

Isle of Man Earnings Survey Report 2019

Economic Affairs
Cabinet Office
April 2020

Contents

Summary of Results – Isle of Man Earnings Survey 2019.....	2
Definitions and Abbreviations.....	4
Table 1 - Median Weekly Earnings.....	5
Table 2 - Average Weekly Earnings – Full Time Employees.....	6
Table 3 - Distribution of Earnings – Full Time Employees.....	7
Figure 1 - Distribution of Earnings of Full-Time Employees	8
Figure 2 Gender pay gap	9
Table 4 - Average Earnings and Hours Worked (Full Time)	10
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 3 - Weekly Median Earnings at Current Prices 2008 – 2019	13
Figure 4 - Weekly Average Earnings at Current Prices 2008 – 2019	13
Figure 5 - Weekly Median Earnings at Constant Prices 2008 – 2019	14
Figure 6 - Weekly Average Earnings at Constant Prices 2008 – 2019	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
Figure 7 Distribution of Public Sector Earnings – Full Time Employees	19
Figure 8 Distribution of Private Sector Earnings – Full Time Earnings.....	20
Table 12 - Average Hourly Earnings (including overtime) for Full Time Employees.....	21
Table 13 - Average Hourly Earnings (excluding overtime) for Full Time Employees	22
Table 14 - Response Rates	23
Appendix One – Earnings Survey 2019 Questionnaire	24

Summary of Results – Isle of Man Earnings Survey 2019

- Median gross weekly pay of full-time employees was £593 ([Table One](#));
- Full-time employees worked an average of 37.9 hours per week, including 1.2 hours of overtime ([Table Four](#));
- Overtime, incentive pay and shift premia made up 6.7% of employees' gross weekly earnings up from 6.3% in 2018 ([Table Two](#));
- Median earnings were 1.4% higher than the median United Kingdom ([Table Eight](#));
- 15.7% of employees in 2019 earned less than the Isle of Man Living Wage, up from 11.2% and 14% in 2018 and 2017 respectively and 3.1% of employees earned the Minimum Wage down from 3.4% in 2018 ([Table 10](#));
- 65% of the randomly selected sample worked full time, 17% worked part time and 18% 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 11 June 2019.

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 Fourteen](#). 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.



£350 £400 £450 £500 £1500

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) 686107

Email: economics@gov.im

Table 1 - Median Weekly Earnings

	2018	2019	% change
Males			
Manual	487	504	3.5
Non-manual	739	749	1.4
All	602	626	4.0
Females			
Manual	369	410	11.2
Non-manual	583	577	-1.1
All	542	572	5.6
Males and females			
Manual	464	481	3.8
Non-manual	652	653	0.2
All	573	593	3.5

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 – Full Time Employees

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Number in sample	233	436	669	61	451	512	294	887	1,181
Average gross weekly earnings (£)	611	943	840	456	680	653	578	819	759
of which:									
Overtime payments (£)	39	7	21	20	5	7	35	8	15
PBR etc payments (£)	5	51	36	2	17	15	4	35	27
Shift etc premium payments (£)	14	4	8	19	9	10	15	7	9
As percentage of average gross earnings									
Overtime payments	6.4%	0.8%	2.5%	4.5%	0.7%	1.0%	6.1%	0.9%	1.9%
PBR etc payments	0.8%	5.4%	4.3%	0.4%	2.5%	2.4%	0.8%	4.2%	3.6%
Shift etc premium payments	2.3%	0.4%	1.0%	4.1%	1.3%	1.6%	2.6%	0.9%	1.2%

Table 3 - Distribution of Earnings – Full Time Employees

	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 (£)	340	423	385	320	365	351	332	385	365
25 per cent earned less than (£)	408	530	470	350	452	434	392	484	453
50 per cent earned less than (£)	504	749	626	410	577	572	481	653	593
25 per cent earned more than (£)	647	1,058	923	542	769	746	621	925	854
10 per cent earned more than (£)	886	1,646	1421	650	1,063	1,038	834	1,353	1,250
Percentage earning less than									
£200	0.4	0.0	0.1	0.0	0.2	0.2	0.3	0.1	0.2
£220	0.4	0.0	0.1	0.0	0.4	0.4	0.3	0.2	0.3
£250	1.3	0.5	0.7	0.0	0.4	0.4	1.0	0.4	0.6
£300	3.4	1.8	2.4	3.3	2.0	2.1	3.4	1.9	2.3
£350	11.9	3.2	6.2	26.2	7.3	9.6	14.9	5.3	7.7
£400	23.4	6.6	12.5	45.9	17.0	20.5	28.0	11.9	15.9
£450	36.6	12.8	21.1	59.0	23.9	28.1	41.2	18.4	24.1
£500	48.5	19.4	29.6	68.9	35.6	39.6	52.7	27.6	33.9
£600	67.7	34.5	46.1	85.2	53.5	57.3	71.3	44.2	50.9
£700	78.7	44.3	56.3	95.1	68.4	71.5	82.1	56.5	62.9
£800	84.7	53.4	64.3	98.4	76.3	78.9	87.5	65.1	70.7
£900	90.2	63.2	72.7	100.0	82.1	84.2	92.2	72.8	77.7
£1,000	94.5	70.8	79.0	100.0	86.9	88.5	95.6	79.0	83.1

Figure 1 - Distribution of Earnings of Full-Time Employees

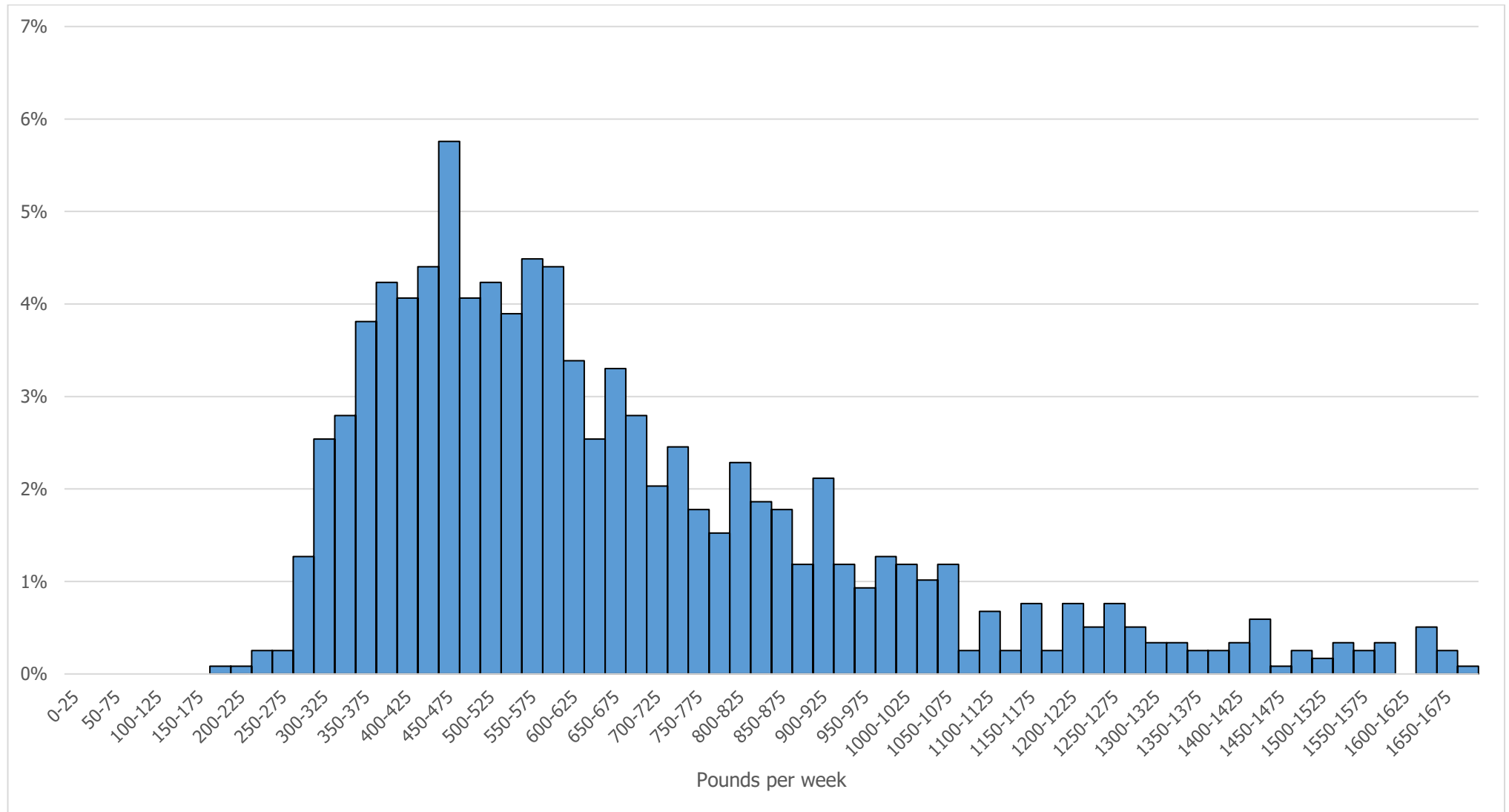


Figure 1 illustrates the distribution of earnings and shows income of respondents up to £1,700 per week. This covers 95.6% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

Figure 2 - Gender pay gap – Full Time Earnings

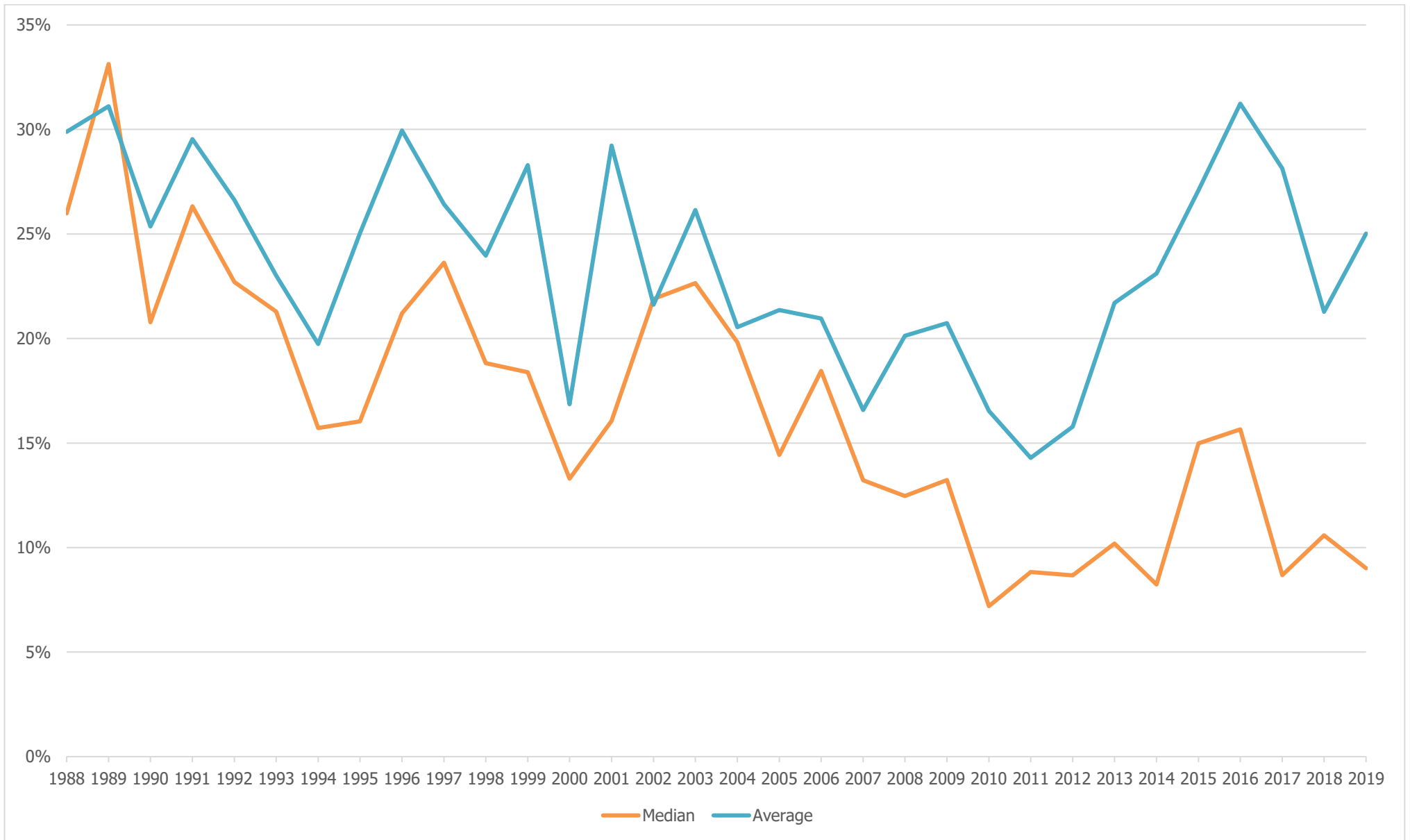


Table 4 - Average Earnings and Hours Worked (Full Time)

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Average gross hourly earnings									
Including overtime pay and overtime hours (£)	14.9	26.1	22.2	11.2	19.9	18.8	14.1	22.9	20.7
Excluding overtime pay and overtime hours (£)	14.3	24.6	21.0	10.6	19.1	18.1	13.5	21.8	19.8
Hours worked									
Average basic hours	39.0	36.7	37.5	39.4	35.1	35.6	39.1	35.9	36.7
Average overtime hours	2.6	0.9	1.5	1.6	0.7	0.8	2.4	0.8	1.2
Average hours	41.6	37.5	39.0	41.0	35.8	36.5	41.5	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
Average gross hourly earnings									
Including overtime pay and overtime hours (£)	10.6	25.7	19.7	12.1	18.4	16.8	11.7	19.7	17.4
Excluding overtime pay and overtime hours (£)	11.2	25.4	19.8	12.0	18.1	16.5	11.7	19.4	17.2
Hours worked									
Average basic hours	10.6	15.0	13.2	13.6	17.3	16.3	12.7	16.9	15.7
Average overtime hours	1.2	0.2	0.6	1.6	0.6	0.8	1.5	0.5	0.8
Average hours	11.7	15.2	13.8	15.2	17.8	17.2	14.2	17.4	16.5

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
Average gross hourly earnings									
Including overtime pay and overtime hours (£)	10.7	19.4	12.9	10.9	34.1	21.2	10.8	29.6	17.6
Excluding overtime pay and overtime hours (£)	10.4	21.5	13.3	10.9	33.9	21.1	10.7	30.1	17.7
Hours worked									
Average basic hours	15.0	14.9	14.9	6.9	7.5	7.2	11.0	9.8	10.5
Average overtime hours	1.1	1.7	1.3	0.0	0.2	0.1	0.6	0.6	0.6
Average hours	16.1	16.6	16.2	6.9	7.7	7.3	11.6	10.4	11.1

Table 7 - Weekly Average Earnings and Standard Errors

	Average (£)	Number in sample	Standard error (%)
Males			
Manual	611	233	2.5
Non-manual	943	436	4.1
All	840	669	3.5
Females			
Manual	456	61	3.7
Non-manual	680	451	2.6
All	653	512	2.5
Males and Females			
Manual	578	294	6.2
Non-manual	819	887	2.5
All	759	1,181	2.4

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 £724 to £795 (mean £759).

Figure 3 - Weekly Median Earnings at Current Prices 2008 – 2019

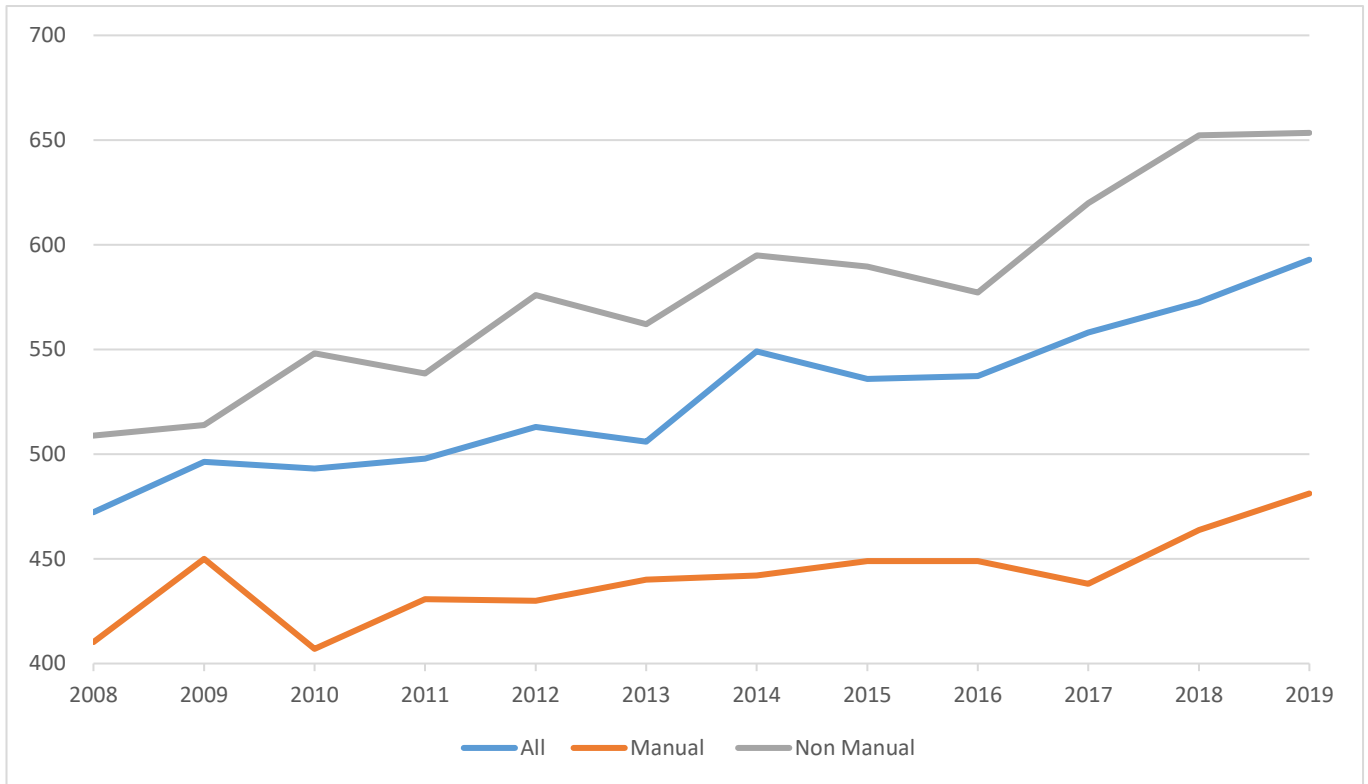
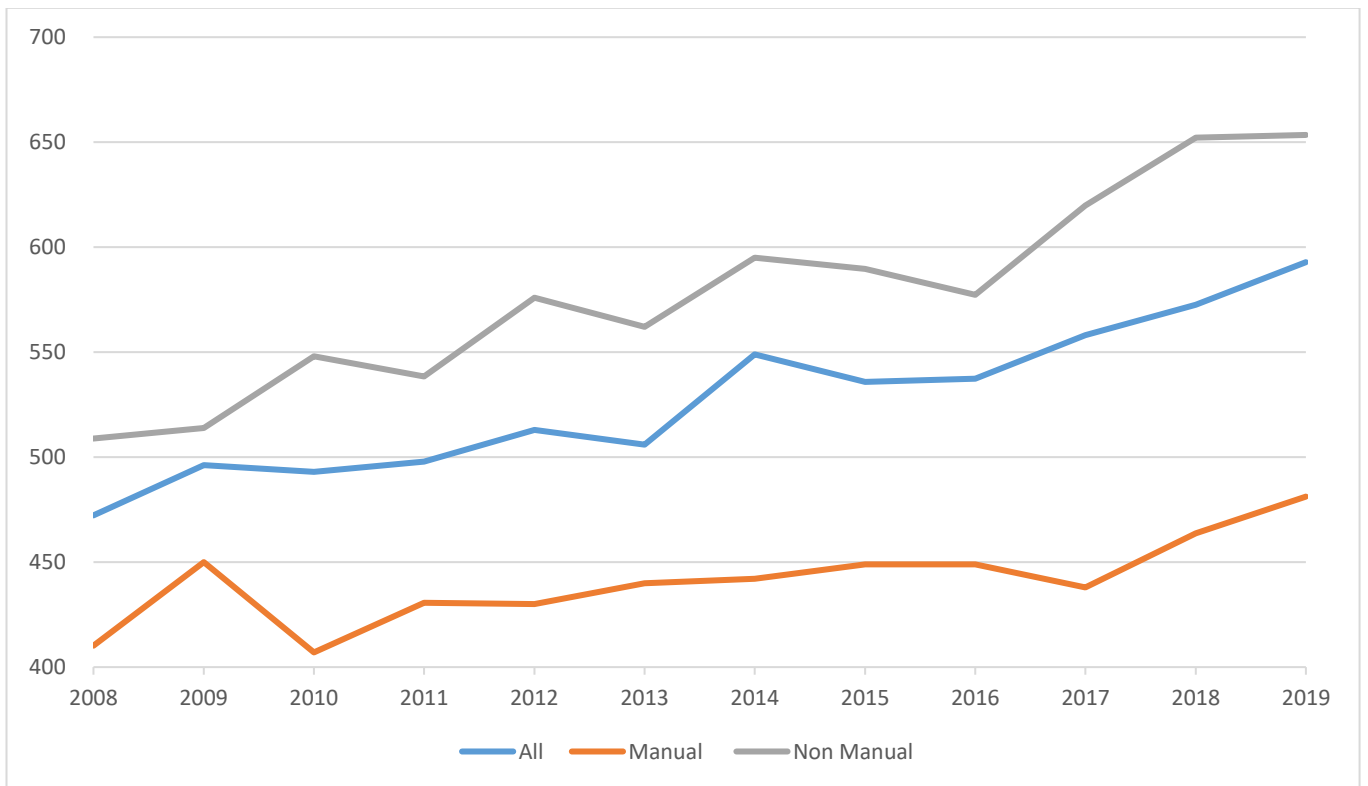


Figure 4 - Weekly Average Earnings at Current Prices 2008 – 2019



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

Figure 5 - Weekly Median Earnings at Constant Prices 2008 – 2019

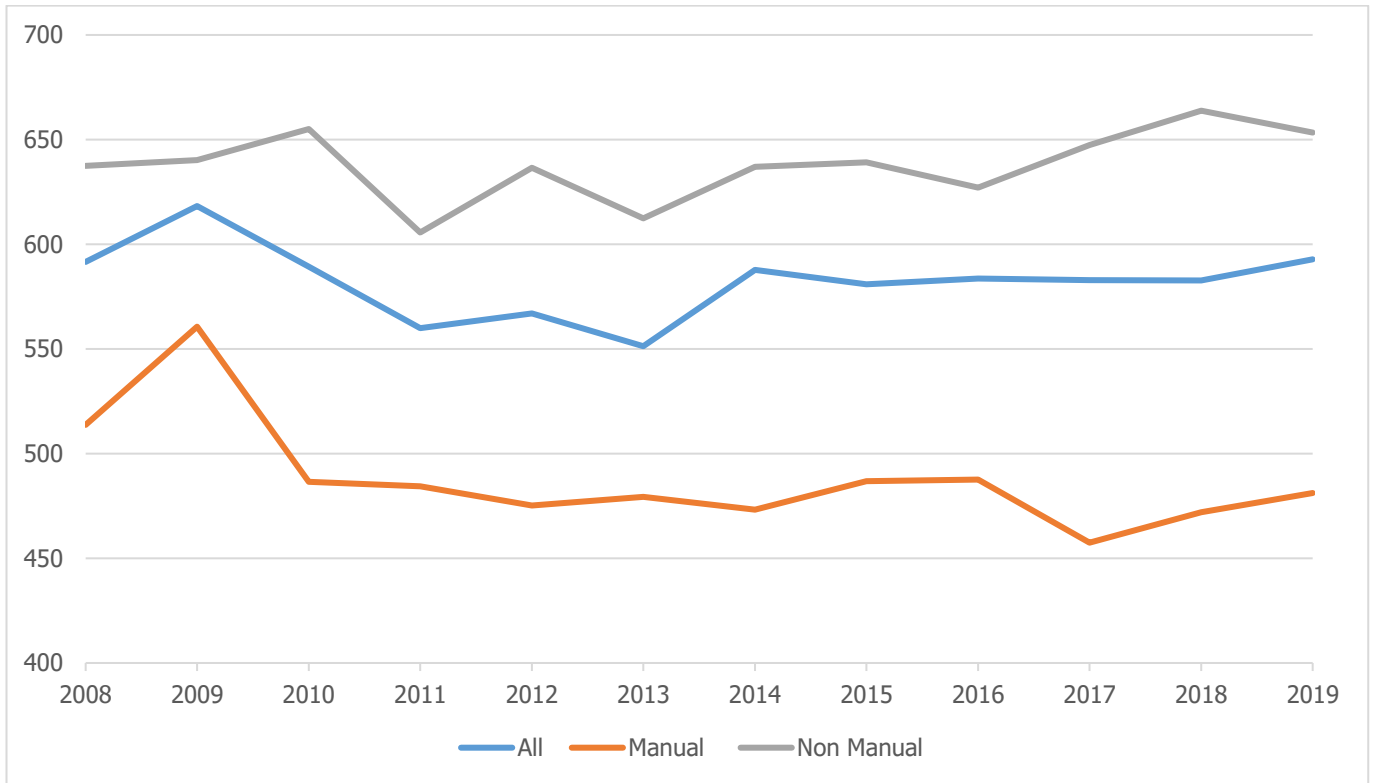
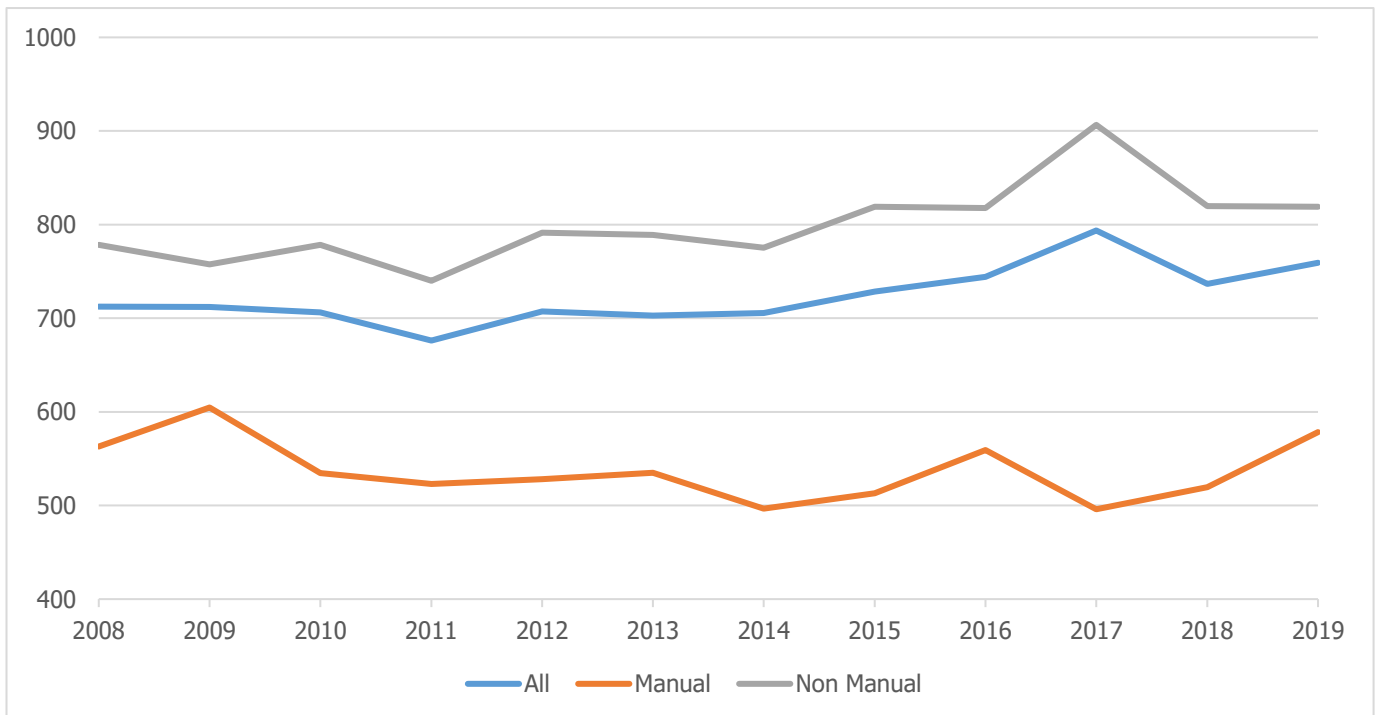


Figure 6 - Weekly Average Earnings at Constant Prices 2008 – 2019



Notes:

1. Average earnings in the above graphs have been inflation adjusted by uprating previous average and median earnings by June 2019'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

		United Kingdom	Difference between IOM and UK (%)
Average Earnings	Isle of Man		
Males	840	759	+10.7%
Females	653	620	+5.4%
Males and females	759	108	+8.0%
Median Earnings			
Males	626	628	-0.4%
Females	572	528	+8.3%
Males and females	593	585	+1.4%

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

Note: United Kingdom data may be subject to revision, and refers to April 2019.

Table 9 - Average Weekly Earnings and Hours by Economic Sector

	Average weekly earnings (£)	Average weekly hours
Agriculture, Forestry & Fishing	-	-
Manufacturing: Engineering	586	37.9
Manufacturing: Food & Drink	455	33.5
Manufacturing: General	593	31.3
Mining & Quarrying	-	-
Construction	837	36.4
Utilities	1,037	37.5
Transport and Communications	774	37.2
Wholesale Distribution	590	39.7
Retail Distribution	494	29.9
Banking	819	34.9
Insurance	749	35.3
Other Finance and Business Services	857	31.0
Information and Communication Technology	827	34.8
Legal and Accountancy Services	791	30.4
Corporate Service Providers	-	-
Education	621	32.1
Medical & Health Services	870	30.2
Other Professional Services	489	36.5
Tourist Accommodation	612	30.2
Catering and Entertainment	487	26.9
Egaming	1,155	36.5
Miscellaneous Services	502	28.1
Public Administration	813	30.9
Whole Economy	759	31.6

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 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	2018	2019
Less than the Living Wage ¹						16%	14%	11.2%	15.7%
Minimum Wage ²	1.8%	0.8%	2.4%	3.8%	5.5%	4.3%	5.0%	3.4%	3.1%

Notes

1. The Living Wage was calculated and published by Economic Affairs in October 2019. The Living Wage was calculated as being £9.76 per hour. The previous Living Wage rate used for the analysis in 2016 to 2018 was £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. The minimum wage is usually changed in October of each year, therefore as the Earnings Survey reference date is June, the rates set in the previous October are used. The table below demonstrates how this functions:

Earnings Survey Year	2017	2018	2019
Minimum Wage - October	2016	2017	2018
Age			
Over compulsory school age but under 18	£5.40	£5.70	£5.85
Aged 18 but under 21	£6.65	£6.85	£7.85
Aged 21 but under 25	£7.00	£7.20	£7.85
Over 25	£7.00	£7.50	£7.85

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	473	741	504	558	785	611	41.7	41.4	28.3
Non-manual	723	837	749	943	1,028	943	37.5	37.7	37.5
All	588	803	626	809	941	840	38.9	39.0	39.0
Females									
Manual	390	525	410	422	559	456	42.0	37.8	41.0
Non-manual	556	646	577	655	744	680	36.6	33.8	35.8
All	531	617	572	626	724	653	37.3	34.2	36.5
Male and Female									
Manual	455	672	481	531	734	578	41.7	40.6	41.5
Non-manual	625	721	653	803	864	819	37.1	35.5	36.7
All	571	715	593	734	833	759	38.2	36.7	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.

The term public sector includes all employees who are paid by Government and Local Government such as civil servants, teachers, doctors and manual and craft workers.

Figure 7 Distribution of Public Sector Earnings – Full Time Employees

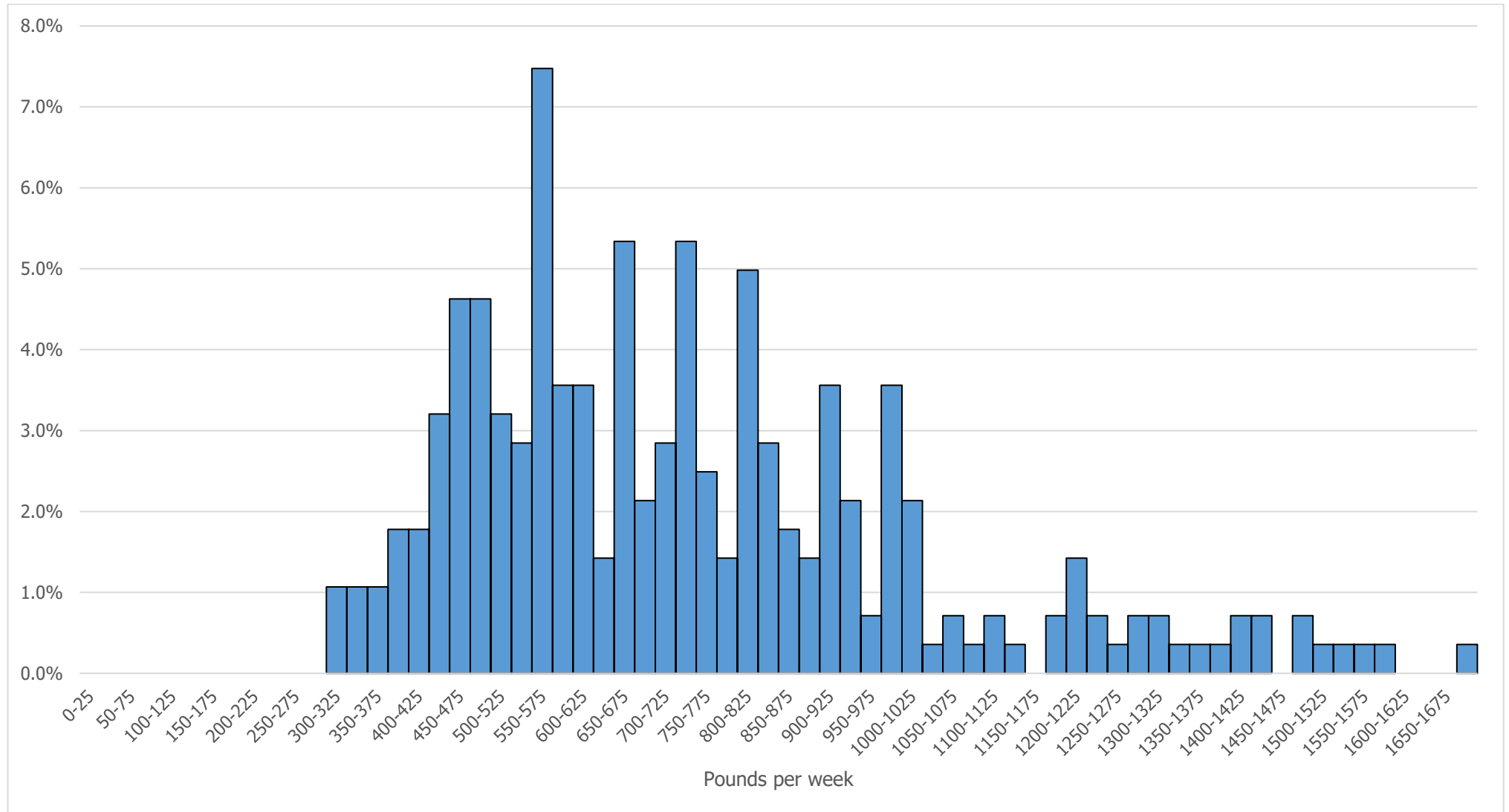


Figure 7 illustrates the distribution of earnings for the public sector and shows income of respondents up to £1,700 per week. This covers 96.1% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

Figure 8 Distribution of Private Sector Earnings – Full Time Earnings

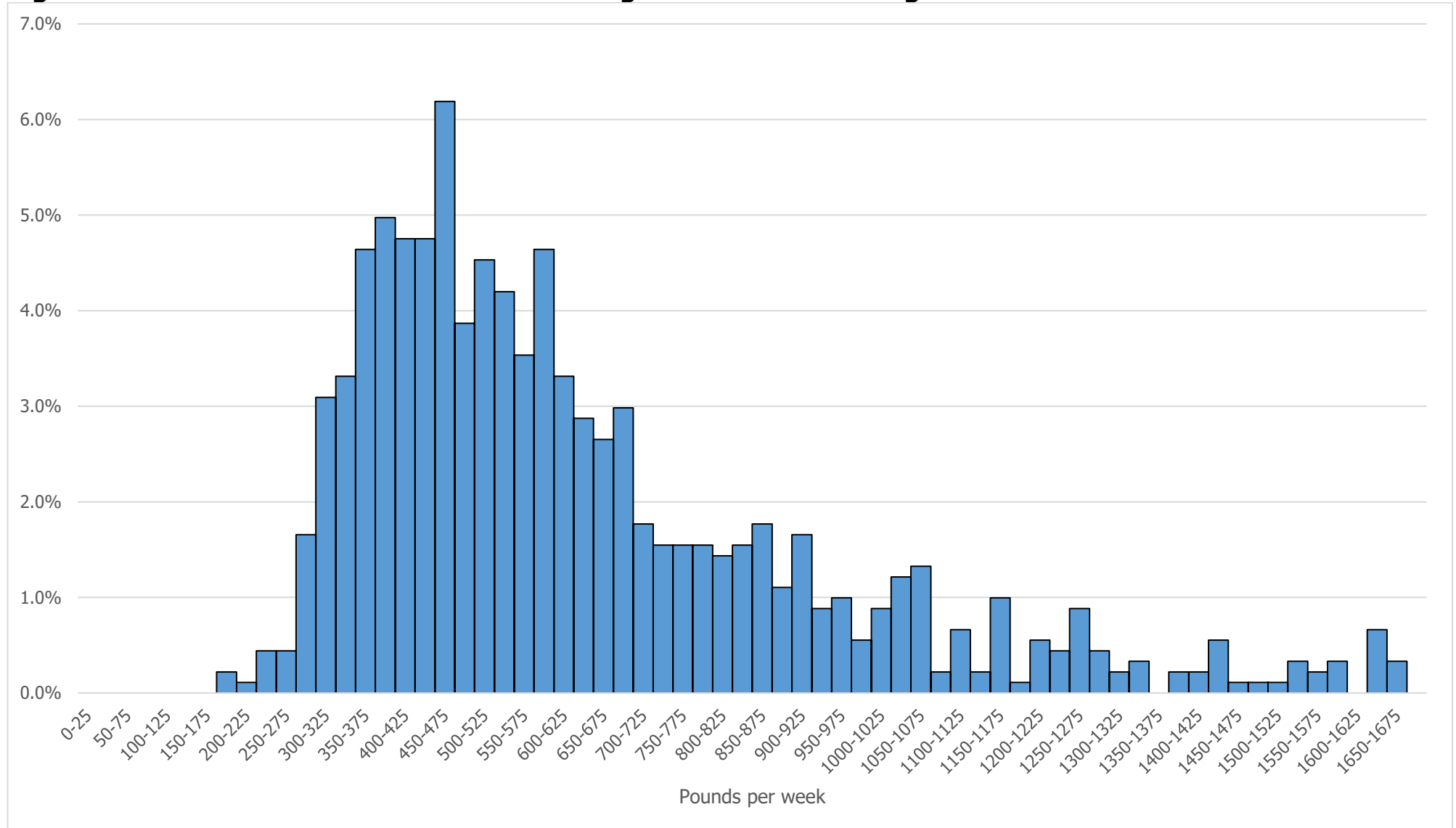


Figure 8 illustrates the distribution of earnings for the private sector and shows income of respondents up to £1,700 per week. This covers 95.2% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

Table 12 - Average Hourly Earnings (including overtime) for Full Time Employees

Hourly Rate	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	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%	0.1%
£3.50 to £4	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.2%
£4.01 to £4.50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
£4.51 to £5	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.5%
£5.01 to £6	0.1%	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%
£6.01 to £7	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.0%	0.2%	0.8%	1.4%
£7.01 to £8	1.6%	0.6%	0.1%	0.2%	0.1%	0.2%	0.0%	0.6%	0.8%	0.2%	0.0%	0.5%	4.6%	6.0%
£8.01 to £9	1.1%	0.7%	0.7%	0.4%	0.5%	0.7%	0.5%	1.7%	1.4%	0.2%	0.2%	0.2%	8.2%	14.1%
£9.01 to £10	0.9%	1.2%	0.5%	0.3%	0.1%	0.3%	0.6%	1.7%	2.0%	0.5%	0.2%	0.2%	8.5%	22.7%
£10.01 to £12.50	2.0%	1.1%	0.5%	0.8%	1.1%	1.0%	1.4%	6.6%	3.0%	1.1%	0.4%	0.2%	19.1%	41.8%
£12.51 to £15	0.2%	0.2%	0.2%	0.2%	0.2%	0.5%	1.2%	5.9%	3.2%	0.5%	0.2%	0.2%	12.5%	54.3%
£15.01 to £17.50	0.2%	0.7%	0.5%	0.4%	0.2%	0.2%	1.4%	4.6%	1.6%	0.0%	0.1%	0.3%	10.1%	64.4%
£17.51 to £20	0.2%	0.3%	0.2%	0.5%	0.3%	0.6%	1.4%	3.0%	0.6%	0.1%	0.0%	0.0%	7.0%	71.5%
Over £20	1.6%	0.5%	0.7%	1.0%	1.1%	1.5%	4.5%	14.9%	2.3%	0.5%	0.0%	0.0%	28.5%	100.0%
Total	7.9%	5.5%	3.3%	3.7%	3.5%	4.9%	11.0%	39.1%	15.0%	3.1%	0.9%	2.0%	100.0%	
Cumulative total	7.9%	13.5%	16.8%	20.5%	24.0%	28.9%	39.9%	79.0%	94.0%	97.1%	98.0%	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 13 - Average Hourly Earnings (excluding overtime) for Full Time Employees

Hourly Rate	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	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
£3.50 to £4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
£4.01 to £4.50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
£4.51 to £5	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
£5.01 to £6	0.1%	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%	0.1%
£6.01 to £7	0.2%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	0.2%	0.0%	0.1%	0.7%	0.8%	0.8%
£7.01 to £8	1.7%	0.5%	0.1%	0.2%	0.1%	0.2%	0.0%	0.6%	1.0%	0.2%	0.0%	0.1%	4.6%	5.4%	5.4%
£8.01 to £9	1.1%	0.8%	0.8%	0.4%	0.5%	0.7%	0.5%	2.0%	1.3%	0.2%	0.1%	0.2%	8.3%	13.7%	13.7%
£9.01 to £10	1.0%	1.3%	0.6%	0.4%	0.1%	0.2%	0.6%	2.2%	2.3%	0.5%	0.0%	0.0%	9.1%	22.8%	22.8%
£10.01 to £12.50	2.0%	1.1%	0.5%	0.9%	1.1%	1.1%	1.1%	8.1%	2.2%	0.7%	0.3%	0.0%	19.1%	41.8%	41.8%
£12.51 to £15	0.4%	0.2%	0.2%	0.3%	0.2%	0.5%	1.6%	7.4%	3.1%	0.1%	0.1%	0.2%	14.1%	56.0%	56.0%
£15.01 to £17.50	0.3%	0.7%	0.4%	0.4%	0.0%	0.3%	1.8%	5.1%	0.8%	0.0%	0.1%	0.0%	9.8%	65.8%	65.8%
£17.51 to £20	0.2%	0.3%	0.2%	0.5%	0.2%	0.5%	1.4%	3.5%	0.4%	0.1%	0.0%	0.0%	7.1%	72.9%	72.9%
Over £20	1.6%	0.5%	0.7%	1.0%	1.2%	1.5%	4.5%	14.0%	2.0%	0.2%	0.0%	0.0%	27.1%	100.0%	100.0%
Total	8.5%	5.2%	3.4%	3.9%	3.4%	5.1%	11.4%	43.0%	13.1%	2.0%	0.5%	0.5%	100.0%		
Cumulative total	8.5%	13.8%	17.2%	21.1%	24.5%	29.6%	41.0%	84.0%	97.0%	99.0%	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	12	843	855
Received	12	832	844
<i>Response rate</i>	<i>100.0%</i>	<i>98.7%</i>	<i>98.7%</i>
Employees			
	Public	Private	All
Forms sent	729	1,740	2,469
Forms returned	729	1,714	2,443
<i>Response rate</i>	<i>100.0%</i>	<i>98.5%</i>	<i>98.9%</i>
Exempt (See questionnaire)			341
Earnings affected by absence or on trainee/junior rates			286
Full-time with reported hours			1,181
Part-time with reported hours			302
Zero-hours employees			333
Total returned			2,443

Appendix One – Earnings Survey 2019 Questionnaire

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

Earnings Survey 2019 - A compulsory inquiry under the Statistics Act 1999.

Form to be submitted by **27 September 2019**.

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 11 June 2019, 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 11 June 2019.

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 11 June 2019
- (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 11 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 11 June 2019 (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.)

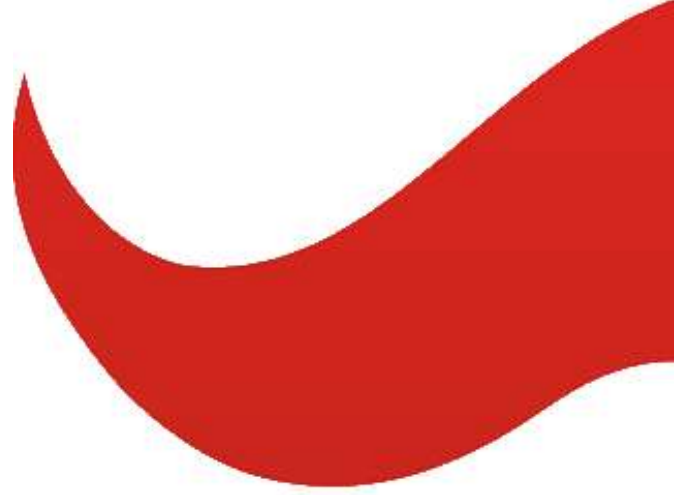
(i) Were the employee's earnings for the pay-period affected by absence? (For example because of sickness, holiday or other absence, short-time working or the employment lasting only part of the period.)

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



Isle of Man
Government

Beilfyer Ellen Vannin



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

Telephone: (+44) 01624 685752

Email: **economics@gov.im**

www.gov.im/