



Isle of Man
Government

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Isle of Man Earnings Survey Report 2017

Economic Affairs

Cabinet Office

February 2018

GD 2018/0004

Contents

Summary of Results – Isle of Man Earnings Survey 2017.....	2
Definitions and Abbreviations.....	4
Table 1 - Average and Median Weekly Earnings.....	5
Table 2 - Average Weekly Earnings	6
Table 3 - Distribution of Earnings	7
Figure 1 - Distribution of Earnings	8
Table 4 - Average Earnings and Hours Worked (Full Time)	9
Table 5 - Average Earnings and Hours Worked (Part Time)	10
Table 6 - Average Earnings and Hours Worked (Zero Hours)	11
Table 7 - Weekly Average Earnings and Standard Errors	12
Figure 2 - Weekly Median Earnings at Current Prices 2008 – 2017	13
Figure 3 - Weekly Average Earnings at Current Prices 2008 – 2017	13
Figure 4 - Weekly Median Earnings at Constant Prices 2008 – 2017	14
Figure 5 - Weekly Average Earnings at Constant Prices 2008 – 2017	14
Table 8 - Isle of Man and United Kingdom Comparison	15
Table 9 - Average Weekly Earnings and Hours by Economic Sector	16
Table 10 - Living Wage and Minimum Wage.....	17
Table 11 - Average and Median Weekly Earnings and Hours by Public and Private Sector.....	18
Table 12 - Average Hourly Earnings (including overtime) for Full Time Employees.....	19
Table 13 - Average Hourly Earnings (excluding overtime) for Full Time Employees.....	20
Table 14 - Response Rates	21
Appendix One – Earnings Survey 2017 Questionnaire	22

Summary of Results – Isle of Man Earnings Survey 2017

- Median gross weekly pay of full-time employees was £558 ([Table One](#));
- Median full-time earnings decreased by -0.1% between June 2016 and June 2017 (in real terms);
- Full-time employees worked an average of 37.7 hours per week, including 1.1 hours of overtime ([Table Four](#));
- Overtime, incentive pay and shift premia made up 7.7% of employees' gross weekly earnings ([Table Two](#));
- Median earnings were 1.4% higher than the median United Kingdom ([Table Eight](#));
- 14% of employees in 2017 earned less than the Isle of Man Living Wage, down from 16% in 2016 and 5% of employees earned the Minimum Wage ([Table 10](#));
- 73% of the randomly selected sample worked full time, 18% 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 13 June 2017.

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.

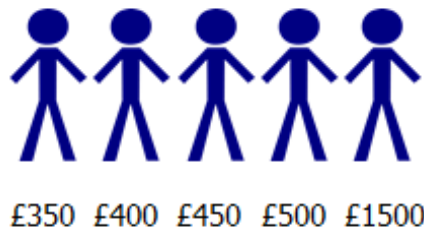
Explanation of Measures Reported

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

1. 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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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 2016 and 2017

The table below shows both the median and average weekly earnings of full time employees on adult rates whose pay for the survey period was not affected by absence in 2016 and 2017. The average figure was affected by extreme values in 2016 and should not be taken as a true reflection of actual earnings. This is shown in the median figure. The average figures are no longer used by the UK or Ireland and as a result, this will likely be the last time that this dataset is included.

	Median (£)			Average (£)*		
	2016	2017	% change	2016	2017	% change
Males						
Manual	495	460	-7.0	568	498	-12.4
Non-manual	693	763	10.2	896	1,074	19.9
All	579	581	0.2	775	851	9.7
Females						
Manual	350	373	6.5	365	381	4.4
Non-manual	515	562	9.1	608	678	11.6
All	495	532	7.5	566	641	13.3
Males and females						
Manual	449	438	-2.4	515	475	-7.8
Non-manual	577	620	7.4	753	868	15.3
All	537	558	3.9	685	760	10.9

* As noted in the methodology extreme values are included in the dataset which means a number of one off high earning manual salaries were included in 2016. This makes this figure unreliable. If these had been excluded the average earnings would have been £497 not £568.

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.

Inflation: In order to adjust the results for inflation, a rate of 4.0% should be used, which is the 12 month rate of inflation to June 2017. To provide a comparison in real terms, the 2016 figures should be uplifted by this rate. For example all median earnings would be £559, which represents a 0.1% decrease in real terms in 2017 to median earnings. Average Earnings for 2016 would be £712 in real terms, compared with £760 for 2017.

Table 2 - Average Weekly Earnings

Full time employees on adult rates whose pay for the period was unaffected by absence, June 2017

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Number in sample	173	273	446	43	297	340	216	570	786
Average gross weekly earnings (£)	498	1,074	851	381	678	641	475	868	760
of which:									
Overtime payments (£)	29	20	23	13	6	7	26	13	16
PBR etc payments (£)	3	75	47	0	16	14	2	45	33
Shift etc premium payments (£)	7	9	8	18	12	13	9	11	10
As percentage of average gross earnings									
Overtime payments	5.8%	1.8%	2.7%	3.4%	0.9%	1.1%	5.5%	1.4%	2.1%
PBR etc payments	0.5%	7.0%	5.5%	0.1%	2.4%	2.2%	0.5%	5.1%	4.3%
Shift etc premium payments	1.4%	0.8%	1.0%	4.8%	1.8%	2.0%	2.0%	1.2%	1.3%

Table 3 - Distribution of Earnings

Full time employees on adult rates whose pay for the period was unaffected by absence, June 2017

	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 (£)	311	388	347	250	364	339	285	371	345
25 per cent earned less than (£)	385	515	430	285	452	428	365	476	429
50 per cent earned less than (£)	460	763	581	373	562	532	438	620	558
25 per cent earned more than (£)	576	1,103	880	452	724	695	550	869	813
10 per cent earned more than (£)	701	1,902	1,469	488	931	918	679	1365	1,141
Percentage earning less than									
£200	1.2	1.1	1.1	4.7	0.7	1.2	1.9	0.9	1.1
£220	1.2	1.1	1.1	4.7	0.7	1.2	1.9	0.9	1.1
£250	3.5	1.5	2.2	11.6	0.7	2.1	5.1	1.1	2.2
£300	8.7	3.3	5.4	30.2	3.4	6.8	13.0	3.3	6.0
£350	17.9	7.3	11.4	44.2	8.1	12.6	23.1	7.7	12.0
£400	31.2	12.5	19.7	62.8	14.2	20.3	37.5	13.3	20.0
£450	47.4	16.8	28.7	74.4	24.7	30.9	52.8	20.9	29.6
£500	57.2	23.1	36.3	90.7	34.9	41.8	63.9	29.1	38.7
£600	79.2	35.9	52.7	95.3	55.6	60.3	82.4	46.0	56.0
£700	89.6	45.8	62.8	97.7	72.5	75.3	91.2	59.5	68.2
£800	94.2	52.0	68.4	97.7	81.0	82.6	94.9	66.8	74.6
£900	95.4	64.5	76.5	97.7	88.5	89.1	95.8	76.7	81.9
£1,000	97.7	69.2	80.3	100.0	92.5	92.9	98.1	81.1	85.8

Figure 1 - Distribution of Earnings

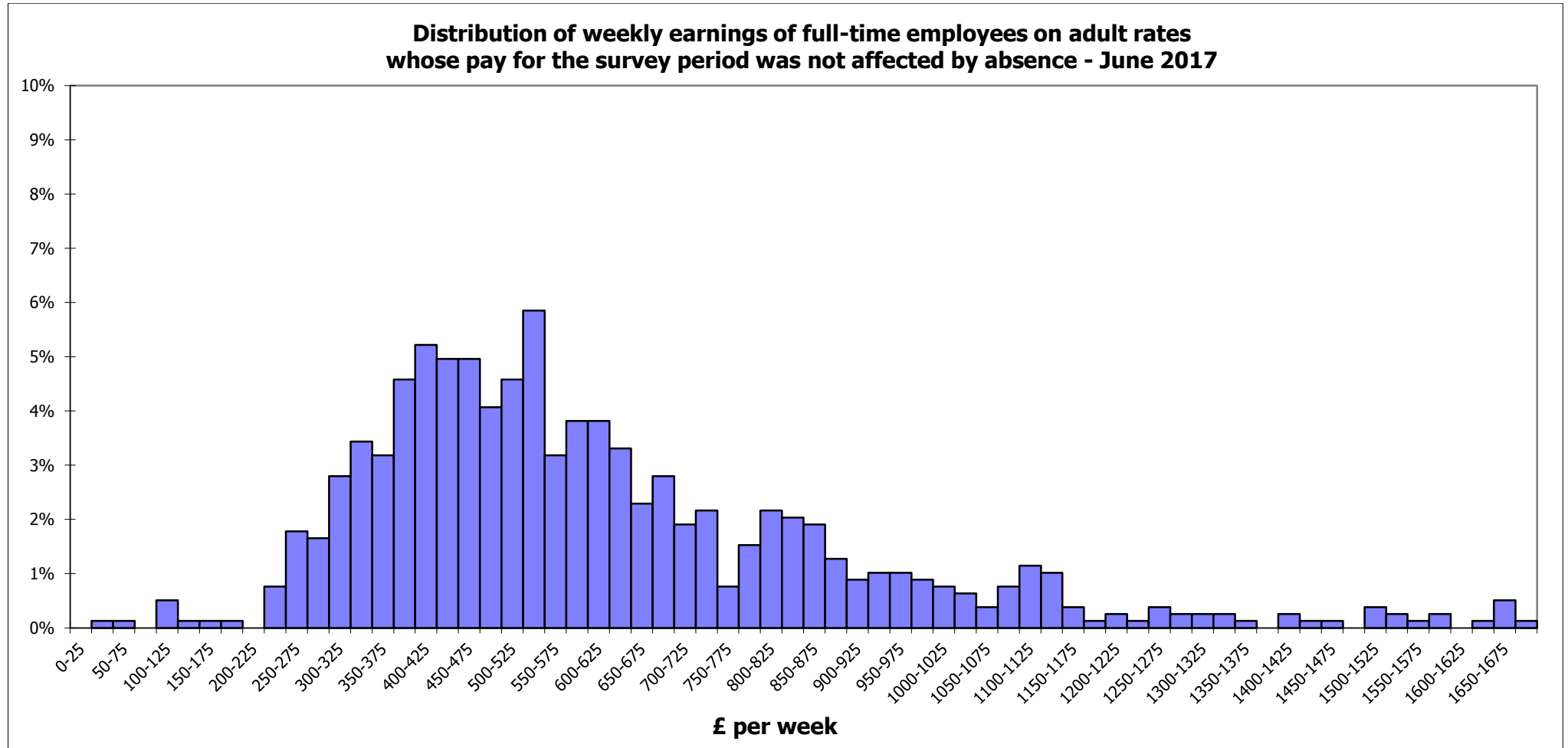


Figure One illustrates the distribution of earnings and shows income of respondents up to £1,700 per week. This covers 94.9% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

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 2017

	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 (£)	12.2	29.6	22.9	10.4	19.5	18.3	11.9	24.3	20.9
Excluding overtime pay and overtime hours (£)	11.9	27.3	21.4	9.8	18.7	17.6	11.5	22.8	19.7
Hours worked									
Average basic hours	39.0	36.4	37.4	35.7	35.6	35.6	38.3	35.9	36.6
Average overtime hours	2.3	1.1	1.6	0.8	0.5	0.5	2.0	0.8	1.1
Average hours	41.3	37.4	38.9	36.5	36.0	36.1	40.3	36.7	37.7

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 2017

	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 (£)	8.7	19.4	15.1	13.2	16.7	15.7	11.8	17.3	15.6
Excluding overtime pay and overtime hours (£)	8.7	19.2	15.0	12.9	16.6	15.6	11.6	17.1	15.4
Hours worked									
Average basic hours	14.1	17.9	16.4	17.7	18.7	18.4	16.5	18.5	17.9
Average overtime hours	0.0	1.5	0.9	0.5	0.9	0.8	0.3	1.1	0.8
Average hours	14.1	19.4	17.3	18.2	19.6	19.2	16.9	19.6	18.7

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

Zero contracted hours employees on adult rates, June 2017

	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 (£)	15.1	27.3	18.2	7.3	37.4	27.1	12.3	35.1	23.1
Excluding overtime pay and overtime hours (£)	15.1	27.3	18.2	8.0	37.4	27.4	12.5	35.1	23.3
Hours worked									
Average basic hours	24.6	14.6	22.1	19.7	11.9	14.6	22.8	12.5	17.9
Average overtime hours	0.0	0.0	0.0	1.2	0.0	0.4	0.4	0.0	0.2
Average hours	24.6	14.6	22.1	20.9	11.9	15.0	23.3	12.5	18.1

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 2017

	Average (£)	Number in sample	Standard error (%)
Males			
Manual	498	173	2.8
Non-manual	1,074	273	8.0
All	851	446	6.4
Females			
Manual	381	43	5.5
Non-manual	678	297	6.3
All	641	340	5.9
Male and Female			
Manual	475	216	2.6
Non-manual	868	570	5.5
All	760	786	4.6

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 £691 to £829 (mean £760).

Figure 2 - Weekly Median Earnings at Current Prices 2008 – 2017

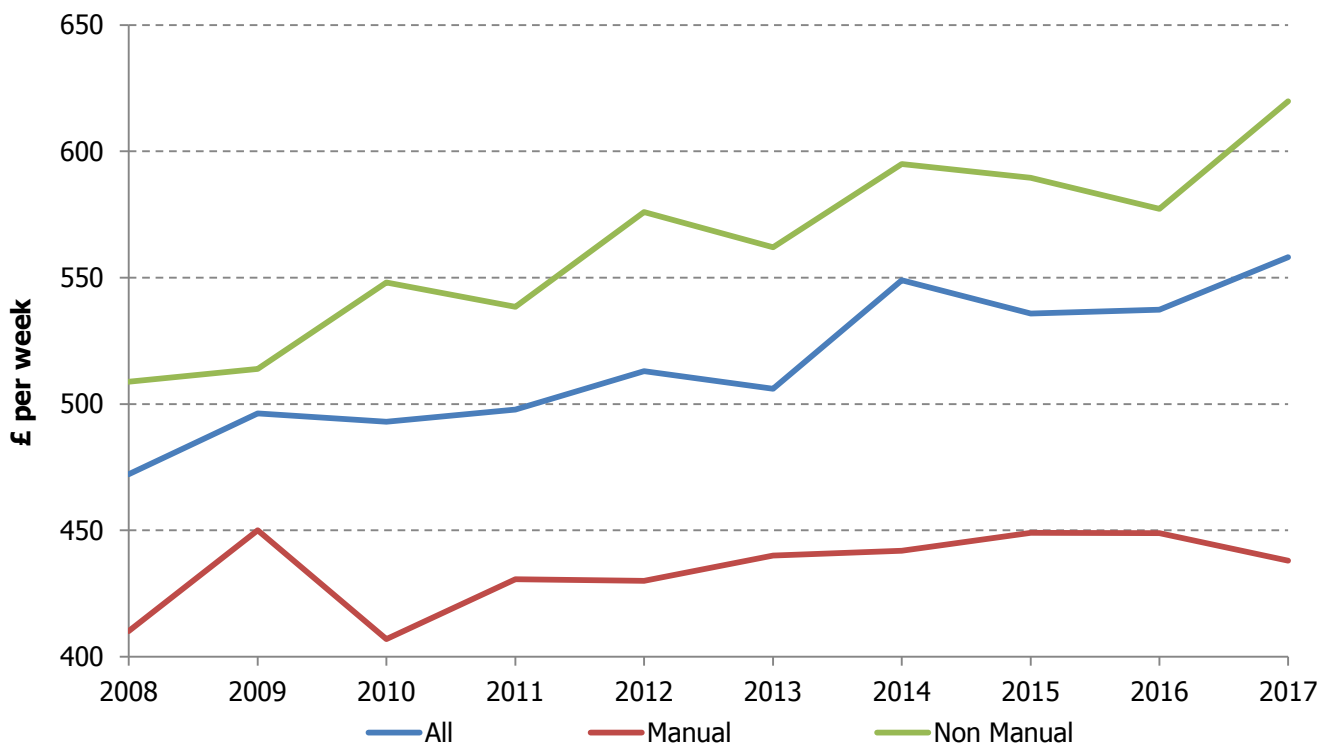
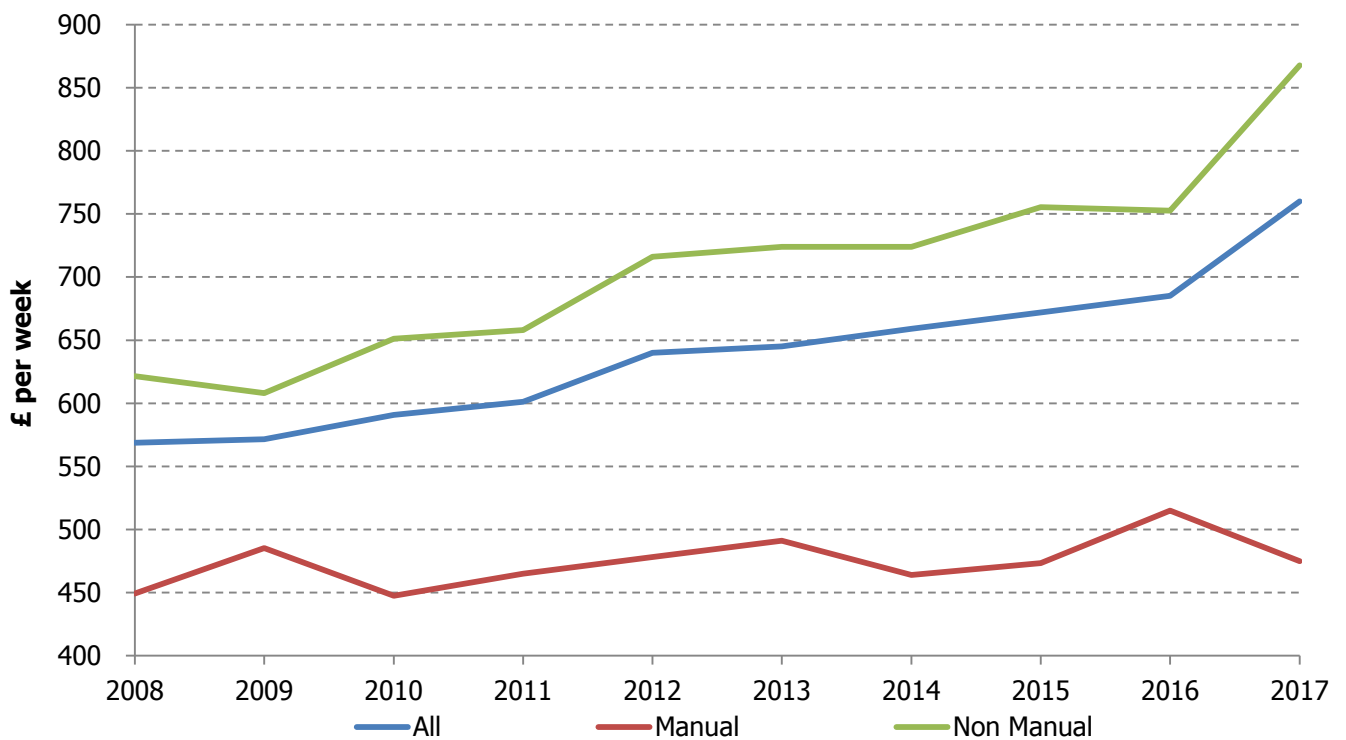


Figure 3 - Weekly Average Earnings at Current Prices 2008 – 2017



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 – 2017

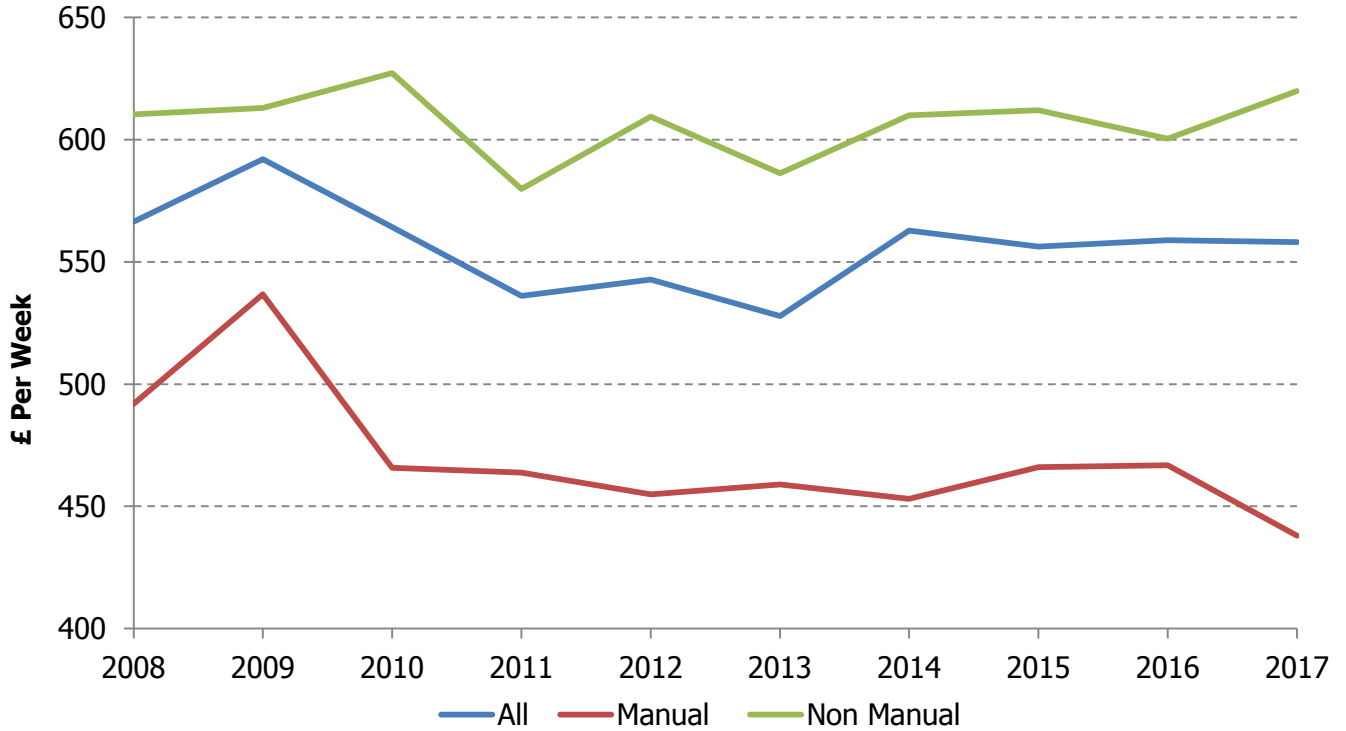
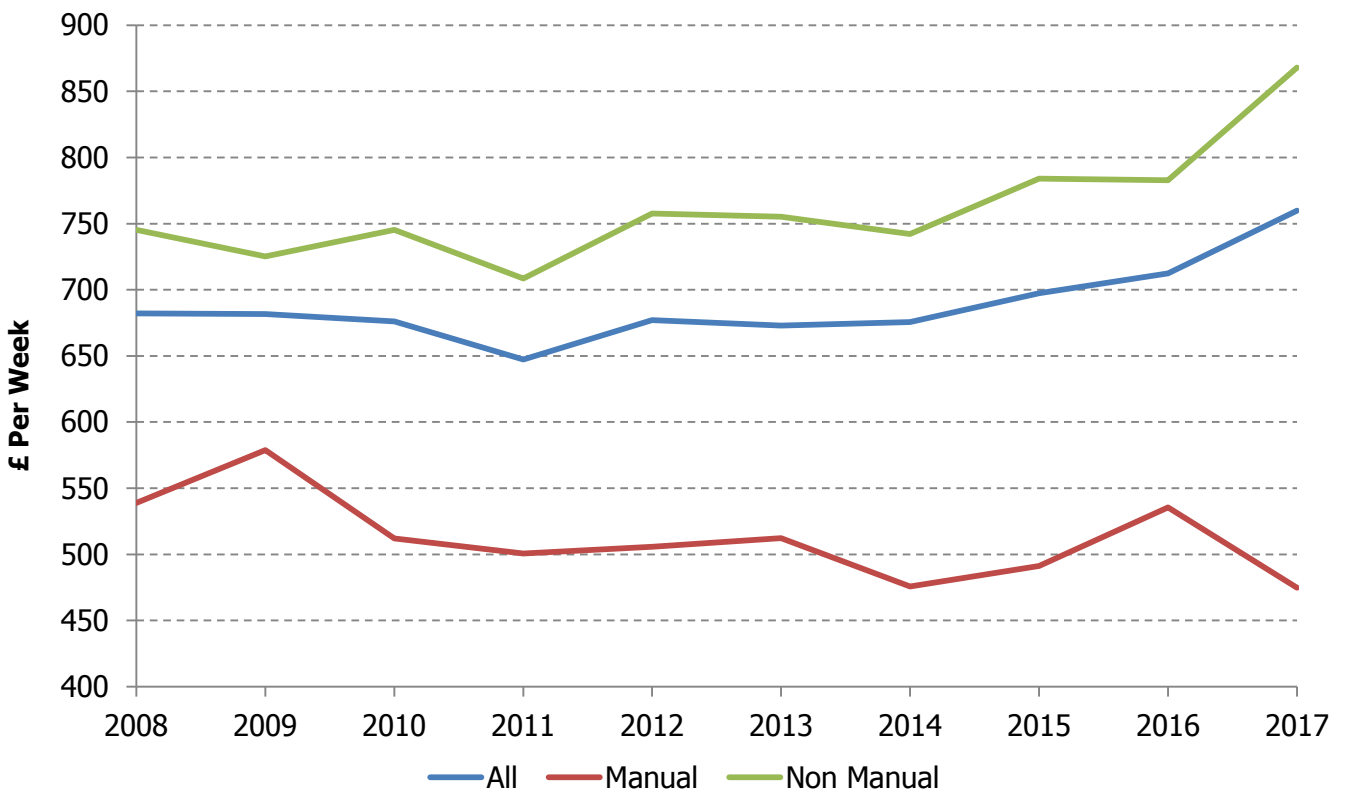


Figure 5 - Weekly Average Earnings at Constant Prices 2008 – 2017



Notes:

1. Average earnings in the above graphs have been inflation adjusted by uprating previous average and median earnings by June 2017'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 2017

Average Earnings	Isle of Man	United Kingdom	IOM earnings as percentage of UK earnings
Males	850.69	717.90	118.5
Females	640.86	578.00	110.9
Males and females	759.92	662.50	114.7
Median Earnings			
Males	580.72	591.50	98.2
Females	532.37	493.60	107.9
Males and females	558.11	550.40	101.4

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

Note: United Kingdom data may be subject to revision, and refers to April 2017.

Table 9 - Average Weekly Earnings and Hours by Economic Sector

Sector	Average weekly earnings (£)	Average weekly hours
Agriculture, Forestry & Fishing	-	-
Manufacturing: Engineering	581	39.0
Manufacturing: Food & Drink	388	32.6
Manufacturing: General	621	35.1
Mining & Quarrying	-	-
Construction	784	39.1
Utilities	-	-
Transport and Communications	782	39.2
Wholesale Distribution	458	37.2
Retail Distribution	430	32.1
Banking	1,011	34.8
Insurance	806	34.2
Other Finance and Business Services	938	31.2
ICT	1,542	37.1
Legal and Accountancy Services	1,028	34.2
Corporate Service Providers	-	-
Education	661	22.1
Medical & Health Services	695	34.1
Other Professional Services	665	38.8
Tourist Accommodation	-	-
Catering and Entertainment	413	30.0
Gaming	1,139	37.3
Miscellaneous Services	457	26.8
Public Administration	722	36.3
Whole Economy	760	33.1

Notes:

1. The table includes full-time employees on adult rates of pay whose earnings were not affected by absence.
2. The sample from the Agriculture, Forestry and Fishing, Mining & Quarrying, Utilities, Tourist Accommodation and Corporate Service Providers is too small to provide a meaningful analysis.

Table 10 - Living Wage and Minimum Wage

	2011	2012	2013	2014	2015	2016	2017
Less than the Living Wage ¹						16%	14%
Minimum Wage ²	1.8%	0.8%	2.4%	3.8%	5.5%	4.3%	5.0%

Notes

1. The Living Wage was calculated and published by Economic Affairs in October 2017. The Living Wage was calculated as being £8.61 per hour.
2. The minimum wage depends upon your age and can also change from year to year. The applicable rates for each survey year are shown below. It should be noted that the additional Over 25 rate was only introduced in June 2017:

Age	2016	2017
Over compulsory school age but under 18	£5.40	£5.70
Aged 18 but under 21	£6.65	£6.85
Aged 21 but under 25	£7.00	£7.20
Over 25	£7.00	£7.50

There is also a separate rate for 'development' workers, however the data within the Earnings Survey excludes those on trainee rates and therefore this rate does not need to be taken into account.

Table 11 - Average and Median Weekly Earnings and Hours by Public and Private Sector

	Median weekly earnings (£)			Average weekly earnings (£)			Average weekly hours		
	Private	Public	All	Private	Public	All	Private	Public	All
Male									
Manual	440	514	460	483	557	498	41.6	40.0	41.3
Non-manual	693	815	763	1,121	922	1,074	37.8	36.4	37.4
All	560	694	581	868	791	851	39.3	37.7	38.9
Females									
Manual	319	441	373	325	475	381	36.3	36.9	36.5
Non-manual	545	606	562	691	658	678	36.5	35.2	36.0
All	518	559	532	644	635	641	36.5	35.4	36.1
Male and Female									
Manual	416	477	438	457	532	475	40.7	39.0	40.3
Non-manual	615	643	620	918	755	868	37.2	35.6	36.7
All	540	612	558	783	704	760	38.2	36.4	37.7

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 12 - 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%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.4%	0.0%	0.0%	0.0%	0.8%	0.8%
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%	0.8%
Under £4.50 per hour	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	1.0%
£4.51 to £5 per hour	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	1.2%
£5.01 to £6 per hour	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.5%	1.6%
£6.01 to £7 per hour	0.1%	0.2%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.9%	2.5%
£7.01 to £8 per hour	0.2%	0.6%	0.6%	0.7%	0.6%	0.3%	0.5%	1.2%	0.6%	0.5%	0.3%	0.1%	5.9%	8.4%
£8.01 to £9 per hour	0.3%	0.4%	0.5%	0.2%	0.7%	0.7%	1.4%	1.9%	1.1%	0.5%	0.2%	0.3%	8.1%	16.5%
£9.01 to £10 per hour	0.1%	0.7%	0.1%	1.0%	0.3%	0.4%	0.4%	2.5%	1.2%	0.3%	0.3%	0.0%	7.2%	23.7%
£10.01 to £12.50 per hour	0.1%	0.2%	0.3%	1.2%	1.0%	0.8%	1.5%	8.0%	2.7%	1.0%	0.5%	0.1%	17.2%	40.8%
£12.51 to £15 per hour	0.0%	0.6%	0.0%	0.3%	0.4%	0.7%	1.2%	8.5%	1.9%	0.9%	0.2%	0.1%	14.7%	55.5%
£15.01 to £17.50 per hour	0.2%	0.2%	0.1%	0.2%	0.4%	0.1%	1.3%	5.6%	1.6%	0.2%	0.1%	0.1%	10.1%	65.6%
£17.51 to £20 per hour	0.1%	0.1%	0.2%	0.5%	0.3%	0.2%	0.8%	3.9%	1.1%	0.3%	0.1%	0.0%	7.5%	73.1%
Over £20 per hour	1.4%	0.9%	0.9%	1.3%	0.7%	2.2%	2.1%	14.0%	2.8%	0.5%	0.0%	0.2%	26.9%	100.0%
Total	2.7%	3.8%	2.7%	5.5%	4.4%	5.4%	9.3%	45.7%	13.6%	4.0%	1.7%	1.2%	100.0%	
Cumulative total	2.7%	6.5%	9.2%	14.7%	19.1%	24.4%	33.7%	79.5%	93.1%	97.1%	98.8%	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 13 - 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%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.4%	0.0%	0.0%	0.0%	0.7%	0.7%
£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%	0.7%
\$4.01 £4.50 per hour	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	1.0%
£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%	1.0%
£5.01 to £6 per hour	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.5%	1.4%
£6.01 to £7 per hour	0.2%	0.2%	0.2%	0.1%	0.0%	0.0%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	1.1%	2.5%
£7.01 to £8 per hour	0.2%	0.6%	0.6%	0.7%	0.6%	0.2%	0.6%	1.3%	1.0%	0.4%	0.2%	0.0%	6.2%	8.7%
£8.01 to £9 per hour	0.3%	0.4%	0.5%	0.3%	0.7%	0.6%	1.3%	2.5%	0.8%	0.5%	0.2%	0.3%	8.2%	17.0%
£9.01 to £10 per hour	0.1%	0.7%	0.1%	1.2%	0.4%	0.4%	0.6%	4.0%	1.2%	0.3%	0.1%	0.0%	9.0%	26.0%
£10.01 to £12.50 per hour	0.2%	0.2%	0.3%	1.0%	1.0%	0.9%	1.3%	8.7%	2.6%	0.4%	0.4%	0.0%	16.9%	42.9%
£12.51 to £15 per hour	0.0%	0.6%	0.0%	0.4%	0.5%	0.7%	1.2%	10.7%	1.5%	0.2%	0.0%	0.1%	15.8%	58.7%
£15.01 to £17.50 per hour	0.2%	0.2%	0.1%	0.2%	0.2%	0.3%	1.2%	6.0%	1.1%	0.0%	0.0%	0.0%	9.5%	68.2%
£17.51 to £20 per hour	0.1%	0.1%	0.2%	0.6%	0.4%	0.3%	0.7%	3.9%	0.7%	0.1%	0.0%	0.0%	7.0%	75.2%
Over £20 per hour	1.4%	1.0%	0.9%	1.2%	0.5%	2.2%	2.0%	13.6%	2.0%	0.0%	0.0%	0.0%	24.8%	100.0%
Total	2.9%	3.9%	2.8%	5.7%	4.3%	5.6%	9.0%	51.2%	11.5%	1.8%	0.9%	0.5%	100.0%	
Cumulative total	2.9%	6.8%	9.6%	15.2%	19.6%	25.1%	34.1%	85.3%	96.8%	98.7%	99.5%	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.

Table 14 - Response Rates

Employers	Public	Private	All
Sent	16	554	570
Received	16	545	561
<i>Response rate</i>	<i>100.0%</i>	<i>98.4%</i>	<i>98.4%</i>

Employees	Public	Private	All
Forms sent	493	1,027	1,520
Forms returned	493	1,011	1,504
<i>Response rate</i>	<i>100.0%</i>	<i>98.4%</i>	<i>98.9%</i>

Exempt (See questionnaire)			312
Earnings affected by absence or on trainee/junior rates			120
Full-timers with reported hours			786
Part-timers with reported hours			195
Zero-hours employees			91
Total returned			1,504



Isle of Man Earnings Survey 2017

A compulsory inquiry under the Statistics Act 1999

CONFIDENTIAL

Please provide the following information about the employment, earnings and hours of the employees named on the the letter accompanying this form for the pay week (or longer period used for pay purposes) which included **13 June 2017**.

The deadline for completing this survey is 29 September 2017.

If you have any queries regarding completing this survey, please contact Economic Affairs on 01624 685752 or email at economics@gov.im. If your email or letter contained multiple employees, then you must fill in a separate form for each employee.

Please enter the 4 digit code relating to the employee for whom you are completing this survey

On 13 June 2017, was the person a paid employee in your organisation, working in the Isle of Man and receiving a salary or wage?

Exclude: for example, a company director who does not receive a salary, an offshore oil rig worker, or a self-employed person.

- Yes **Go to Q1a**
No **Please go to next question**

Has this person ever been employed by your organisation?

- Yes **Please go to the next question**
No **STOP - Please go to the end of the survey and complete your contact details.**

Has this person left your organisation?

- Yes **STOP - Please go to the end of the survey and complete your contact details.**
No **STOP - Please go to the end of the survey and complete your contact details.**

1. Gender and year of birth

Q1a What is the employee's gender?

Male

Female.....

Q1b What is the employee's year of birth?

If unknown, please state 'Unknown'.

2. Occupation

Q2a What is the employee's job title (if any)?

If the employee does not have one, state none. Terms which are not self explanatory (e.g. grade B, class 1 or group 3) should not be used on their own.

Q2b Please give a short description of the work this employee does.

Q2c How long has the employee worked in this job in your organisation?

One year or more

Under a year

Q2d Was the employee employed on a permanent basis?

A permanent contract is one for which the actual duration has not been agreed in advance.

Yes

No

3. Payment period and hours of work

Q3a Please select the length of the pay-period you will use to give details of the employee's earnings.

*The pay period is the period for which the employee was paid (e.g. weekly for weekly paid employees; a month for monthly paid) that includes **13 June 2017**.*

- One week.....
- Two weeks.....
- Three weeks.....
- Four weeks.....
- Five weeks.....
- Calendar month.....
- Other (Please state below)..... **Go to Q3b**

Q3b If other, please state here.

Q3c How many hours, **excluding overtime and meal breaks**, did the employee work in the pay period selected in question 3a?

Include all paid hours, even if they were not worked in the survey week, such as due to annual leave.

Leave out all overtime hours, even if these are worked regularly or are part of the contract.

If your pay period is calendar month and hours are weekly, multiply the weekly hours by 4.348 to get calendar month hours.

Please enter in hours and minutes HH:MM, e.g. 37 hours would be stated as 37:00.

Q3d Is the employee regarded as full time, part time, or no contracted hours?

For the purposes of this survey 30+ hours is regarded as full time, unless the employee is a teacher, then 25 hours should be regarded as full time.

- Full Time.....
- Part Time.....
- No contracted hours.....

4. Earnings

Please show by entering the amounts in the appropriate boxes, how the employee's pay for the pay-period, including **13 June 2017**, was made up, based on the pay period which you entered in question 3a.

For example if you selected monthly in question 3a, please enter the employee's monthly basic pay.

Q4a Basic pay - excluding overtime, incentive payments, shift premiums or other additional amounts.

Include any sick pay paid by the employer relating to the period. If the employee is a working director or proprietor, include these salaries however please exclude all other payments to them such as fees.

Please do not include any payments for expenses and any payments in kind, except for agricultural or catering workers. In this case, please state the reckonable value of accommodation, meals, etc, paid by the employer.

Please enter in the form of £0.00. If none, please enter 0.

Over time

Q4b Please enter the hours of overtime worked during the pay period.

*Any part of basic hours paid reported in question 3c, paid at overtime rates, should be included in question 4f as part of shift premium. Do **not** include them as overtime.*

Please enter in hours and minutes HH:MM, e.g. 4 hours would be stated as 04:00.

Q4c Please enter the amount of overtime paid relating to the hours stated in question 4b.

Please enter in the form of £0.00. If none, please enter 0.

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

Q4d Where the incentive payment is made regularly, enter the fraction of that regular payment which relates to the pay period selected in Q3a (i.e. One week, two weeks, three weeks, four weeks, five weeks, calendar month).

Please enter in the form of £0.00. If none, please enter 0.

Q4e Where the incentive payment is a one off, enter the fraction of that incentive payment which relates to the pay period selected in Q3a (i.e. One week, two weeks, three weeks, four weeks, five weeks, calendar month).

Where bonuses or similar payments are not paid in each pay period, include the appropriate fraction of the bonus payment in relating to the pay period selected in question 3a, by dividing the last payment (or next payment if known) by the number of payment periods it covers (e.g. for monthly paid staff, divide an annual bonus by 12, or a quarterly bonus by 3).

Please enter in the form of £0.00. If none, please enter 0.

Shift premium etc. payments

Q4f Premium payments (not total pay) for shift work disturbances, and for night work or weekend work where these are not treated as overtime.

Any part of basic hours, paid at over time rates, should be included here.

Please enter in the form of £0.00. If none, please enter 0.

Any other payments.

Q4g How much pay did the employee receive for other reasons in the pay period?

Include: for example, car allowances paid through payroll, on call and standby allowances, clothing, first aider or fire fighter allowances. **Exclude:** holiday pay, basic, overtime, shift premium, maternity, sick, bonus or incentive pay, redundancy, arrears of pay, tax credits, profit share, expenses and paid leave.

Gross pay

Q4h **TOTAL GROSS PAY** for the pay-period selected in Q3a (i.e One week, two weeks, three weeks, four weeks, five weeks, calendar month).

This should match the total of all entries made in questions 4a, c, d, e, f and g.

Effect of absence and pay rates

Q4i **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.)**

Ignore any loss of overtime or absences which did not effect earnings because of guaranteed payments.

Earnings affected

Earnings not affected.....

Q4j **Is the employee regarded as being paid on adult rates or trainee/junior rates?**

On adult rates

On trainee/junior rates.....

Please provide your details should we have any queries relating to answers on this form.

Name: (Mr/Mrs/Miss/Ms):

Telephone No.

Email:

Description of employer's main activity:

Signed on behalf of employer:

Date:

Please return this questionnaire using the pre-paid slip enclosed with this questionnaire to:

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



Isle of Man
Government

Reilrys Ellan Vannin



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