



**Isle of Man
Government**

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Isle of Man Earnings Survey Report 2023

Statistics Isle of Man
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Contents

Summary of Results – Isle of Man Earnings Survey 2023.....	2
Purpose.....	2
Methodology	2
Explanation of Measures Reported	3
Definitions and Abbreviations	4
Definitions.....	4
Abbreviation	4
Further information.....	4
Table 1 - Median Weekly Earnings of Full Time Employees.....	5
Table 2 - Average Weekly Earnings of Full Time Employees.....	6
Table 3 - Distribution of Earnings of Full Time Employees	7
Figure 1 – Average Weekly Salary at Current Prices with Margin of Error.....	8
Figure 2 – Average Weekly Salary at Constant Prices with Margin of Error	9
Figure 3 - Distribution of Earnings of Full Time Employees.....	10
Figure 4 - Gender pay gap – Full Time Earnings	11
Table 4 - Average Earnings and Hours Worked (Full Time).....	12
Table 5 - Average Earnings and Hours Worked (Part Time)	12
Table 6 - Average Earnings and Hours Worked (Zero Hours).....	13
Table 7 - Weekly Average Earnings and Standard Errors	14
Figure 5 - Weekly Median Earnings at Current Prices 2008 – 2023	15
Figure 6 - Weekly Average Earnings at Current Prices 2008 – 2023	15
Figure 7 - Weekly Median Earnings at Constant Prices 2008 – 2023	16
Figure 8 - Weekly Average Earnings at Constant Prices 2008 – 2023	16
Table 8 - Isle of Man and United Kingdom Comparison.....	17
Table 9 - Average Weekly Earnings and Hours by Economic Sector	18
Table 10 - Living Wage and Minimum Wage.....	19
Table 11 - Average and Median Weekly Earnings and Hours by Public and Private Sector.....	20
Figure 9 Distribution of Public Sector Earnings – Full Time Employees	21
Figure 10 Distribution of Private Sector Earnings – Full Time Employees.....	22
Table 12 - Average Hourly Earnings (including overtime) for Full Time Employees	23
Table 13 – Average Hourly Earnings (excluding overtime) for Full Time Employees.....	24
Table 14 - Response Rates.....	25
Appendix One – Earnings Survey 2023 Questionnaire	26

Summary of Results – Isle of Man Earnings Survey 2023

- Median gross weekly pay of full-time employees was £732, compared to £673 in 2022 ([Table One](#)).
- Although both average and median weekly earnings have increased in nominal terms compared to 2022, average weekly earnings at constant prices remains below the ten year high from 2017 and has fallen slightly compared with the previous year (from £927 to £902). There is however considerable overlap between margins of error in the estimates of average weekly pay for previous years, raising the possibility that differences in the data between successive years are artefacts resulting from the sampling process.
- Full-time employees worked an average of 37.6 hours per week, similar to the 37.7 hours per week recording in 2022. This includes 0.7 hours of overtime ([Table Four](#)).
- Overtime, incentive pay and shift premiums made up 5.7% of employees' gross weekly earnings, up from 5.3% in 2021 ([Table Two](#)).
- Median earnings were 7.3% higher than the median United Kingdom ([Table Eight](#)).
- 15.6% of employees in 2023 earned less than the Isle of Man Living Wage, down from an estimated 16.9% in 2022, and 1.6% of employees earned less than the Minimum Wage, down from 4.5% in 2022 ([Table Ten](#)).
- 74% of the randomly selected sample worked full time, 16% worked part time and 10% 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 6 June 2023.

All data presented in this report refers to employees who were on adult rates of pay and whose pay was not affected by absence or had no contracted hours that week, unless otherwise stated.

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

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 was changed in that high earners were no longer removed from the average, which is in line with the approach used by the ONS. Average earnings figures since 2012 have 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.
- **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.

Definitions and Abbreviations

Definitions

For the purposes of this report:

- A **full-time worker** is an employee with normal basic hours that exceed 30 per week excluding overtime and meal breaks. An exception to this is where the employee is a teacher, in which case they are considered to be full-time workers if their basic hours are 25 per week and over.
- 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 workers** were previously classified according to a scheme formerly used by the United Kingdom's Office for National Statistics in its annual New Earnings Survey (NES). In 2021, the OECD definition of **manual** or **production workers** was adopted in its place. Further details can be found on page 5.

Abbreviation

1. PBR = Payment By Results

Further information

Additional unpublished data may be available on request. Enquiries should be made to Statistics Isle of Man by the contact methods below:

Statistics Isle of Man,
1st Floor, Nivison House,
31 Prospect Hill,
Douglas,
Isle of Man, IM1 1ET

Tel: (01624) 685758
Email: statistics@gov.im

Table 1 - Median Weekly Earnings of Full Time Employees

	Median (£)		
	2022	2023	% change
Males			
Manual	605	629	4.1
Non-manual	749	814	8.7
All	694	743	7.0
Females			
Manual ¹	481	491	2.1
Non-manual	656	708	7.9
All	652	707	8.5
Males and females			
Manual	600	625	4.2
Non-manual	694	747	7.6
All	673	732	8.7

From 2021, manual workers have been reclassified according to the OECD and International Labour Organization's definition of production workers:

"Production workers (also referred to as manual workers or blue-collar workers) generally include those employees who are engaged in fabrication, assembly and related activities, material handling, warehousing and shipping, maintenance and repair, janitorial and guard services, auxiliary production (such as power plants), and other services closely related to the above activities. Working supervisors are generally included, while apprentices and other trainees are generally excluded."

The most notable effect of this reclassification is the movement of a number of typically lower-paid service occupations from the Manual category to the Non-manual category. Because of this, comparisons between manual and non-manual occupational earnings with those found in reports prior to 2021 are not appropriate.

Under this scheme, an indicative but not complete list of occupations falling under each category are as follows:

Manual Workers: Fabrication, assembly and production, material handling, warehousing and shipping, maintenance, repair, janitorial service, auxiliary production and other services closely related to the above activity.

Non-Manual Workers: Managers and administrators, professional occupations, associate professional and technical occupations, clerical and secretarial occupations, corporate and financial services, personal and most retail services.

¹ Please note that the number of female manual workers included in the samples used in this and previous earnings surveys are typically very low. Caution should therefore be exercised when interpreting figures relating to this category.

Table 2 - Average Weekly Earnings of Full Time Employees

	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Number in sample	196	746	942	4	776	780	200	1522	1722
Average gross weekly earnings (£)	677	1020	949	648	846	845	676	931	902
of which:									
Overtime payments (£)	34	21	24	28	9	9	34	15	17
PBR etc payments (£)	2	40	32	0	15	14	2	27	24
Shift etc premium payments (£)	17	6	8	15	12	12	17	9	10
As percentage of average gross earnings									
Overtime payments	5.0%	2.1%	2.5%	4.4%	1.0%	1.1%	5.0%	1.6%	1.9%
PBR etc payments	0.4%	3.9%	3.4%	0.0%	1.7%	1.7%	0.3%	2.9%	2.7%
Shift etc premium payments	2.6%	0.6%	0.9%	2.3%	1.4%	1.4%	2.6%	1.0%	1.1%

Table 3 - Distribution of Earnings of 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 (£)	472	482	480	409	454	454	468	466	467
25 per cent earned less than (£)	533	587	573	409	552	551	531	569	562
50 per cent earned less than (£)	629	814	743	491	708	707	625	747	732
25 per cent earned more than (£)	760	1192	1077	553	926	926	760	1053	1014
10 per cent earned more than (£)	880	1767	1609	1138	1300	1298	880	1563	1500
Percentage earning less than									
£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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
£300	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
£350	1.0	0.4	0.5	0.0	0.8	0.8	1.0	0.6	0.6
£400	1.5	2.0	1.9	0.0	3.1	3.1	1.5	2.6	2.4
£450	5.1	6.0	5.8	25.0	9.1	9.2	5.5	7.6	7.4
£500	14.8	12.6	13.1	50.0	16.8	16.9	15.5	14.7	14.8
£600	41.8	27.1	30.1	75.0	33.5	33.7	42.5	30.4	31.8
£700	64.8	39.4	44.7	75.0	48.7	48.8	65.0	44.2	46.6
£800	81.6	48.7	55.5	75.0	61.6	61.7	81.5	55.3	58.3
£900	90.8	59.4	65.9	75.0	71.4	71.4	90.5	65.5	68.4
£1,000	92.9	64.5	70.4	75.0	78.9	78.8	92.5	71.8	74.2

Figure 1 – Average Weekly Salary at Current Prices with Margin of Error

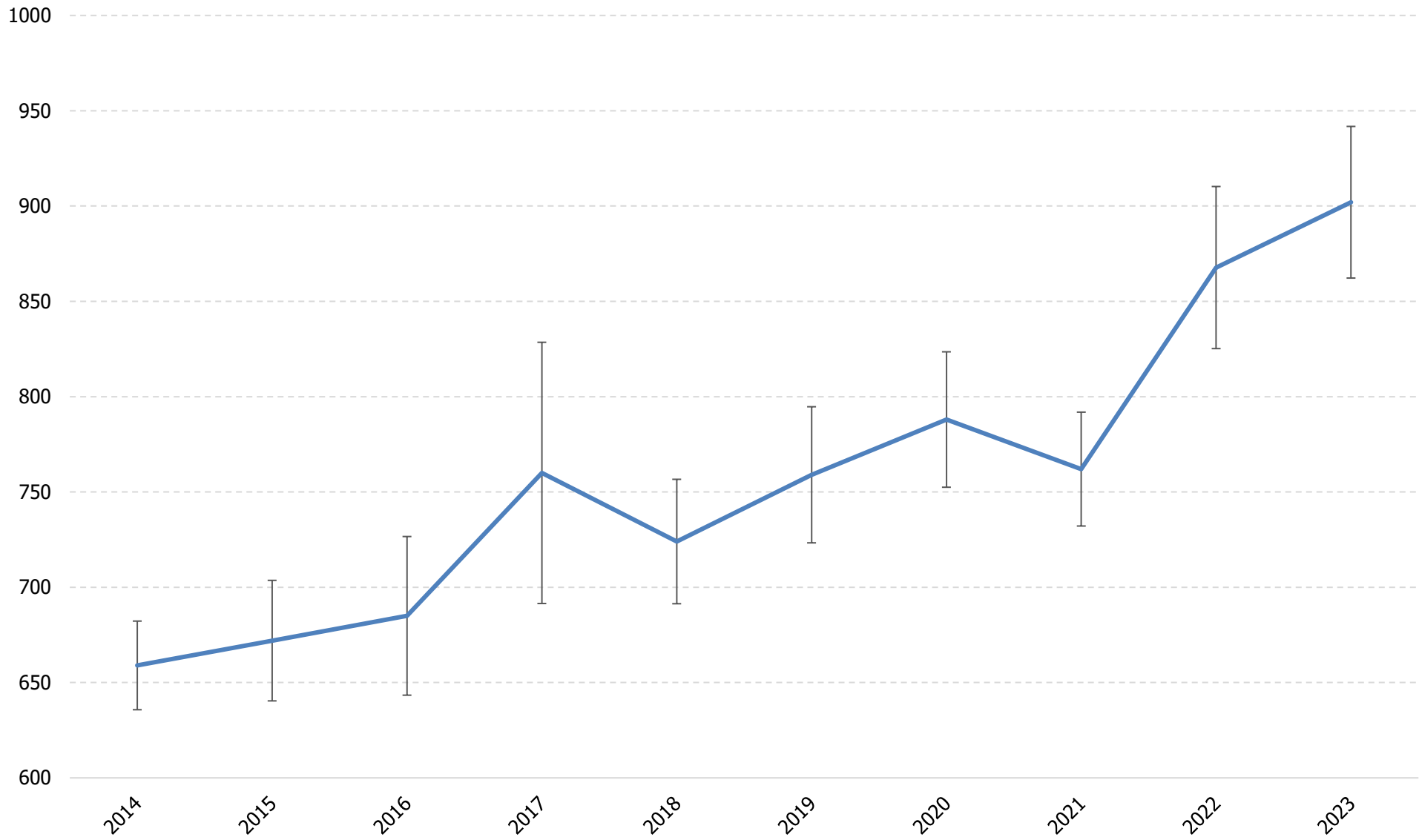


Figure 2 – Average Weekly Salary at Constant Prices with Margin of Error

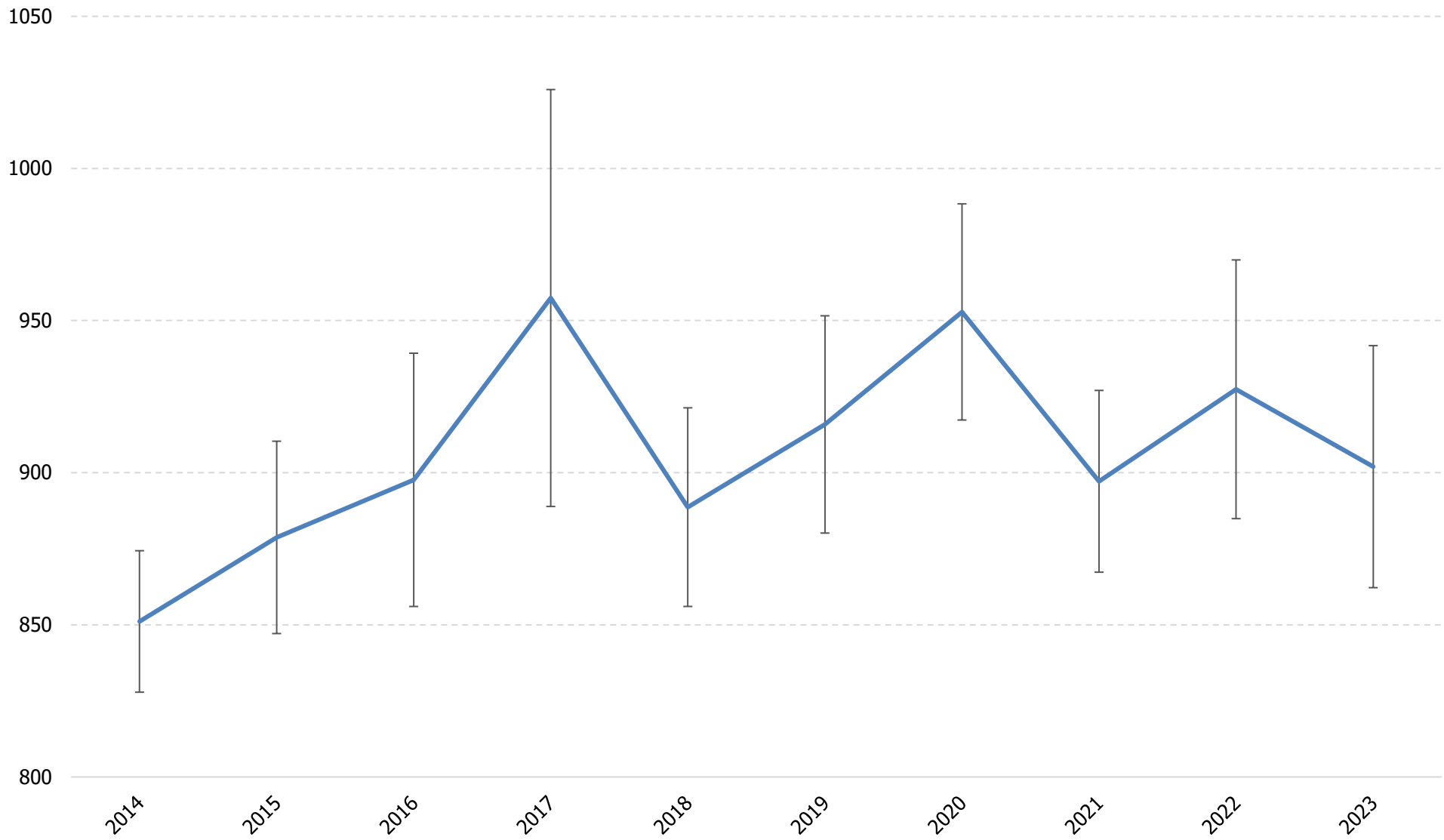


Figure 3 - Distribution of Earnings of Full Time Employees

Distribution of weekly earnings of full-time employees on adult rates whose pay for the survey period was not affected by absence - June 2023

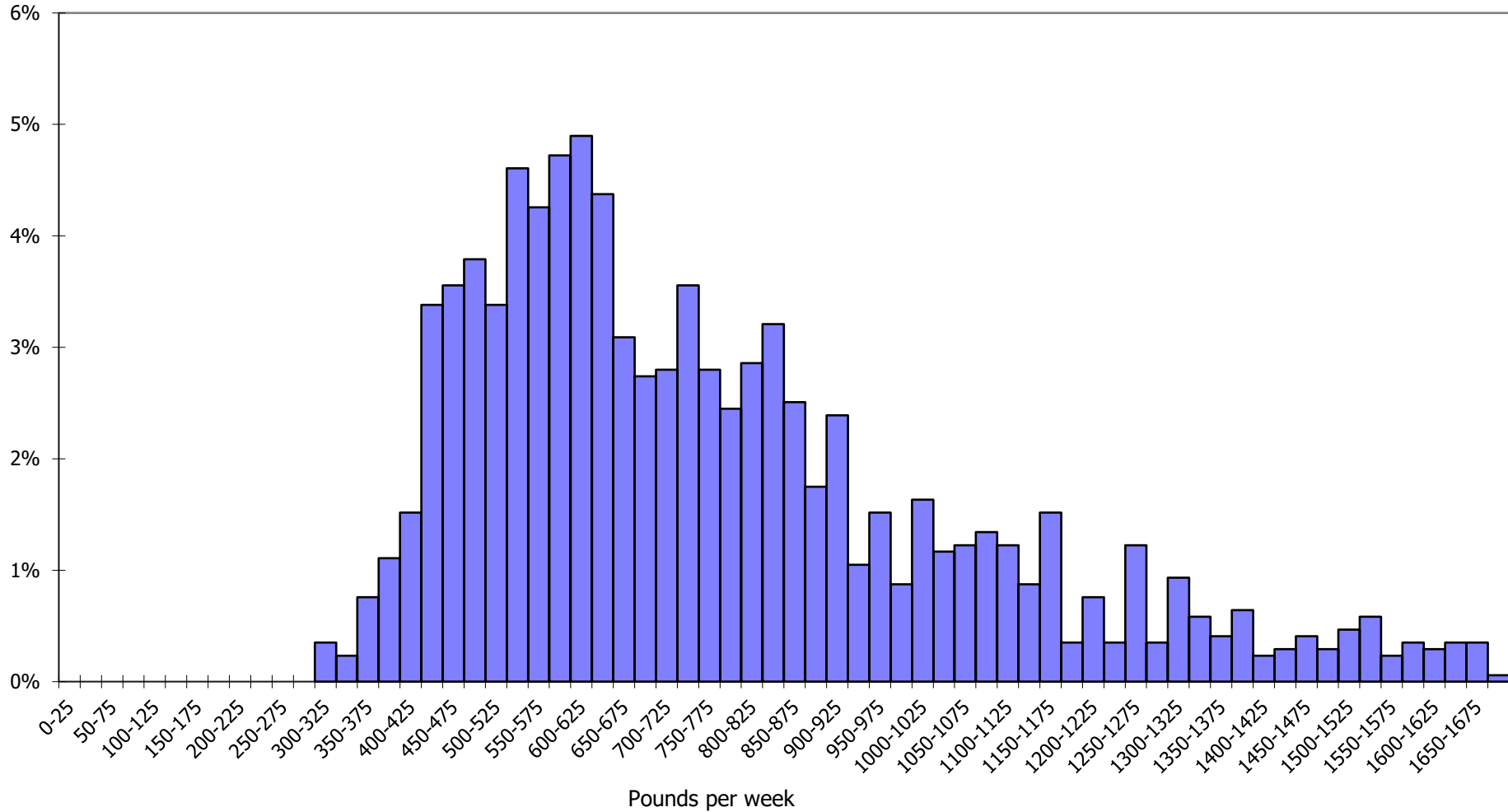


Figure 3 illustrates the distribution of earnings and shows income of respondents up to £1,700 per week. This covers 92.8% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

Figure 4 - Gender pay gap – Full Time Earnings

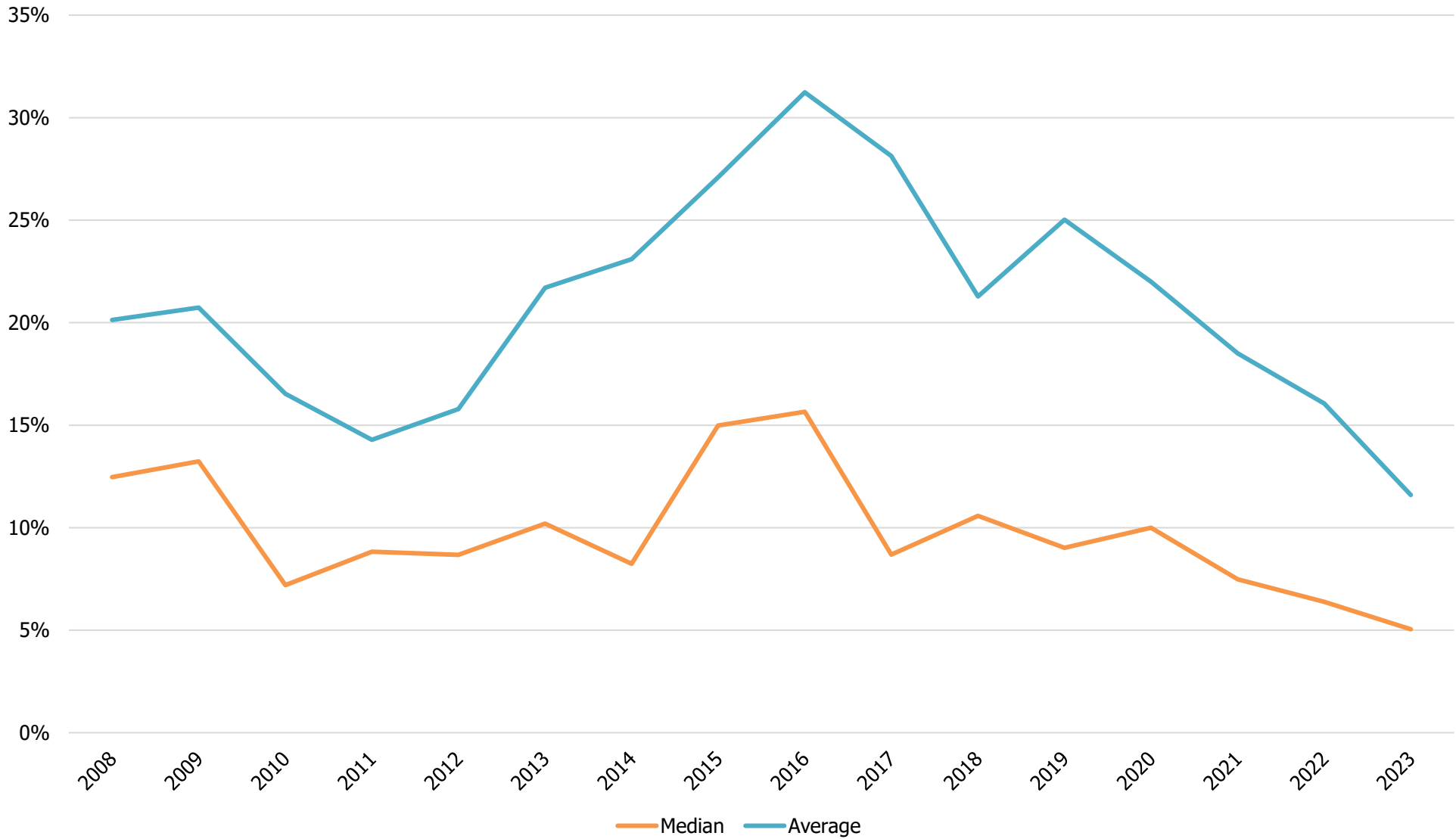


Figure 4 illustrates the percentage difference in both median and average weekly pay for males and females employed full time on adult rates whose pay was not affected by absence.

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 (£)	16.8	27.3	25.1	15.4	23.6	23.6	16.8	25.4	24.4
Excluding overtime pay and overtime hours (£)	16.1	26.0	23.9	15.0	22.8	22.8	16.1	24.4	23.4
Hours worked									
Average basic hours	38.8	37.1	37.5	39.9	36.0	36.0	38.9	36.6	36.8
Average overtime hours	1.5	0.8	0.9	1.2	0.5	0.5	1.5	0.6	0.7
Average hours	40.3	37.9	38.4	41.1	36.5	36.5	40.3	37.2	37.6

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 (£)	13.8	17.7	17.0	13.1	21.1	21.1	13.7	20.4	20.1
Excluding overtime pay and overtime hours (£)	13.8	17.5	16.8	12.5	20.8	20.7	13.6	20.2	19.9
Hours worked									
Average basic hours	16.9	17.3	17.2	12.5	18.2	18.2	16.4	18.0	18.0
Average overtime hours	1.0	0.5	0.6	0.5	0.6	0.6	0.9	0.6	0.6
Average hours	17.9	17.8	17.8	12.9	18.8	18.8	17.3	18.6	18.6

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 (£)	21.5	24.4	24.1	12.2	21.5	21.2	18.8	22.7	22.4
Excluding overtime pay and overtime hours (£)	21.5	24.0	23.7	12.2	20.4	20.1	18.8	21.8	21.6
Hours worked									
Average basic hours	10.7	17.4	16.7	10.2	10.1	10.1	10.6	13.0	12.8
Average overtime hours	0.0	0.2	0.1	0.0	0.2	0.2	0.0	0.2	0.2
Average hours	10.7	17.6	16.8	10.2	10.3	10.3	10.6	13.2	13.0

Table 7 - Weekly Average Earnings and Standard Errors

	Average (£)	Number in sample	Standard error (%)
Males			
Manual	677	196	2.6
Non-manual	1,020	746	2.8
All	949	942	2.4
Females			
Manual	648	4	25.6
Non-manual	846	776	2.5
All	845	780	2.5
Males and Females			
Manual	676	200	2.6
Non-manual	931	1522	1.9
All	902	1722	1.8

Because the Earning Survey is based on a sample, 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 £870 to £935 (mean £902).

Figure 5 - Weekly Median Earnings at Current Prices 2008 – 2023

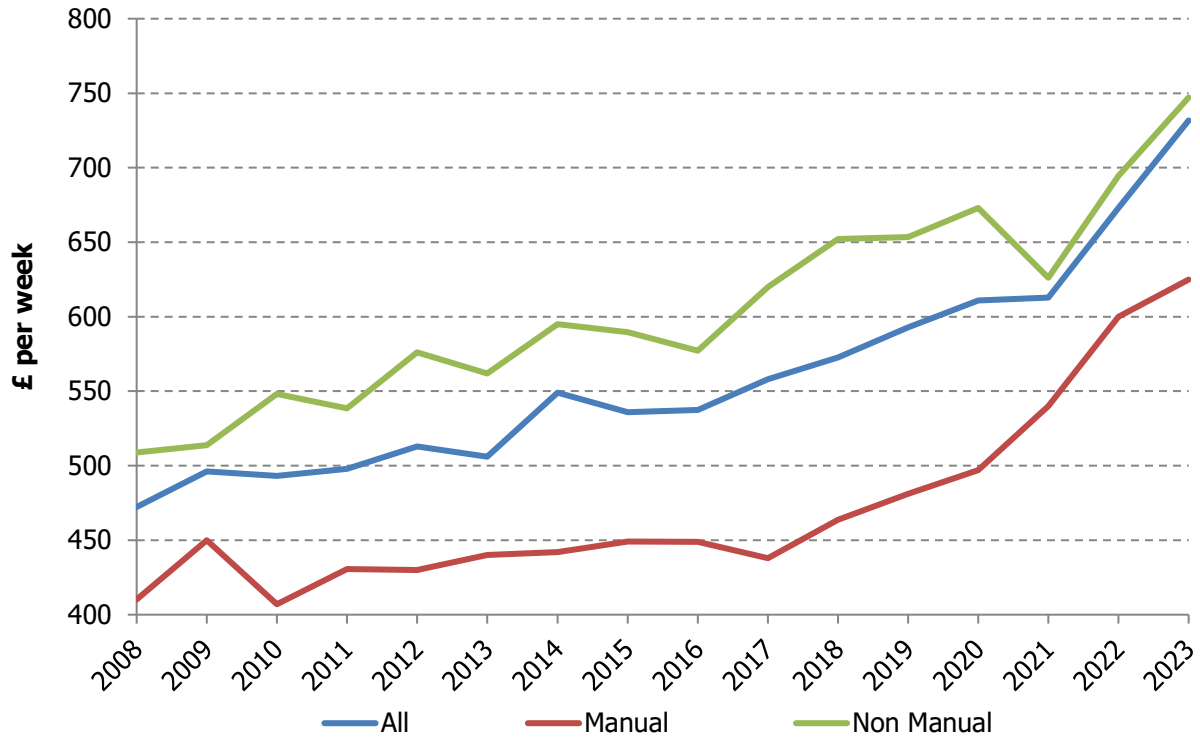
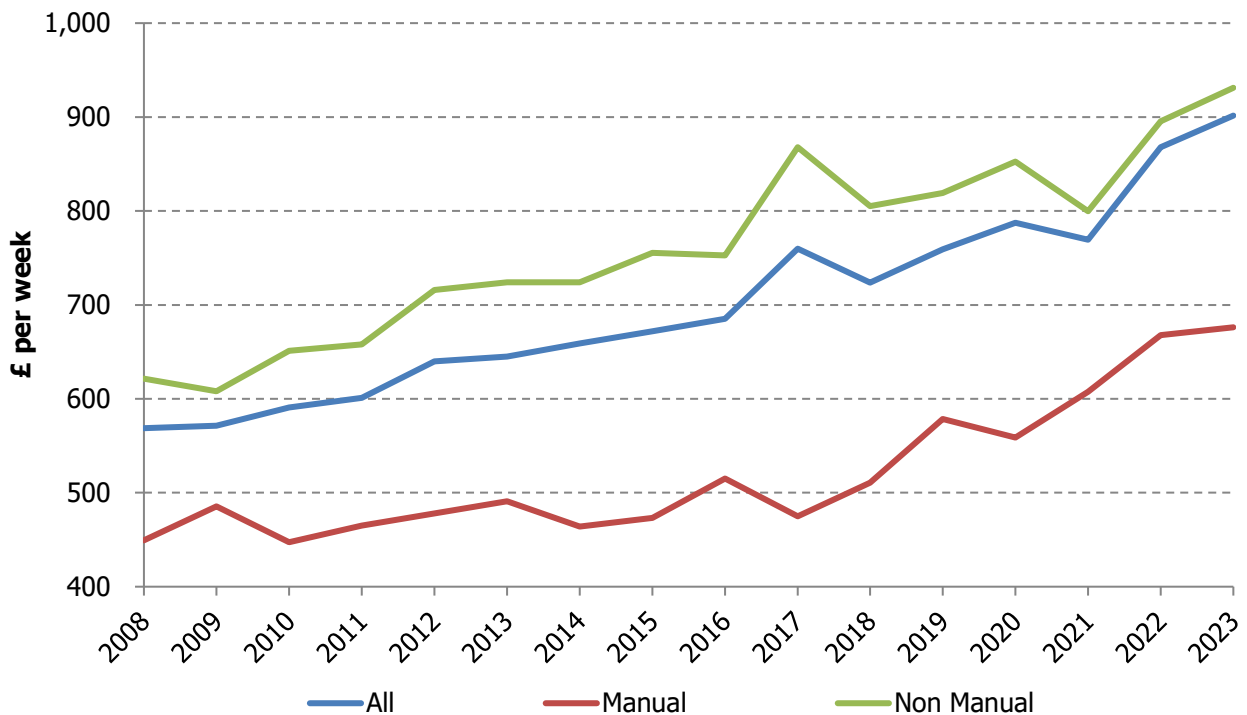


Figure 6 - Weekly Average Earnings at Current Prices 2008 – 2023



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

Figure 7 - Weekly Median Earnings at Constant Prices 2008 – 2023

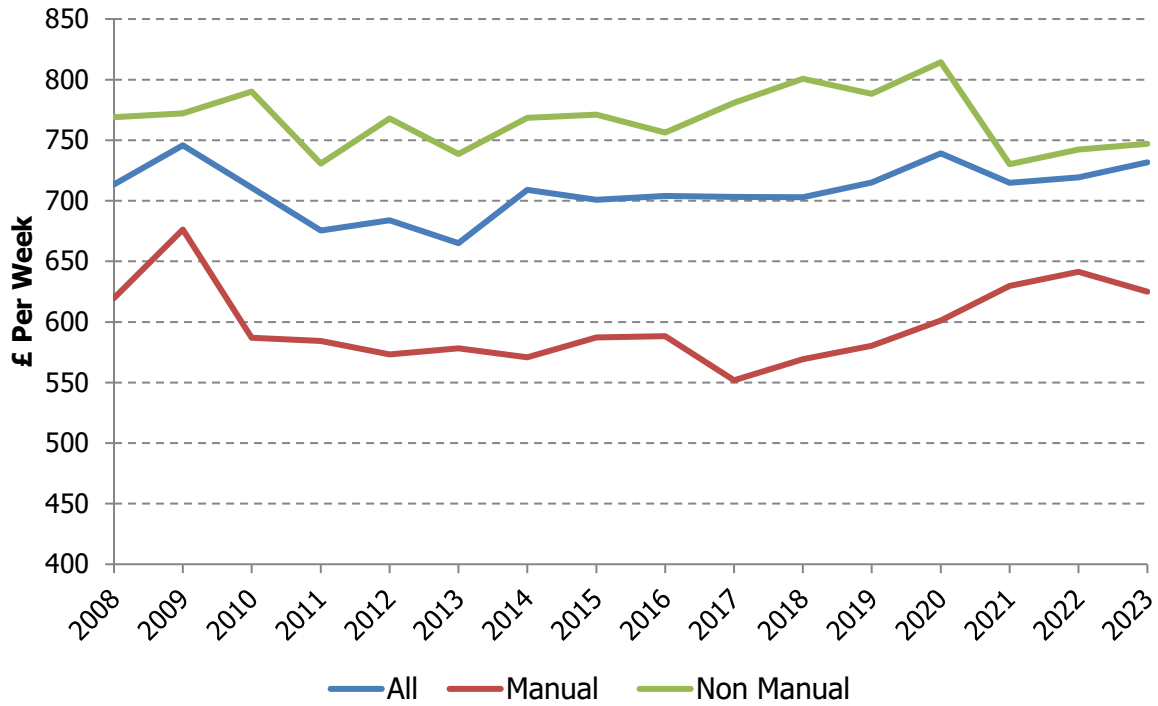
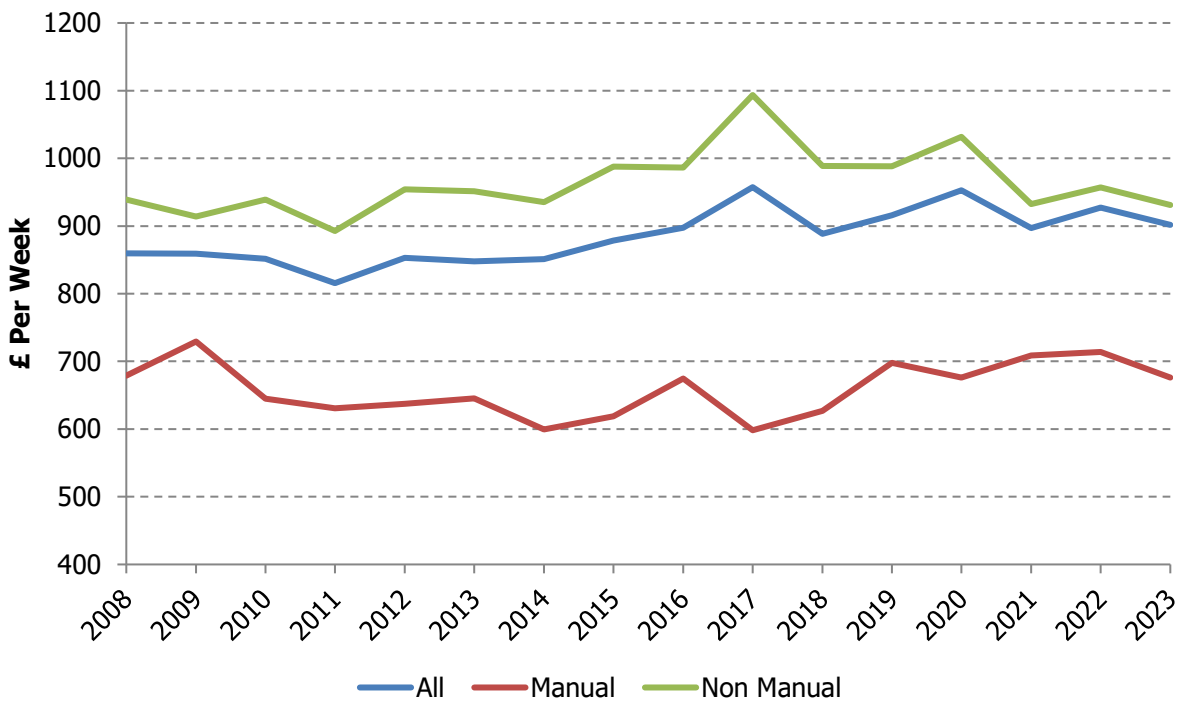


Figure 8 - Weekly Average Earnings at Constant Prices 2008 – 2023



Notes:

1. Average earnings in the above graphs have been inflation adjusted by uprating previous average and median earnings by June 2023'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

Average Earnings	Isle of Man	United Kingdom	IOM earnings as percentage of UK earnings
Males	949	858	10.6%
Females	845	728	16.0%
Males and females	902	805	12.0%
Median Earnings			
Males	743	725	2.5%
Females	707	629	12.4%
Males and females	732	682	7.3%

Note: UK data comes from the Annual Survey of Hours and Earnings (ASHE) data, released 1st November 2023. This data may be subject to revision, and refers to April 2023.

Table 9 - Average Weekly Earnings and Hours by Economic Sector

Employment Sector	Average weekly earnings (£)	Average weekly hours	Average Hourly Earnings (£)
Agriculture, Forestry & Fishing	602	40.8	14.8
Manufacturing: Engineering	856	39.1	20.1
Manufacturing: Food & Drink	508	38.6	13.2
Manufacturing: General	977	35.4	28.7
Mining & Quarrying	-	-	-
Construction	733	40.4	17.5
Utilities	836	36.6	22.1
Transport and Communications	896	39.7	22.9
Wholesale Distribution	623	40.8	14.7
Retail Distribution	576	39.8	14.0
Banking	912	35.4	24.7
Insurance	890	36.3	24.0
Other Finance and Business Services	1,031	36.3	26.5
Information and Communication Technology	1,003	38.5	25.3
Legal and Accountancy Services	1,007	36.6	25.7
Education	873	31.3	29.2
Medical & Health Services	1,074	38.7	26.3
Other Professional Services	-	-	-
Tourist Accommodation	681	44.3	14.9
Catering and Entertainment	653	40.7	16.1
Egaming	1,217	37.2	29.5
Miscellaneous Services	729	38.3	18.5
Public Administration	895	38.9	22.6
Whole Economy	902	32.3	23.4

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

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Less than the Living Wage ¹					5.6%		9.4%	10.7%	10.1%	16.9%	15.6%
Minimum Wage ²	2.4%	3.8%	5.5%	4.3%	5.0%	3.4%	3.1%	2.5%	1.3%	4.5%	1.6%

The minimum wage depends upon your age and can also change from year to year. The applicable rates for each survey year are shown below². The figure for the Living Wage includes both full- and part-time employees.

Earnings Survey Year	2019	2020	2021	2022	2023
Minimum Wage	2018	2019	2020	2021	2022
Age					
Over compulsory school age but under 18	£5.85	£6.15	£6.15	£6.80	£8.05
Aged 18 but under 21	£7.85	£8.25	£8.25	£9.50	£10.75
Aged 21 but under 25	£7.85	£8.25	£8.25	£9.50	£10.75
Aged 18 and over	£7.85	£8.25	£8.25	£9.50	£10.75

The 'development worker' rate has been abolished from 1 April 2023.

² 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
Male									
Manual	619	772	629	653	788	677	40.2	40.7	40.3
Non-manual	778	856	814	976	1145	1020	38.1	37.5	37.9
All	701	838	743	903	1090	949	38.5	38.0	38.4
Females									
Manual	491	409	491	522	773	648	42.3	39.9	41.1
Non-manual	646	758	708	801	928	846	37.3	35.0	36.5
All	644	758	707	800	927	845	37.3	35.0	36.5
Male and Female									
Manual	611	772	625	651	787	676	40.2	40.7	40.3
Non-manual	706	802	747	892	1018	931	37.7	36.0	37.2
All	679	797	732	860	1001	902	38.0	36.4	37.6

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 9 Distribution of Public Sector Earnings – Full Time Employees

Distribution of weekly earnings of full-time employees on adult rates
whose pay for the survey period was not affected by absence - June 2023

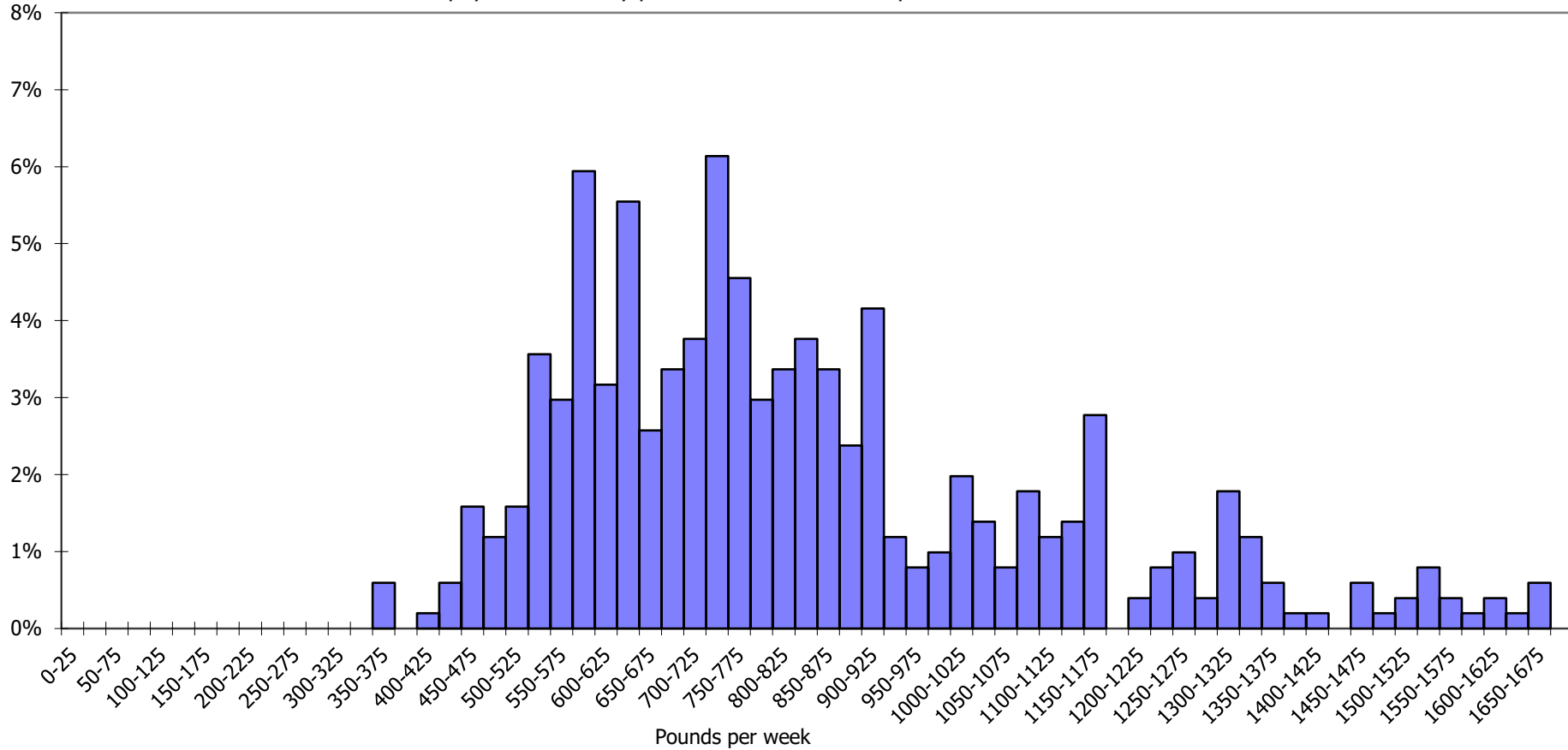


Figure 9 illustrates the distribution of earnings for the public sector and shows income of respondents up to £1,700 per week. This covers 91.9% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

Figure 10 Distribution of Private Sector Earnings – Full Time Employees

Distribution of weekly earnings of full-time employees on adult rates whose pay for the survey period was not affected by absence - June 2023

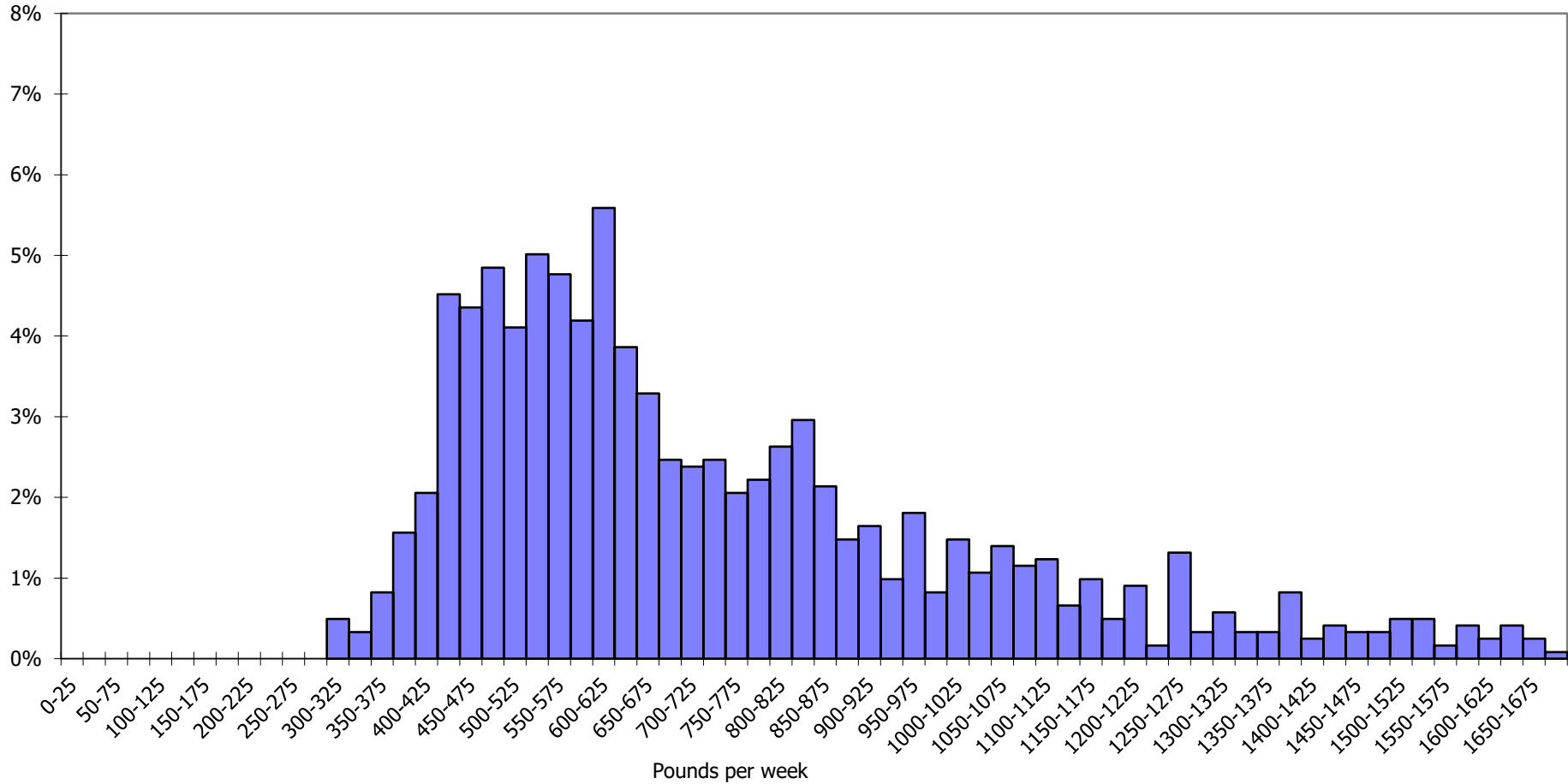


Figure 10 illustrates the distribution of earnings for the private sector and shows income of respondents up to £1,700 per week. This covers 93.2% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

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%	0.0%
£3.50 to £4.00 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%
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%	0.0%	0.0%
£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%	0.0%	0.0%
£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%	0.0%	0.0%	0.0%	0.0%
£6.01 to £7 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%
£7.01 to £8 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%
£8.01 to £9 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%	0.1%
£9.01 to £10 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%	0.1%
£10.01 to £12.50 per hour	0.9%	1.7%	1.0%	1.1%	1.2%	1.5%	1.5%	3.6%	2.6%	0.9%	0.3%	0.3%	16.5%	16.6%	
£12.51 to £15 per hour	0.6%	0.7%	0.8%	0.6%	1.0%	0.8%	1.3%	6.6%	2.5%	0.5%	0.2%	0.2%	15.7%	32.3%	
£15.01 to £17.50 per hour	0.7%	0.4%	0.2%	0.2%	0.9%	0.4%	1.1%	7.1%	2.3%	0.1%	0.1%	0.1%	13.6%	45.9%	
£17.51 to £20 per hour	0.3%	0.1%	0.2%	0.1%	0.6%	0.4%	1.5%	6.2%	1.6%	0.2%	0.2%	0.1%	11.5%	57.4%	
Over £20 per hour	1.9%	1.4%	0.8%	0.9%	1.6%	3.3%	3.6%	23.7%	4.1%	0.9%	0.3%	0.2%	42.6%	100.0%	
Total	4.4%	4.3%	2.9%	2.9%	5.3%	6.4%	9.0%	47.2%	13.0%	2.6%	1.2%	1.0%	100.0%		
Cumulative total	4.4%	8.6%	11.5%	14.4%	19.7%	26.1%	35.1%	82.2%	95.2%	97.8%	99.0%	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

	Hours												Total	Cumulative	
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40-45	45-50	50-55	55+			
Under £3.50 per hour	0.0%	0.0%	0.0%	0.0%	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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
£4.01 £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%	0.0%	0.0%
£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%	0.0%	0.0%
£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%	0.0%	0.0%	0.0%	0.0%
£6.01 to £7 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%
£7.01 to £8 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%
£8.01 to £9 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%
£9.01 to £10 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%
£10.01 to £12.50 per hour	1.0%	1.9%	1.0%	1.3%	1.4%	1.8%	1.9%	5.1%	2.8%	0.7%	0.2%	0.3%	19.3%	19.4%	
£12.51 to £15 per hour	0.7%	0.8%	0.8%	0.3%	1.0%	0.7%	1.3%	8.0%	2.0%	0.3%	0.2%	0.2%	16.3%	35.6%	
£15.01 to £17.50 per hour	0.7%	0.4%	0.2%	0.3%	0.9%	0.3%	1.1%	8.8%	1.8%	0.0%	0.0%	0.0%	14.6%	50.2%	
£17.51 to £20 per hour	0.2%	0.0%	0.2%	0.1%	0.6%	0.4%	1.6%	6.4%	1.1%	0.1%	0.1%	0.0%	10.8%	61.0%	
Over £20 per hour	1.9%	1.3%	0.7%	0.9%	1.5%	3.2%	3.4%	22.5%	3.2%	0.3%	0.0%	0.1%	39.0%	100.0%	
Total	4.4%	4.4%	2.9%	2.9%	5.3%	6.5%	9.3%	50.8%	10.9%	1.4%	0.5%	0.6%	100.0%		
Cumulative total	4.4%	8.8%	11.7%	14.6%	19.9%	26.4%	35.7%	86.5%	97.5%	98.9%	99.4%	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	3	1,055	1,058
Received	3	1,038	1,041
<i>Response rate</i>	<i>100.0%</i>	<i>98.4%</i>	<i>98.4%</i>
Employees			
	Public	Private	All
Forms sent	989	2,506	3,495
Forms returned	989	2,468	3,475
<i>Response rate</i>	<i>100.0%</i>	<i>99.2%</i>	<i>99.4%</i>
Exempt (See questionnaire)			734
Earnings affected by absence or on trainee/junior rates			291
Full-time with reported hours			1,813
Part-time with reported hours			399
Zero-hours employees			238
Total returned			3,475

Appendix One – Earnings Survey 2023 Questionnaire

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

Earnings Survey 2023 - 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 letter accompanying this form for the pay week (or longer period used for pay purposes) which included **6 June 2023**.

The deadline for completing this survey is 11 August 2023.

If you have any queries regarding completing this survey, please contact Statistics Isle of Man on 01624 685742 or email at statistics@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 6 June 2023, was the person a paid employee in your organisation, working in the Isle of Man and receiving a salary or wage?

Has this person ever been employed by your organisation?

Has this person left your organisation?

1. Sex and year of birth

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

2. Occupation

- (a) What is the employee's job title (if any)?
- (b) Please 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.
- (b) How many hours, excluding overtime and meal breaks, did the employee work in the pay period selected in question 3a?

- (c) Is the employee regarded as full time, part time, or no contracted hours? For the purpose 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.

4. Earnings

Please show by entering the amounts in the appropriate boxes, how the employee's pay for the pay-period, including 6 June 2023, 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.

- (a) Basic pay - excluding overtime, incentive payments, shift premiums or other additional amounts. Please enter in the form of £0.00. If none, please enter 0.
- (b) Please enter the hours of overtime worked during the pay period. (Please enter in hours and minutes HH:MM, e.g. 4 hours would be stated as 04:00)
- (c) 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

- (d) 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.

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

- (e) Premium payments (not total pay) for shift work disturbances, and for night work or weekend work where these are not treated as overtime. Please enter in the form of £0.00. If none, please enter 0.

Any other payments.

- (f) 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

(g) 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

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



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