reported hours			64
Total returned			1333

## **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 £550 to £593 (mean £572) (see Table Three).

The completed form is to be returned by  
**1st October 2009** 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 8th June, 2009
- F** - a company director who does not receive a salary
- G** - a person receiving an annuity

**Earnings Survey 2009 - 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 **9th June, 2009**.
- 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)
- (b) What is the employee's year of birth?

Male	1
Female	2

**A**

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?
- (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)

HOURS	MINS.

**D**

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).**

**THANKYOU FOR COMPLETING THIS FORM. NOW PLEASE SEND IT BACK BY 1ST OCTOBER 2009 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 9th 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"

--	--	--	--	--	--

**K**

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

--	--	--	--	--	--

**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"

--	--	--	--	--	--

**M**

**All other payments, including basic pay**

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

--	--	--	--	--	--

**N**

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

--	--	--	--	--	--

**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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