



**Isle of Man**  
Government

*Reillys Ellan Vannin*

# Isle of Man Earnings Survey Report 2018

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## Contents

Summary of Results – Isle of Man Earnings Survey 2018.....	2
Definitions and Abbreviations.....	4
Table 1 - Median Weekly Earnings.....	5
Table 2 - Average Weekly Earnings .....	6
Table 3 - Distribution of Earnings .....	7
Figure 1 - Distribution of Earnings of Full-Time Employees .....	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 – 2018 .....	13
Figure 3 - Weekly Average Earnings at Current Prices 2008 – 2018 .....	13
Figure 4 - Weekly Median Earnings at Constant Prices 2008 – 2018 .....	14
Figure 5 - Weekly Average Earnings at Constant Prices 2008 – 2018 .....	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 2018 Questionnaire .....	22

## Summary of Results – Isle of Man Earnings Survey 2018

- Median gross weekly pay of full-time employees was £573 ([Table One](#));
- There was no change in real terms in median full-time earnings between June 2017 and June 2018;
- Full-time employees worked an average of 37.9 hours per week, including 1.0 hours of overtime ([Table Four](#));
- Overtime, incentive pay and shift premia made up 6.3% of employees' gross weekly earnings ([Table Two](#));
- Median earnings were 0.6% higher than the median United Kingdom ([Table Eight](#));
- 11.2% of employees in 2018 earned less than the Isle of Man Living Wage, down from 14% in 2017 and 3.4% of employees earned the Minimum Wage ([Table 10](#));
- 66% of the randomly selected sample worked full time, 18% worked part time and 15% 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 12 June 2018.

All data presented in this report refers to employees who were on adult rates of pay and whose pay was not affected by absence, unless otherwise stated.

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 5<sup>th</sup> 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.
- A **part-time worker** is an employee with normal basic hours between 0 and 30 hours per week excluding over time and meal breaks, except for teachers, but does have guaranteed hours. A **zero-hours worker** is an employee who has no guaranteed hours which may fluctuate on a regular basis.
- **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:

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

Tel: (01624) 685752

Email: [economics@gov.im](mailto:economics@gov.im)

**Table 1 - Median Weekly Earnings**

	<b>2017</b>	<b>2018</b>	<b>% change</b>
<b>Males</b>			
Manual	460	487	5.8
Non-manual	763	739	-3.2
All	581	602	3.6
<b>Females</b>			
Manual	373	369	-1.1
Non-manual	562	583	3.8
All	532	542	1.8
<b>Males and females</b>			
Manual	438	464	5.9
Non-manual	620	652	5.2
All	558	573	2.6

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.

**Table 2 - Average Weekly Earnings**

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Number in sample	282	481	763	98	514	612	380	995	1375
<b>Average gross weekly earnings (£)</b>	548	934	792	402	685	639	511	805	724
of which:									
Overtime payments (£)	33	16	22	7	6	6	26	11	15
PBR etc payments (£)	6	30	21	2	13	11	5	21	17
Shift etc premium payments (£)	11	15	14	13	14	14	12	15	14
<b>As percentage of average gross earnings</b>									
Overtime payments	6.0%	1.7%	2.8%	1.6%	0.8%	0.9%	5.1%	1.3%	2.1%
PBR etc payments	1.0%	3.2%	2.7%	0.5%	1.9%	1.8%	0.9%	2.7%	2.3%
Shift etc premium payments	2.0%	1.6%	1.7%	3.3%	2.1%	2.2%	2.3%	1.8%	1.9%

**Table 3 - Distribution of Earnings**

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
<b>Distribution of gross weekly earnings</b>									
10 per cent earned less than (£)	360	396	377	291	364	334	320	380	357
25 per cent earned less than (£)	400	514	449	326	461	413	375	480	433
50 per cent earned less than (£)	487	739	602	369	583	542	464	652	573
25 per cent earned more than (£)	600	1060	876	473	785	743	569	890	821
10 per cent earned more than (£)	783	1538	1360	550	1025	966	731	1379	1169
<b>Percentage earning less than</b>									
£200	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
£220	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
£250	0.4	0.0	0.1	5.1	1.0	1.6	1.6	0.5	0.8
£300	2.8	1.5	2.0	12.2	2.7	4.2	5.3	2.1	3.0
£350	9.2	4.4	6.2	35.7	8.6	12.9	16.1	6.5	9.2
£400	25.5	11.0	16.4	60.2	14.8	22.1	34.5	13.0	18.9
£450	39.7	16.6	25.2	71.4	23.7	31.4	47.9	20.3	27.9
£500	53.9	22.9	34.3	81.6	32.5	40.4	61.1	27.8	37.0
£600	75.2	35.1	49.9	93.9	52.7	59.3	80.0	44.2	54.1
£700	85.1	45.1	59.9	99.0	65.8	71.1	88.7	55.8	64.9
£800	91.1	56.3	69.2	100.0	76.1	79.9	93.4	66.5	74.0
£900	96.1	66.1	77.2	100.0	85.0	87.4	97.1	75.9	81.7
£1,000	97.9	72.8	82.0	100.0	90.1	91.7	98.4	81.7	86.3



**Figure 1 - Distribution of Earnings of Full-Time Employees**

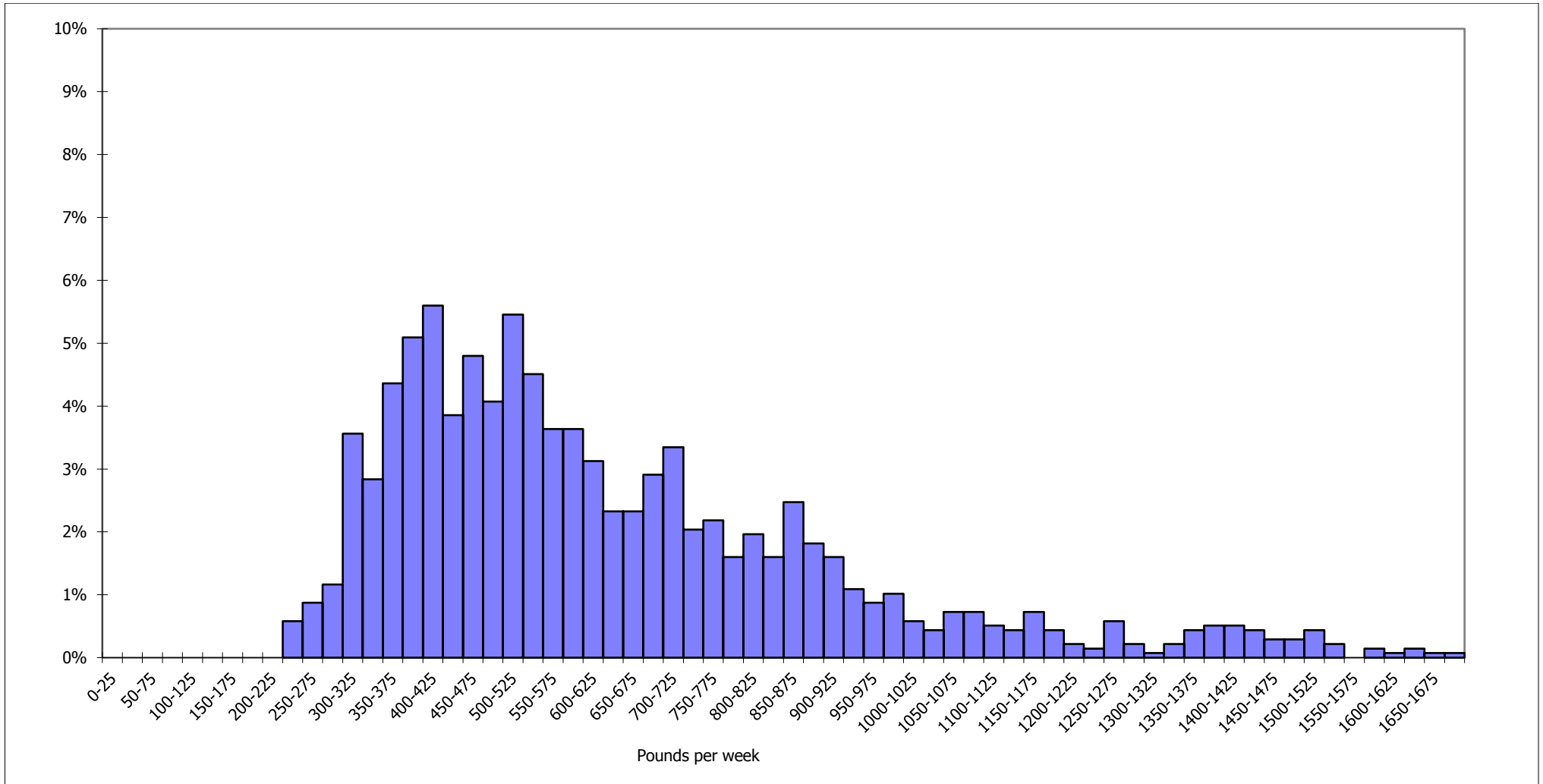


Figure One illustrates the distribution of earnings and shows income of respondents up to £1,700 per week. This covers 96.0% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

**Table 4 - Average Earnings and Hours Worked (Full Time)**

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
<b>Average gross hourly earnings</b>									
Including overtime pay and overtime hours (£)	13.1	25.5	20.9	11.2	19.5	18.2	12.6	22.4	19.7
Excluding overtime pay and overtime hours (£)	12.9	24.8	20.4	11.1	19.2	17.9	12.5	21.9	19.3
<b>Hours worked</b>									
Average basic hours	39.5	36.4	37.6	36.7	35.8	35.9	38.8	36.1	36.9
Average overtime hours	2.6	0.7	1.4	0.8	0.5	0.5	2.1	0.6	1.0
Average hours	42.1	37.1	39.0	37.4	36.3	36.5	40.9	36.7	37.9

**Table 5 - Average Earnings and Hours Worked (Part Time)**

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
<b>Average gross hourly earnings</b>									
Including overtime pay and overtime hours (£)	10.8	39.3	26.6	12.4	20.3	18.0	11.8	24.6	20.3
Excluding overtime pay and overtime hours (£)	11.2	39.4	26.9	12.0	19.2	17.1	11.7	23.7	19.7
<b>Hours worked</b>									
Average basic hours	17.9	17.6	17.7	15.6	17.4	16.9	16.4	17.5	17.1
Average overtime hours	1.3	0.8	1.0	0.8	0.7	0.7	1.0	0.7	0.8
Average hours	19.1	18.5	18.8	16.4	18.1	17.6	17.4	18.2	17.9

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

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
<b>Average gross hourly earnings</b>									
Including overtime pay and overtime hours (£)	27.1	38.1	30.2	11.7	29.5	17.7	18.0	32.5	22.6
Excluding overtime pay and overtime hours (£)	25.3	27.7	26.0	11.0	28.2	16.8	16.8	28.0	20.4
<b>Hours worked</b>									
Average basic hours	22.2	11.2	19.1	16.6	13.8	15.7	18.9	12.9	17.0
Average overtime hours	1.0	0.0	0.7	0.5	0.0	0.3	0.7	0.0	0.5
Average hours	23.2	11.2	19.8	17.1	13.8	16.0	19.6	12.9	17.5

**Table 7 - Weekly Average Earnings and Standard Errors**

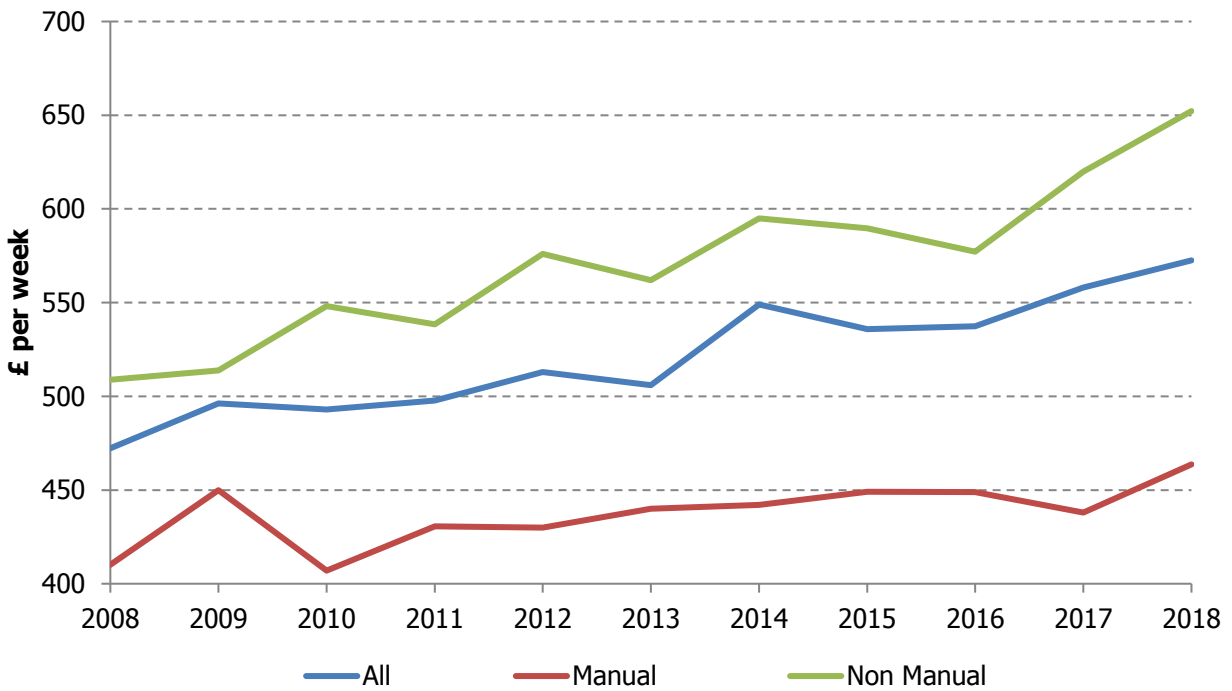
	<b>Average (£)</b>	<b>Number in sample</b>	<b>Standard error (%)</b>
<b>Males</b>			
Manual	548	282	4.2
Non-manual	934	481	4.1
All	792	763	3.3
<b>Females</b>			
Manual	402	98	2.7
Non-manual	685	514	2.9
All	639	612	2.7
<b>Males and Females</b>			
Manual	511	380	3.4
Non-manual	805	995	2.7
All	724	1375	2.3

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.

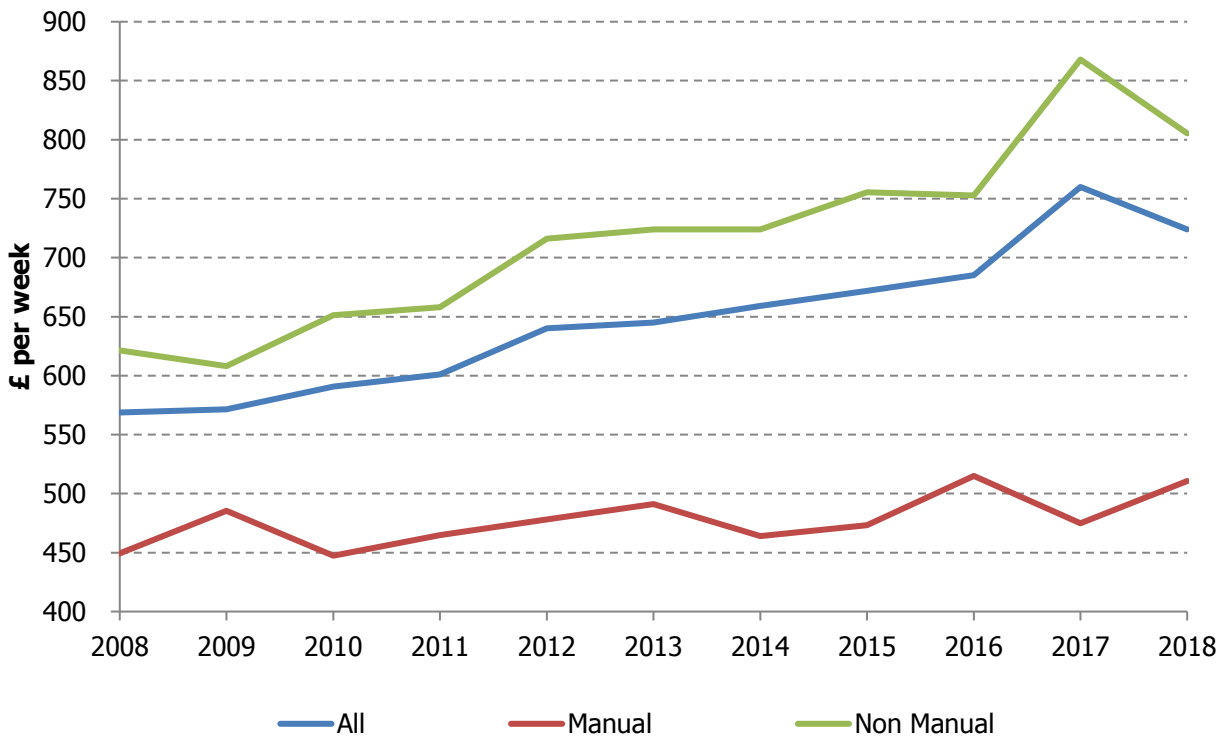
A measure of the potential size of the difference is provided by the **standard error**. There is a two-out-of-three chance that the difference between the true value and the estimate will be less than the standard error and the chance that the difference will be more than double the standard error is 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 £756 (mean £724).

**Figure 2 - Weekly Median Earnings at Current Prices 2008 – 2018**

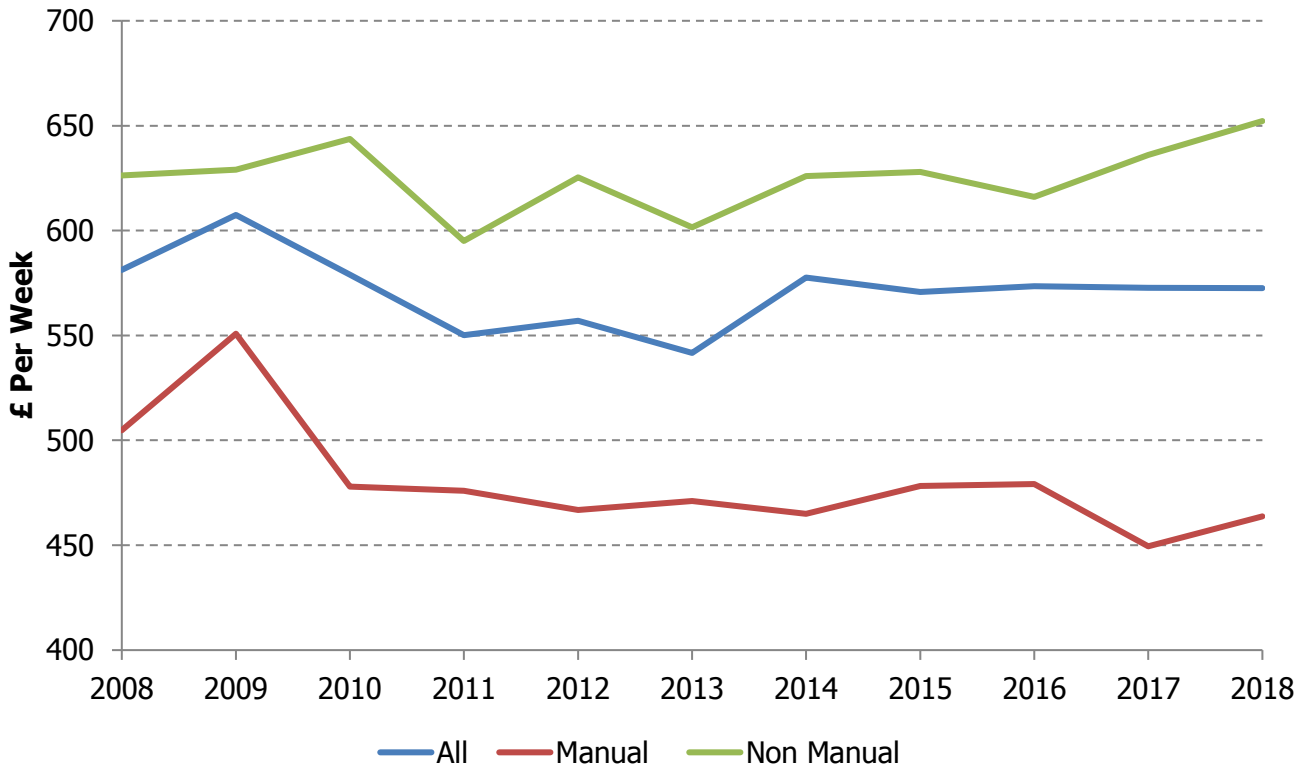


**Figure 3 - Weekly Average Earnings at Current Prices 2008 – 2018**

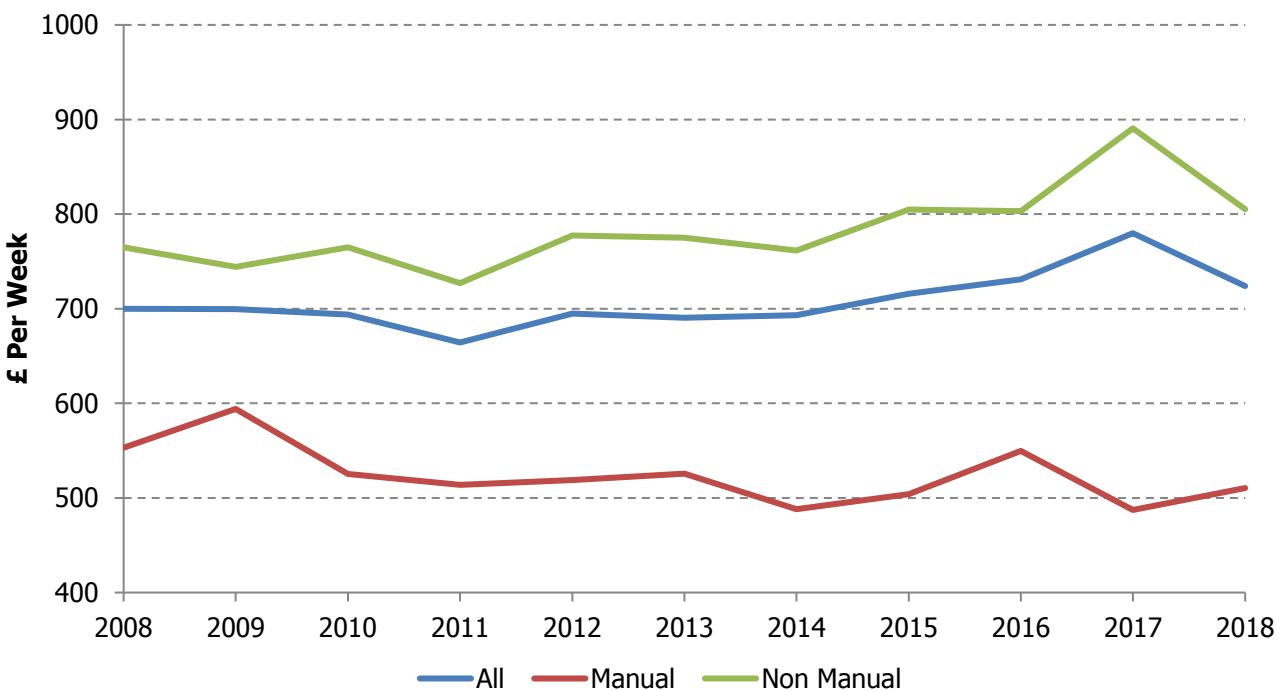


**Note:** A methodological change implemented from 2012 onwards means that average and median earnings prior to 2012 may not be directly comparable.

**Figure 4 - Weekly Median Earnings at Constant Prices 2008 – 2018**



**Figure 5 - Weekly Average Earnings at Constant Prices 2008 – 2018**



**Notes:**

1. Average earnings in the above graphs have been inflation adjusted by uprating previous average and median earnings by June 2018'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**

	<b>Isle of Man</b>	<b>United Kingdom</b>	<b>IOM earnings as percentage of UK earnings</b>
<b>Average Earnings</b>			
Males	792	742	106.7
Females	639	599	106.7
Males and females	724	685	105.6
<b>Median Earnings</b>			
Males	602	609	98.9
Females	542	509	106.4
Males and females	573	569	100.6

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

**Note:** United Kingdom data may be subject to revision, and refers to April 2018.



**Table 9 - Average Weekly Earnings and Hours by Economic Sector**

	<b>Average weekly earnings (£)</b>	<b>Average weekly hours</b>
Agriculture, Forestry & Fishing	-	-
Manufacturing: Engineering	570	44.6
Manufacturing: Food & Drink	384	41.8
Manufacturing: General	593	39.5
Mining & Quarrying	-	-
Construction	629	42.5
Utilities	-	-
Transport and Communications	716	39.6
Wholesale Distribution	557	41.5
Retail Distribution	455	39.4
Banking	746	35.3
Insurance	818	35.8
Other Finance and Business Services	750	37.1
Information and Communication Technology	1,015	36.7
Legal and Accountancy Services	865	37.0
Corporate Service Providers	-	-
Education	622	31.2
Medical & Health Services	694	37.8
Other Professional Services	989	37.8
Tourist Accommodation	-	-
Catering and Entertainment	485	42.2
Egaming	1,202	37.3
Miscellaneous Services	783	37.7
Public Administration	780	37.8
<b>Whole Economy</b>	<b>724</b>	<b>37.8</b>

**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**

	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Less than the Living Wage <sup>1</sup>						16%	14%	11.2%
Minimum Wage <sup>2</sup>	1.8%	0.8%	2.4%	3.8%	5.5%	4.3%	5.0%	3.4%

**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. The minimum wage in October 2018 changed however the 2018 Earnings survey was conducted in June 2018 prior to these changes, and therefore the applicable rates set in June 2017 have been used for this analysis.

<b>Age</b>	<b>2016</b>	<b>2017</b>
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
<b>Male</b>									
Manual	473	539	487	541	576	548	42.6	40.4	42.1
Non-manual	705	800	739	921	975	934	37.2	36.9	37.1
All	567	710	602	775	845	792	39.3	38.0	39.0
<b>Females</b>									
Manual	357	453	369	380	470	402	37.9	36.0	37.4
Non-manual	556	608	583	702	655	685	37.1	34.8	36.3
All	514	591	542	642	635	639	37.3	35.0	36.5
<b>Male and Female</b>									
Manual	439	501	464	501	545	511	41.4	39.1	40.9
Non-manual	615	695	652	817	779	805	37.2	35.6	36.7
All	541	639	573	721	730	724	38.5	36.4	37.9

**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.

**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%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
350 to 400 pence per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
Under £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%	0.1%
£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%	0.1%
£5.01 to £6 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.4%
£6.01 to £7 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.4%	0.7%
£7.01 to £8 per hour	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.7%	0.7%	0.9%	0.2%	0.1%	0.1%	2.9%	3.6%
£8.01 to £9 per hour	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.7%	2.2%	1.6%	0.7%	0.1%	0.4%	5.9%	9.5%
£9.01 to £10 per hour	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	1.0%	2.0%	2.1%	0.3%	0.2%	0.2%	6.1%	15.6%
£10.01 to £12.50 per hour	0.1%	0.0%	0.1%	0.0%	0.1%	0.1%	2.7%	8.9%	4.1%	0.8%	0.0%	0.6%	17.4%	32.9%
£12.51 to £15 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	1.4%	11.6%	3.0%	0.7%	0.5%	0.3%	17.6%	50.5%
£15.01 to £17.50 per hour	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	1.5%	7.4%	1.7%	0.4%	0.0%	0.2%	11.4%	61.9%
£17.51 to £20 per hour	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%	0.5%	5.8%	0.8%	0.4%	0.0%	0.1%	8.0%	69.9%
Over £20 per hour	0.0%	0.3%	0.1%	0.1%	2.2%	0.9%	3.0%	19.9%	2.9%	0.3%	0.1%	0.2%	30.1%	100.0%
Total	0.2%	0.7%	0.3%	0.1%	2.6%	1.4%	11.6%	58.5%	17.1%	3.9%	1.1%	2.4%	100.0%	
Cumulative total	0.2%	0.9%	1.2%	1.3%	3.9%	5.4%	16.9%	75.5%	92.6%	96.5%	97.6%	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 13 - Average Hourly Earnings (excluding 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%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
£3.50 to £4 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.3%
£4.01 £4.50 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.4%
£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%	0.4%
£5.01 to £6 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	0.2%	0.7%
£6.01 to £7 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	0.1%	0.0%	0.0%	0.4%	1.0%
£7.01 to £8 per hour	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.7%	1.2%	1.1%	0.1%	0.0%	0.1%	3.4%	4.4%
£8.01 to £9 per hour	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.7%	2.5%	1.8%	0.4%	0.1%	0.4%	6.0%	10.4%
£9.01 to £10 per hour	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	1.1%	2.2%	2.2%	0.1%	0.0%	0.1%	6.0%	16.4%
£10.01 to £12.50 per hour	0.1%	0.0%	0.1%	0.0%	0.1%	0.1%	2.8%	9.5%	4.2%	0.4%	0.0%	0.2%	17.5%	33.9%
£12.51 to £15 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	1.4%	13.3%	3.0%	0.3%	0.1%	0.1%	18.3%	52.2%
£15.01 to £17.50 per hour	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	1.9%	7.1%	1.3%	0.1%	0.0%	0.1%	10.6%	62.9%
£17.51 to £20 per hour	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%	0.6%	6.8%	0.7%	0.0%	0.0%	0.0%	8.5%	71.4%
Over £20 per hour	0.0%	0.3%	0.1%	0.1%	2.2%	0.9%	3.3%	19.7%	1.8%	0.1%	0.0%	0.0%	28.6%	100.0%
Total	0.1%	0.7%	0.3%	0.1%	2.6%	1.5%	12.7%	62.8%	16.2%	1.7%	0.1%	1.1%	100.0%	
Cumulative total	0.1%	0.9%	1.2%	1.2%	3.8%	5.4%	18.1%	80.9%	97.1%	98.8%	98.9%	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**

<b>Employers</b>	<b>Public</b>	<b>Private</b>	<b>All</b>
Sent	23	789	812
Received	23	779	802
<i>Response rate</i>	<i>100.0%</i>	<i>98.7%</i>	<i>98.8%</i>
<b>Employees</b>			
	Public	Private	All
Forms sent	786	1,701	2,487
Forms returned	786	1,691	2,477
<i>Response rate</i>	<i>100.0%</i>	<i>99.4%</i>	<i>96.6%</i>
Exempt (See questionnaire)			264
Earnings affected by absence or on trainee/junior rates			143
Full-timers with reported hours			1,375
Part-timers with reported hours			377
Zero-hours employees			318
Total returned			2,477

## **Appendix One – Earnings Survey 2018 Questionnaire**

The text below is taken from the online questionnaire. Employers also had the option to complete a paper form.

**Earnings Survey 2018** - A compulsory inquiry under the Statistics Act 1999.

Form to be submitted by **28 September 2018**.

### **Confidential**

The email or letter you received contained your employee's name and a corresponding 4 digit ID number (generated by us). Enter the 4 digit number below and fill in the details for that employee.

If your email or letter contained multiple employees, then you must fill in a separate form for each employee.

Please enter the employee ID number

On 12 June 2018, was the person a paid employee in your organisation, working in the Isle of Man and receiving a salary or wage?

Please provide the following information about the employment, earnings and hours of the employee named on the email, for the pay week (or longer period used for pay purposes) that included 12 June 2018.

Please read the attached help texts before answering relevant questions.

### **1 Gender and year of birth**

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

### **2 Occupation**

- (a) What is the employee's job title (if any)?
- (b) Give a short description of the work this employee does.
- (c) How long has the employee worked in this job in your organisation?
- (d) Was the employee employed on a permanent basis?

### **3 Payment period and hours of work**

- (a) Please select the length of the pay-period you will use to give details of the employee's earnings which includes the 12 June 2018
- (b) How many hours, EXCLUDING OVERTIME AND MAIN MEAL BREAKS, did the employee work IN THE PAY PERIOD SELECTED IN 3(a)
- (c) Is the employee regarded as full-time or part-time?

## 4 Earnings

Please show by entering the amounts in the appropriate boxes, how the employee's pay for the pay-period, including 12 June, was made up.

All responses to the remaining questions in section 4 should be for the pay period given at 3a. For example, if your pay period is four weeks then please give pay and hours relating to four weeks.

(a) Basic pay for the period including 12 June 2018 (Enter £+p. If none, enter '0.00')

(b) The actual hours of overtime worked in excess of normal basic hours reported at 3(b). (e.g. if 4 additional hours were worked at time and a half, enter 4 not 6)

(c) Overtime earnings - the full amount for the period, not just the premium element. (Enter in £+p. If none, enter '0.00')

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

(d) Where the incentive payment is made regularly, enter the fraction of that regular payment which relates to the pay period selected in 3(a) (i.e. One week, two weeks, three weeks, four weeks, five weeks, calendar month). (Enter £+p. If none, enter '0.00')

(e) Where the incentive payment is a one off, enter the fraction of that incentive payment which relates to the pay period selected in 3(a) (i.e. One week, two weeks, three weeks, four weeks, five weeks, calendar month). (Enter £+p. If none, enter '0.00')

### **Shift premium etc. payments**

(f) Premium payments (not total pay) for shift work disturbances, and for night work or weekend work where these are not treated as overtime. (Enter £+p. If none, enter '0.00')

(g) How much pay did the employee receive for other reasons in the pay period? (Enter in £+p. If none, enter '0.00')

(h) TOTAL GROSS PAY for the pay-period (items (a,c,d,e,f,& g)

(i) 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.)

(i) 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.)

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





**Isle of Man**  
**Government**

*Reilrys Ellan Vannin*



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

Telephone: (+44) 01624 685752

Email: **[economics@gov.im](mailto:economics@gov.im)**

**[www.gov.im/](http://www.gov.im/)**