Isle of Man Government
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Isle of Man Earnings Survey Report 2024

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INTRODUCTION

THE Isle of Man Earnings Survey is an annual survey carried out by Statistics Isle of Man in order to provide insights into the makeup of earnings of Isle of Man employees and provide time series showing how these have changed over recent years. It is broadly equivalent to the Annual Survey of Hours and Earnings that is conducted in the United Kingdom by the Office for National Statistics.

In addition to statistics pertaining to all employees, the survey also provides average and median earnings by sector, estimates of the magnitude of the gender pay gap, average working hours, and several distributions of earnings across different categories of employment.

Methodology

The Earnings Survey is a statutory survey of the earnings under the Statistics Act 1999. This ensures that the survey is met with a response rate necessary to ensure that key estimates possess a high degree of precision. A summary of the response rates are given in Table Fourteen. The survey uses a random sampling methodology in order to maintain statistical validity and each year a random sample of employees is drawn from income tax records and a questionnaire sent to the last known employer of each. Employers are offered the opportunity to complete the questionnaire online or on paper.

The questionnaire requests details of the employee's sex, year of birth, occupation, industry, length of service, basic weekly hours, overtime hours and gross earnings. Information is also requested on gross earnings split into basic pay, overtime pay, incentive payments, shift pay and other payments. The questionnaire also includes questions used to determine whether earnings had been affected by absence and whether the employee was paid adult rates. 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.

The information requested related to the pay period which included 4 June 2024.

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.

Additions and Developments in this Year's Report

The Earnings Survey is currently undergoing a review process to improve the usefulness and transparency of its statistical content. The biggest changes to this year's report are the expansion of the reporting of margins of error, in the form of confidence intervals, and a revised and expanded calculation of the gender pay gap on the Isle of Man.

Every estimate produced from a sample carries with it a degree of uncertainty, and, in order to prevent misunderstanding or misinterpretation of those estimates, it is important to report statistics together with a measurement of this degree of uncertainty. In 2021, Statistics Isle of Man started doing this in the Earnings Survey, in the form of error-bars attached to graphical presentations of the average weekly wage. In this year's report, we have expanded this practice to most key statistics and begun to explicitly describe margins of error in the Summary of Results by means of confidence intervals. These are written using the following notation:

$$x\,(95\%\ \text{CI}\ [\ y, z\ ])$$

In this notation, x denotes the estimate produced by the sample (i.e. average weekly earnings for full-time employees), while y and z respectively denote the lower and upper bounds of the interval in which we are 'reasonably confident' the true value will fall. The figure of 95% indicates that if the survey were run a large enough number of times and confidence intervals

calculated for each, 95% of these intervals would contain the true value that is being estimated—this is the confidence level associated with the interval and is what is meant by 'reasonably confident'. This practice will be expanded in future releases to include all statistics throughout the report, where appropriate.

In addition to reporting margins of error, we have performed significance tests when a comparison of different statistics has been made. Such tests are designed to determine whether a difference between two estimates (e.g. average weekly earnings in 2024 compared with 2023) is likely to represent a difference between the true values, rather than just be a product of the random error that affects all surveys. In the former case, we say that the difference is statistically significant. It is important to note that a lack of statistical significance does *not* imply that there is no difference—in this case it may simply be the case that the estimates are too imprecise to conclusively identify that difference.

With regards to measuring the gender pay gap, it was previously the case that this was calculated as twice the difference between the average and median weekly wage for men and women, expressed as a percentage of the sum of these two quantities. Statistics Isle of Man has changed this to bring the measure more in-line with what is done in other jurisdictions such as the United Kingdom and because the interpretation of this measure is not particularly intuitive. This year the gender pay gap is presented as the difference between the average or median weekly earnings for men and women, expressed as a percentage of the former; i.e.

$$gender\ pay\ gap = \frac{x - y}{y} \times 100\%$$

where x is the average or median earnings for men and y those for women. We have also expanded reporting of the gender pay gap to include hourly pay rates, rather than just weekly earnings.

Explanation of Measures and Technical notes

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.

Where necessary confidence intervals have been estimated and significance tests performed using a bootstrapping procedure with a minimum of 10,000 resamples. This is a technique which can be used to estimate margins of error where other methods are not available.

Definitions and Abbreviations used in this report

For the purposes of this report:

- A **full-time worker** is an employee whose normal basic hours are at least 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, and 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.

SUMMARY OF RESULTS

Median Full-time Earnings

- **Median gross weekly pay** of full-time employees was **£765** (95% CI [£742, £780]), compared with **£732** (95% CI [£708, £746]) in 2023 (Table One). In real terms (at constant prices), median weekly full-time earnings recorded by the survey increased by 1.5%.
- Median earnings in the Isle of Man were 7.8% higher than the median United Kingdom earnings (Table Eight).
- A comparison of median full-time weekly pay over the previous ten years (Figure One) shows that pay underwent a period of relatively rapid increases each year since 2021, with a slower period of growth between 2015 and 2021.
- Adjusting for inflation shows a much lower rate of increase (Figure 2). In this context, no statistically significant difference between real-terms median full-time weekly pay during 2024 and during any year after 2018 could be identified.

Average Full-time Earnings

- **Average weekly earnings for full-time employees** increased in nominal terms compared to 2023, rising from **£902** (95% CI [£871, £932]) to **£929** (95% CI [£902, £956]) in 2024 (Table Two). In real terms, average weekly full-time earnings recorded by the survey rose little above inflation, increasing by 0.1%.
- Comparing average full-time weekly pay over the previous ten years (Figure Three) shows a similar pattern to that exhibited by the median, although in this case the period of increases which starts in 2021 shows evidence of a slowing down after 2022.
- Adjusting for inflation provides little conclusive evidence of change (be it an increase or decrease) in real-terms average pay over the entire ten-year period (Figure Four). In this case, the only year for which average weekly full-time pay showed a statistically significant change compared with that in 2024 was 2020. In this case there was a decrease of 5.3%.

The Gender Pay Gap

- The calculation of the gender pay gap has been completely revised in 2024 and expanded to provide insight into different aspects of full-time pay. A full description of the changes made can be found in the introduction of this report.
- As at 2024, the gender pay gap on basic pay (i.e., not including overtime, shift payments, or incentives) stood at:
    - 13.2% (95% CI [8.5%, 18.0%]) for average weekly pay (Figure Six);
    - 5.2% (95% CI [1.0%, 11.6%]) for median weekly pay (Figure Six);
    - 9.8% (95% CI [4.9%, 14.9%]) for average hourly pay (Figure Seven); and
    - 0.6% (95% CI [-5.2%, 5.6%]) for median hourly pay (Figure Seven).
- The pay gap in weekly full-time earnings is most prominent in the 35 to 49 year age group, with earnings in the 16 to 29 age group being largely equal for each gender.

- Although annual data from 2015 appears to show a largely downward trend in the gender pay gap for average weekly or hourly pay, the margins of error for each estimate are wide. Statistically significant differences are largely confined to the difference in earnings after 2017 compared with those at or before 2017. The presence of a detectable change between those periods coincides with the Equality Act 2017 receiving royal assent in 2017.
- A significantly greater proportion of employed women than employed men work on a part-time basis (Figure Nine): 25.6% (95% CI [23.3%, 28.2%]) of employed women do so, compared with 9.8% (95% [8.3%, 11.5%) of employed men. Conversely, women make up the majority of part-time employees on the Isle of Man, accounting for 70.7% (95% CI [66.7%, 74.5%] of all part-time employees (Figure Eight).

General Characteristics of the Workforce

- A majority of employed people are employed on a full-time basis, accounting for 71.8% (95% CI [70.1%, 73.5%]) of all people in employment. This is slightly lower than the 76% reported in the United Kingdom for the same period. People working on a part-time or zero-hours basis made up 17.4% (95% CI [16.0%, 18.9%]) and 10.7% (95% CI [9.5%, 12.0%]) of employees respectively.
- Overtime, incentive pay and shift premiums made up 5.3% of employees' gross weekly earnings, down from 5.7% in 2021 (Table Two).
- Full-time employees worked an average of 37.9 hours per week, slightly higher than the 37.6 hours per week recording in 2023. This includes 0.9 hours of overtime (Table Four).
- 21.1% of employees in 2024 earned less than the Isle of Man Living Wage, up from an estimated 15.6% in 2023, and 1.9% of employees earned the Minimum Wage, up from 1.6% in 2023 (Table Ten).
- The three sectors in which employees earned the highest weekly wage on average were 'Other Professional Services' (which includes consultancy), 'eGaming', and 'Corporate Service Providers'. Those sectors in which employees earned the lowest weekly wage were 'Mining and Quarrying', 'Agriculture, Fishing', and 'Forestry, and Catering and Hospitality'. See Figure Fourteen, Figure Fifteen, Figure Sixteen, and Table Nine for additional detailed information concerning working hours and wages across economic sectors.
- 2024 witnessed a large increase in the percentage of employees earning under the Living Wage, rising from 15.6% in 2023 to 20.1% (95% CI [18.6%, 21.7%]) in 2024. This latter figure is comparable to that found in the United Kingdom in the same year, during which 20% of people were identified as earning below £12.50 per hour (the 'Real Living Wage' at that time being £12.60).
- The percentage of employees earning the minimum wage shows no statistically significant difference compared with 2023 and stands at 1.9% (95% CI [1.4%, 2.4%]).
- A comparison of public and private sector earnings shows that average weekly full-time earnings were 14.9% higher in the public sector than in the private sector and median earnings 27.8% higher. Public sector here includes publicly operated medical, health, and educational services.
- Of those businesses sectors which make up the private sector, public sector earnings are most similar to those found in Banking, Information and Communications Technology, and Other Financial and Business Services. Statistically significant differences between average weekly earnings in the public sector and individual business sectors were identified for Insurance, Miscellaneous Services, Construction, Retail Distribution, and Catering and Entertainment, which all reported lower average earnings, and eGaming, which reported higher average earnings.

Table 1 - Median Weekly Earnings of Full Time Employees

	Median (£)		
	2023	**2024**	**% change**
Males			
Manual	629	640	1.7
Non-manual	814	852	4.8
All	743	800	7.6
Females			
Manual[1]	491	520	5.9
Non-manual	708	727	2.7
All	707	725	2.6
Males and females			
Manual	625	628	0.5
Non-manual	747	782	4.7
All	732	765	4.5

[1] Please note that the number of female manual workers included in the samples used in this and previous earnings surveys are very low. These results are reported here only for completeness and should not be regarded as definitive.

Figure 1 - Median weekly full-time earnings, 2015-24

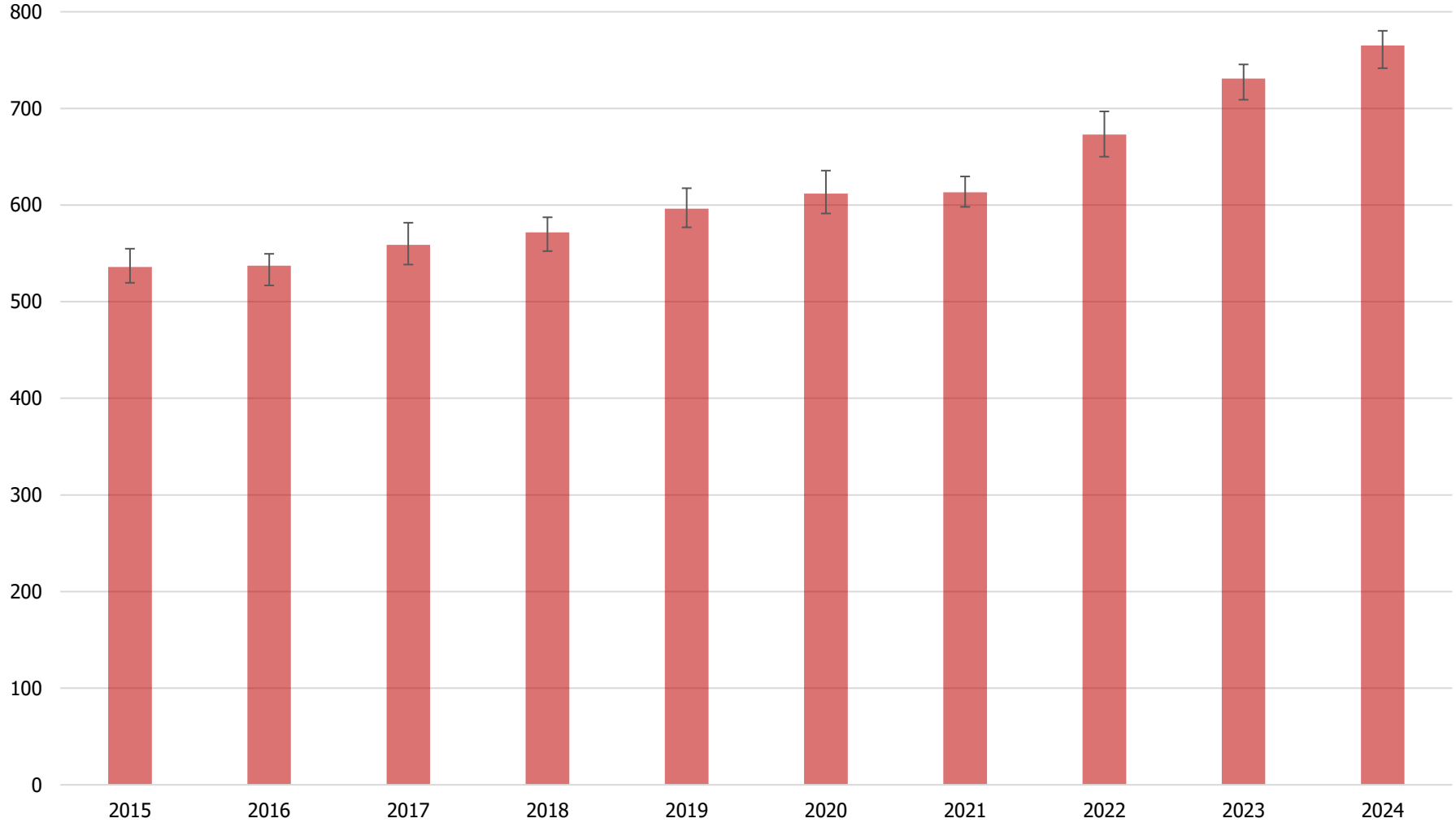


Figure 2 - Median weekly full-time earnings at constant prices, 2015-24

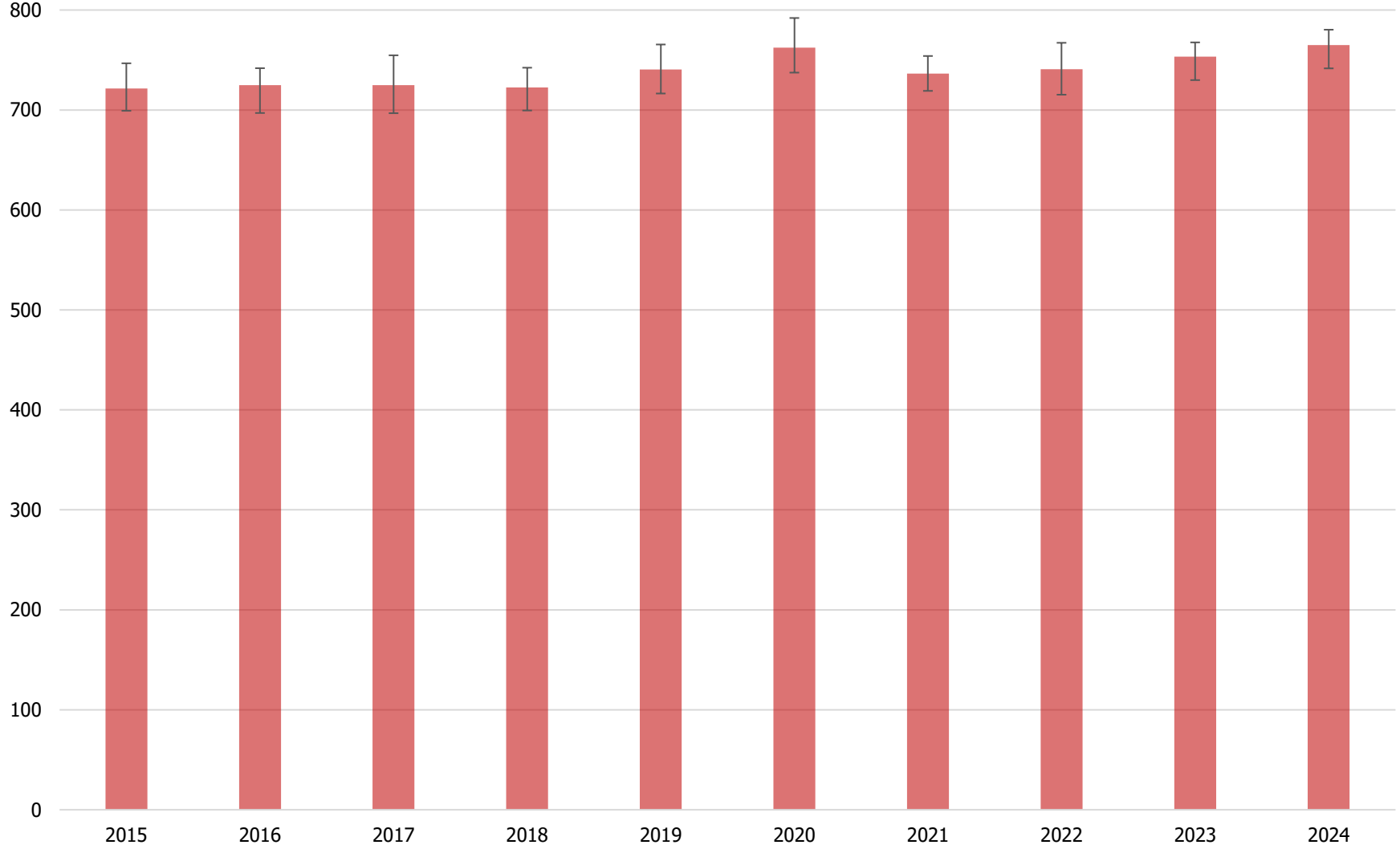


Table 2 - Average Weekly Earnings of Full Time Employees

	Males			Females			Males and Females		
	Manual	**Non-manual**	**All**	**Manual**	**Non-manual**	**All**	**Manual**	**Non-manual**	**All**
Number in sample	198	888	1086	8	765	773	206	1653	1859
Average gross weekly earnings (£)	695 (95% CI [663, 727])	1055 (95% CI [952, 1159])	990 (95% CI [894, 1087])	606 (95% CI [581, 631])	847 (95% CI [784, 910])	845 (95% CI [782,908])	691 (95% CI [959, 723])	959 (95% CI [871, 1047])	929 (95% CI [844, 1014])
of which:									
Overtime payments (£)	46	17	23	8	13	13	44	15	19
PBR etc payments (£)	1	26	21	0	14	14	1	20	18
Shift etc premium payments (£)	9	7	8	19	13	13	10	10	10
As % of average gross earnings									
Overtime payments	6.6%	1.6%	2.3%	1.3%	1.6%	1.6%	6.4%	1.6%	2.0%
PBR etc payments	0.2%	2.4%	2.1%	0.0%	1.6%	1.6%	0.2%	2.1%	1.9%
Shift etc premium payments	1.4%	0.7%	0.8%	3.1%	1.5%	1.6%	1.4%	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 (£)	471	495	490	477	474	474	474	483	483
25 per cent earned less than (£)	531	615	591	515	558	556	527	587	577
50 per cent earned less than (£)	640	852	800	520	727	725	628	782	765
25 per cent earned more than (£)	800	1,260	1,181	586	978	978	800	1,139	1,088
10 per cent earned more than (£)	1,020	1,729	1,591	1,026	1,403	1,380	1,020	1,571	1,536
Percentage earning less than									
£200	1.0	0.0	0.0	25.0	0.0	0.1	1.0	0.0	0.0
£220	1.0	0.0	0.0	25.0	0.0	0.1	1.0	0.0	0.0
£250	1.0	0.0	0.0	25.0	0.0	0.1	1.0	0.0	0.0
£300	1.0	0.0	0.0	25.0	0.0	0.1	1.0	0.0	0.0
£350	1.0	0.3	0.3	25.0	0.0	0.1	1.0	0.2	0.2
£400	1.5	0.9	0.8	25.0	2.6	2.7	1.5	1.6	1.5
£450	7.1	4.2	4.4	25.0	7.1	7.1	6.8	5.3	5.4
£500	18.7	11.1	12.2	37.5	15.2	15.3	18.4	12.8	13.3
£600	45.5	23.2	27.0	125.0	31.8	32.3	46.6	26.9	28.9
£700	64.1	35.1	40.0	150.0	46.4	47.1	65.0	40.1	42.6
£800	78.3	44.7	50.6	150.0	61.8	62.2	78.6	52.2	54.9
£900	87.9	53.3	59.2	150.0	69.3	69.6	87.9	60.1	62.9
£1,000	92.4	60.6	65.9	150.0	77.4	77.6	92.2	67.8	70.2

Figure 3 - Average Weekly Salary at Current Prices, 2015–24

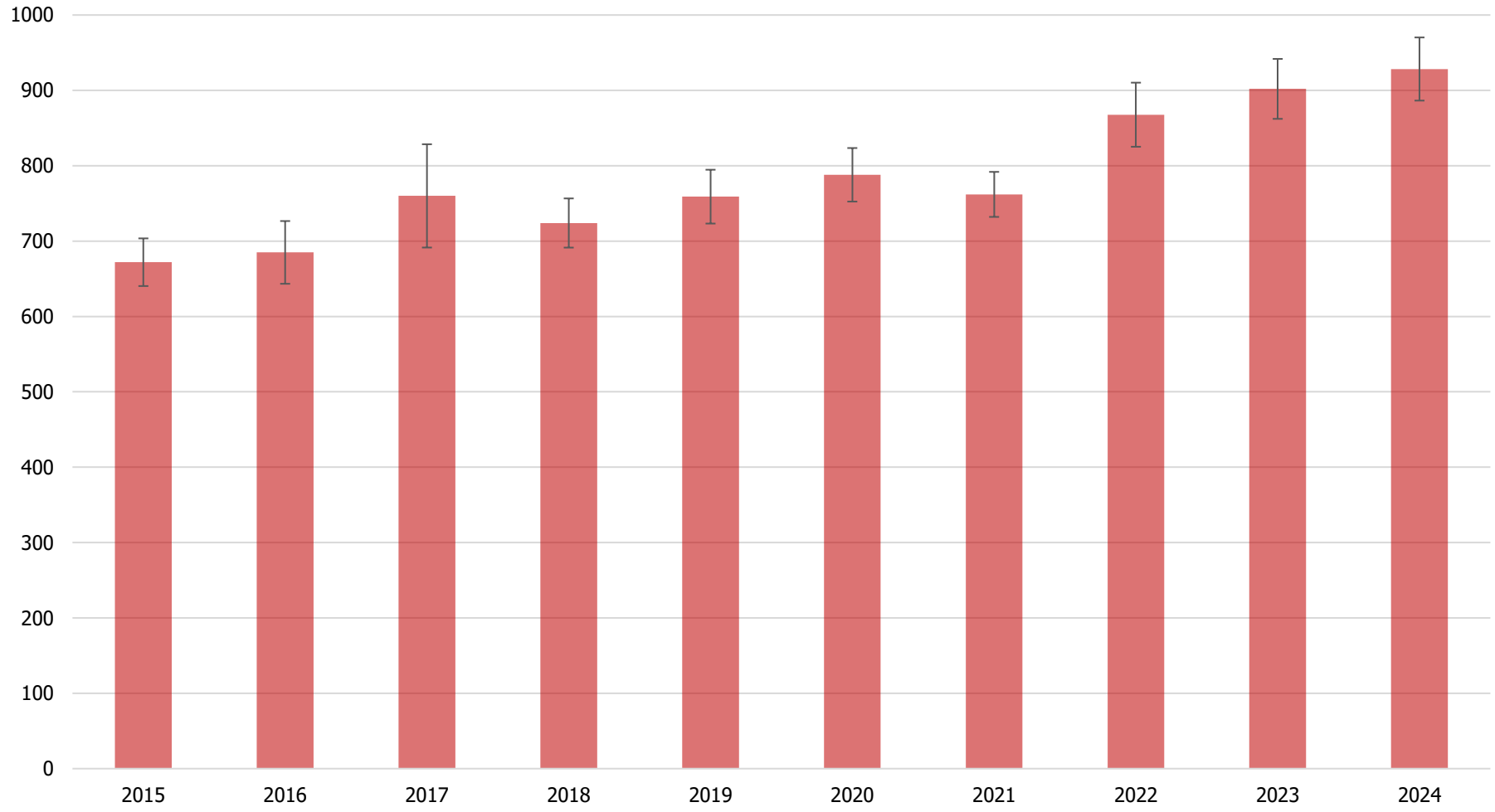


Figure 4 - Average Weekly Salary at Constant Prices, 2015–24

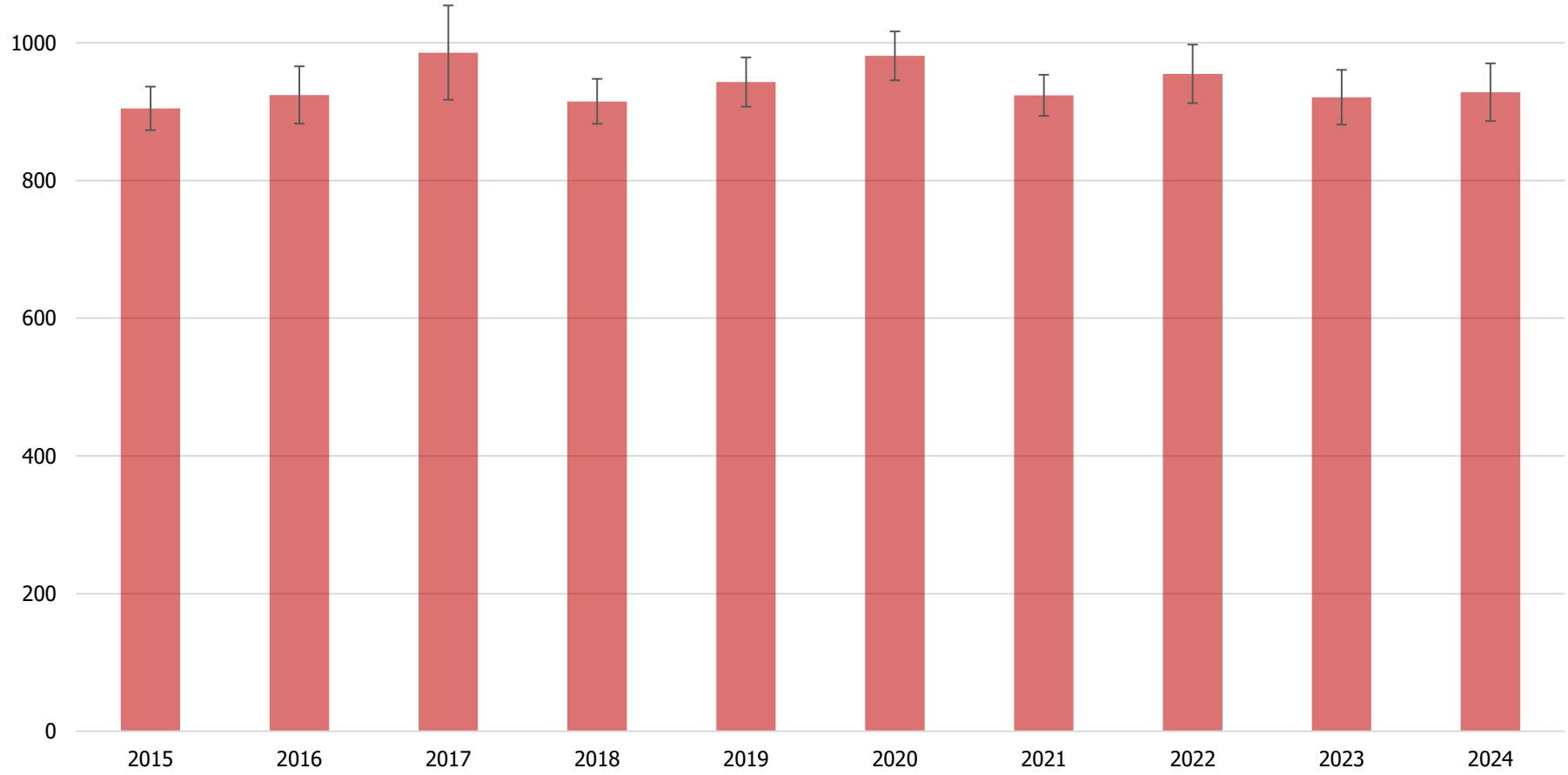


Figure 5 - Distribution of Earnings of Full Time Employees

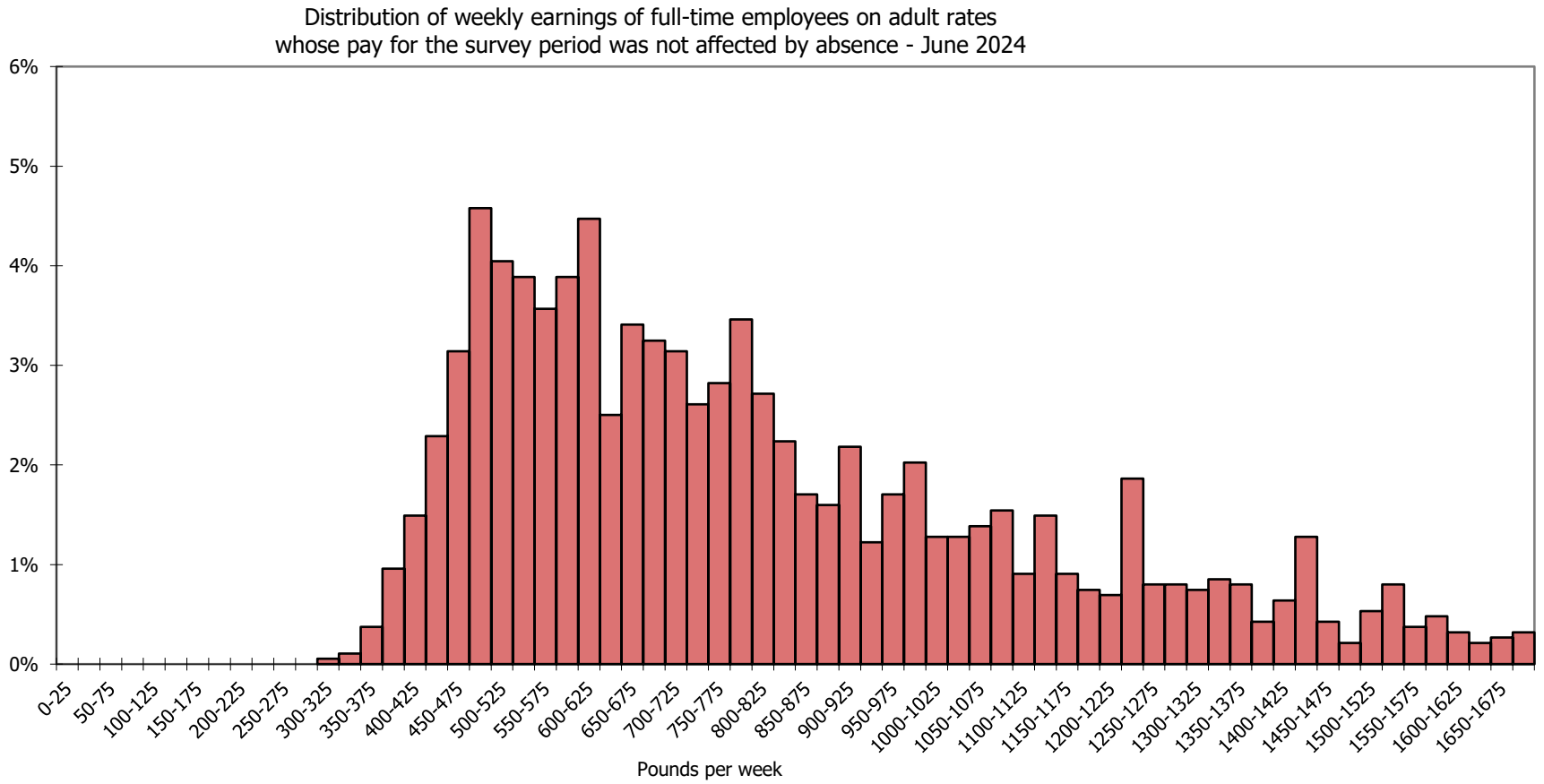
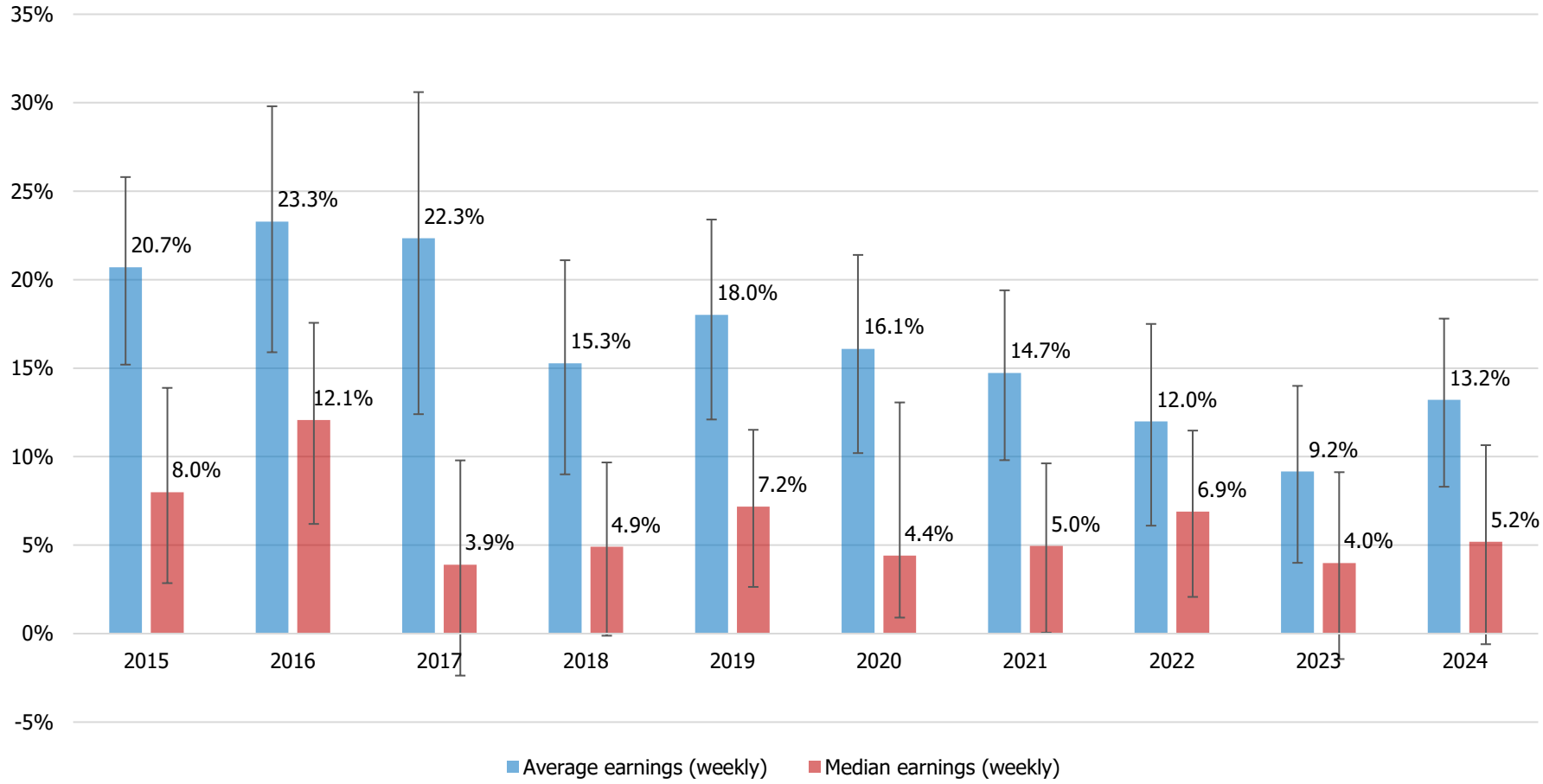


Figure 3 illustrates the distribution of earnings and shows income of respondents up to £1,700 per week. This covers 92.7% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

Figure 6 - Gender pay gap – Weekly earnings (Basic Pay)



These figures cover basic average hourly earnings and exclude overtime, shift and incentive payments, and other pay.

Figure 7 - Gender pay gap – hourly earnings (Basic Pay)

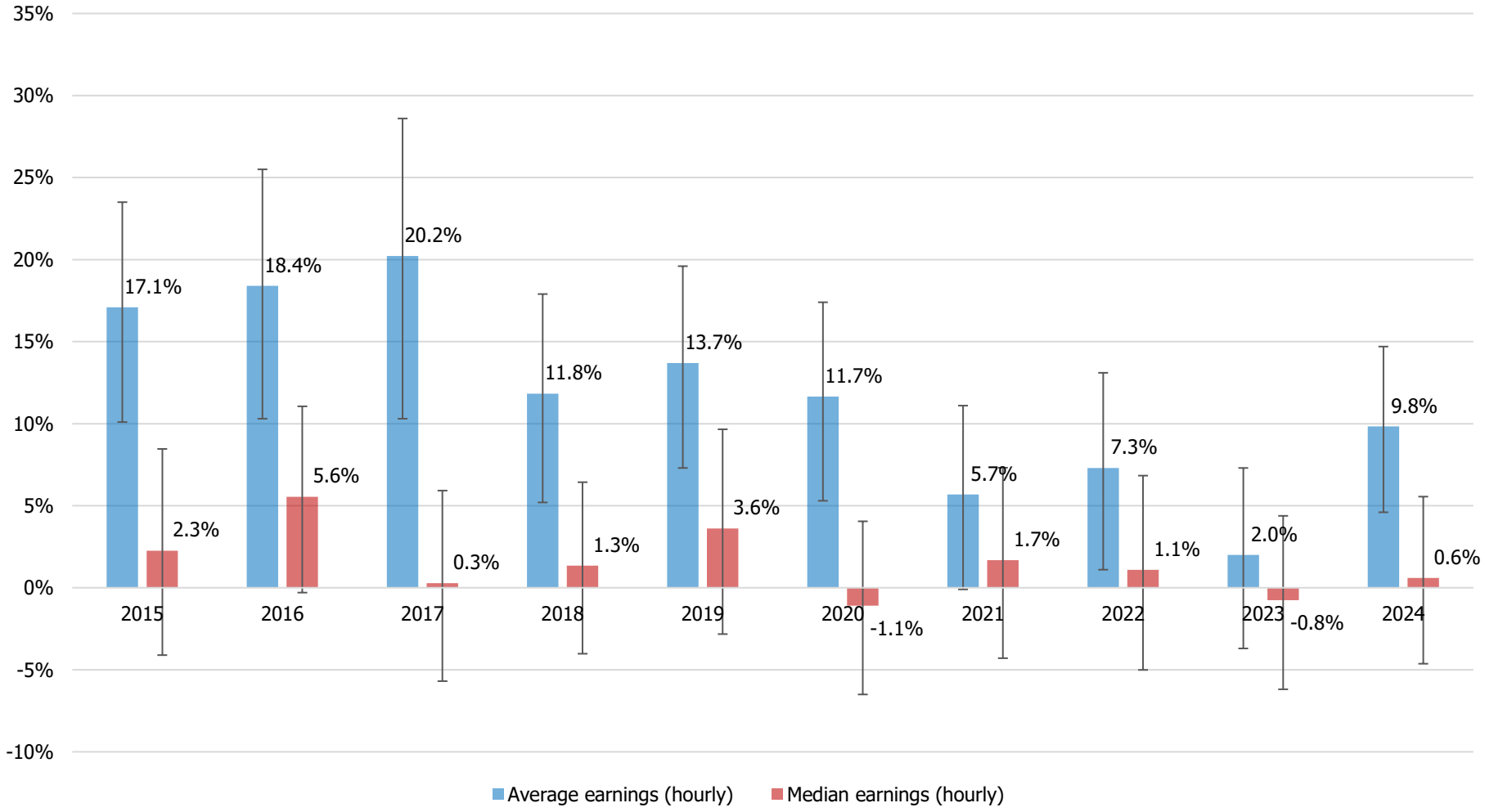


Figure 8 - Full-time, Part-time, & Zero-hours Employees by Sex

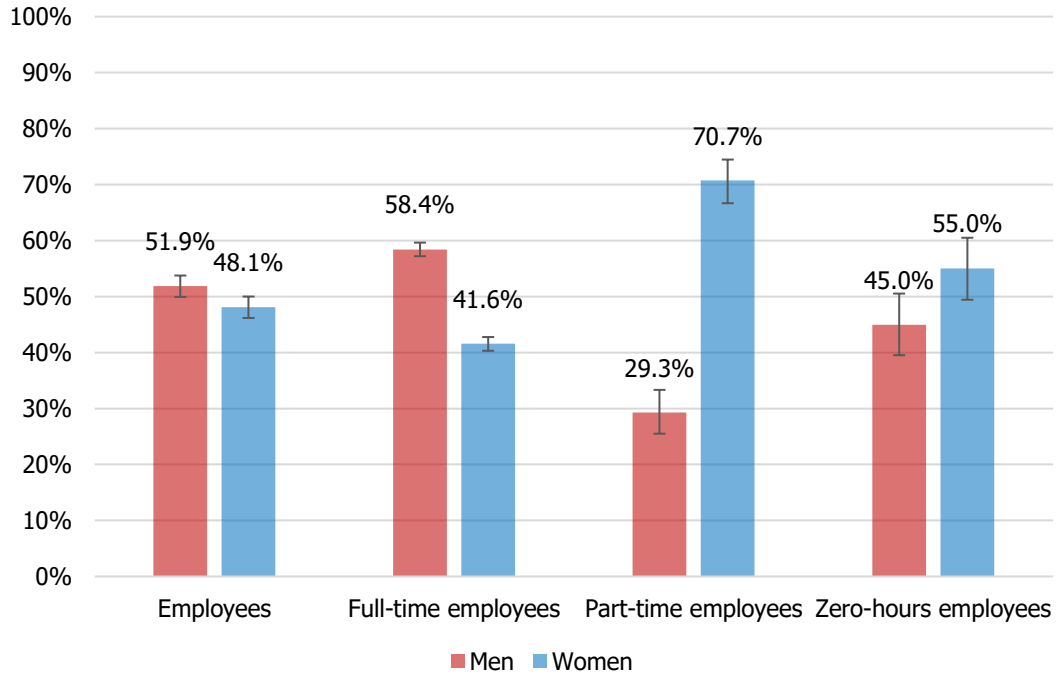


Figure 9 - Employed Men & Women by Full-time, Part-time, & Zero-hours contracts

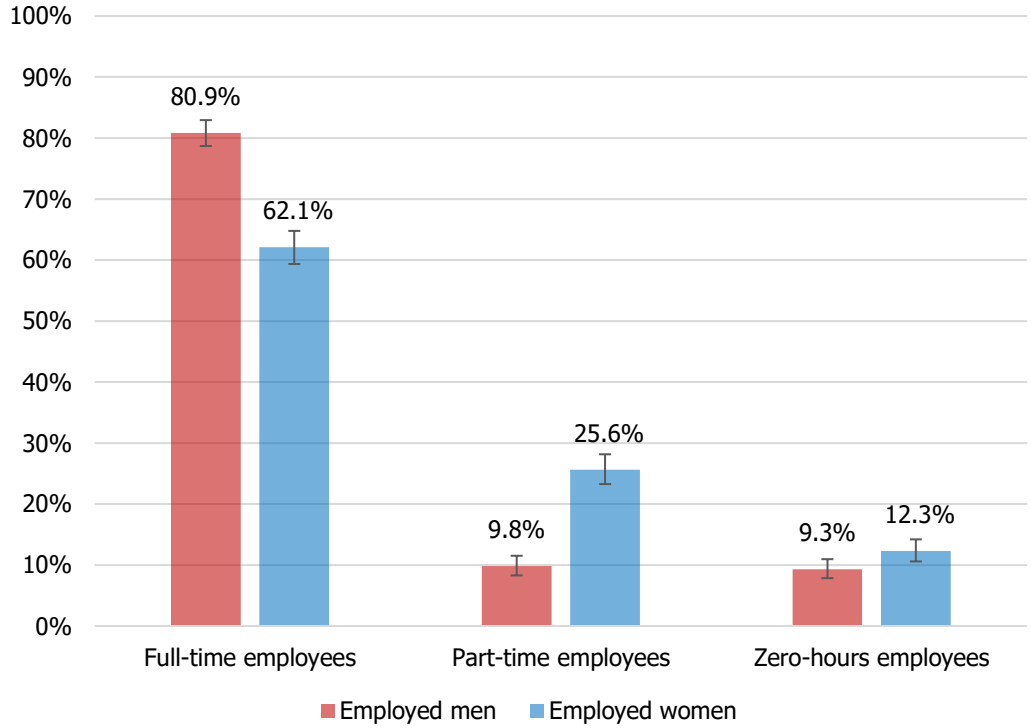


Table 4 - Average Earnings and Hours Worked (Full Time)

	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 (£)	17.4	28.5	26.4	16.0	23.7	23.6	17.3	26.3	25.3
Excluding overtime pay and overtime hours (£)	16.7	27.5	25.6	15.5	22.9	22.9	16.7	25.4	24.4
Hours worked									
Average basic hours	38.3	37.1	37.3	37.8	35.9	35.9	38.3	36.5	37
Average overtime hours	1.7	0.9	1.1	0.4	0.7	0.7	1.6	0.8	0.9
Average hours	39.9	38.0	38.4	38.2	36.6	36.6	39.9	37.3	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 (£)	17.2	22.1	21.3	10.9	21.2	21.1	14.6	21.4	21.2
Excluding overtime pay and overtime hours (£)	15.3	20.9	20.2	10.9	21.0	20.9	14.6	21.0	20.7
Hours worked									
Average basic hours	19.0	17.4	17.6	17.1	18.2	18.1	18.7	18.0	18.0
Average overtime hours	0.0	1.8	1.6	0.0	0.6	0.6	0.0	0.9	0.9
Average hours	19.0	19.2	19.2	17.1	18.7	18.7	18.7	18.9	18.9

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**
Average gross hourly earnings									
Including overtime pay and overtime hours (£)	16.0	21.0	20.6	11.3	21.5	21.5	15.4	21.3	21.1
Excluding overtime pay and overtime hours (£)	15.5	20.7	20.3	11.3	20.8	20.7	15.0	20.7	20.5
Hours worked									
Average basic hours	20.2	15.7	16.0	21.8	12.8	12.9	20.4	14.0	14.2
Average overtime hours	1.4	0.2	0.2	0.0	0.0	0.0	1.3	0.1	0.1
Average hours	21.6	15.8	16.3	21.8	12.8	12.9	21.7	14.1	14.4

Table 7 - Weekly Average Earnings and Standard Errors

	Average (£)	Number in sample	Standard error (%)
Males			
Manual	695	198	2.3
Non-manual	1,055	888	2.4
All	990	1086	21.0
Females			
Manual	606	8	10.3
Non-manual	847	765	1.9
All	845	773	16.2
Males and Females			
Manual	691	206	2.3
Non-manual	959	1653	1.6
All	929	1859	1.5

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 £890 to £949 (mean £920).

Figure 10 - Weekly Median Earnings at Current Prices 2009 – 2024

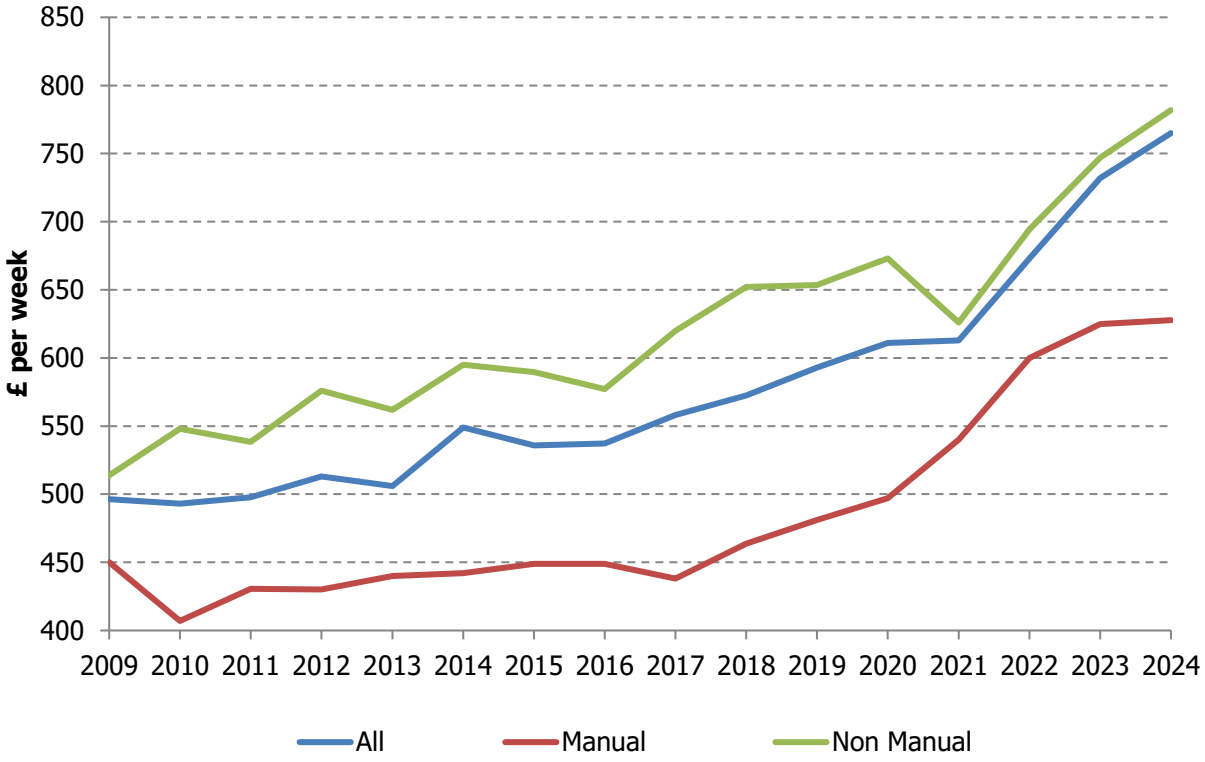
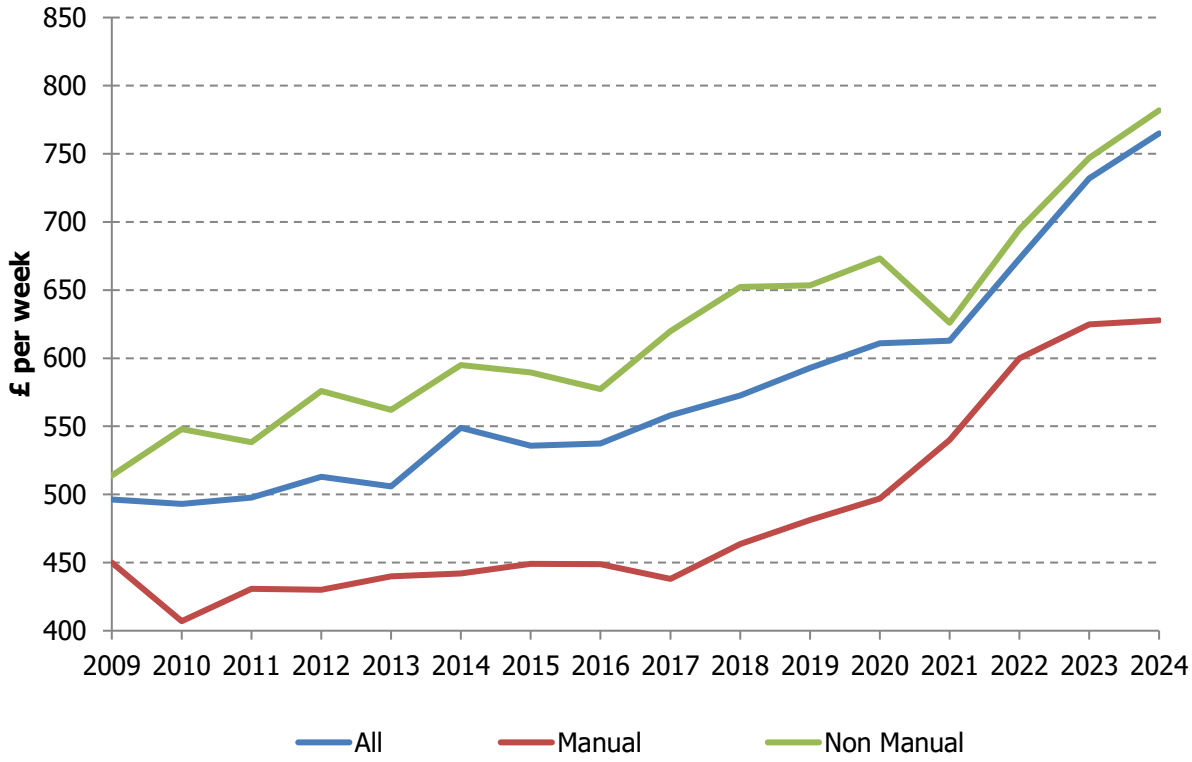


Figure 11 - Weekly Average Earnings at Current Prices 2009 – 2024



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

Figure 12 - Weekly Median Earnings at Constant Prices 2009 – 2024

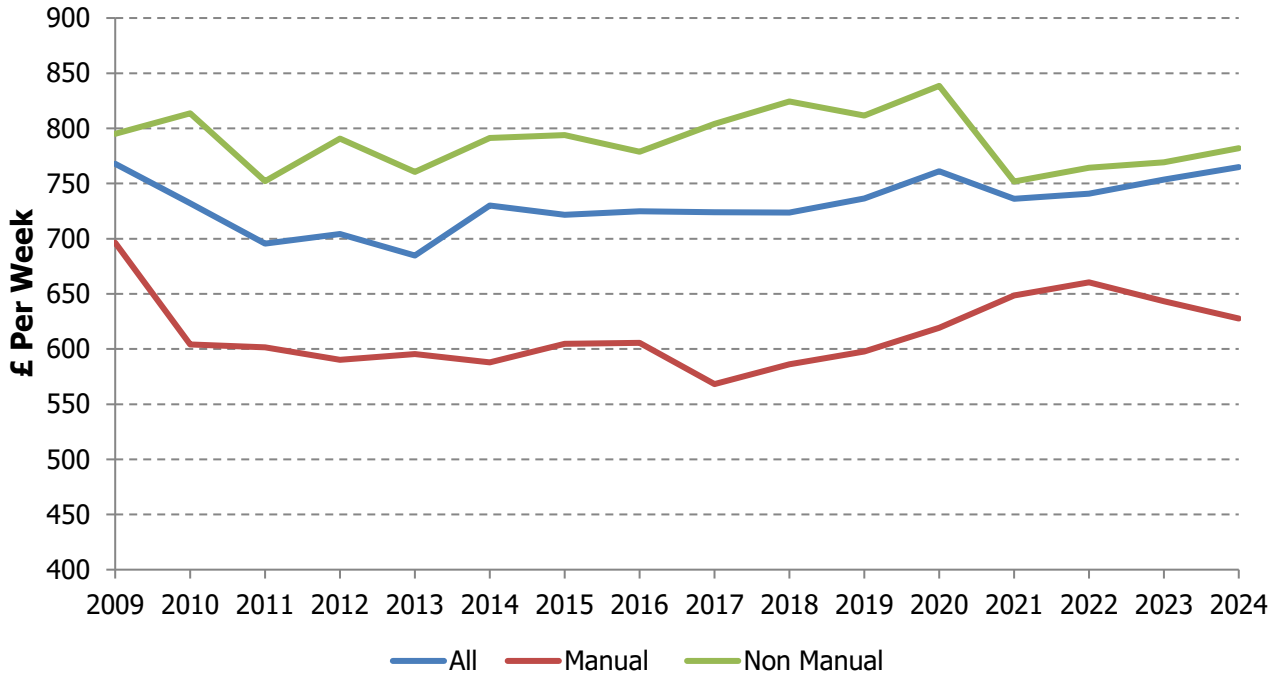
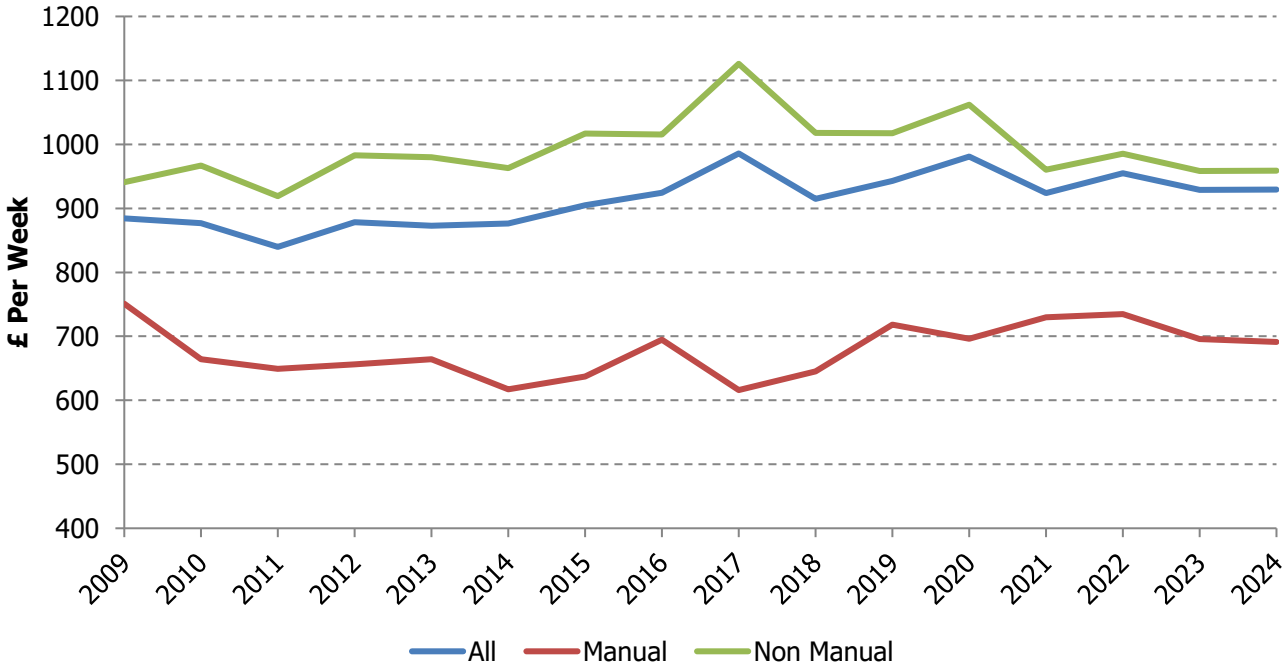


Figure 13 - Weekly Average Earnings at Constant Prices 2009 – 2024



Notes:

1. Average earnings in the above graphs have been inflation adjusted by uprating previous average and median earnings by June 2024'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	990	908	109.0%
Females	845	772	109.4%
Males and females	929	850	109.3%
Median Earnings			
Males	800	749	106.8%
Females	725	664	109.2%
Males and females	765	709	107.9%

Note: UK data comes from the Annual Survey of Hours and Earnings (ASHE) data, released 24th October 2024. This data may be subject to revision, and refers to April 2024.

Table 9 - Average Weekly Earnings and Hours by Economic Sector

Employment Sector	Average weekly earnings (£)	Average weekly hours	Average Hourly Earnings (£)
Agriculture, Forestry & Fishing	611	41.6	14.7
Manufacturing: Engineering	857	38.0	21.4
Manufacturing: Food & Drink	678	39.9	17.3
Manufacturing: General	758	36.6	18.8
Mining & Quarrying	-	-	-
Construction	700	40.6	16.6
Utilities	978	39.2	24.1
Transport and Communications	980	40.5	23.9
Wholesale Distribution	884	39.3	20.1
Retail Distribution	691	39.2	17.3
Banking	1,003	35.1	26.8
Insurance	843	35.4	23.3
Other Finance and Business Services	1,107	35.7	30.8
Information and Communication Technology	1,028	37.1	27.0
Legal and Accountancy Services	926	35.8	25.7
Education	980	29.1	35.4
Medical & Health Services	965	37.9	24.3
Other Professional Services	-	-	-
Tourist Accommodation	664	39.8	16.8
Catering and Entertainment	642	49.5	13.0
E-gaming	1,373	37.4	34.4
Miscellaneous Services	716	39.0	17.9
Public Administration	947	38.3	24.4
Whole Economy	**929**	**37.6**	**24.4**

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.

Figure 14 - Average weekly earnings by sector, with margins of error

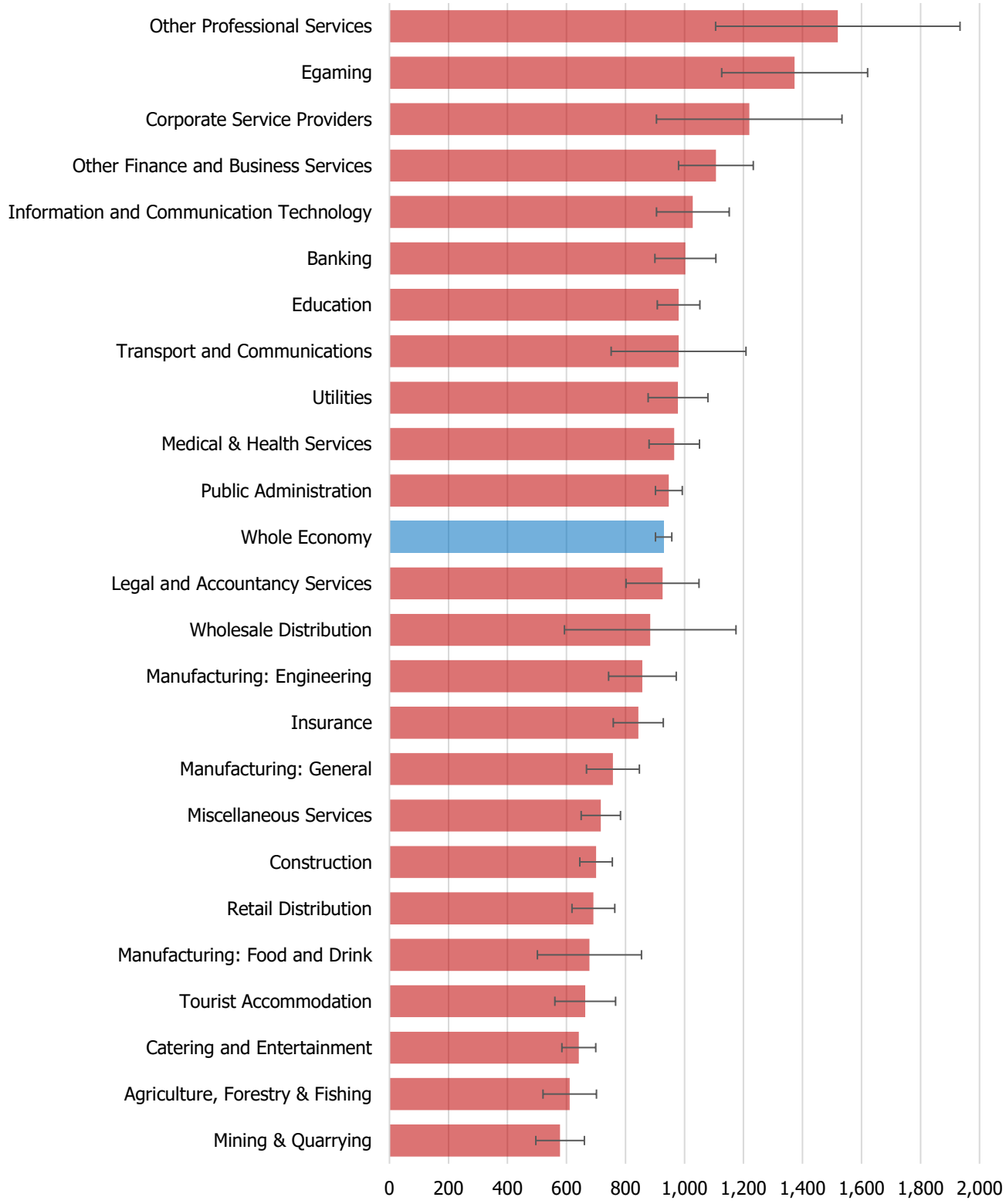


Figure 15 - Average hourly earnings by sector

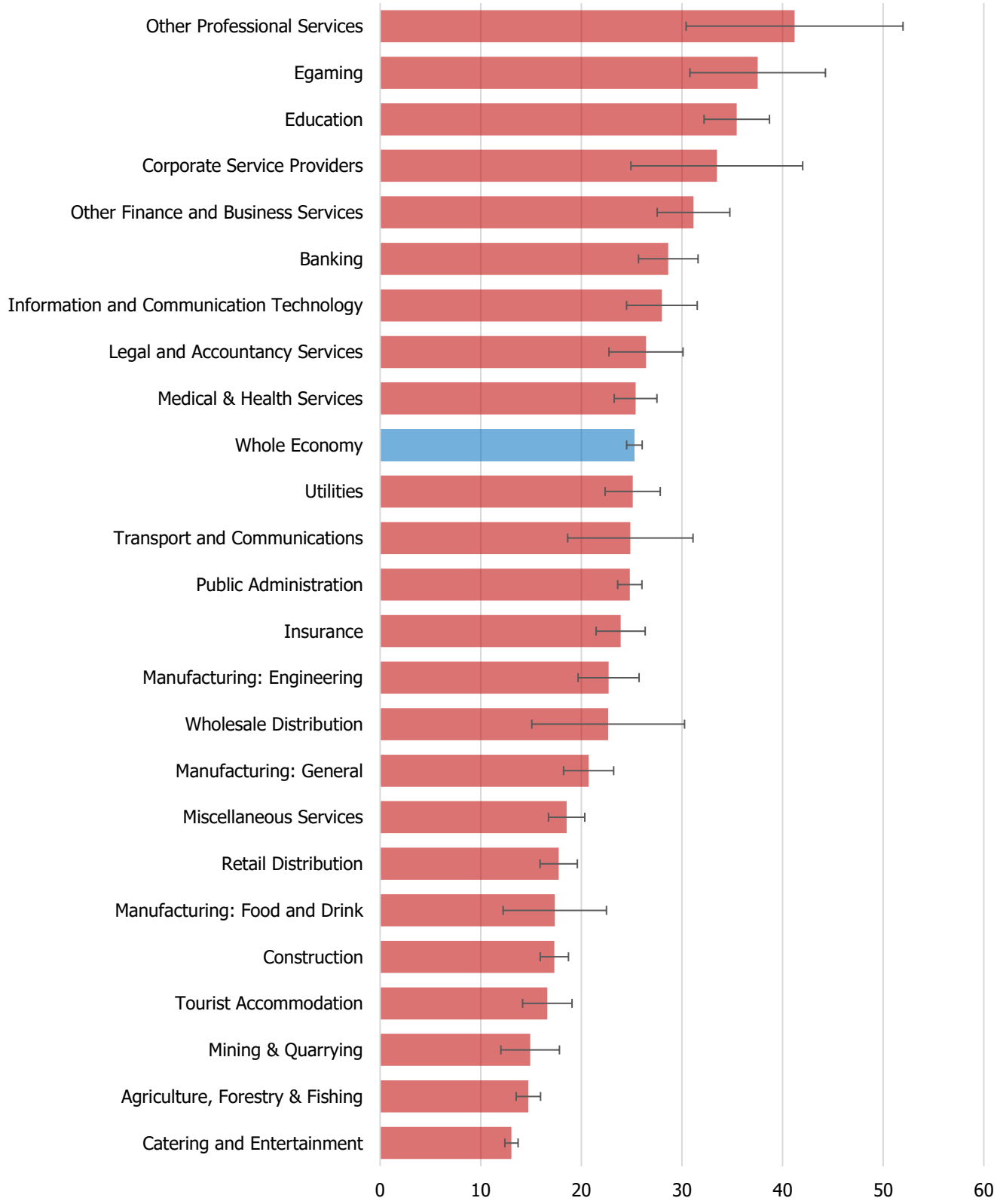
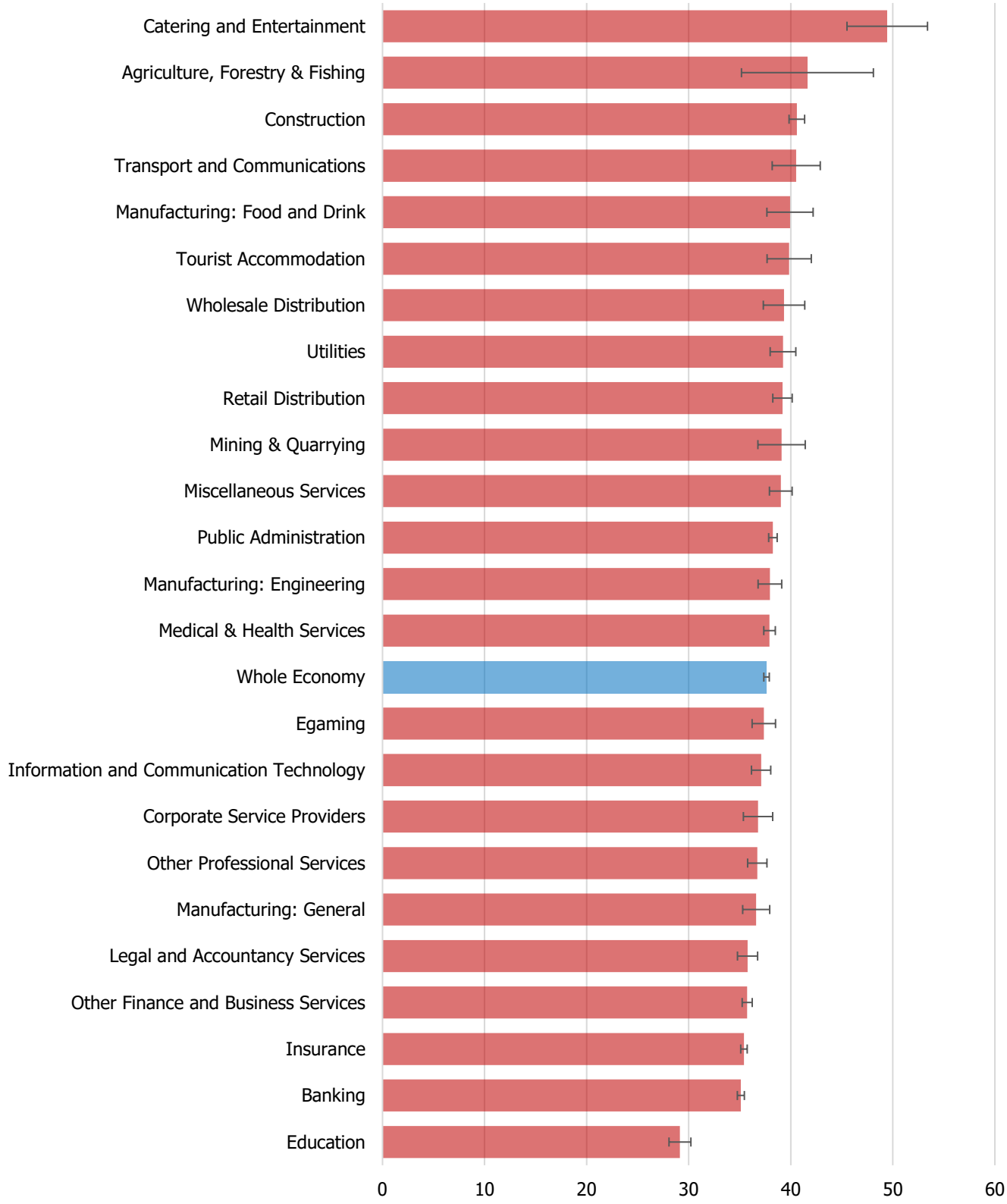


Figure 16 - Average weekly hours worked by sector



Figures include overtime. Hours for education are calculated pro-rata

Table 10 - Living Wage and Minimum Wage

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Less than the Living Wage[2]			5.6%		9.4%	10.7%	10.1%	16.9%	15.6%	20.12%
At the Minimum Wage	5.5%	4.3%	5.0%	3.4%	3.1%	2.5%	1.3%	4.5%	1.6%	1.9%

Note

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[3].

Earnings Survey Year	**2020**	**2021**	**2022**	**2023**	**2024**
Minimum Wage	**2019**	**2020**	**2021**	**2022**	**2023**
Age					
Over compulsory school age but under 18	£6.15	£6.15	£6.80	£8.05	£8.05
Aged 18 but under 21	£8.25	£8.25	£9.50	£10.75	£11.45
Aged 21 but under 25	£8.25	£8.25	£9.50	£10.75	£11.45
Aged 18 and over	£8.25	£8.25	£9.50	£10.75	£11.45

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

[2] Isle of Man Living Wage: https://www.gov.im/about-the-government/departments/cabinet-office/statistics-isle-of-man/isle-of-man-living-wage/

[3] 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	640	616	640	685	727	695	40.4	38.2	39.9
Non-manual	802	1021	852	1,007	1,212	1,055	38.3	37.0	38.0
All	760	978	800	946	1,132	990	38.7	37.2	38.4
Females									
Manual	520	586	520	539	806	606	38.5	37.0	38.2
Non-manual	649	829	727	787	917	847	37.3	35.1	36.6
All	644	829	725	784	916	845	37.4	35.1	36.6
Male and Female									
Manual	651	616	628	680	731	691	40.3	38.1	39.9
Non-manual	725	909	782	914	1,043	959	37.9	36.0	37.3
All	706	902	765	886	1,018	929	38.2	36.1	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 17 - Distribution of Public Sector Earnings – Full Time Employees

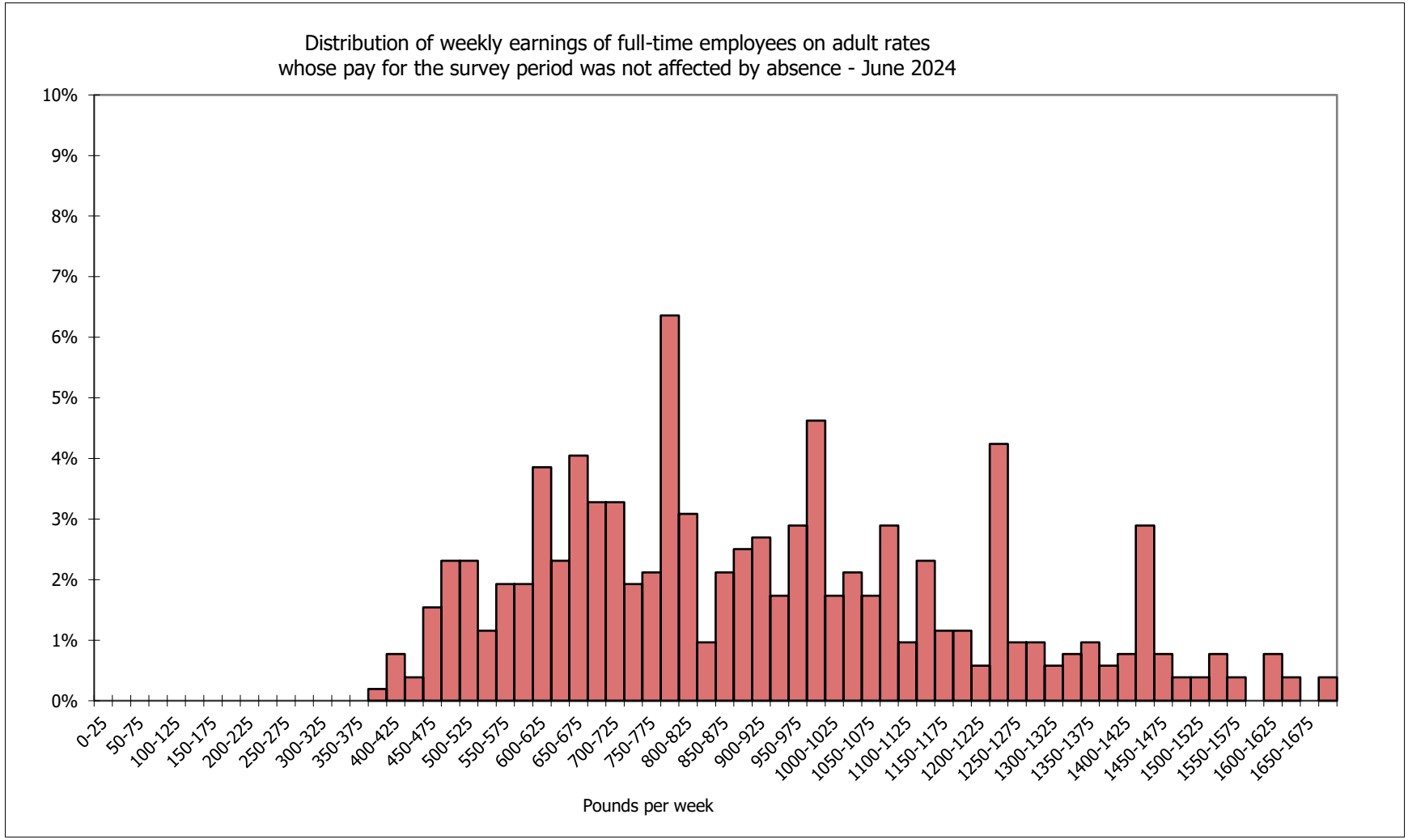


Figure 9 illustrates the distribution of earnings for the public sector and shows income of respondents up to £1,700 per week. This covers 93.3% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

Figure 18 - Distribution of Private Sector Earnings – Full Time Employees

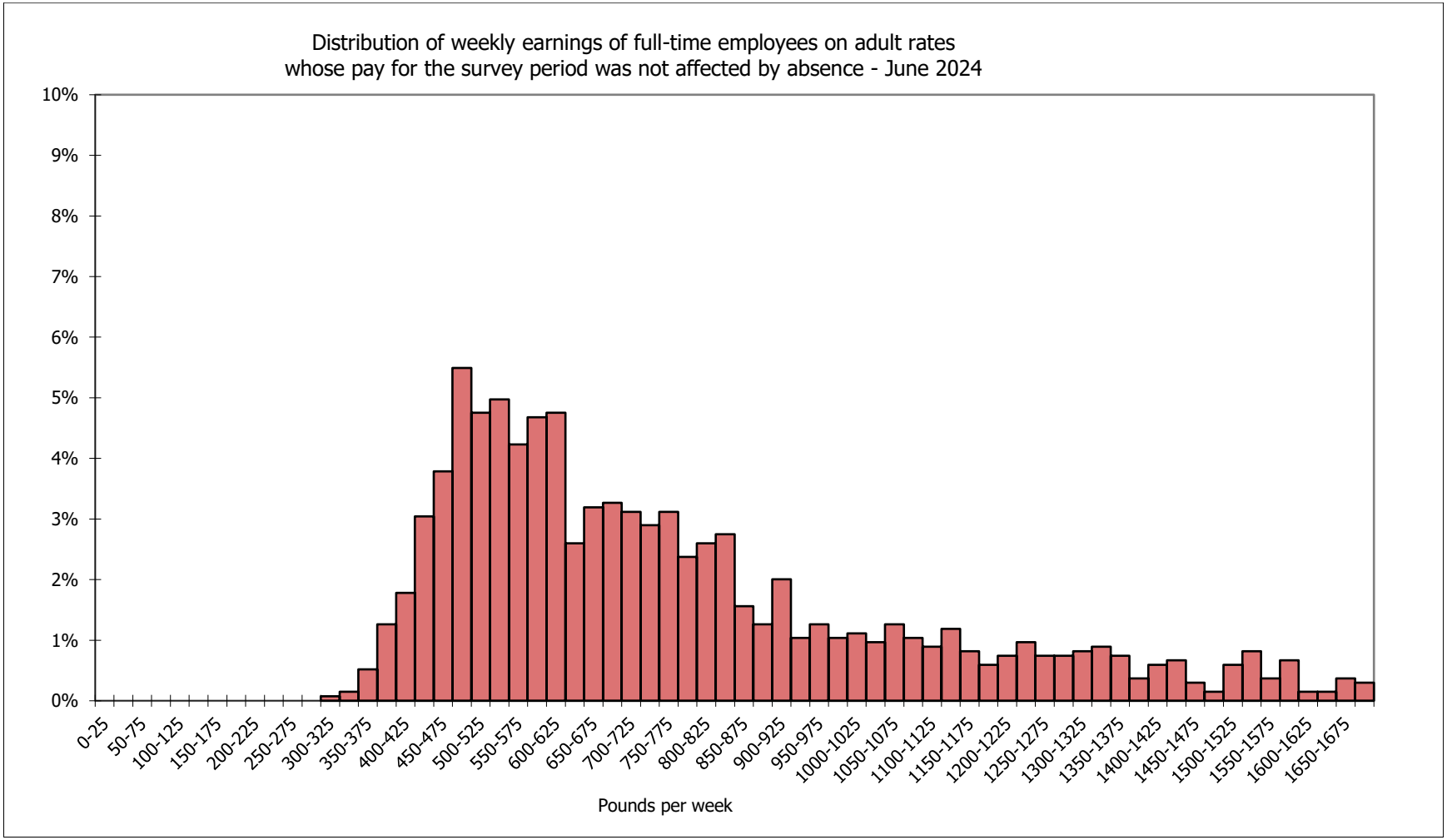


Figure 10 illustrates the distribution of earnings for the private sector and shows income of respondents up to £1,700 per week. This covers 92.7% of the sample. The further the income moves away from the mean, the number of workers becomes smaller and the distribution would be truncated.

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

	Hours worked													
	0-5	**5-10**	**10-15**	**15-20**	**20-25**	**25-30**	**30-35**	**35-40**	**40-45**	**45-50**	**50-55**	**55+**	**Total**	**Cumulative**
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%
£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%
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%
£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%
£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%
£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%
£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%
£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%
£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%	0.1%	0.1%
£10.01 to £12.50 per hour	0.4%	1.1%	1.2%	1.0%	1.1%	1.1%	1.0%	2.8%	2.1%	0.5%	0.3%	0.6%	13.1%	13.2%
£12.51 to £15 per hour	1.1%	1.0%	0.5%	0.6%	0.7%	0.6%	2.2%	5.8%	2.8%	0.8%	0.5%	0.4%	17.1%	30.2%
£15.01 to £17.50 per hour	0.6%	0.3%	0.4%	0.4%	0.7%	1.0%	2.0%	5.5%	1.5%	0.4%	0.2%	0.2%	13.1%	43.3%
£17.51 to £20 per hour	0.3%	0.3%	0.3%	0.3%	0.6%	0.5%	1.5%	4.2%	1.5%	0.2%	0.2%	0.2%	9.9%	53.2%
Over £20 per hour	1.8%	1.1%	1.5%	1.1%	1.9%	3.7%	9.0%	20.9%	4.5%	0.7%	0.3%	0.4%	46.8%	100.0%
Total	4.2%	3.8%	3.9%	3.4%	4.9%	6.8%	15.8%	39.3%	12.4%	2.5%	1.4%	1.7%	100.0%	
Cumulative total	4.2%	8.0%	11.9%	15.3%	20.2%	27.0%	42.8%	82.1%	94.5%	96.9%	98.3%	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													
	0-5	**5-10**	**10-15**	**15-20**	**20-25**	**25-30**	**30-35**	**35-40**	**40-45**	**45-50**	**50-55**	**55+**	**Total**	**Cumulative**
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%
£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%
£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%
£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%
£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%
£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%
£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%
£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%
£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%	0.1%	0.1%
£10.01 to £12.50 per hour	0.4%	1.1%	1.3%	1.0%	1.1%	1.2%	1.1%	3.4%	2.5%	0.3%	0.4%	0.3%	14.1%	14.2%
£12.51 to £15 per hour	1.3%	1.1%	0.6%	0.7%	0.8%	0.7%	2.9%	6.7%	2.8%	0.5%	0.1%	0.2%	18.4%	32.6%
£15.01 to £17.50 per hour	0.6%	0.3%	0.6%	0.3%	0.8%	1.0%	2.8%	6.5%	1.6%	0.1%	0.1%	0.0%	14.7%	47.2%
£17.51 to £20 per hour	0.3%	0.4%	0.4%	0.3%	0.5%	0.5%	1.4%	4.5%	1.2%	0.0%	0.0%	0.0%	9.5%	56.7%
Over £20 per hour	1.7%	0.9%	1.4%	1.0%	2.0%	3.6%	8.8%	20.0%	3.7%	0.2%	0.1%	0.1%	43.3%	100.0%
Total	4.3%	3.8%	4.2%	3.3%	5.2%	7.0%	16.9%	41.1%	11.7%	1.0%	0.7%	0.7%	100.0%	
Cumulative total	4.3%	8.1%	12.3%	15.6%	20.9%	27.9%	44.8%	85.9%	97.6%	98.6%	99.3%	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	1,116	1,119
Received	3	1,094	1,097
Response rate	100.0%	98.0%	98.0%
Employees			
	Public	Private	All
Forms sent	964	2,528	3,492
Forms returned	964	2,480	3,444
Response rate	100.0%	98.1%	98.6%
Exempt (See questionnaire)			681
Earnings affected by absence or on trainee/junior rates			220
Full-time with reported hours			1,835
Part-time with reported hours			427
Zero-hours employees			281
Total returned			3,444

Appendix One – Earnings Survey 2024 Questionnaire

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

Earnings Survey 2024 - 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 **4 June 2024**.

The deadline for completing this survey is 12 August 2024.

If you have any queries regarding completing this survey, please contact Statistics Isle of Man on 01624 685758 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 4 June 2024, 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 4 June 2024, 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?

