

# Guernsey Annual Earnings Bulletin

31st December 2012 - Issue date 27th March 2013



**POLICY COUNCIL**  
THE STATES OF GUERNSEY

## 1.1 Introduction

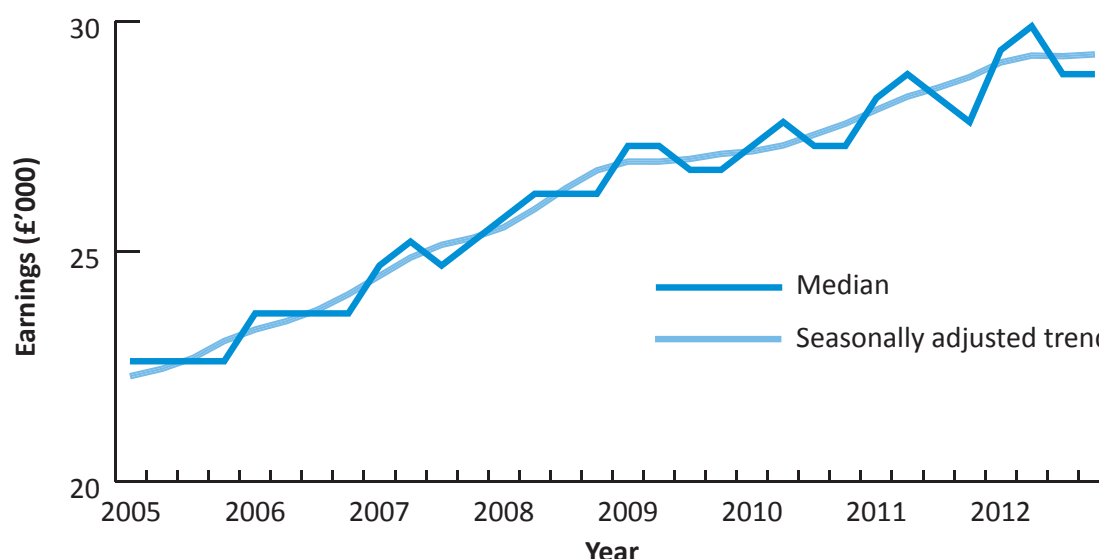
The Guernsey Earnings Bulletin monitors average earnings of all employees in the Bailiwick (excluding Sark) and provides a headline analysis of trends in average earnings. The data shown in [Table 2.1.1](#) have been published in the States Strategic Monitoring Report (see [www.gov.gg/kpi](http://www.gov.gg/kpi)) 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

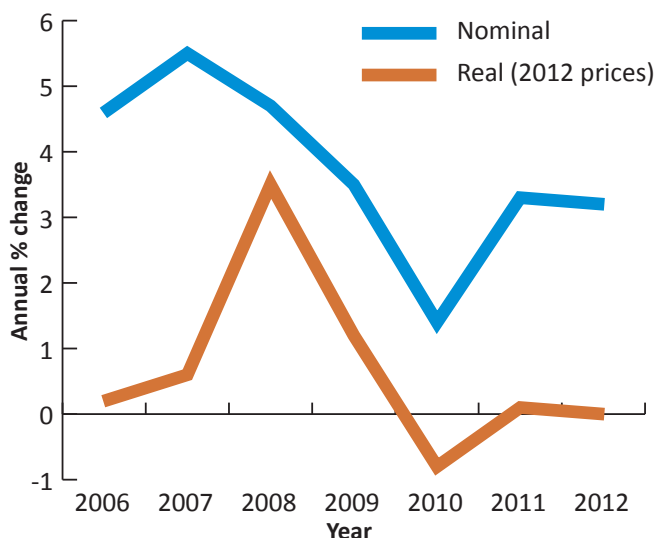
- The median of all employees' earnings was £29,250 in 2012, which, compared to 2011 is 3.2% higher in nominal terms and the same in real terms.
- The median of male employees' earnings was £32,500 in 2012, 2.9% higher in nominal terms and 0.3% lower in real terms than in 2011.
- The median of female employees' earnings was £25,870 in 2012, 3.1% higher in nominal terms and 0.1% lower in real terms than in 2011.
- Employees aged 40 to 44 had the highest median earnings in 2012 at £35,490, whilst 15 to 19 year old employees had the lowest median earnings at £15,470.
- The median earnings of finance sector employees was 41% higher than the overall median in 2012.

**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)**



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 3.2% between 2011 and 2012 to £29,250.

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 2012 prices.

Median annual earnings, in real terms, remained stable between 2011 and 2012.

The lower and upper quartile earnings for 2012 and the previous seven years are presented in **Table 2.1.2**. The inter-quartile range decreased by 0.9% in real terms over the year between 2011 and 2012 but increased by 6.0% over the five years ending in 2012. This indicates that, over the longer term, earnings from employment have become more widely spread.

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

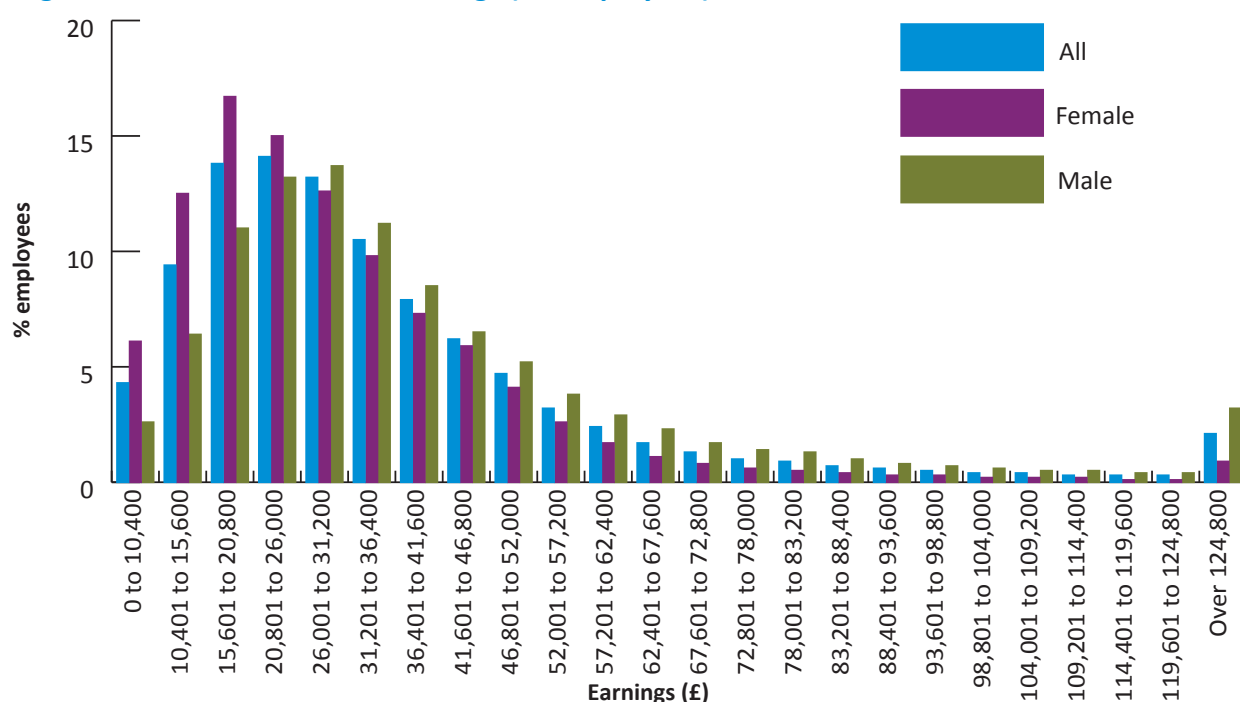
Date	Nominal median earnings (£)	Nominal percentage change (%)	Real median earnings (£) 2012 prices	Real percentage change (%)
2005	22,620	-	27,911	-
2006	23,660	4.6	27,954	0.2
2007	24,960	5.5	28,112	0.6
2008	26,130	4.7	29,093	3.5
2009	27,040	3.5	29,446	1.2
2010	27,430	1.4	29,211	-0.8
2011	28,340	3.3	29,252	0.1
2012	29,250	3.2	29,250	0.0

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

Date	Nominal lower quartile earnings (£)	Real lower quartile earnings (£) 2012 prices	Nominal upper quartile earnings (£)	Real upper quartile earnings (£) 2012 prices
2005	15,600	19,249	33,020	40,744
2006	15,990	18,892	34,580	40,857
2007	16,900	19,034	36,400	40,997
2008	17,680	19,685	38,610	42,988
2009	18,460	20,102	39,650	43,178
2010	18,720	19,936	40,300	42,917
2011	19,240	19,859	41,990	43,341
2012	19,890	19,890	43,160	43,160

## 3.1 Median earnings - all employees by gender

**Figure 3.1.1: Distribution of earnings (all employees) at 2012**



The percentage of employees in each income band for 2012 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 £32,500 in 2012, 0.3% lower than in 2011 in real terms. Female employees' earnings had been increasing since 2005. However, in the year between 2011 and 2012, female employees' earnings decreased, in real terms, by 0.1% to £25,870.

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

Date	Nominal median earnings (£)	Nominal percentage change (%)	Real median earnings (£) 2011 prices	Real percentage change (%)
2005	25,480	-	31,440	-
2006	26,390	3.6	31,180	-0.8
2007	27,950	5.9	31,480	1.0
2008	29,250	4.7	32,566	3.5
2009	30,030	2.7	32,702	0.4
2010	30,680	2.2	32,672	-0.1
2011	31,590	3.0	32,607	-0.2
2012	32,500	2.9	32,500	-0.3

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

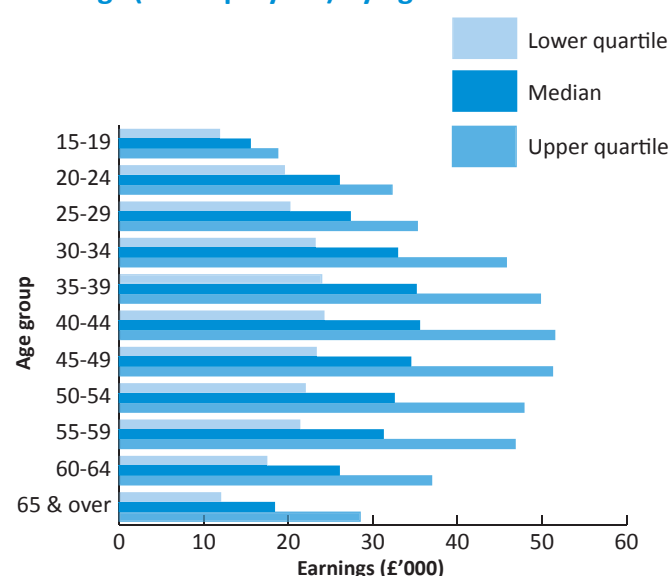
Date	Nominal median earnings (£)	Nominal percentage change (%)	Real median earnings (£) 2011 prices	Real percentage change (%)
2005	19,370	-	23,901	-
2006	20,280	4.7	23,961	0.3
2007	21,450	5.8	24,159	0.8
2008	22,750	6.1	25,329	4.8
2009	23,660	4.0	25,765	1.7
2010	24,310	2.7	25,889	0.5
2011	25,090	3.2	25,897	0.0
2012	25,870	3.1	25,870	-0.1

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

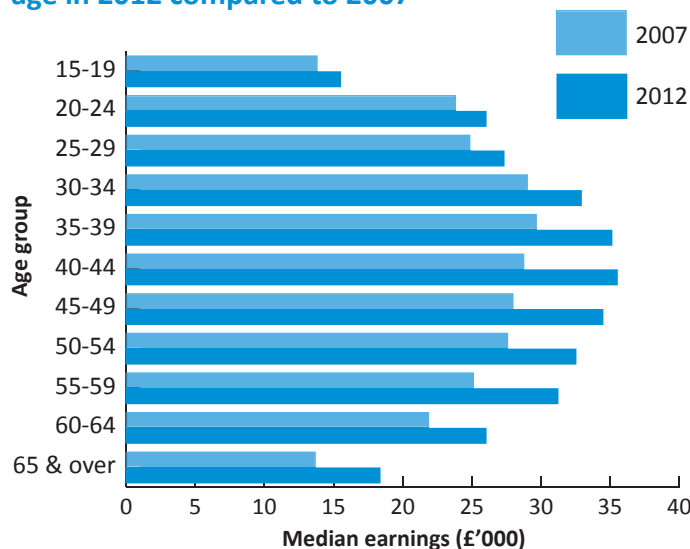
**Table 4.1.1: Median earnings (all employees) by age at 2012**

Age group	Lower quartile earnings (£s)	Median earnings (£s)	Upper quartile earnings (£s)
15-19	11,830	15,470	18,720
20-24	19,500	26,000	32,240
25-29	20,150	27,300	35,230
30-34	23,140	32,890	45,760
35-39	23,920	35,100	49,790
40-44	24,180	35,490	51,480
45-49	23,270	34,450	51,220
50-54	21,970	32,500	47,840
55-59	21,320	31,200	46,800
60-64	17,420	26,000	36,920
65 & over	11,960	18,330	28,470

**Figure 4.1.1: Median, lower and upper quartile earnings (all employees) by age at 2012**



**Figure 4.1.2: Median earnings (all employees) by age in 2012 compared to 2007**



**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 (£35,490) occurred in the 40-44 age group. The two lowest median earnings are seen in the youngest and oldest age groups at £15,470 and £18,330 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 (£27,950) and the smallest was in the 15-19 age group (£6,890). 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 2007 and 2012. Increases can be seen across all age groups. The highest median earnings level in 2007 (£29,640) was in the 35-39 age group, a lower age bracket than in 2012.

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 (£41,340) in 2012, which was 41% higher than the overall median.

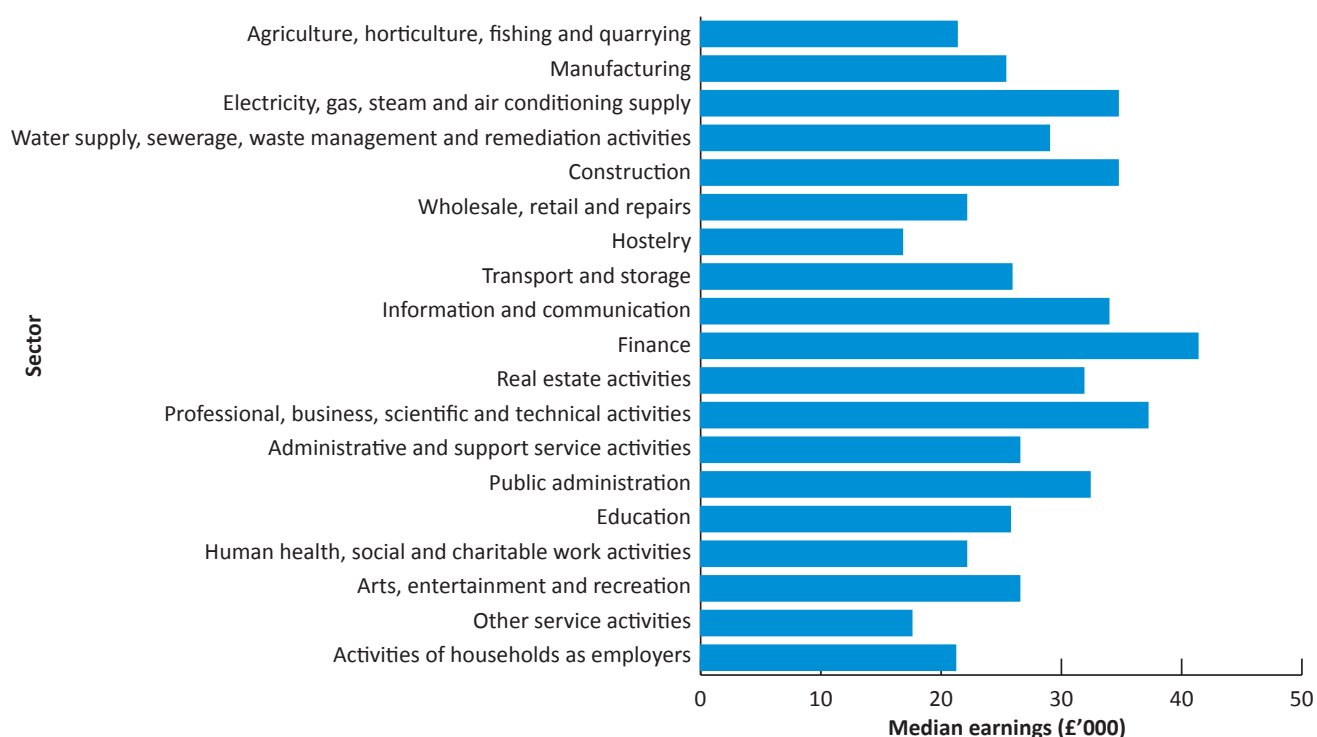
The Hospitality sector had the lowest median earnings (£16,770) in 2012 which was 43% lower than the overall median.

## 5.1 Median earnings - all employees by sector

**Table 5.1.1: Median earnings (all employees) by sector at 2012**

Sector	Lower quartile earnings (£)	Median earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	16,250	21,320	27,820
Manufacturing	17,810	25,350	32,760
Electricity, gas, steam and air conditioning supply	27,560	34,710	45,630
Water supply, sewerage, waste management and remediation activities	21,710	28,990	36,920
Construction	27,560	34,710	45,630
Wholesale, retail and repairs	16,120	22,100	30,810
Hostelry	14,300	16,770	22,100
Transport and storage	20,540	25,870	35,620
Information and communication	26,000	33,930	47,450
Finance	28,600	41,340	63,830
Real estate activities	23,530	31,850	49,270
Professional, business, scientific and technical activities	25,870	37,180	55,380
Administrative and support service activities	19,240	26,520	36,660
Public administration	21,840	32,370	44,850
Education	16,770	25,740	43,420
Human health, social and charitable work activities	15,600	22,100	30,420
Arts, entertainment and recreation	18,330	26,520	38,220
Other service activities	13,000	17,550	24,570
Activities of households as employers	14,560	21,190	28,210

**Figure 5.1.1: Median earnings (all employees) by sector at 2012**



## 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.

## 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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