



**Isle of Man  
Government**

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# Isle of Man Earnings Survey Report 2020

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## Summary of Results – Isle of Man Earnings Survey 2020

- Median gross weekly pay of full-time employees was £611, compared to £593 in 2019 ([Table One](#));
- Full-time employees worked an average of 38 hours per week compared to 37.9 in 2019, including 1.2 hours of overtime ([Table Four](#));
- Overtime, incentive pay and shift premia made up 5.4% of employees' gross weekly earnings, down from 6.7% in 2019 and 6.3% in 2018 ([Table Two](#));
- Median earnings were 4.3% higher than the median United Kingdom ([Table Eight](#));
- 16.5% of employees in 2020 earned less than the Isle of Man Living Wage, up from 15.7%, 11.2% and 14% in 2019, 2018 and 2017 respectively and 2.5% of employees earned the Minimum Wage, down from 3.1%, 3.4% in 2019 and 2018 respectively ([Table Ten](#));
- 69% of the randomly selected sample worked full time, 19% worked part time and 12% 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 9 June 2020.

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.

The survey also took account of those individuals who were in receipt of Salary Support Scheme payments. Where individuals were being paid at the level of the Salary Support Scheme, which was £280 (or less if part time or on a zero hour contract) in June 2020, were excluded as earnings affected. Additional guidance was provided to those completing the survey to provide clarity on this.

**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:

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Bucks Road,  
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Isle of Man, IM1 3PN

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**Table 1 - Median Weekly Earnings**

	Median (£)		
	2019	2020	% change
<b>Males</b>			
Manual	504	506	0.4
Non-manual	749	739	-1.3
All	626	638	1.9
<b>Females</b>			
Manual	410	425	3.5
Non-manual	577	613	6.3
All	572	588	2.8
<b>Males and females</b>			
Manual	481	497	3.3
Non-manual	653	673	3.0
All	593	611	3.0

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	234	487	721	59	542	601	293	1,029	1,322
<b>Average gross weekly earnings (£)</b>	580	971	844	476	747	720	559	853	788
of which:									
Overtime payments (£)	37	7	17	25	11	13	35	9	15
PBR etc payments (£)	11	31	25	5	6	6	10	18	16
Shift etc premium payments (£)	16	5	9	35	13	15	20	9	12
<b>As percentage of average gross earnings</b>									
Overtime payments	6.4%	0.7%	2.0%	5.3%	1.5%	1.8%	6.2%	1.1%	1.9%
PBR etc payments	1.9%	3.2%	2.9%	1.1%	0.8%	0.8%	1.7%	2.1%	2.0%
Shift etc premium payments	2.8%	0.5%	1.0%	7.4%	1.7%	2.1%	3.6%	1.1%	1.5%

**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
<b>Distribution of gross weekly earnings</b>									
10 per cent earned less than (£)	340	404	376	289	409	382	329	405	376
25 per cent earned less than (£)	400	525	471	332	479	464	383	495	467
50 per cent earned less than (£)	506	739	638	425	613	588	497	673	611
25 per cent earned more than (£)	641	1,150	949	537	846	832	625	949	888
10 per cent earned more than (£)	861	1,735	1,442	663	1,074	1,062	859	1,379	1,288
<b>Percentage earning less than</b>									
£200	1.7	0.2	0.7	0.0	0.2	0.2	1.4	0.2	0.5
£220	2.1	0.2	0.8	1.7	0.2	0.3	2.0	0.2	0.6
£250	2.6	0.2	1.0	3.4	0.2	0.5	2.7	0.2	0.8
£300	6.4	1.0	2.8	10.2	1.5	2.3	7.2	1.3	2.6
£350	12.8	3.5	6.5	35.6	4.2	7.3	17.4	3.9	6.9
£400	25.6	9.4	14.7	44.1	9.2	12.6	29.4	9.3	13.8
£450	35.9	15.0	21.8	55.9	19.0	22.6	39.9	17.1	22.2
£500	48.7	22.0	30.7	64.4	29.0	32.4	51.9	25.7	31.5
£600	68.8	35.5	46.3	84.7	47.6	51.2	72.0	41.9	48.6
£700	78.2	46.6	56.9	91.5	60.3	63.4	80.9	53.8	59.8
£800	85.0	55.0	64.8	91.5	71.6	73.5	86.3	63.8	68.8
£900	91.0	62.6	71.8	93.2	79.5	80.9	91.5	71.5	75.9
£1,000	94.0	69.6	77.5	98.3	86.0	87.2	94.9	78.2	81.9



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

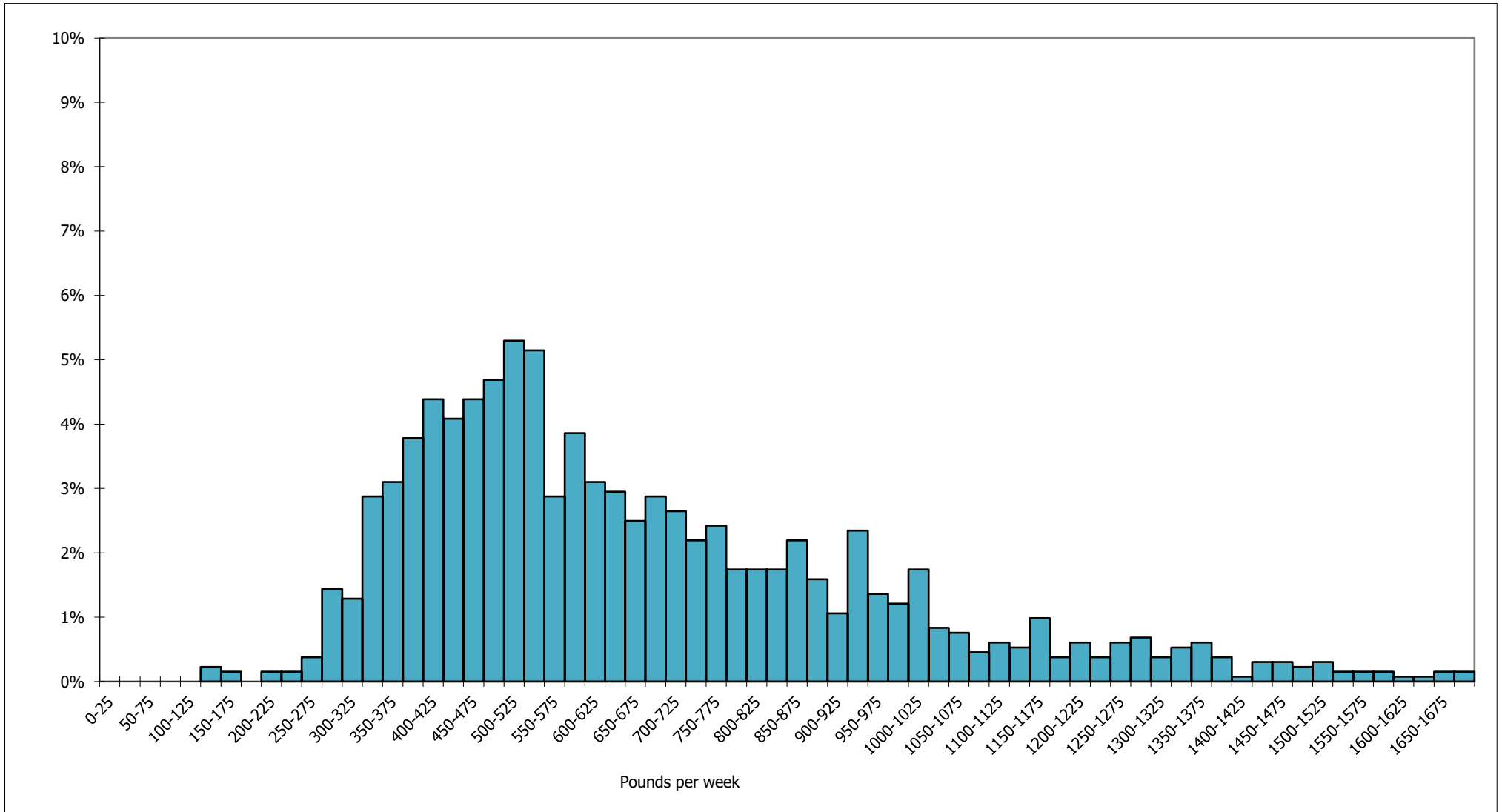
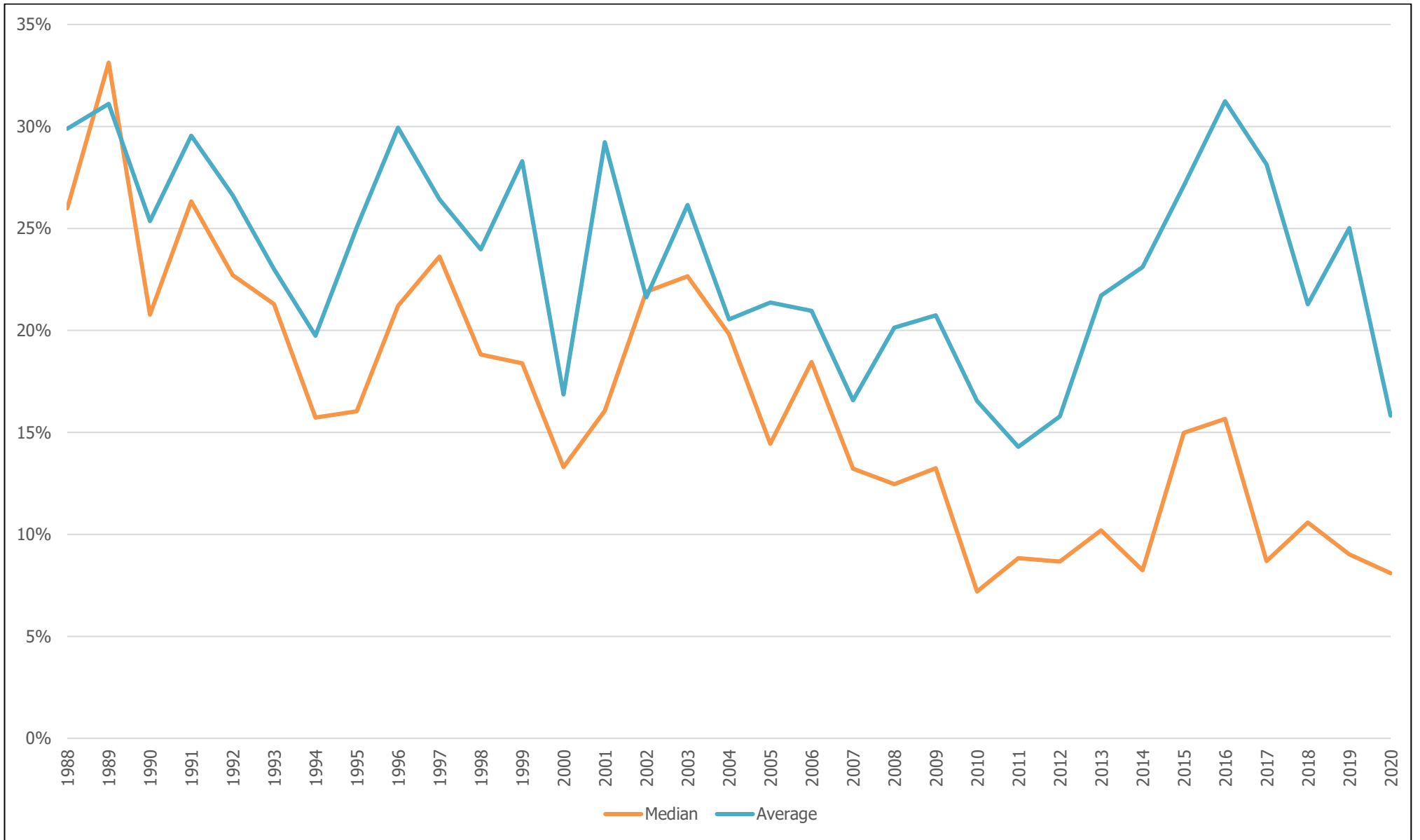


Figure 1 illustrates the distribution of earnings and shows income of respondents up to £1,700 per week. This covers 94.5% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

**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
<b>Average gross hourly earnings</b>									
Including overtime pay and overtime hours (£)	13.8	26.1	22.1	12.0	20.9	20.0	13.4	23.4	21.2
Excluding overtime pay and overtime hours (£)	13.2	25.3	21.3	10.9	20.4	19.4	12.7	22.7	20.5
<b>Hours worked</b>									
Average basic hours	39.2	36.8	37.6	37.7	35.5	35.7	38.9	36.1	36.8
Average overtime hours	3.1	1.0	1.7	2.3	0.6	0.7	3.0	0.8	1.2
Average hours	42.4	37.8	39.3	40.0	36.1	36.5	41.9	36.9	38.0

**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 (£)	10.7	32.9	24.3	10.9	19.3	17.9	10.8	21.4	19.1
Excluding overtime pay and overtime hours (£)	10.9	32.6	24.2	10.5	18.4	17.1	10.6	20.5	18.4
<b>Hours worked</b>									
Average basic hours	19.0	15.7	17.0	19.8	19.3	19.4	19.5	18.8	19.0
Average overtime hours	1.8	0.3	0.9	1.1	0.7	0.8	1.4	0.7	0.8
Average hours	20.8	16.0	17.9	20.9	20.1	20.2	20.9	19.5	19.8

**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 (£)	19.2	17.8	18.5	8.4	16.1	14.4	15.0	16.7	16.1
Excluding overtime pay and overtime hours (£)	14.2	16.3	15.3	8.1	15.5	13.8	11.8	15.7	14.4
<b>Hours worked</b>									
Average basic hours	25.1	22.2	23.5	28.3	16.5	19.2	26.3	18.4	21.1
Average overtime hours	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Average hours	25.1	22.2	23.5	28.3	16.5	19.2	26.3	18.4	21.1

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

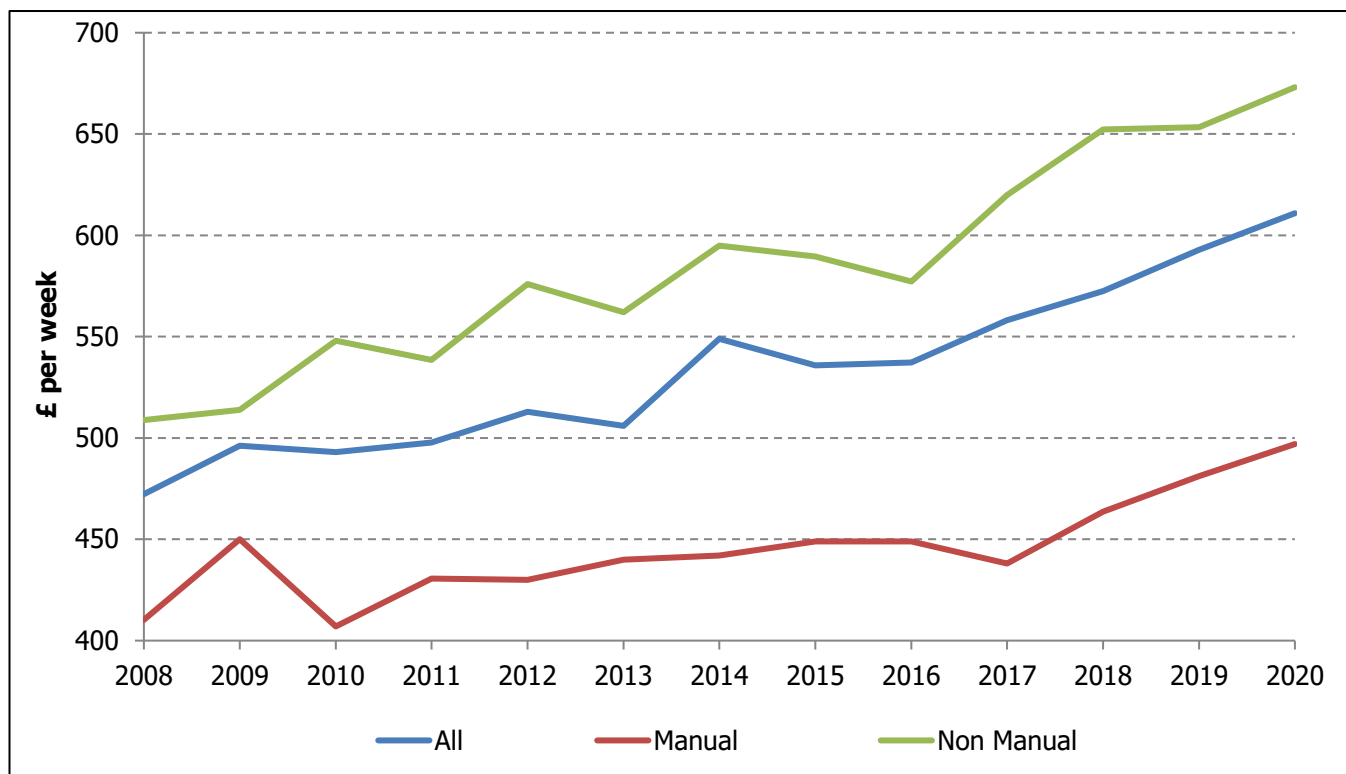
	<b>Average (£)</b>	<b>Number in sample</b>	<b>Standard error (%)</b>
<b>Males</b>			
Manual	580	234	4.2
Non-manual	971	487	3.6
All	844	721	3.0
<b>Females</b>			
Manual	476	59	5.9
Non-manual	747	542	3.8
All	720	601	3.6
<b>Males and Females</b>			
Manual	559	293	3.6
Non-manual	853	1,029	2.6
All	788	1,322	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.

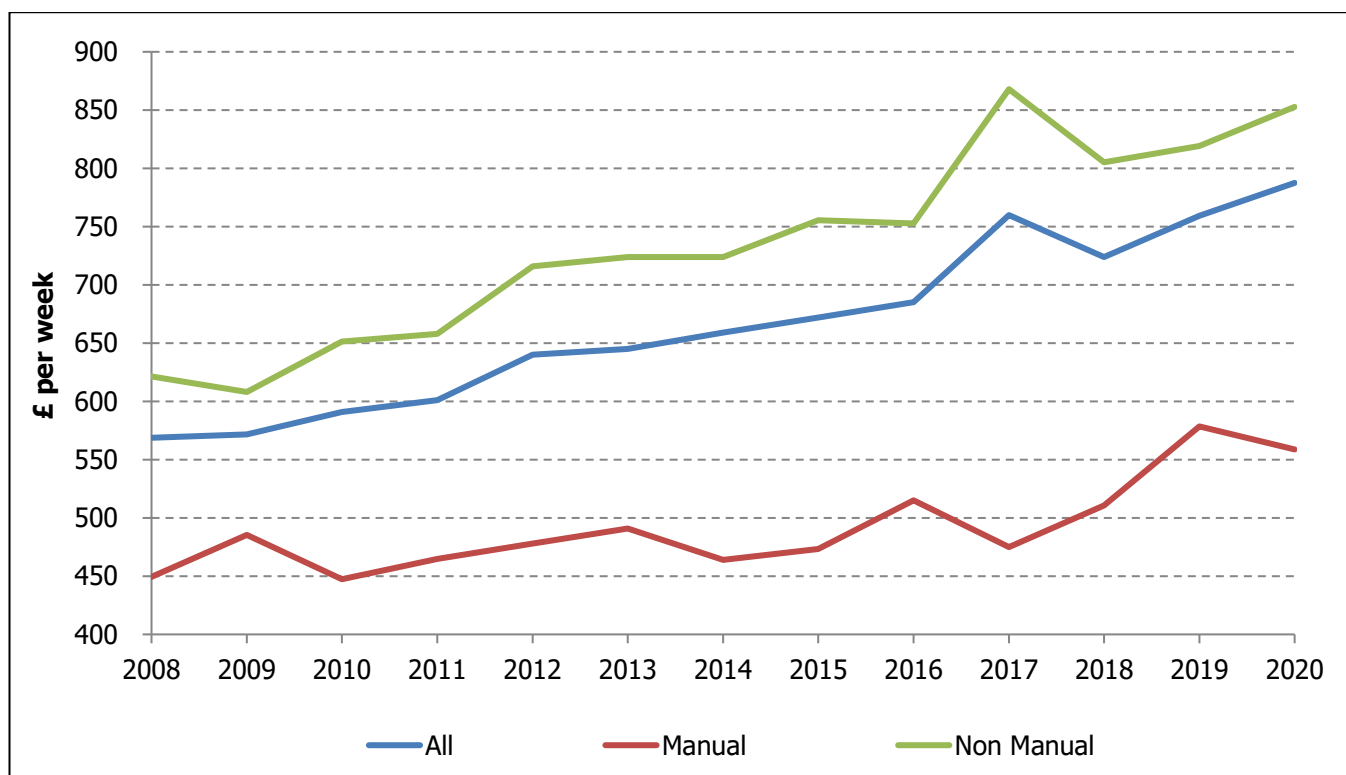
A measure of the potential size of the difference is provided by the **standard error**. There is a two-out-of-three chance that the difference between the true value and the estimate will be less than the standard error and the chance that the difference will be more than double the standard error is about one-in-twenty.

We can say with 95% confidence that the true level of average earnings will be in the range £752 to £824 (mean £788).

**Figure 3 - Weekly Median Earnings at Current Prices 2008 – 2020**

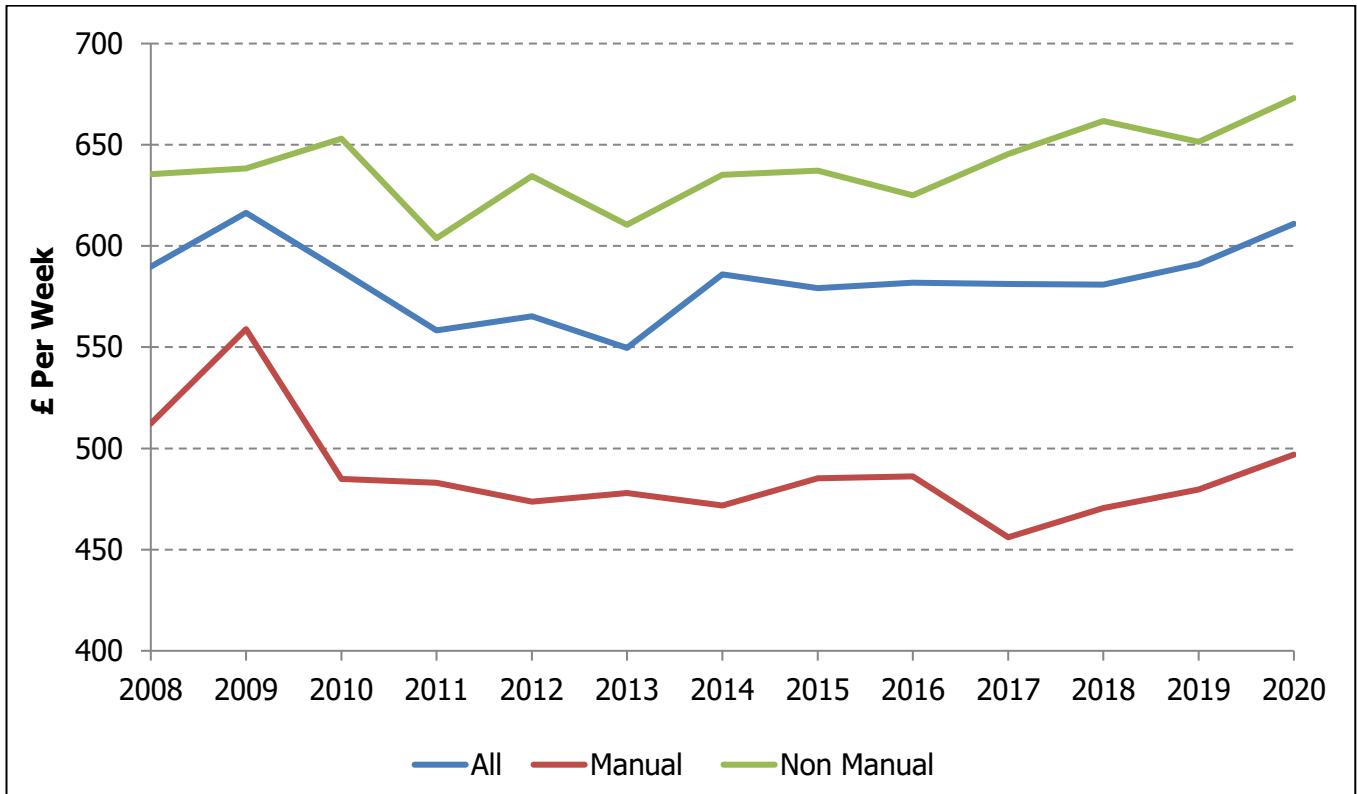


**Figure 4 - Weekly Average Earnings at Current Prices 2008 – 2020**

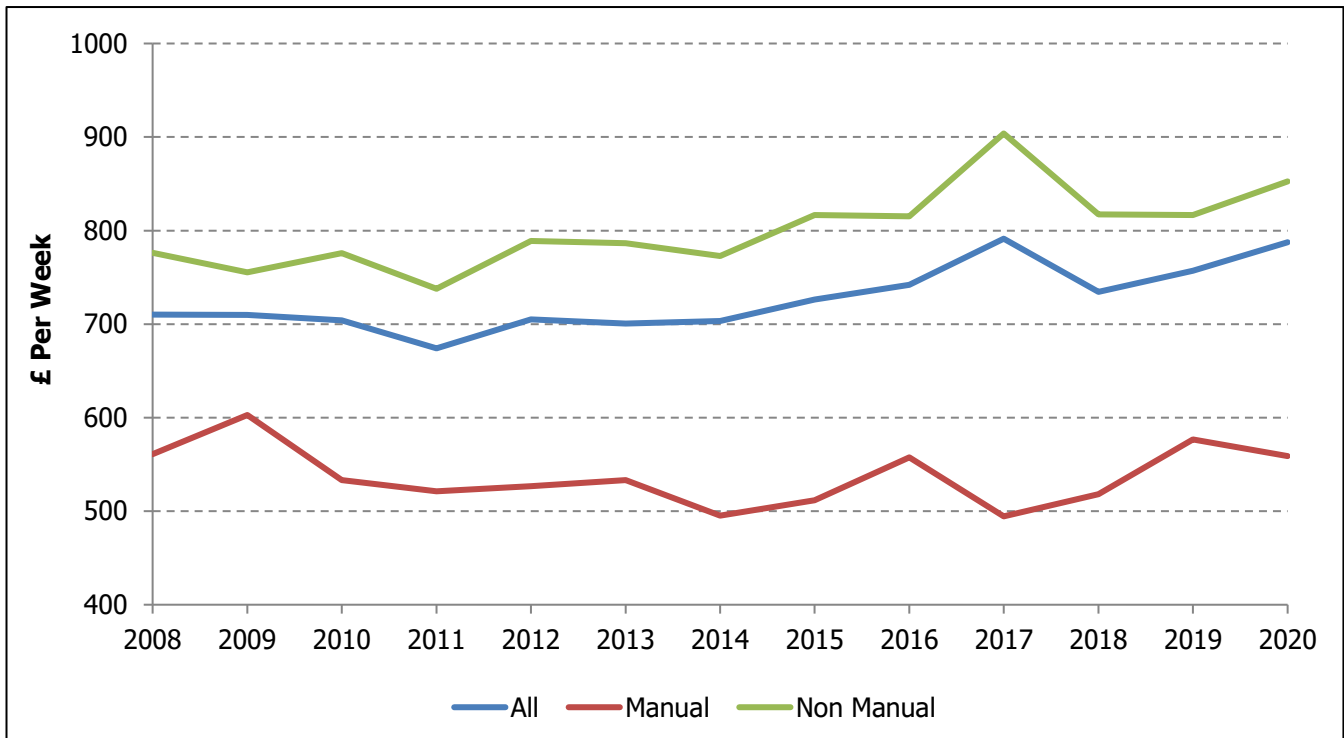


**Note:** A methodological change implemented from 2012 onwards means that average and median earnings prior to 2012 may not be directly comparable.

**Figure 5 - Weekly Median Earnings at Constant Prices 2008 – 2020**



**Figure 6 - Weekly Average Earnings at Constant Prices 2008 – 2020**



**Notes:**

1. Average earnings in the above graphs have been inflation adjusted by uprating previous average and median earnings by June 2020'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>Average Earnings</b>	<b>Isle of Man</b>	<b>United Kingdom</b>	<b>Difference between IOM and UK (%)</b>
Males	844	756	11.6%
Females	720	636	13.3%
Males and females	788	706	11.5%
<b>Median Earnings</b>			
Males	638	619	3.0%
Females	588	543	8.3%
Males and females	611	586	4.3%

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

**Note:** United Kingdom data may be subject to revision, and refers to April 2020.



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

	<b>Average weekly earnings (£)</b>	<b>Average weekly hours</b>	<b>Average hourly earnings (£)</b>
Agriculture, Forestry & Fishing	-	-	-
Manufacturing: Engineering	720	38.7	18.5
Manufacturing: Food & Drink	406	36.5	9.6
Manufacturing: General	-	-	-
Mining & Quarrying	-	-	-
Construction	637	42.6	14.8
Utilities	920	38.5	23.7
Transport and Communications	742	36.5	18.9
Wholesale Distribution	563	38.7	13.7
Retail Distribution	515	30.2	13.1
Banking	767	34.1	21.6
Insurance	-	-	-
Other Finance and Business Services	800	34.6	22.0
Information and Communication Technology	804	35.4	22.1
Legal and Accountancy Services	775	38.2	20.9
Corporate Service Providers	837	31.0	23.4
Education	-	-	-
Medical & Health Services	990	33.5	25.4
Other Professional Services	802	35.5	21.7
Tourist Accommodation	-	-	-
Catering and Entertainment	420	25.7	11.5
Egaming	1,376	35.6	38.3
Miscellaneous Services	517	32.5	13.7
Public Administration	786	33.7	22.5
<b>Whole Economy</b>	<b>788</b>	<b>38.0</b>	<b>21.2</b>

**Notes:**

1. The table includes full-time employees on adult rates of pay whose earnings were not affected by absence.
2. Sample sizes for individual sectors are often smaller than is necessary to achieve a high degree of precision. As such, the estimates for each sector in this table should be treated with some caution. Sectors where the sample size is too small for any meaningful analysis have been excluded.
3. Average hourly earnings are calculated as the average of hourly earnings received by each individual. Other than in particular circumstances, this figure will not be the same as that obtained by dividing average weekly earnings by average weekly hours.

**Table 10 - Living Wage and Minimum Wage**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Less than the Living Wage <sup>1</sup>						16%	14%	11.2%	15.7%	16.5%
Minimum Wage <sup>2</sup>	1.8%	0.8%	2.4%	3.8%	5.5%	4.3%	5.0%	3.4%	3.1%	2.5%

**Notes**

1. The Living Wage was calculated and published by Economic Affairs in July 2020. The Living Wage was calculated as being £10.19 per hour. <sup>1</sup>
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<sup>2</sup>. 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:

<b>Earnings Survey Year</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Minimum Wage - October</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>Age</b>				
Over compulsory school age but under 18	£5.40	£5.70	£5.85	£6.15
Aged 18 but under 21	£6.65	£6.85	£7.85	£8.25
Aged 21 but under 25	£7.00	£7.20	£7.85	£8.25
Over 25	£7.00	£7.50	£7.85	£8.25

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.

<sup>1</sup> Isle of Man Living Wage reports: <https://www.gov.im/about-the-government/departments/cabinet-office/economic-affairs-division/isle-of-man-living-wage/>

<sup>2</sup> Isle of Man minimum wage: <https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/minimum-wage/>

**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	488	585	506	533	731	580	42.5	41.9	42.4
Non-manual	712	772	739	934	1,086	971	38.1	36.9	37.8
All	600	723	638	802	978	844	39.5	38.4	39.3
<b>Females</b>									
Manual	360	500	425	404	567	476	41.2	38.5	40.0
Non-manual	538	749	613	683	845	747	36.3	35.8	36.1
All	529	740	588	657	814	720	36.7	36.1	36.5
<b>Male and Female</b>									
Manual	468	539	497	513	676	559	42.3	40.7	41.9
Non-manual	605	767	673	816	930	853	37.2	36.2	36.9
All	566	739	611	745	882	788	38.4	37.0	38.0

**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**

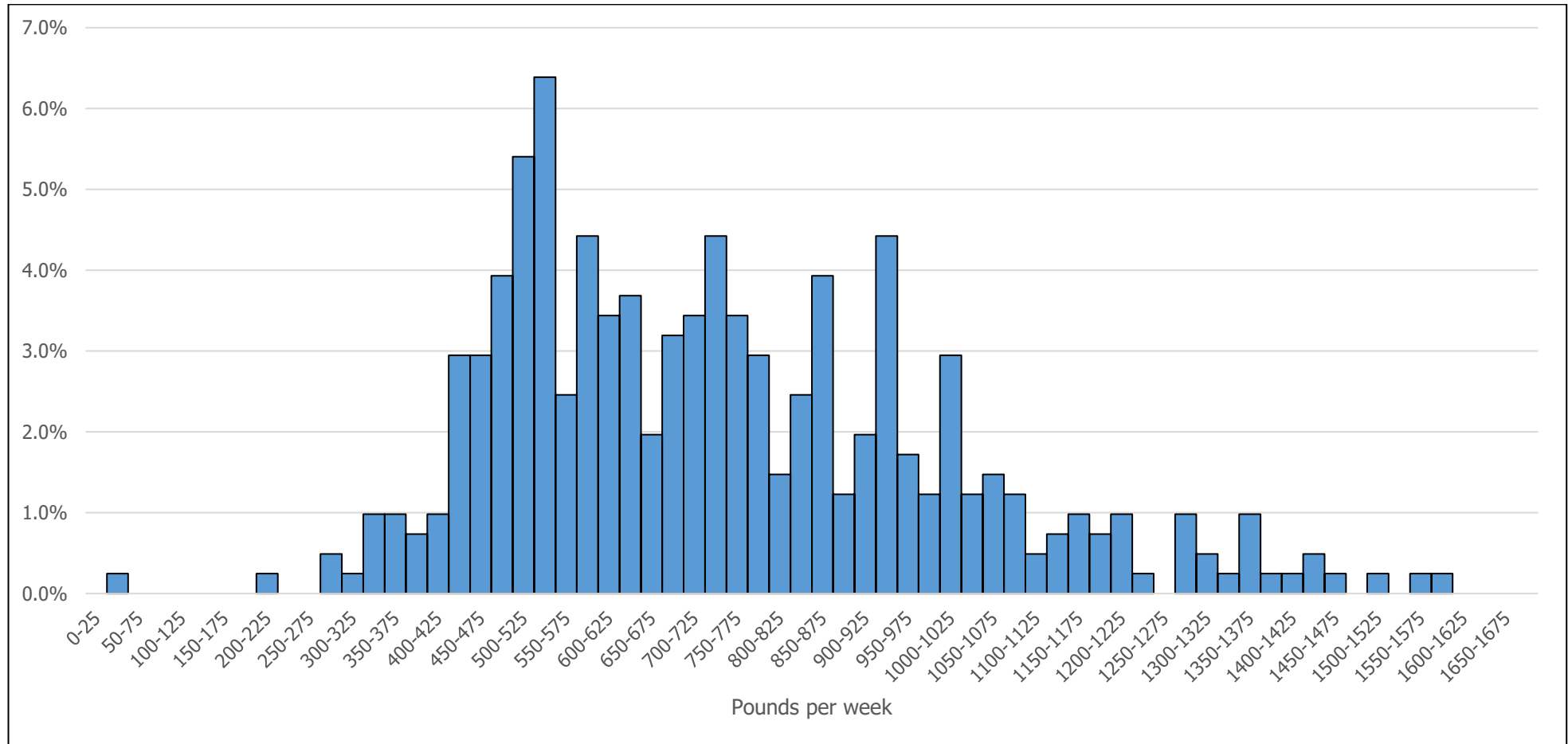


Figure 7 illustrates the distribution of earnings for the public sector and shows income of respondents up to £1,700 per week. This covers 94.1% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

**Figure 8 Distribution of Private Sector Earnings – Full Time Earnings**

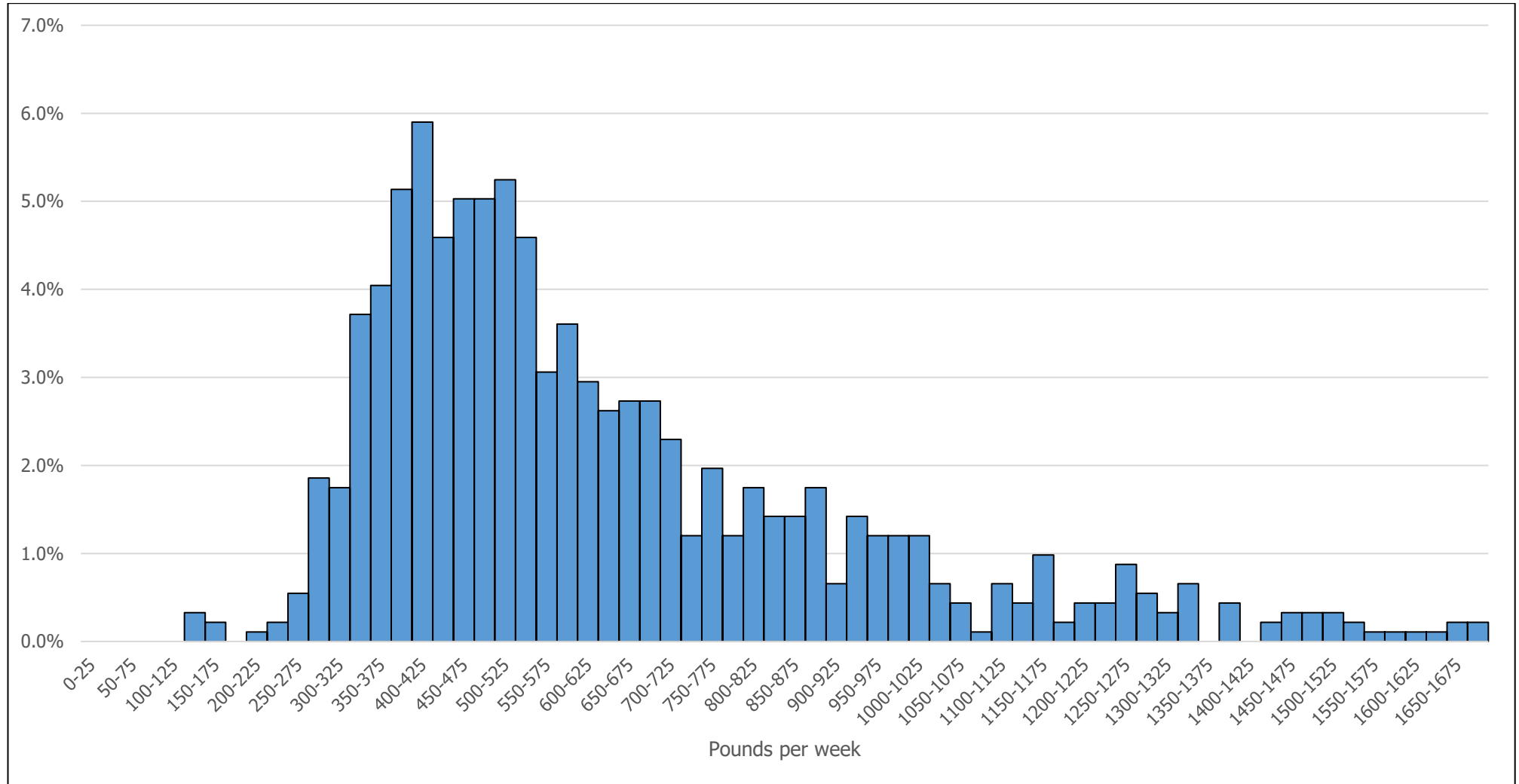


Figure 8 illustrates the distribution of earnings for the private sector and shows income of respondents up to £1,700 per week. This covers 94.2% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

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

	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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
350 to 400 pence per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%
Under £4.50 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	0.3%	0.5%
£4.51 to £5 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.7%
£5.01 to £6 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.4%	0.5%	1.2%
£6.01 to £7 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.2%	0.0%	0.1%	0.4%	1.6%
£7.01 to £8 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.1%	0.4%	2.0%
£8.01 to £9 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	1.9%	1.2%	0.3%	0.0%	0.2%	4.2%	6.2%
£9.01 to £10 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.7%	2.4%	1.2%	0.3%	0.1%	0.1%	4.9%	11.0%
£10.01 to £12.50 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	1.6%	8.7%	3.6%	1.1%	0.2%	0.8%	16.1%	27.1%
£12.51 to £15 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	10.8%	2.1%	0.3%	0.1%	0.1%	14.8%	41.9%
£15.01 to £17.50 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	9.0%	1.4%	0.4%	0.3%	0.1%	12.8%	54.7%
£17.51 to £20 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.7%	7.1%	1.4%	0.7%	0.2%	0.4%	10.8%	65.5%
Over £20 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	3.4%	22.9%	4.3%	0.6%	0.2%	0.2%	34.5%	100%
Total	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	10.0%	63.6%	15.5%	3.9%	1.1%	2.6%	100%	
Cumulative total	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	13.4%	76.9%	92.4%	96.3%	97.4%	100%		

**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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
£3.50 to £4 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%
£4.01 to £4.50 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.2%	0.3%	0.3%
£4.51 to £5 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.5%	0.5%
£5.01 to £6 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.6%	0.6%
£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%	1.0%
£7.01 to £8 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%	1.4%	1.4%
£8.01 to £9 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	2.4%	1.3%	0.1%	0.0%	0.1%	4.3%	5.7%	5.7%
£9.01 to £10 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.8%	3.1%	1.2%	0.3%	0.0%	0.0%	5.5%	11.2%	11.2%
£10.01 to £12.50 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	2.0%	11.5%	3.3%	0.8%	0.0%	0.3%	18.1%	29.3%	29.3%
£12.51 to £15 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	12.9%	2.3%	0.0%	0.1%	0.0%	16.8%	46.1%	46.1%
£15.01 to £17.50 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	9.8%	1.6%	0.1%	0.1%	0.0%	13.1%	59.1%	59.1%
£17.51 to £20 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.8%	6.5%	1.3%	0.0%	0.1%	0.2%	9.0%	68.2%	68.2%
Over £20 per hour	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	3.6%	22.5%	2.8%	0.1%	0.1%	0.0%	31.8%	100%	100%
Total	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	10.8%	69.5%	14.0%	1.4%	0.3%	0.6%	100%		
Cumulative total	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	14.1%	83.6%	97.6%	99.1%	99.4%	100%			

**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>	Public	Private	All
Sent	3	832	835
Received	3	816	819
<i>Response rate</i>	<i>100%</i>	<i>98.1%</i>	<i>98.1%</i>
<b>Employees</b>			
	Public	Private	All
Forms sent	687	1,802	2,489
Forms returned	687	1,760	2,447
<i>Response rate</i>	<i>100%</i>	<i>97.7%</i>	<i>98.3%</i>
Exempt (See questionnaire)			325
Earnings affected by absence or on trainee/junior rates			212
Full-time with reported hours			1,322
Part-time with reported hours			368
Zero-hours employees			220
Total returned			2,447



## **Appendix One – Earnings Survey 2020 Questionnaire**

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

**Earnings Survey 2020** - A compulsory inquiry under the Statistics Act 1999.

Form to be submitted by **25 September 2020**.

### **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 9 June 2020, 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 9 June 2020.

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 9 June 2020
- (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 9 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 9 June 2020 (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**  
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