



Isle of Man Earnings Survey 2011

Economic Affairs Division
Treasury

ISLE OF MAN EARNINGS SURVEY 2011

SUMMARY OF RESULTS

- * In June 2011 the average gross weekly pay of full-time employees was £601.15 (Table One);
- * Median gross weekly pay of full-time employees was £497.81 (Table One);
- * Average earnings increased by 1.8% between June 2010 and June 2011 (Table Four);
- * Full-time employees worked an average of 37.8 hours per week, including one hour of overtime (Table Two);
- * Overtime, incentive pay and shift premia made up 4.9% of employees' gross weekly earnings (Table One);
- * Average earnings in the Isle of Man were 0.7% below average earnings in the United Kingdom (Table Five);
- * Average gross hourly earnings including overtime were £16.18 (Table Two);

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 7th June, 2010.

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Unpublished data may be supplied on request.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.

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Table One - Average Earnings and Earnings Distribution

FULL-TIME EMPLOYEES ON ADULT RATES
whose pay for the survey period was not affected by absence, June 2011

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Number in sample	193	267	460	40	292	332	233	559	792
Average gross weekly earnings (£)	484.85	744.13	635.11	368.68	575.46	550.39	464.90	657.94	601.15
of which:									
Overtime payments (£)	33.65	8.95	19.34	9.48	6.50	6.86	29.50	7.63	14.06
PBR etc payments (£)	4.04	8.49	6.62	0.66	6.14	5.48	3.46	7.36	6.22
Shift etc premium payments (£)	7.61	8.48	8.12	23.41	10.05	11.67	10.32	9.25	9.56
As percentage of average gross earnings									
Overtime payments	6.9%	1.2%	3.0%	2.6%	1.1%	1.2%	6.3%	1.2%	2.3%
PBR etc payments	0.8%	1.1%	1.0%	0.2%	1.1%	1.0%	0.7%	1.1%	1.0%
Shift etc premium payments	1.6%	1.1%	1.3%	6.4%	1.7%	2.1%	2.2%	1.4%	1.6%
Distribution of gross weekly earnings									
10 per cent earned less than (£)	295.67	363.70	326.89	210.00	317.77	300.00	280.00	326.89	308.89
25 per cent earned less than (£)	365.00	442.31	407.40	262.50	397.18	374.82	350.45	423.13	396.16
50 per cent earned less than (£)	451.44	618.00	525.00	331.50	493.06	480.58	430.68	538.46	497.81
25 per cent earned more than (£)	560.86	875.94	735.82	423.82	678.75	653.85	542.87	776.18	694.04
10 per cent earned more than (£)	661.50	1346.16	1020.00	497.81	878.18	865.39	652.07	1051.57	932.70
Percentage earning less than £200	1.6	0.0	0.7	2.5	0.7	0.9	1.7	0.4	0.8
£220	2.1	0.0	0.9	10.0	0.7	1.8	3.4	0.4	1.3
£250	3.6	0.4	1.7	17.5	2.4	4.2	6.0	1.4	2.8
£300	11.9	4.1	7.4	37.5	6.5	10.2	16.3	5.4	8.6
£350	18.7	9.0	13.0	52.5	15.8	20.2	24.5	12.5	16.0
£400	34.2	14.2	22.6	65.0	26.0	30.7	39.5	20.4	26.0
£450	49.2	27.0	36.3	77.5	37.0	41.9	54.1	32.2	38.6
£500	62.2	36.0	47.0	90.0	51.4	56.0	67.0	44.0	50.8
£600	82.9	46.8	62.0	95.0	67.5	70.8	85.0	57.6	65.7
£700	90.7	58.8	72.2	95.0	77.1	79.2	91.4	68.3	75.1
£800	93.8	69.7	79.8	97.5	83.6	85.2	94.4	76.9	82.1
£900	97.9	78.3	86.5	97.5	91.4	92.2	97.9	85.2	88.9
£1,000	97.9	82.8	89.1	100.0	93.8	94.6	98.3	88.6	91.4

**Distribution of earnings of full-time employees on adult rates
whose pay for the survey period was not affected by absence - June 2011**

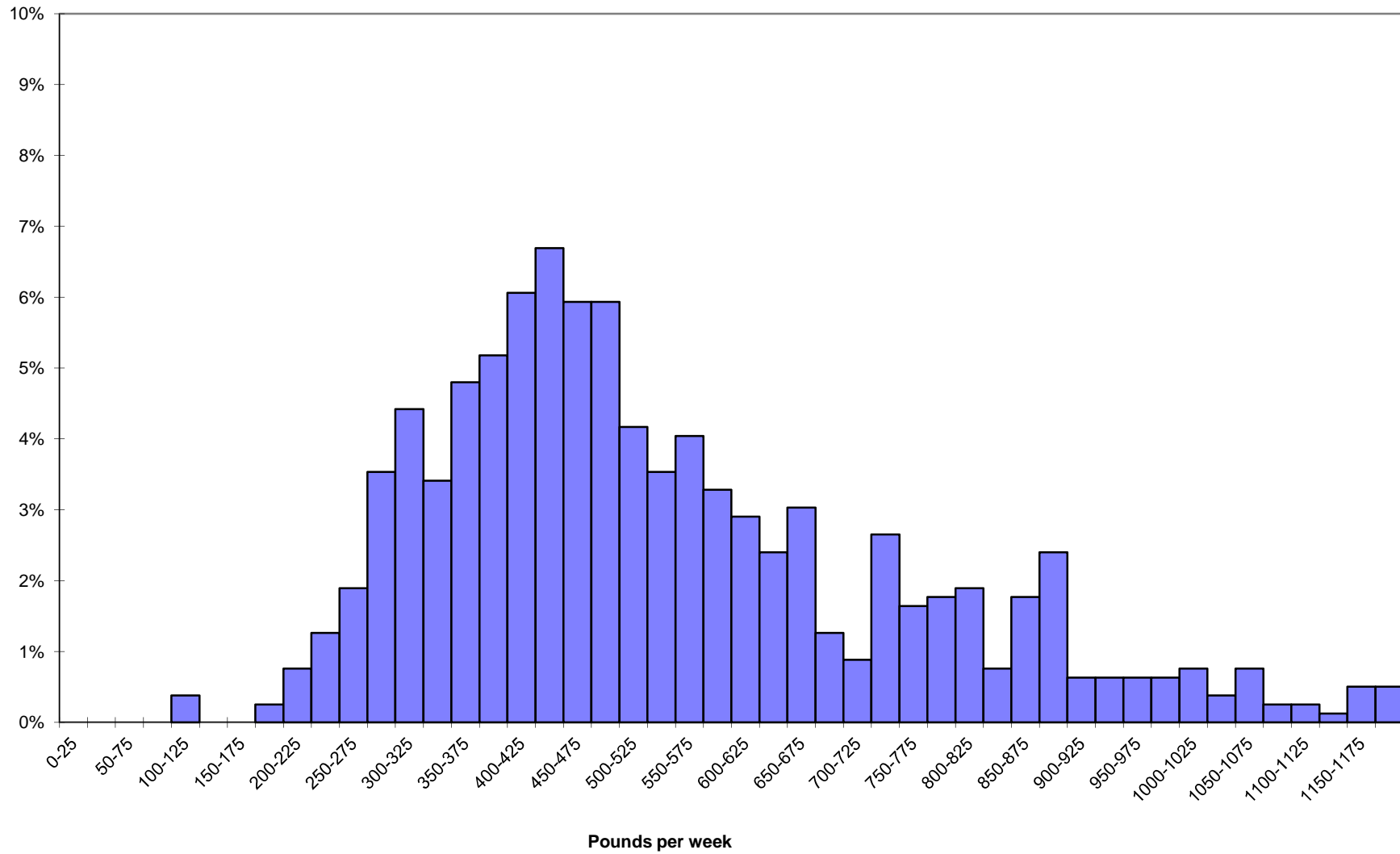


Table Two - Average Earnings of Hours Worked

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 2011

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Number in sample	193	267	460	40	292	332	233	559	792
<i>Average gross hourly earnings</i>									
Including overtime pay and overtime hours (pence)	1167	1998	1652	989	1637	1561	1136	1812	1618
Excluding overtime pay and overtime hours (pence)	1126	1958	1612	916	1589	1511	1090	1768	1573
<i>Hours worked</i>									
Average basic hours	38.9	36.7	37.6	36.8	35.6	35.7	38.5	36.1	36.8
Average overtime hours	2.6	0.5	1.4	0.7	0.4	0.5	2.3	0.5	1.0
Average hours	41.5	37.2	39.0	37.5	36.0	36.2	40.9	36.6	37.8

Table Three - 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 2011**

	Average(£)	Number is sample	Standard error (%)
Males			
Manual	484.85	193	2.7%
Non-manual	744.13	267	4.0%
All	635.11	460	3.0%
Females			
Manual	368.68	40	6.5%
Non-manual	575.46	292	3.1%
All	550.39	332	3.0%
Males and Females			
Manual	464.90	233	2.6%
Non-manual	657.94	559	2.6%
All	601.15	792	2.2%

Table Four - Average and Median 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 2010 and 2011**

	Median (£)			Average (£)		
	2010	2011	% change	2010	2011	% change
Males						
Manual	428	451	5.4	459	485	5.6
Non-manual	605	618	2.1	758	744	-1.9
All	508	525	3.3	636	635	-0.1
Females						
Manual	338	332	-1.9	414	369	-11.0
Non-manual	494	493	-0.2	564	575	2.0
All	473	481	1.6	539	550	2.1
Males and females						
Manual	407	431	5.8	447	465	3.9
Non-manual	548	538	-1.8	651	658	1.0
All	493	498	1.0	591	601	1.8

Table Five - IOM and UK Average Earnings

**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 2011**

	Isle of Man June	United Kingdom April	IOM earnings as percentage of UK earnings
Males	635.11	659.3	96.3
Females	550.39	521.8	105.5
Males and females	601.15	605.5	99.3

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

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

Table Six - IOM and UK Median Earnings

**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 2011**

	Isle of Man June	United Kingdom April	IOM earnings as percentage of UK earnings
Males	525.00	538.5	97.5
Females	480.58	445.1	108.0
Males and females	497.81	500.7	99.4

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

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

Table Seven - Hours of Work by Sector

WEEKLY HOURS AND HOURS OF WORK BY BRANCH OF ECONOMIC ACTIVITY - JUNE 2011

	Average weekly earnings (£)			Average weekly hours		
	Males	Females	All	Males	Females	All
Agriculture, Forestry and Fishing	-	-	-	-	-	-
Manufacturing	573	355	522	40	38	39
Construction	481	606	488	41	37	41
Transport and Communication	649	541	632	41	39	41
Electricity, Gas and Water	612	519	593	40	37	40
Distributive Trades, Restaurants and Hotels	477	347	426	41	38	40
∞ Financing, Insurance and Business Services	759	585	669	37	36	36
Community, Social and Personal Services	659	607	631	39	35	37
Whole economy	602	601	602	39	38	38

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.

The sample from the Agriculture, Forestry and Fishing is too small to provide a meaningful analysis.

Table Eight - Private and Public Sector Earnings and Hours Worked

PRIVATE AND PUBLIC SECTOR COMPARISON - JUNE 2011

	Average weekly earnings (£)			Average weekly hours		
	Private	Public	All	Private	Public	All
Males, manual	450	557	482	41	42	42
Males, non-manual	726	799	743	37	37	37
All males	617	683	634	39	39	39
Females, manual	317	505	371	38	37	38
Females, non-manual	550	654	579	37	34	36
All females	523	636	554	37	35	36
Males and females, manual	427	549	463	41	41	41
Males and females, non-manual	638	715	658	37	36	37
All males and females	580	662	602	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 - Average Hourly Earnings (includes overtime)

DISTRIBUTION OF EMPLOYEES BY HOURLY EARNINGS AND WEEKLY HOURS - June 2011

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 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%
451 to 500 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%	0.5%
501 to 600 pence per hour	0.1%	0.2%	0.1%	0.1%	0.0%	0.2%	0.0%	0.2%	0.1%	0.2%	0.0%	0.0%	1.3%	1.8%
601 to 700 pence per hour	0.1%	0.1%	0.4%	0.7%	0.2%	0.2%	0.4%	1.2%	0.8%	0.0%	0.1%	0.0%	4.3%	6.1%
701 to 800 pence per hour	0.1%	0.3%	0.1%	0.5%	0.6%	0.3%	0.1%	2.6%	1.2%	0.1%	0.3%	0.0%	6.3%	12.4%
801 to 900 pence per hour	0.1%	0.8%	0.5%	0.2%	0.7%	0.4%	0.3%	1.9%	1.4%	0.6%	0.0%	0.0%	7.0%	19.4%
901 to 1000 pence per hour	0.0%	0.2%	0.5%	0.4%	0.6%	0.7%	0.5%	3.6%	1.3%	0.2%	0.1%	0.2%	8.4%	27.7%
1001 to 1250 pence per hour	0.0%	0.2%	0.3%	0.6%	0.8%	0.3%	1.0%	12.0%	4.3%	0.5%	0.4%	0.1%	20.7%	48.5%
1251 to 1500 pence per hour	0.0%	0.1%	0.2%	0.6%	0.3%	0.2%	0.9%	8.8%	3.1%	0.7%	0.1%	0.0%	15.2%	63.7%
1501 to 1750 pence per hour	0.1%	0.1%	0.0%	0.4%	0.1%	0.3%	0.6%	6.2%	1.5%	0.1%	0.1%	0.1%	9.6%	73.3%
1751 to 2000 pence per hour	0.0%	0.0%	0.1%	0.4%	0.3%	0.2%	0.1%	4.2%	0.8%	0.2%	0.0%	0.0%	6.4%	79.7%
Over 2000 pence per hour	0.1%	0.3%	0.4%	0.9%	0.5%	2.3%	0.9%	12.0%	2.3%	0.3%	0.1%	0.0%	20.3%	100.0%
Total	0.7%	2.4%	2.7%	5.0%	4.4%	5.2%	5.1%	52.7%	17.0%	3.0%	1.3%	0.4%	100.0%	
Cumulative total	0.7%	3.1%	5.9%	10.9%	15.3%	20.5%	25.7%	78.3%	95.3%	98.3%	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 Ten - Average Hourly Earnings (excludes overtime)

DISTRIBUTION OF EMPLOYEES BY HOURLY EARNINGS AND WEEKLY HOURS - June 2011

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 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%
451 to 500 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%	0.5%
501 to 600 pence per hour	0.2%	0.1%	0.1%	0.1%	0.0%	0.2%	0.0%	0.2%	0.1%	0.2%	0.0%	0.0%	1.3%	1.8%
601 to 700 pence per hour	0.1%	0.2%	0.3%	0.7%	0.2%	0.5%	0.5%	1.2%	0.8%	0.1%	0.0%	0.0%	4.7%	6.5%
701 to 800 pence per hour	0.1%	0.2%	0.1%	0.7%	0.8%	0.2%	0.2%	3.1%	1.4%	0.1%	0.0%	0.0%	7.0%	13.5%
801 to 900 pence per hour	0.2%	0.9%	0.8%	0.1%	0.6%	0.4%	0.3%	2.6%	1.5%	0.2%	0.0%	0.0%	7.7%	21.3%
901 to 1000 pence per hour	0.0%	0.2%	0.3%	0.5%	0.7%	0.9%	0.3%	4.9%	1.2%	0.1%	0.0%	0.0%	9.2%	30.5%
1001 to 1250 pence per hour	0.0%	0.2%	0.3%	0.7%	0.7%	0.2%	1.3%	13.3%	4.3%	0.2%	0.0%	0.0%	21.3%	51.7%
1251 to 1500 pence per hour	0.0%	0.1%	0.2%	0.7%	0.2%	0.3%	0.9%	10.5%	1.9%	0.3%	0.1%	0.0%	15.3%	67.0%
1501 to 1750 pence per hour	0.1%	0.1%	0.0%	0.6%	0.4%	0.2%	0.4%	6.5%	0.9%	0.0%	0.0%	0.0%	9.3%	76.3%
1751 to 2000 pence per hour	0.0%	0.0%	0.2%	0.2%	0.3%	0.3%	0.2%	3.2%	0.4%	0.0%	0.0%	0.0%	4.9%	81.3%
Over 2000 pence per hour	0.1%	0.3%	0.3%	0.7%	0.4%	2.1%	0.8%	11.8%	2.1%	0.0%	0.0%	0.0%	18.7%	100.0%
Total	0.9%	2.4%	2.7%	5.2%	4.6%	5.4%	5.1%	57.4%	14.8%	1.3%	0.1%	0.0%	100.0%	
Cumulative total	0.9%	3.4%	6.1%	11.3%	15.9%	21.4%	26.5%	83.9%	98.6%	99.9%	100.0%	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.

Table Eleven - Response Rates

ANALYSIS OF RESPONSE - June 2011

Employers	Public	Private	All
Sent	29	587	616
Received	29	579	608
<i>Response rate</i>	<i>100.0%</i>	<i>98.6%</i>	<i>98.7%</i>
Employees	Public	Private	All
Forms sent	320	1073	1393
Forms returned	320	1065	1385
<i>Response rate</i>	<i>100.0%</i>	<i>99.3%</i>	<i>99.4%</i>
Exempt (See questionnaire)			145
Earnings affected by absence or on trainee/junior rates			176
Full-timers with reported hours			768
Full-timers without reported hours			24
Part-timers with reported hours			187
Part-timers without reported hours			85
Total returned			1385

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 £575 to £627 (mean £601) (see Table Three).

4

The pay-period is the period for which the employee was paid (e.g. a week for weekly paid earnings, 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.L.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).

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)

(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)

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

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

earnings affected	1
earnings not affected	2
on adult rates	1
on trainee/junior rates	2

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 7th 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).

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

HOURS	MINS.
£	P

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"

(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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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"

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

All other payments, including basic pay

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

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

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

THANK YOU FOR COMPLETING THIS FORM. NOW PLEASE SEND IT BACK BY 1ST OCTOBER 2011 TO THE ADDRESS SHOWN BELOW, USING THE PREPAID BUSINESS REPLY LABEL SUPPLIED (NO STAMP IS NEEDED).

ECONOMIC AFFAIRS DIVISION,
ISLE OF MAN GOVERNMENT,
ILLIAMI DHONE HOUSE,
2 CIRCULAR ROAD,
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Please give the name of someone who will deal with any queries about the answers on this form.

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

Signed on behalf of the employer Date

Description of employer's main activity



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