



Isle of Man
Government

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Isle of Man Earnings Survey 2014

Economic Affairs
Cabinet Office

March 2015

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Summary of Results – Isle of Man Earnings Survey 2014

- Median gross weekly pay of full-time employees was £546 ([Table One](#));
- Median full-time earnings increased by 8.3% between June 2013 and June 2014 ([Table One](#));
- Average gross weekly pay of full-time employees was £624 ([Table Two](#));
- Average full-time earnings increased by 0.7% between June 2013 and June 2014 ([Table One](#));
- Full-time employees worked an average of 38.1 hours per week, including 1.2 hours of overtime ([Table Four](#));
- Overtime, incentive pay and shift premia made up 7.1% of employees' gross weekly earnings ([Table Two](#));
- Average earnings in the Isle of Man were the same as the average earnings in the United Kingdom ([Table Six](#)), whilst median earnings were 5.4% higher than the United Kingdom;
- Average gross hourly earnings including overtime were £17 ([Table Four](#)).

Methodology

The Earnings Survey is a statutory survey of the earnings received by employees in a set pay period 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 by paper copy.

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 and shift and other payments.

Questions were included to determine whether earnings had been affected by absence or the employee was paid on adult rates. The information requested related to the pay period which included 10 June 2014.

A summary of the response rates is given in [Table Eleven](#). 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.

Explanation of Measures Reported

The survey uses the following measures of central tendency

- **Average** earnings are calculated as the sum of earnings in the sample divided by the number of persons in the sample.
- **Median** earnings are the level of earnings such that half the sample has earnings greater than that level.

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

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

Tel: (01624) 685758

Email: economics@gov.im

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 2013 and 2014

	Median (£)			Average (£)		
	2013	2014	% change	2013	2014	% change
Males						
Manual	460	472	2.6	507	485	-4.3
Non-manual	637	666	4.6	781	763	-2.3
All	531	564	6.0	658	663	0.7
Females						
Manual	382	346	-9.2	433	373	-13.9
Non-manual	500	554	10.7	591	598	1.1
All	480	529	10.1	562	572	1.8
Males and Females						
Manual	440	442	0.5	491	464	-5.6
Non-manual	561	588	4.9	687	679	-1.2
All	504	546	8.3	620	624	0.7

Table 2 - Average Weekly Earnings

Full time employees on adult rates whose pay for the period was unaffected by absence, June 2014

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Number in sample	188	334	522	44	348	392	232	682	914
Average gross weekly earnings (£)	485	763	663	373	598	572	464	679	624
of which:									
Overtime payments (£)	39	18	26	12	10	10	34	14	19
PBR etc payments (£)	6	25	18	2	16	14	5	20	16
Shift etc premium payments (£)	8	10	9	18	8	9	10	9	9
As percentage of average gross earnings									
Overtime payments	7.9%	2.4%	3.9%	3.3%	1.6%	1.7%	7.2%	2.1%	3.0%
PBR etc payments	1.2%	3.3%	2.7%	0.6%	2.7%	2.5%	1.1%	3.0%	2.6%
Shift etc premium payments	1.6%	1.3%	1.4%	4.9%	1.3%	1.6%	2.1%	1.3%	1.5%

Table 3 - Distribution of Earnings

Full time employees on adult rates whose pay for the period was unaffected by absence, June 2014

	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 (£)	294	350	315	244	345	317	277	345	315
25 per cent earned less than (£)	358	481	408	277	441	409	335	448	409
50 per cent earned less than (£)	472	666	564	346	554	529	442	588	546
25 per cent earned more than (£)	564	936	789	474	709	672	542	806	733
10 per cent earned more than (£)	717	1271	1114	511	892	865	640	1114	1026
Percentage earning less than									
£200	1.1	2.7	2.1	2.3	0.3	0.5	1.3	1.5	1.4
£220	1.1	2.7	2.1	4.5	1.1	1.5	1.7	1.9	1.9
£250	3.2	3.9	3.6	15.9	2.3	3.8	5.6	3.1	3.7
£300	12.8	5.7	8.2	36.4	4.9	8.4	17.2	5.3	8.3
£350	23.4	10.2	14.9	50.0	11.2	15.6	28.4	10.7	15.2
£400	33.5	17.4	23.2	59.1	17.5	22.2	38.4	17.4	22.8
£450	46.8	23.4	31.8	72.7	27.3	32.4	51.7	25.4	32.1
£500	58.0	27.2	38.3	86.4	37.9	43.4	63.4	32.7	40.5
£600	82.4	41.9	56.5	95.5	61.2	65.1	84.9	51.8	60.2
£700	88.8	55.4	67.4	100.0	74.7	77.6	90.9	65.2	71.8
£800	94.7	64.7	75.5	100.0	83.9	85.7	95.7	74.5	79.9
£900	97.3	73.4	82.0	100.0	90.5	91.6	97.8	82.1	86.1
£1,000	98.4	76.9	84.7	100.0	94.0	94.6	98.7	85.6	88.9

Figure 1 - Distribution of Earnings

Distribution of weekly earnings of full-time employees on adult rates whose pay for the survey period was not affected by absence - June 2014

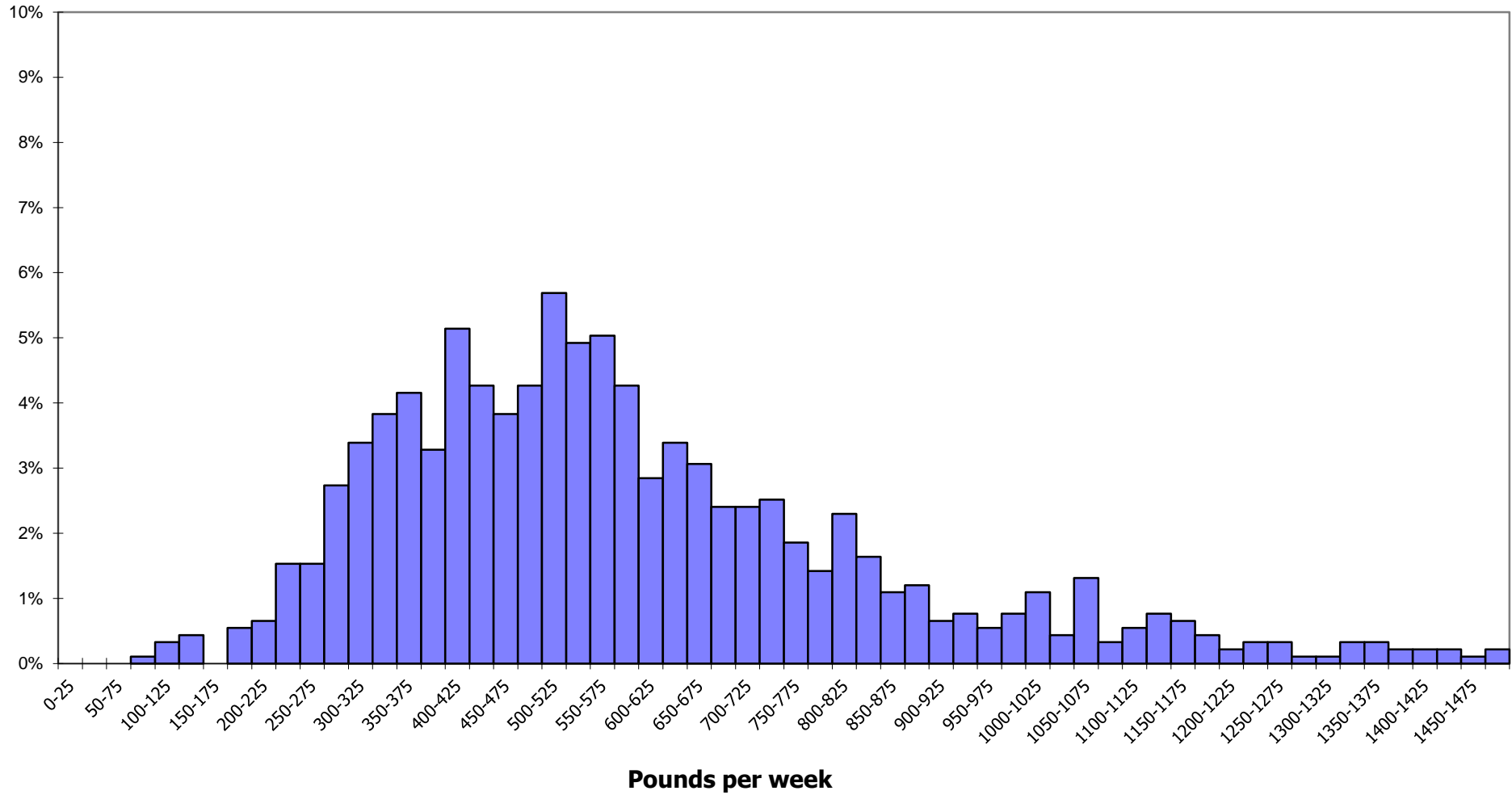


Figure One illustrates the distribution of earnings and shows income of respondents up to £1500 per week. This covers 97.2% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

Table 4 - Average Earnings and Hours Worked

Full time employees on adult rates whose pay for the period was unaffected by absence, and for whom basic hours of work were reported, June 2014

	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 (£)	11	20	17	10	17	16	11	19	17
Excluding overtime pay and overtime hours (£)	11	19	16	9	16	16	11	18	16
Hours worked									
Average basic hours	39.4	37.2	38.0	36.3	35.3	35.4	38.8	36.2	36.9
Average overtime hours	3.3	0.8	1.7	1.2	0.5	0.6	2.9	0.7	1.2
Average hours	42.7	38.0	39.7	37.5	35.8	36.0	41.7	36.9	38.1

Table 5 - 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 2014

	Average (£)	Number in sample	Standard error (%)
Males			
Manual	485.10	188	2.7
Non-manual	763.19	334	3.1
All	663.04	522	2.6
Females			
Manual	372.70	44	4.8
Non-manual	597.69	348	2.2
All	572.44	392	2.2
Males and Females			
Manual	463.78	232	2.5
Non-manual	678.74	682	2.0
All	624.18	914	1.8

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 £502 to £646 (mean £624).

Figure 2 - Weekly Median Earnings 2005 – 2014

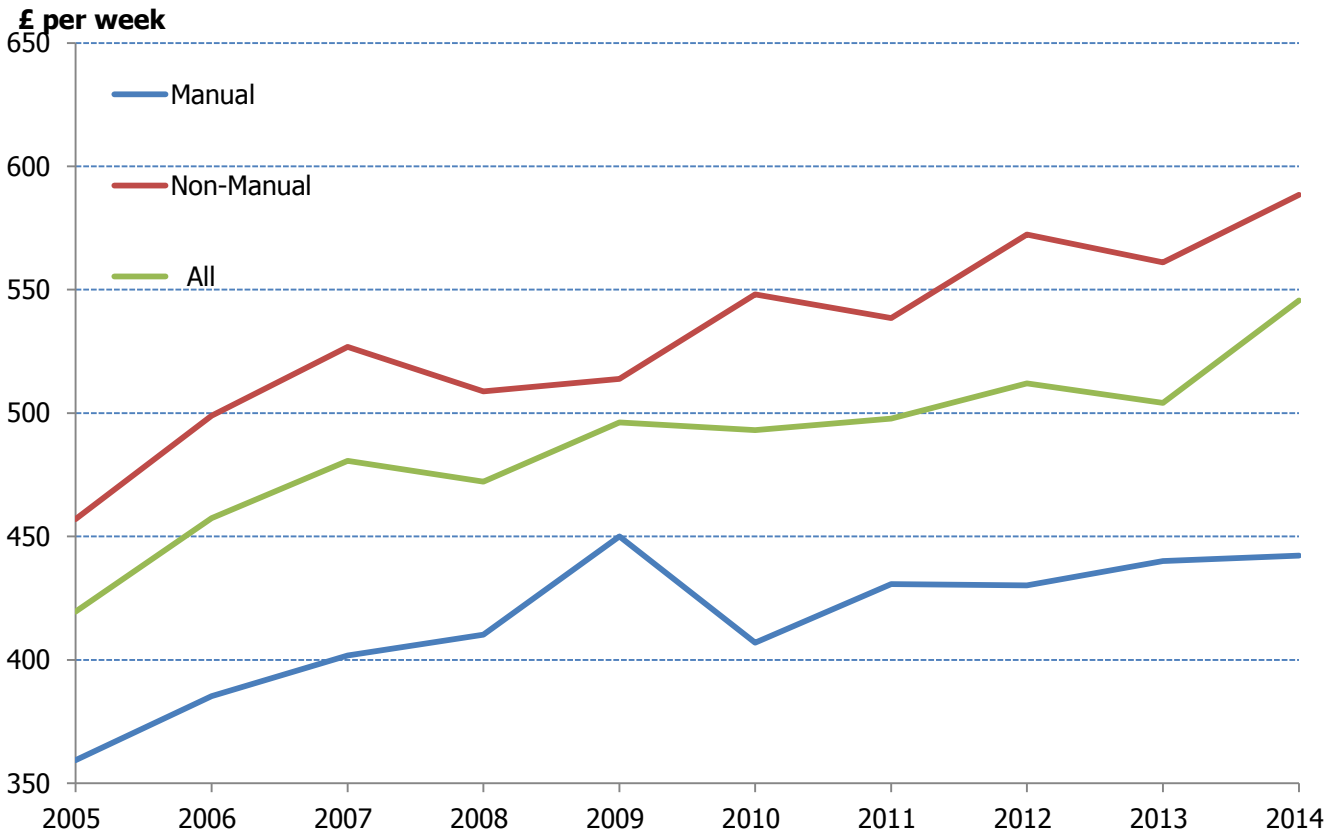


Figure 3 - Weekly Average Earnings 2005 – 2014

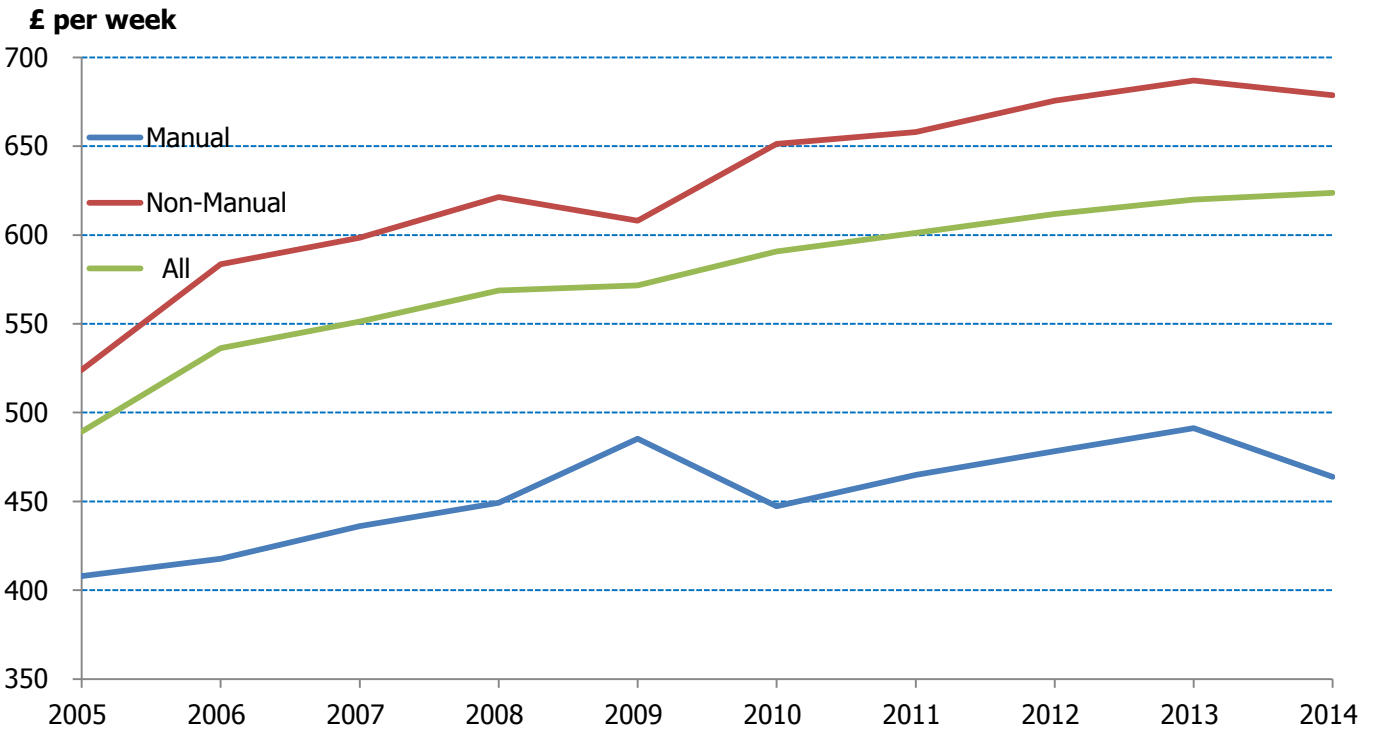


Table 6 - Isle of Man and United Kingdom Comparison

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 2014

	Isle of Man	United Kingdom	IOM earnings as percentage of UK earnings
Average Earnings (£)			
Males	663.04	673.00	98.5
Females	572.44	539.20	106.2
Males and Females	624.18	620.2	100.6
Median Earnings (£)			
Males	563.50	557.80	101.0
Females	528.66	461.90	114.5
Males and Females	545.71	518.00	105.4

Note: United Kingdom data may be subject to revision, and refers to April 2014.

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

Table 7 - 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	528	471	518	39	40	39
Construction	595	491	587	44	37	44
Transport and Communication	677	489	632	41	38	40
Electricity, Gas and Water	791	445	760	37	37	37
Distributive Trades, Restaurants and Hotels	444	324	409	43	37	41
Financing, Insurance and Business Services	782	605	696	38	36	37
Community, Social and Personal Services	733	609	658	38	35	36
Whole economy	663	572	624	40	36	38

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 is too small to provide a meaningful analysis.

Table 8 - Average Weekly Earnings and Hours by Public/Private Sector Split

	Average weekly earnings (£)			Average weekly hours		
	Private	Public	All	Private	Public	All
Male						
Manual	471	549	485	43	41	43
Non-manual	735	843	763	38	38	38
All	634	758	663	40	39	40
Females						
Manual	349	436	373	38	36	38
Non-manual	564	659	598	37	35	36
All	537	639	572	37	35	36
Male and Female						
Manual	450	520	464	42	39	42
Non-manual	654	734	679	37	36	37
All	596	695	624	39	37	38

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

Table 9 - Average Hourly Earnings (including overtime)

	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%	0.2%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	1.0%	1.0%
£3.50 to £4 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	1.2%
£4.01 to £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%	0.1%	0.1%	1.3%
£4.51 to £5 per hour	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	1.4%
£5.01 to £6 per hour	0.0%	0.0%	0.1%	0.0%	0.2%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	0.6%	2.0%
£6.01 to £7 per hour	0.1%	0.2%	0.4%	0.6%	0.7%	0.4%	0.5%	0.7%	1.4%	0.1%	0.1%	0.1%	5.3%	7.3%
£7.01 to £8 per hour	0.3%	0.2%	0.6%	0.7%	0.6%	0.5%	0.2%	1.0%	1.0%	0.3%	0.1%	0.2%	5.6%	12.8%
£8.01 to £9 per hour	0.2%	0.6%	0.2%	0.3%	0.8%	0.2%	0.3%	2.1%	1.0%	0.4%	0.2%	0.2%	6.5%	19.4%
£9.01 to £10 per hour	0.1%	0.4%	0.2%	0.5%	0.3%	0.4%	0.5%	2.6%	1.3%	0.2%	0.3%	0.0%	6.7%	26.1%
£10.01 to £12.50 per hour	0.2%	0.5%	0.7%	1.0%	1.0%	0.6%	0.8%	6.3%	2.7%	1.0%	0.2%	0.2%	15.2%	41.3%
£12.51 to £15 per hour	0.0%	0.2%	0.2%	0.6%	0.5%	0.7%	0.7%	8.0%	3.4%	0.6%	0.0%	0.2%	15.1%	56.4%
£15.01 to £17.50 per hour	0.2%	0.2%	0.0%	0.2%	0.2%	0.5%	0.9%	6.2%	1.4%	0.7%	0.1%	0.1%	10.7%	67.1%
£17.51 to £20 per hour	0.2%	0.2%	0.0%	0.6%	0.2%	0.2%	0.2%	5.3%	1.0%	0.2%	0.0%	0.0%	8.1%	75.3%
Over £20 per hour	3.6%	1.4%	0.7%	0.5%	0.9%	2.6%	1.1%	11.3%	2.2%	0.2%	0.2%	0.1%	24.7%	100.0%
Total	4.9%	3.8%	3.2%	5.1%	5.6%	6.1%	5.3%	44.1%	15.6%	3.7%	1.2%	1.3%	100.0%	
Cumulative total	4.9%	8.8%	12.0%	17.1%	22.7%	28.8%	34.1%	78.2%	93.9%	97.5%	98.7%	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 10 - Average Hourly Earnings (excluding overtime)

	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%	0.2%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	1.0%	1.0%
£3.50 to £4 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	1.3%
£4.01 to £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%	1.3%
£4.51 to £5 per hour	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	1.4%
£5.01 to £6 per hour	0.0%	0.0%	0.1%	0.0%	0.2%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	0.6%	2.0%
£6.01 to £7 per hour	0.2%	0.2%	0.4%	0.6%	0.8%	0.4%	0.5%	0.8%	1.4%	0.1%	0.1%	0.0%	5.4%	7.4%
£7.01 to £8 per hour	0.4%	0.2%	0.5%	0.9%	0.7%	0.3%	0.2%	1.0%	1.2%	0.2%	0.1%	0.0%	5.7%	13.2%
£8.01 to £9 per hour	0.2%	0.6%	0.3%	0.5%	0.8%	0.3%	0.3%	2.7%	1.4%	0.2%	0.1%	0.1%	7.6%	20.8%
£9.01 to £10 per hour	0.1%	0.5%	0.1%	0.4%	0.3%	0.3%	0.5%	3.2%	1.1%	0.1%	0.0%	0.0%	6.5%	27.3%
£10.01 to £12.50 per hour	0.2%	0.5%	0.8%	0.8%	1.1%	0.5%	0.8%	8.5%	2.7%	0.4%	0.2%	0.1%	16.5%	43.8%
£12.51 to £15 per hour	0.0%	0.2%	0.2%	0.6%	0.6%	0.8%	0.8%	10.2%	3.0%	0.1%	0.0%	0.0%	16.6%	60.4%
£15.01 to £17.50 per hour	0.2%	0.2%	0.0%	0.2%	0.2%	0.4%	0.8%	6.0%	1.0%	0.2%	0.0%	0.0%	9.3%	69.7%
£17.51 to £20 per hour	0.2%	0.2%	0.0%	0.4%	0.2%	0.6%	0.2%	5.3%	0.6%	0.0%	0.0%	0.0%	7.7%	77.4%
Over £20 per hour	3.8%	1.3%	0.6%	0.5%	0.7%	2.2%	1.0%	10.3%	2.0%	0.1%	0.0%	0.0%	22.6%	100.0%
Total	5.3%	3.9%	3.0%	5.2%	6.0%	5.9%	5.2%	48.7%	14.8%	1.4%	0.4%	0.2%	100.0%	
Cumulative total	5.3%	9.3%	12.3%	17.5%	23.5%	29.4%	34.6%	83.2%	98.0%	99.4%	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.

Table 11 - Response Rates

Employers	Public	Private	All
Sent	16	687	703
Received	16	680	696
<i>Response rate</i>	<i>100.0%</i>	<i>99.0%</i>	<i>99.0%</i>
Employees			
	Public	Private	All
Forms sent	415	1257	1672
Forms returned	415	1250	1665
<i>Response rate</i>	<i>100.0%</i>	<i>99.4%</i>	<i>99.6%</i>
Exempt (See questionnaire)			175
Earnings affected by absence or on trainee/junior rates			237
Full-timers with reported hours			914
Part-timers with reported hours			339
Total returned			1665

Appendix One – Earnings Survey 2014 Questionnaire

The text below is taken from the paper questionnaire – employers were also able submit the questionnaire online.

The completed form is to be returned by

1 October 2014 to:-

Economic Affairs,

Cabinet Office,

Government Office,

Bucks Road,

Douglas,

Isle of Man, IM1 3PN.

Earnings Survey 2014 - A compulsory inquiry under the Statistics Act 1999

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- If the person named on the tear-off portion is in one of the exemption categories listed opposite, enter the appropriate category letter (A to 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, 2014.
- 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?

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

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?

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

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.

(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).

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

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).

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

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"

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"

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 2014

F – a company director who does not receive a salary

G – a person receiving annuity



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ISBN 978-1-904869-55-9