

# Guernsey Annual Earnings Bulletin

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**POLICY COUNCIL**  
THE STATES OF GUERNSEY

## 1.1 Introduction

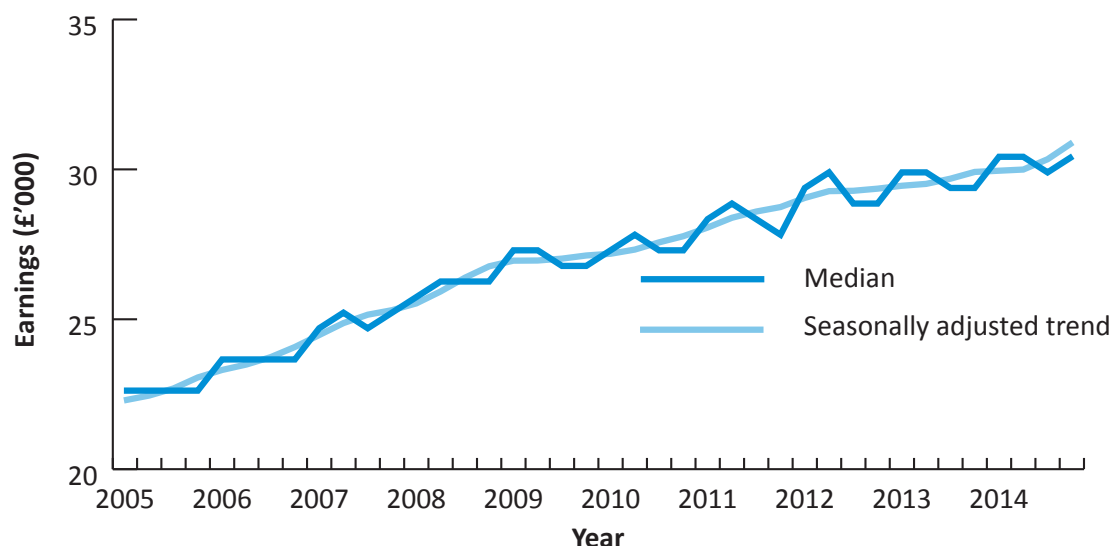
The Guernsey Annual Earnings Bulletin monitors average earnings of all employees in the Bailiwick (excluding Sark) and provides a headline analysis of trends in average earnings. The data shown in [Table 2.1.1](#) have been published in the States Strategic Monitoring Report (see [www.gov.gg/kpi](http://www.gov.gg/kpi)) since 2011. However, this bulletin contains additional information, which first became available in 2012. All monetary values presented are nominal unless otherwise stated.

Data is supplied by the Social Security Department and includes all (full and part-time) employed people earning over the lower earnings limit. Incomes from self-employment, secondary employments and other non-earned sources are not included. This, therefore, gives a measure of the average change in primary earnings from employment and reflects the underlying change.

## 1.2 Headlines

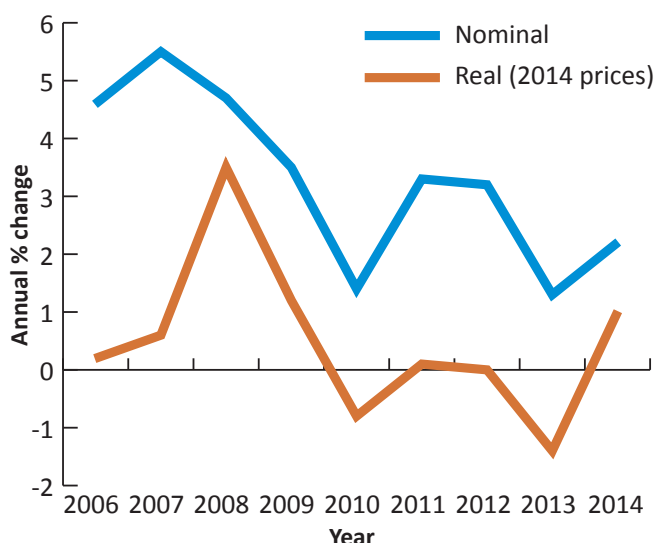
- The median of all employees' earnings was £30,290 in 2014, which, compared with 2013, is 2.2% higher in nominal terms and 1.0% higher in real terms.
- The median of male employees' earnings was £33,280 in 2014, 1.6% higher in nominal terms and 0.4% higher in real terms than in 2013.
- The median of female employees' earnings was £27,040 in 2014, 4.0% higher in nominal terms and 2.8% higher in real terms than in 2013.
- Employees aged 40 to 44 had the highest median earnings in 2014 at £37,180, whilst 15 to 19 year old employees had the lowest median earnings at £15,990.
- The median earnings of finance sector employees was 41.2% higher than the overall median in 2014.

**Figure 1.2.1: Median annual earnings (all employees)**



## 2.1 Median, lower quartile and upper quartile earnings - all employees

**Figure 2.1.1: Annual percentage change in median earnings (all employees)**



**Table 2.1.1: Median earnings (all employees)**

Date	Nominal median earnings (£)	Nominal percentage change (%)	Real median earnings (£) 2014 prices	Real percentage change (%)
2005	22,620	-	29,010	-
2006	23,660	4.6	29,055	0.2
2007	24,960	5.5	29,219	0.6
2008	26,130	4.7	30,238	3.5
2009	27,040	3.5	30,605	1.2
2010	27,430	1.4	30,361	-0.8
2011	28,340	3.3	30,404	0.1
2012	29,250	3.2	30,402	0.0
2013	29,640	1.3	29,989	-1.4
2014	30,290	2.2	30,290	1.0

**Table 2.1.2: Lower and upper quartile earnings (all employees)**

Date	Nominal lower quartile earnings (£)	Real lower quartile earnings (£) 2014 prices	Nominal upper quartile earnings (£)	Real upper quartile earnings (£) 2014 prices
2005	15,600	20,007	33,020	42,348
2006	15,990	19,636	34,580	42,465
2007	16,900	19,784	36,400	42,611
2008	17,680	20,460	38,610	44,680
2009	18,460	20,894	39,650	44,878
2010	18,720	20,721	40,300	44,607
2011	19,240	20,641	41,990	45,048
2012	19,890	20,673	43,160	44,859
2013	20,150	20,387	43,550	44,062
2014	20,670	20,670	44,980	44,980

Earnings data is recorded by the Social Security Department each quarter and is used to calculate median earnings of employees. The median is the middle value when data are sorted into numerical order. It is a measure of earnings from primary employment, unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay. The measure does not include earnings which employees may also gain from self-employment, secondary employments or income from any other sources.

**Figure 2.1.1** and **Table 2.1.1** show that median earnings have increased in nominal terms every year since 2005, when data first became available. Nominal median earnings increased by 2.2% between 2013 and 2014 to £30,290.

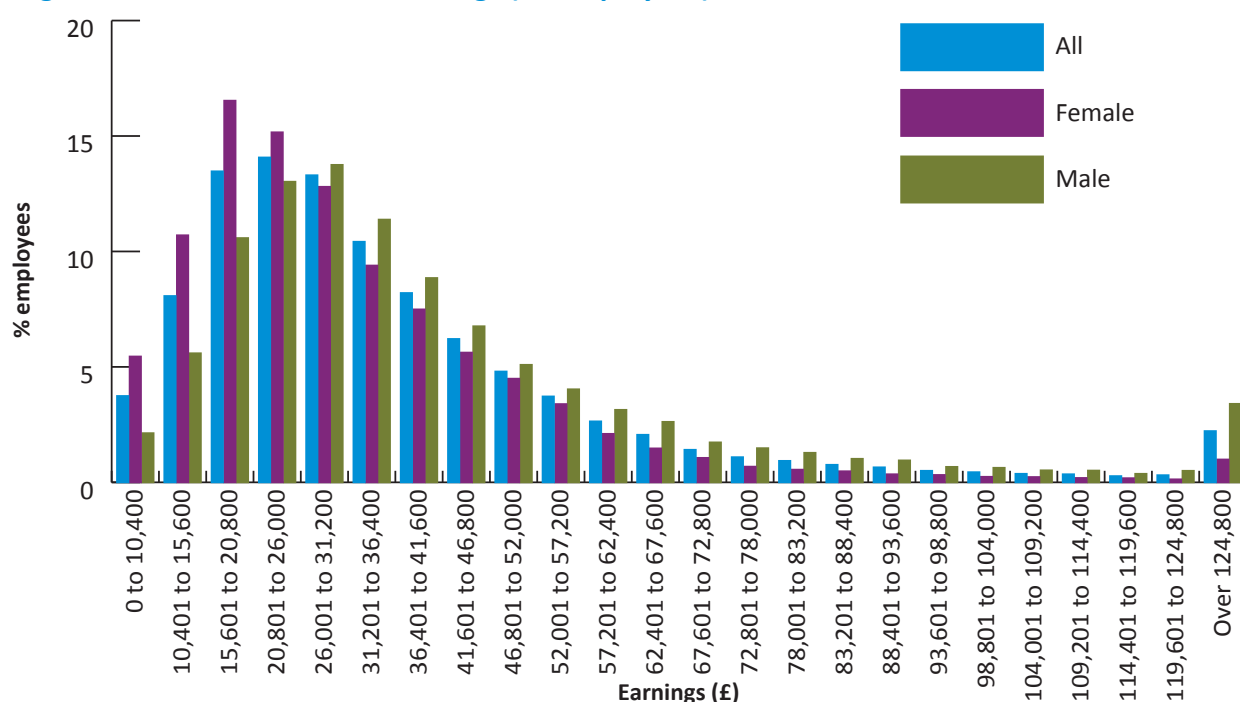
Real earnings are presented to show trends after the effects of inflation have been removed. All real figures shown in this report have been adjusted to 2014 prices.

Median annual earnings, in real terms, were 1.0% higher in 2014 than in 2013.

The lower and upper quartile earnings for 2014 and the previous nine years are presented in **Table 2.1.2**. The inter-quartile range increased by 2.7% in real terms over the year between 2013 and 2014 and increased by 1.4% over the five years ending in 2014. In contrast, the inter-quartile range decreased over the five years ending in 2013. Prior to 2013, there were increases in the inter-quartile range over the five year periods ending in 2010, 2011 and 2012, indicating that earnings from employment were becoming more widely spread. Whilst there has been an increase in the inter-quartile range in the five years ending in 2014, this is a smaller increase than recorded in the previous years.

## 3.1 Median earnings - all employees by gender

**Figure 3.1.1: Distribution of earnings (all employees) at 2014**



The percentage of employees in each income band for 2014 is shown as a distribution graph in [Figure 3.1.1](#). It provides a comparison between earnings of all employees, male and female employees.

Please note that differences between male and female earnings may result from differences in numbers of hours worked as well as differences in rates of pay for different jobs. This is not intended to be used as a measure of pay equality.

The distribution of all earnings shows a peak in the £20,801 to £26,000 band. The highest percentage of female employees' earnings was in the £15,601 to £20,800 category, whilst that for male earnings showed a peak in the £26,001 to £31,200 category.

Median earnings and annual percentage changes for male and female employees are presented in [Tables 3.1.1](#) and [3.1.2](#). The median earnings of male employees was £33,280 in 2014, 0.4% higher than in 2013 in real terms. Female employees' earnings increased, in real terms, by 2.8% between 2013 and 2014 to £27,040.

**Table 3.1.1: Median earnings (all male employees)**

Date	Nominal median earnings (£)	Nominal percentage change (%)	Real median earnings (£) 2014 prices	Real percentage change (%)
2005	25,480	-	32,678	-
2006	26,390	3.6	32,408	-0.8
2007	27,950	5.9	32,719	1.0
2008	29,250	4.7	33,849	3.5
2009	30,030	2.7	33,989	0.4
2010	30,680	2.2	33,959	-0.1
2011	31,590	3.0	33,890	-0.2
2012	32,500	2.9	33,780	-0.3
2013	32,760	0.8	33,145	-1.9
2014	33,280	1.6	33,280	0.4

**Table 3.1.2: Median earnings (all female employees)**

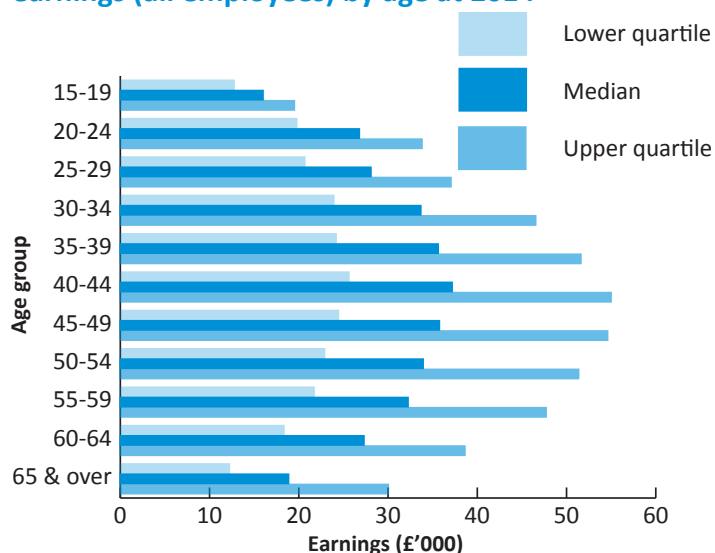
Date	Nominal median earnings (£)	Nominal percentage change (%)	Real median earnings (£) 2014 prices	Real percentage change (%)
2005	19,370	-	24,842	-
2006	20,280	4.7	24,904	0.3
2007	21,450	5.8	25,110	0.8
2008	22,750	6.1	26,327	4.8
2009	23,660	4.0	26,779	1.7
2010	24,310	2.7	26,908	0.5
2011	25,090	3.2	26,917	0.0
2012	25,870	3.1	26,889	-0.1
2013	26,000	0.5	26,306	-2.2
2014	27,040	4.0	27,040	2.8

## 4.1 Median, lower quartile and upper quartile earnings - all employees by age

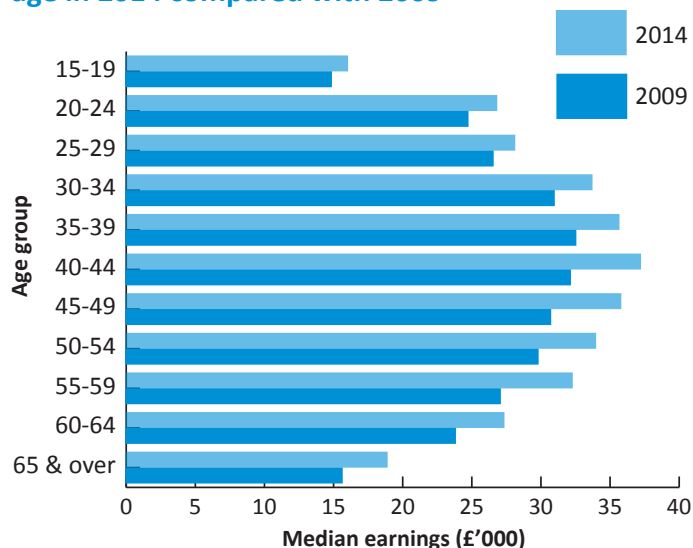
**Table 4.1.1: Median earnings (all employees) by age at 2014**

Age group	Lower quartile earnings (£)	Median earnings (£)	Upper quartile earnings (£)
15-19	12,740	15,990	19,500
20-24	19,760	26,780	33,800
25-29	20,670	28,080	37,050
30-34	23,920	33,670	46,540
35-39	24,180	35,620	51,610
40-44	25,610	37,180	54,990
45-49	24,440	35,750	54,600
50-54	22,880	33,930	51,350
55-59	21,710	32,240	47,710
60-64	18,330	27,300	38,610
65 & over	12,220	18,850	30,030

**Figure 4.1.1: Median, lower and upper quartile earnings (all employees) by age at 2014**



**Figure 4.1.2: Median earnings (all employees) by age in 2014 compared with 2009**



**Table 4.1.1** and **Figure 4.1.1** show the median, lower and upper quartile earnings of all employees by age group. The highest median earnings (£37,180) occurred in the 40-44 age group. The lowest median earnings were in the youngest and oldest age groups, at £15,990 and £18,850 respectively.

This could result more from differences in numbers of hours worked than differences in rates of pay.

The largest inter-quartile range was in the 45-49 age group (£30,160) and the smallest was in the 15-19 age group (£6,760). This shows the difference in the relative spreads of earnings by age group.

**Figure 4.1.2** also shows median earnings of all employees by age group. It provides a comparison between 2009 and 2014. Increases can be seen across all age groups. The highest median earnings level in 2009 (£32,500) was in the 35-39 age group, compared with the 40-44 age group in 2014.

Median earnings of all employees by sector are presented in **Table 5.1.1** and in **Figure 5.1.1**.

Finance sector employees had the highest median earnings (£42,770) in 2014, which was 41.2% higher than the overall median.

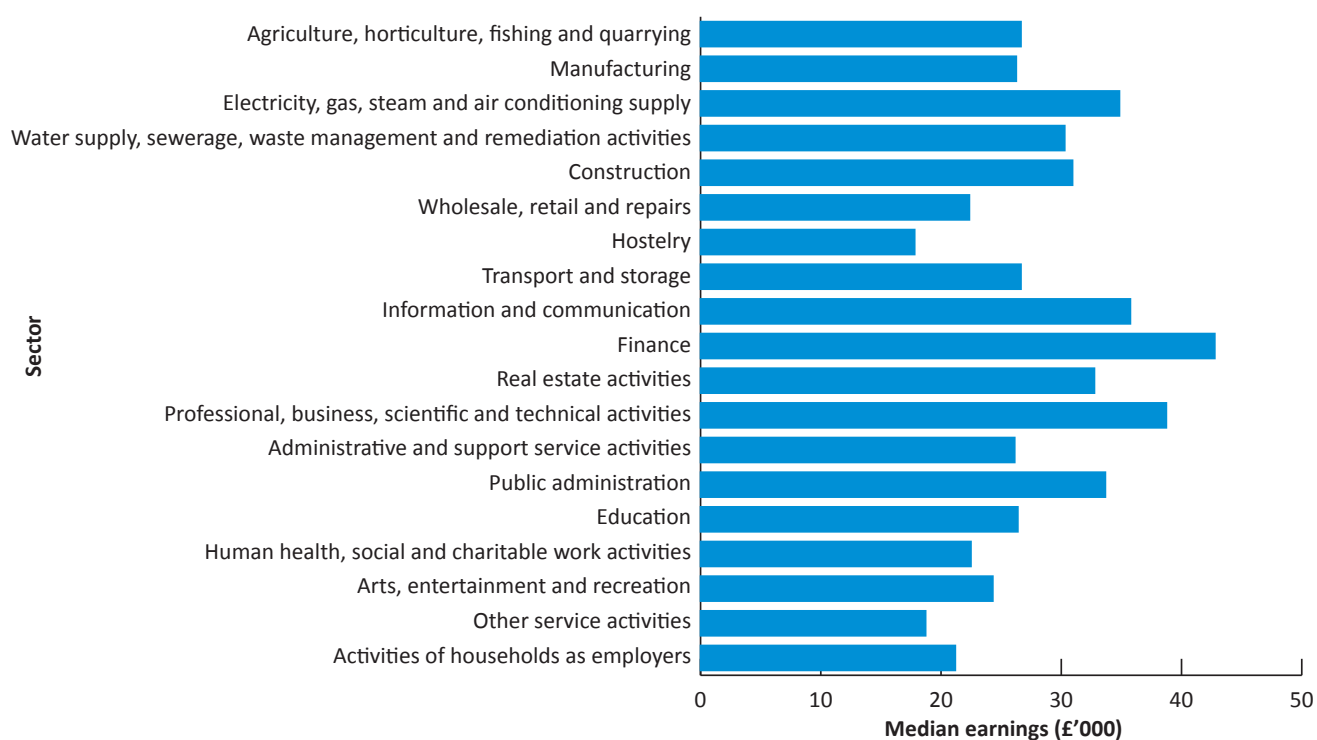
The Hospitality sector had the lowest median earnings (£17,810) in 2014 which was 41.2% lower than the overall median.

## 5.1 Median earnings - all employees by sector

**Table 5.1.1: Median earnings (all employees) by sector at 2014**

Sector	Lower quartile earnings (£)	Median earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	19,110	26,650	35,100
Manufacturing	18,850	26,260	34,580
Electricity, gas, steam and air conditioning supply	28,470	34,840	45,500
Water supply, sewerage, waste management and remediation activities	22,620	30,290	35,880
Construction	23,790	30,940	38,610
Wholesale, retail and repairs	16,380	22,360	30,680
Hostelry	14,950	17,810	23,010
Transport and storage	21,320	26,650	35,360
Information and communication	26,650	35,750	49,790
Finance	29,510	42,770	65,130
Real estate activities	21,970	32,760	53,560
Professional, business, scientific and technical activities	26,780	38,740	60,060
Administrative and support service activities	19,500	26,130	36,400
Public administration	23,660	33,670	47,060
Education	18,330	26,390	47,450
Human health, social and charitable work activities	16,250	22,490	31,200
Arts, entertainment and recreation	16,770	24,310	32,500
Other service activities	14,170	18,720	26,000
Activities of households as employers	14,170	21,190	27,300

**Figure 5.1.1: Median earnings (all employees) by sector at 2014**



## 6.1 Methodology

The data used in this bulletin are supplied by the Social Security Department and include all employed people in the Bailiwick (excluding Sark) earning over the lower earnings limit. The numbers of hours worked by people are not currently recorded, so the trends in this bulletin reflect variations in hours worked as well as levels of pay.

Only incomes from primary employment are included. Other incomes which people may receive from self-employment, secondary employments and other non-earned sources (such as benefits, property or investments) are not included.

Data are based on the weekly earnings recorded at regular points throughout the year. These include a pro rata amount for wages paid as a regular salary or wages paid for hours worked. Annual earnings are derived by scaling up the weekly figures.

Nominal earnings are expressed at monetary values of the stated time period, i.e. without making allowance for changes in inflation over time. Real earnings are presented to show trends after the effects of inflation have been removed. All real figures shown in this report have been adjusted to 2014 prices.

## 7.1 Contact details and further information

All Policy and Research Unit publications are available via [www.gov.gg/pru](http://www.gov.gg/pru).

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