

Northern Ireland Annual Survey of Hours And Earnings April 2016

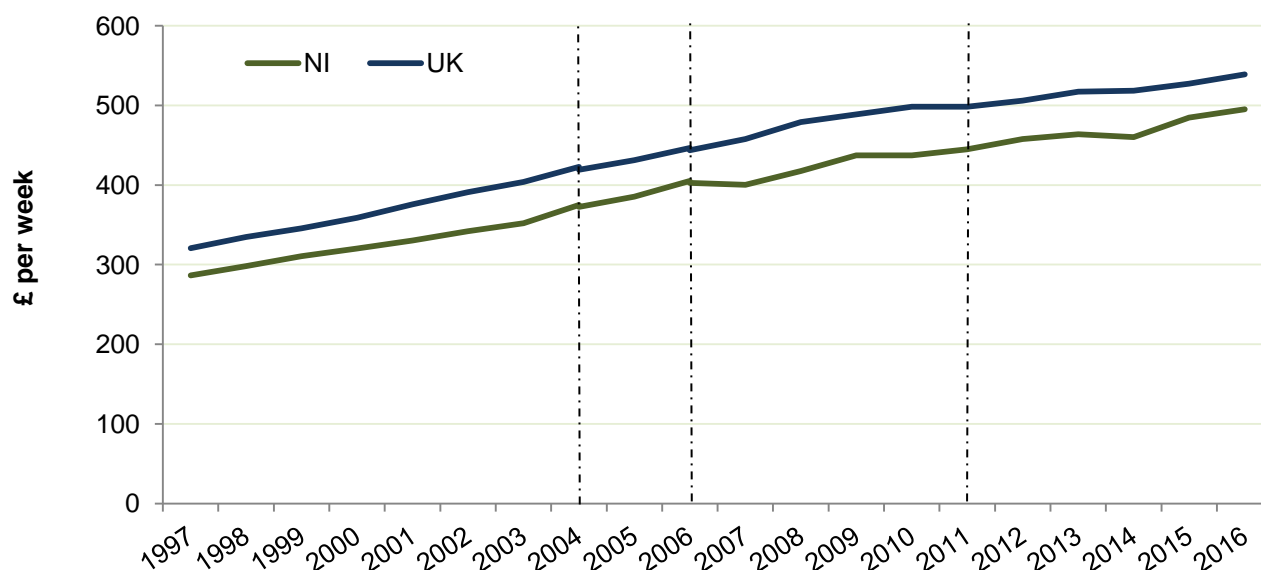
Geographical Area: Northern Ireland
Theme: Labour Market
Frequency: Annual



Key points

- In April 2016 median gross **weekly** earnings for **full-time** employees were £495, up 2.2% from £485 in 2015. This increase was the same as that of UK employees and the second consecutive annual increase in inflation adjusted earnings.
- In the UK, median gross **weekly** earnings for **full-time** employees were £539, an increase of 2.2% since 2015 (£527). At 91.9%, the ratio of NI/UK full-time **weekly** earnings is down slightly on the 2015 ratio (92.0%).
- The increase in median gross **weekly** earnings was more marked in the **public** than in the **private** sector. The **full-time** median gross **weekly** earnings in the **private** sector increased by 1.9% to £435, compared to a 3.9% increase in the **public** sector, to £619.
- Those in the lowest 10% of the **full-time weekly** earnings distribution experienced a larger increase (4.7%) than those in the highest 10% (2.9%).

Figure 1: Median gross weekly earnings for full-time employees in NI and the UK, 1997-2016



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Commentary

The ASHE results for 2016 show increases in earnings for full-time employees across a range of measures including weekly, hourly and annual earnings. The increase in median gross weekly earnings for full-time employees over the year to April 2016 was 2.2%, the same as the UK average. This was the second consecutive annual percentage increase, after a decrease in 2014 and was well ahead of inflation (0.3% over the year).

The private sector full-time median gross weekly earnings increased by 1.9% over the year to April 2016. Those in the lowest 10% of the private sector full-time weekly earnings distribution experienced a much larger increase (5.8%) than those in the highest 10% (1.2%). The majority of those in the bottom 10% would be on the National Living Wage and this is a clear indication of its impact.

The public sector full-time median gross weekly earnings increased by 3.9% over the year to April 2016, and was primarily driven by earnings growth in the human health activities sector (7.8%). This growth was offset by the public administration and defence; compulsory social security sector which includes the Northern Ireland Civil Service that saw no increase over the year.

The growth in earnings was concentrated in lower pay occupations. Process, plant and machine operatives experienced the largest increase (5.6% to £410) in median full-time gross weekly earnings between April 2015 and April 2016, followed by caring, leisure and other service occupations (5.2% to £341) and sales and customer service occupations (4.6% to £316). These industries all earn below the full-time median weekly gross average for NI (£495). However, elementary occupations and skilled trades occupations both experienced decreases in median full-time gross weekly wages - decreasing by 1.3% to £321 and 0.3% to £451 respectively.

Despite the increases recorded over the year, NI earnings remained well below the UK average and were the fourth lowest of the 12 UK regions. That being said, the ratio of NI to UK gross weekly earnings for full-time employees, which in 2015 was at its highest (92.0%) since the ASHE time series began, this year remained relatively unchanged (91.9%).

Annual Survey of Hours and Earnings for Northern Ireland, 2016

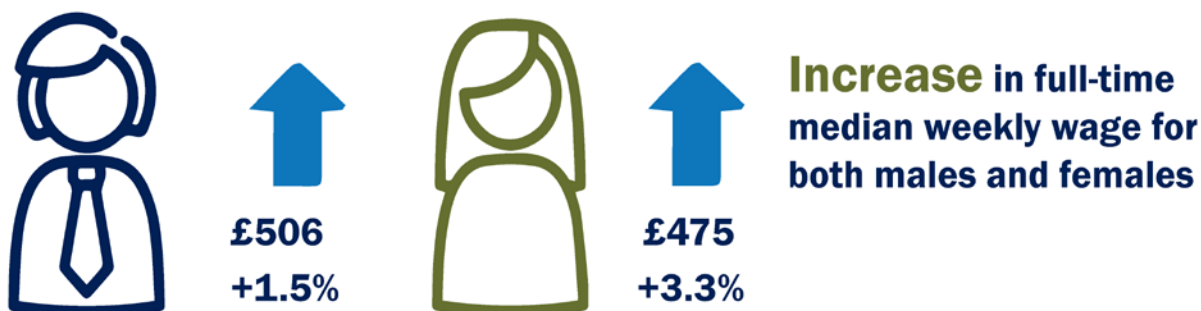
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The Annual Survey of Hours and Earnings (ASHE) provides a wide range of information on hourly, weekly and annual earnings of employees in Northern Ireland

Weekly Earnings



Male / Female



Lower paid staff



Source: Annual Survey of Hours and Earnings, 2016

Date published: 26th October 2016

Economic and Labour Market Statistics, Northern Ireland Statistics and Research Agency



Context

The Annual Survey of Hours and Earnings (ASHE) is a UK wide survey that provides a wide range of information on hourly, weekly and annual earnings by gender, work pattern, industry and occupation including public and private sector pay comparisons. The sample used comprises approximately 1% of all employees in NI who were covered by Pay As You Earn (PAYE) schemes.

This report presents provisional results from the NI element of the 2016 ASHE, which surveyed employee earnings for the pay-week (or other pay-period if the employee was paid less frequently) which included 13th April 2016, the reference date for the latest survey. A total of 6,847 returns were received by NISRA (92.4% of those sampled).

The headline measure of earnings from ASHE is gross median weekly earnings for full-time employees, however hourly and annual earnings are provided for all, full-time and part-time employees for comparison. Full-time is defined as employees working more than 30 paid hours per week (or 25 or more for the teaching professions). The earnings information presented in this bulletin includes employees on adult rates of pay whose pay was unaffected by absence during the survey period and relates to gross pay before tax, National Insurance or other deductions, and excludes payments in kind. The data are presented in current prices, unless otherwise stated.

ASHE replaced the New Earnings Survey (NES) from 2004, and ASHE comparisons are therefore only available on a consistent basis from that year onwards. In addition, the introduction of methodological changes in 2006 and 2011 resulted in discontinuities in the ASHE time series therefore care should be taken when making comparisons with earlier years. The discontinuities are represented by dashed vertical lines in the charts within this report.

With the exception of annual earnings, the results are restricted to earnings relating to the survey pay period and so exclude payments of arrears from another period made during the survey period; any payments due as a result of a pay settlement but not yet paid at the time of the survey will also be excluded. For particular groups of employees, changes in median earnings between successive surveys may be affected by changes in the timing of pay settlements, in some cases reflecting more than one settlement and in some others no settlement at all.

A [Summary of usage of the Northern Ireland Annual Survey of Hours and Earnings](#) is available on the NISRA-ELMS website. Users of NI ASHE statistics include the Department for the Economy (DfE) economists for the purpose of briefing the DfE minister on current labour market trends for policy purposes and Trade Unions who use the data to monitor pay levels and the differences between NI and UK earnings.

Further information on ASHE can be found on the Office for National Statistics (ONS) website:

[Annual Survey of Hours and Earnings methodology and guidance](#)

[Quality and Methodology Information for the Annual Survey of Hours and Earnings](#)

This Annual Survey of Hours and Earnings Bulletin contains the following chapters:

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National Statistics

National Statistics status means that official statistics meet the highest standards of trustworthiness, quality and public value.

All official statistics should comply with all aspects of the Code of Practice for Official Statistics. They are awarded National Statistics status following an assessment by the Authority's regulatory arm. The Authority considers whether the statistics meet the highest standards of Code compliance, including the value they add to public decisions and debate.

It is a producer's responsibility to maintain compliance with the standards expected of National Statistics. If we become concerned about whether these statistics are still meeting the appropriate standards, we will discuss any concerns with the Authority promptly. National Statistics status can be removed at any point when the highest standards are not maintained, and reinstated when standards are restored.

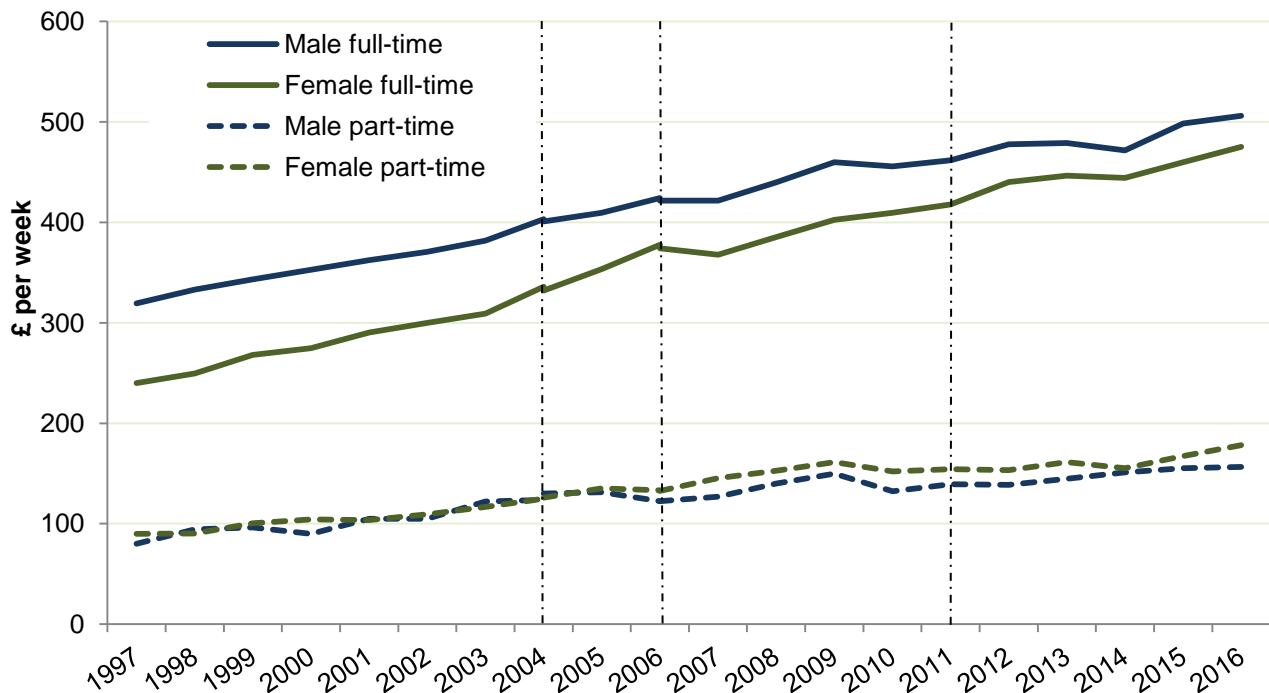
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Median weekly earnings

Key findings

- Full-time and part-time weekly earnings increased over the year for men and women
- When adjusted for inflation, weekly earnings increased for the second consecutive year
- Earnings at the 90th percentile were over three times more than at the 10th percentile

Figure 2: Median gross weekly earnings by full-/part-time and gender, 1997-2016



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All employees

The median gross weekly earnings for all employees in NI at April 2016 were £393, which:

- was lower than the UK figure of £439.
- increased by 2.9% over the year to April 2016, compared to growth of 3.2% in UK earnings.

Full-time employees

NI median gross weekly earnings for full-time employees (£495) at April 2016:

- were 8.1% lower than the UK (£539).
- increased by 2.2% over the year which was the same as the increase for the UK.
- were lower than the UK for both males and females (by 12.4% and 1.1% respectively).
- increased by 1.5% over the year for males, compared with a 3.3% increase for women's full-time earnings.

Part-time employees

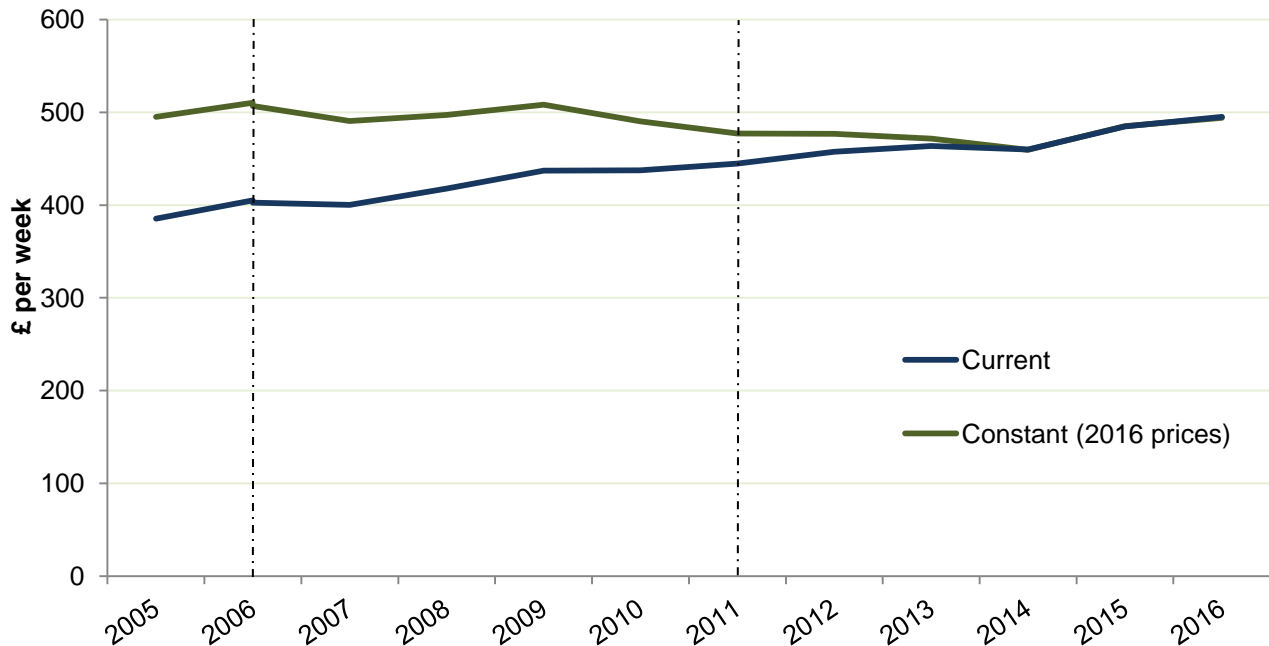
NI median gross weekly earnings for part-time employees (£172) at April 2016:

- were 3.2% lower than the UK (£177).
- increased by 5.7% over the year compared with a 6.6% increase for the UK.
- were lower than the UK for both males and females (by 6.6% and 1.8% respectively).
- increased by 1.8% over the year for males, compared with a 6.0% increase for women's part-time earnings.

Constant prices

To understand earnings in the context of inflation, historic data are adjusted using the Consumer Prices Index (CPI). This gives a measure of the 'real' value of earnings, with a decrease meaning that earnings growth is below inflation.

Figure 3: NI median full-time gross weekly earnings in current and constant (2016) prices, 2005-2016



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When adjusted for inflation:

- weekly earnings increased by 1.9% in 2016 compared with an increase of 5.6% in 2015.
- earnings increased for the second consecutive year.
- the 2015 and 2016 increase is similar to the current prices increases due to inflation being relatively flat in the last two years.

Continuous employment

The 'continuously employed' group is comprised of those full-time employees who appear in consecutive ASHE samples, have a weekly earnings observation in both periods and are classified by their employer as being in the same job for at least 12 months in the second period.

In 2016, median gross weekly earnings for this group:

- increased by 5.6% compared to an increase of 4.3% in 2015.
- increased by 4.3% in the UK, compared with 4.6% in 2015.
- was higher than the overall full-time median gross weekly increase (2.2%).

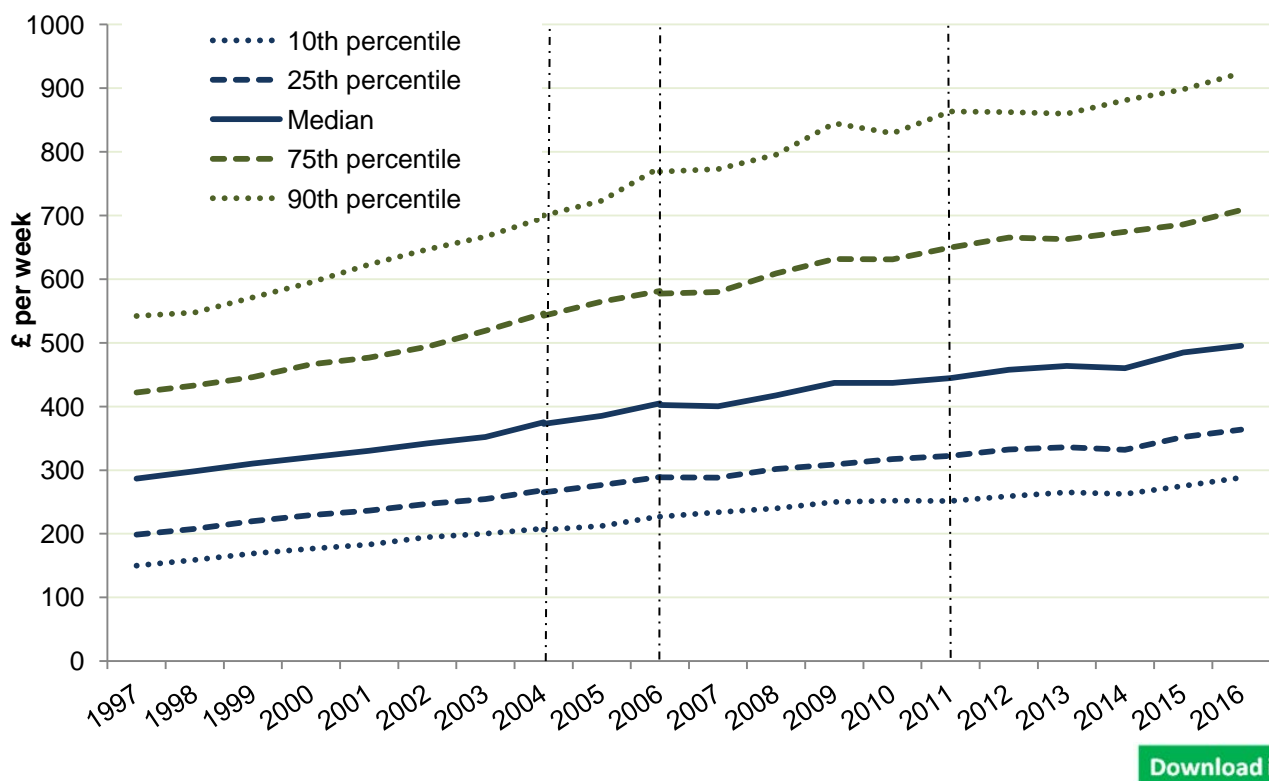
Distribution of earnings

Analysing just the median hides some interesting trends for low- and high-earning employees. Figure 4 displays the distribution of weekly earnings among full-time employees for the years 1997 to 2016.

The distribution of earnings analysis shows that:

- at the bottom of the distribution in 2016, 10% of full-time employees earned less than £288 per week, whereas at the other end of the scale 10% earned more than £924 per week.
- since 1997 the ratio of earnings at the 90th percentile to the 10th percentile has remained relatively constant, ranging from earnings at the 90th percentile being 3.6 times that of the 10th percentile in 1997 to 3.2 times in 2016.
- over the year to April 2016, earnings at the 25th percentile increased by 3.3% which was the same as the increase at the 75th percentile.

Figure 4: Distribution of full-time gross weekly earnings in NI, 1997-2016



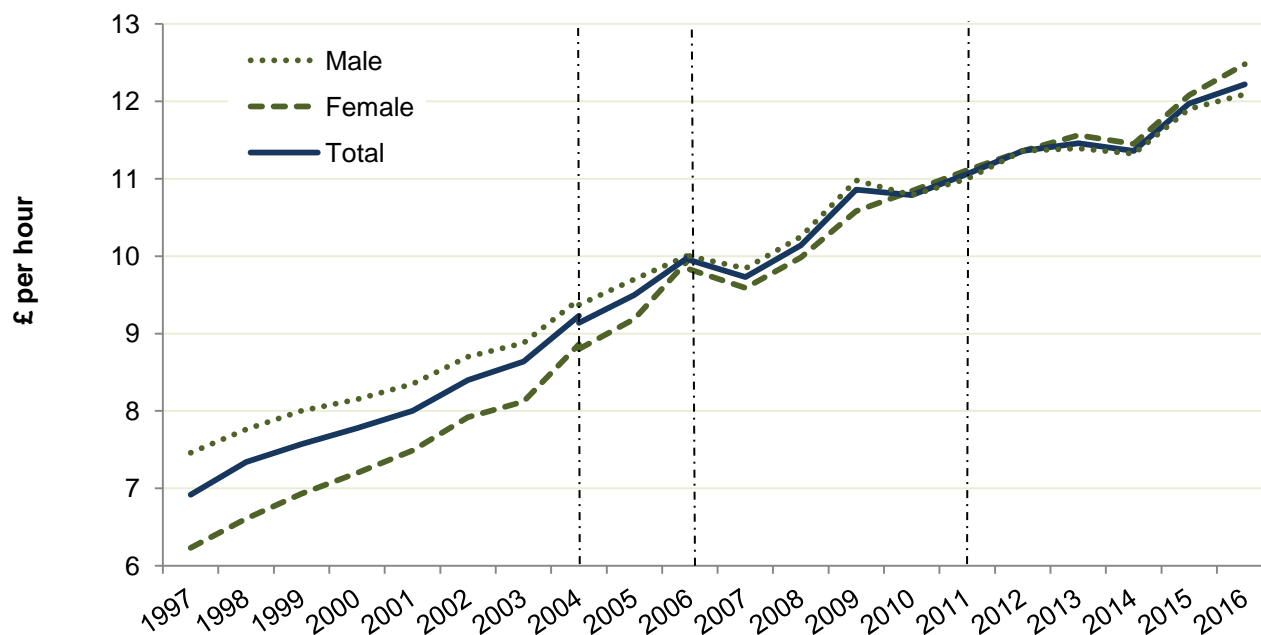
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Median hourly earnings (excluding overtime)

Key findings

- Hourly earnings in NI increased for all employees over the year but remained lower than UK
- Full-time and part-time hourly earnings increased over year
- Full-time hourly earnings increased more for females than males

Figure 5: Median gross hourly earnings for full-time employees by gender, 1997-2016



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All employees

At April 2016, the median gross hourly rate of pay, excluding overtime¹, for all employees in NI:

- was £10.80, an increase of 2.5% over the year.
- was lower than the UK (£12.10).
- was £10.25 for females (up 3.9%) and £11.27 for males (up 0.9%).

Full-time employees

Median gross hourly earnings, excluding overtime, for full-time employees in NI:

- increased (2.1%) to £12.22 in 2016.
- was £12.48 for females (up 3.3%) and £12.09 for males (up 1.7%).

Part-time employees

Median gross hourly earnings, excluding overtime, for part-time employees in NI:

- increased (2.6%) to £8.25 in 2016.
- was £8.44 for females (up 3.8%) and £7.90 for males (up 0.5%).

National Minimum/Living Wage

The National Living Wage (NLW) for 2016 was £7.20 per hour for employees aged 25 and over and National Minimum Wage (NMW) was £6.70 per hour for employees aged 21 to 24. In NI, the percentage of jobs that were paid below the NWM and NLW was unable to be estimated due to the large coefficient of variance, however in UK it was 1.3%.

¹ Excludes overtime pay, but includes basic pay, shift premium pay, bonus or incentive pay, and allowances.

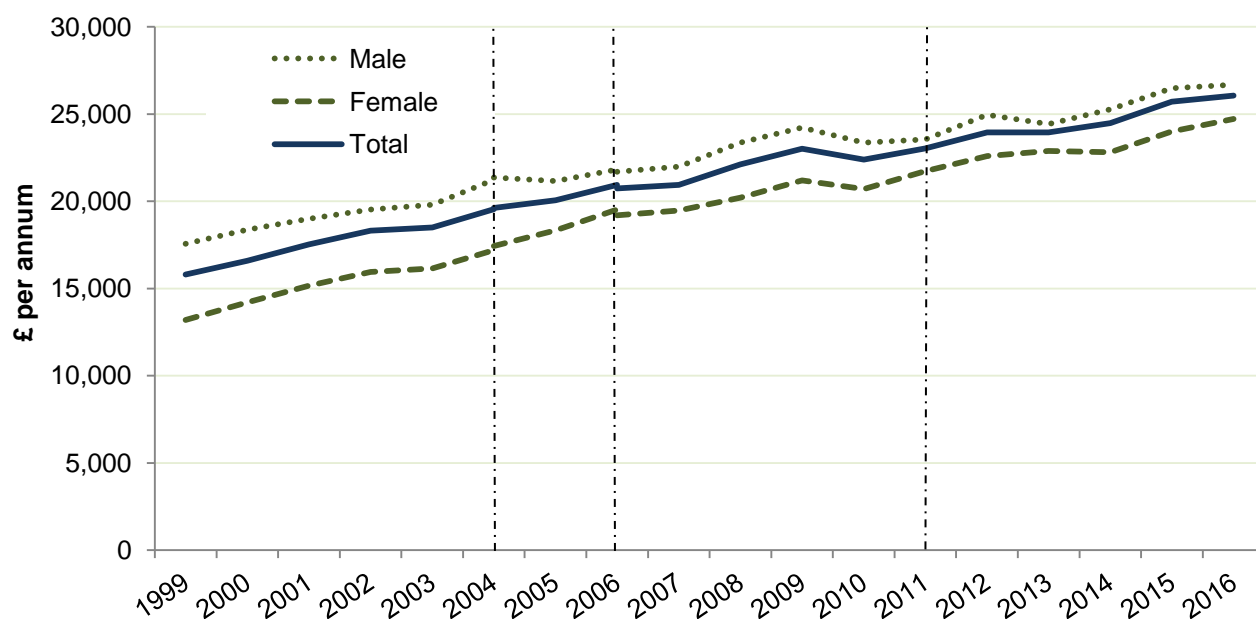
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Median annual earnings

Key findings

- Annual earnings increased for all employees but remained lower than UK
- Full-time and part-time annual earnings increased over the year
- Female full-time annual earnings increased more than male annual earnings

Figure 6: Median gross annual earnings for full-time employees by gender, 1999-2016



All employees

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In 2016, median gross annual² earnings for all employees in NI:

- were £21,000, an increase of 3.0% over the year.
- were lower than the UK (£23,100; up 3.0%).
- were £17,200 for females (up 5.9%) and £24,400 for males (up 1.6%).

Full-time employees

Median gross annual earnings for full-time employees in NI:

- increased (1.4%) to £26,100 in 2016.
- were lower than the UK (£28,200; up 2.2%).
- were £24,700 for females (up 3.0%) and £26,700 for males (up 0.7%).

Part-time employees

Median gross annual earnings for part-time employees in NI:

- increased (1.3%) to £9,300 in 2016.
- were lower than the UK (£9,600; up 4.4%).
- were £9,600 for females (up 4.3%) and £8,200 for males (down 9.6%).

The difference between male and female annual earnings is partly due to males working more hours on average (see section 6). Further information on annual earnings can be found at: [HMRC website](#)

² Annual earnings for employees who had been in the same job for at least 12 months.

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Median weekly hours worked

Key findings

- Total weekly hours worked remained unchanged over the year and was the same as UK
- Full-time total weekly hours worked increased slightly over the year
- Percentage of full-time employees working overtime increased slightly over the year

Hours worked

Table 1: Median total weekly hours worked by full-/part-time and gender, 2015-2016

	2015			2016		
	Full-time	Part-time	All	Full-time	Part-time	All
Men	40.0	18.2	38.5	40.0	18.0	38.7
Women	37.5	20.0	32.4	37.5	20.0	32.4
All	37.9	19.8	37.0	38.0	19.8	37.0

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The median total paid weekly hours worked:

- remained unchanged over the year at 37.0 hours and was the same as the UK.
- increased for full-time employees (0.1%) to 38.0 hours and increased for part-time employees (0.1%) to 19.8 hours.
- remained unchanged for male full-time employees at 40.0 hours and also remained unchanged for female full-time employees at 37.5 hours.

Overtime

Table 2: Percentage of employees working overtime and median weekly overtime hours by full-/part-time and gender, 2015-2016

	2015				2016			
	Full-time		Part-time		Full-time		Part-time	
	%	Hours	%	Hours	%	Hours	%	Hours
Men	24.6	4.6	12.3	x	24.2	5.3	12.1	x
Women	8.4	3.4	9.2	2.6	9.2	3.3	8.7	x
All	18.2	4.3	10.0	2.9	18.3	4.8	9.6	x

x = Coefficient of variation too large to provide a reliable estimate.
See Further Information in Section 11 for more details.

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Figures for 2016 show that:

- the proportion of full-time employees working overtime in April 2016 was 18.3%.
- for those full-time employees who worked overtime, the median number of paid overtime hours was 4.8 hours per week which is up 0.5 over the year.
- for those part-time employees who worked overtime, the median number of paid overtime hours estimate was considered unreliable for practical purposes as the coefficient of variance was greater than 20%.

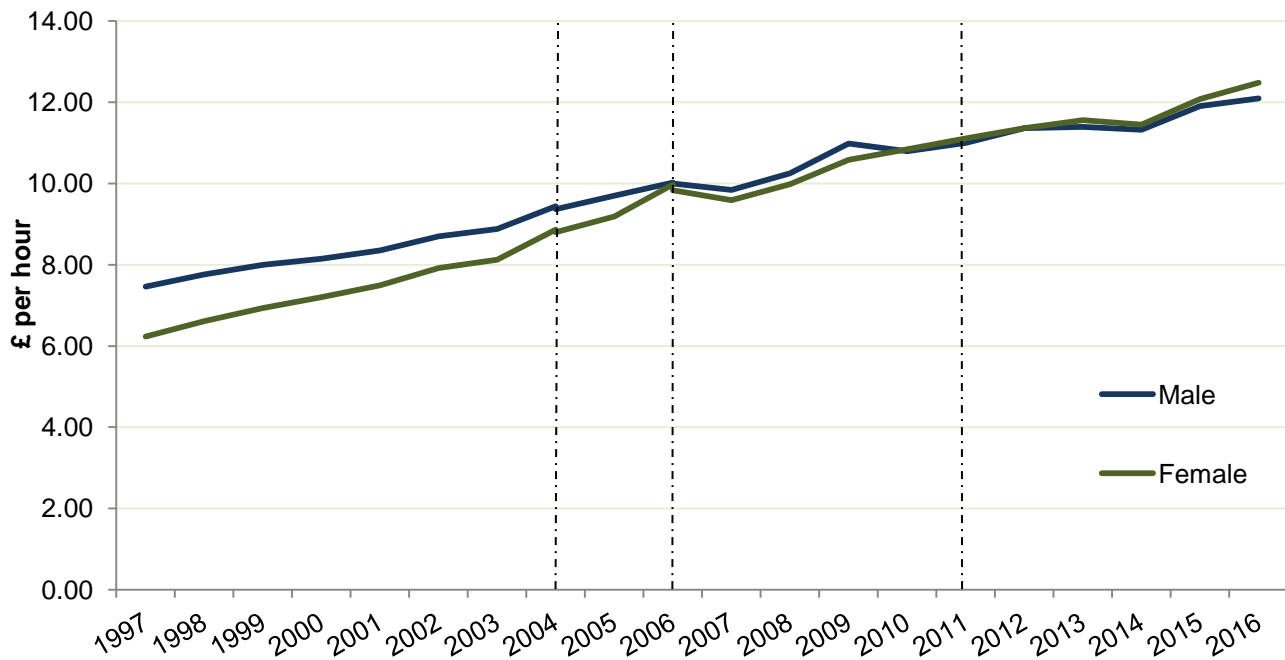
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Gender pay gap

Key findings

- Median hourly earnings were higher for full-time and part-time females than males
- For all employees, males earned more than females as there are more full-time male employees
- Male and females earnings were much more closely aligned in NI than in the UK

Figure 7: Full-time median hourly earnings excluding overtime by gender in NI, 1997-2016



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All employees

In terms of the gender pay gap in NI in 2016:

- the ratio of female to male median hourly earnings excluding overtime for all employees has increased to 90.9% (UK: 81.9%), from 88.3% (UK: 80.7%) in 2015.

Full-time employees

Figure 7 shows that:

- full-time hourly earnings for females (£12.48) were greater than those for full-time males (£12.09).
- the full-time male median hourly earnings excluding overtime has been lower than that of female earnings since 2010 (they were equal in 2012).

Figure 8 shows that:

- the full-time ratio of female to male earnings has increased slightly, from 101.5% in 2015 (UK: 90.3%) to 103.2% in 2016 (UK: 90.5%).
- female and male earnings were more closely aligned in NI than in the UK as a whole for both the full-time and all employee gender pay gaps.

Figure 9 shows that:

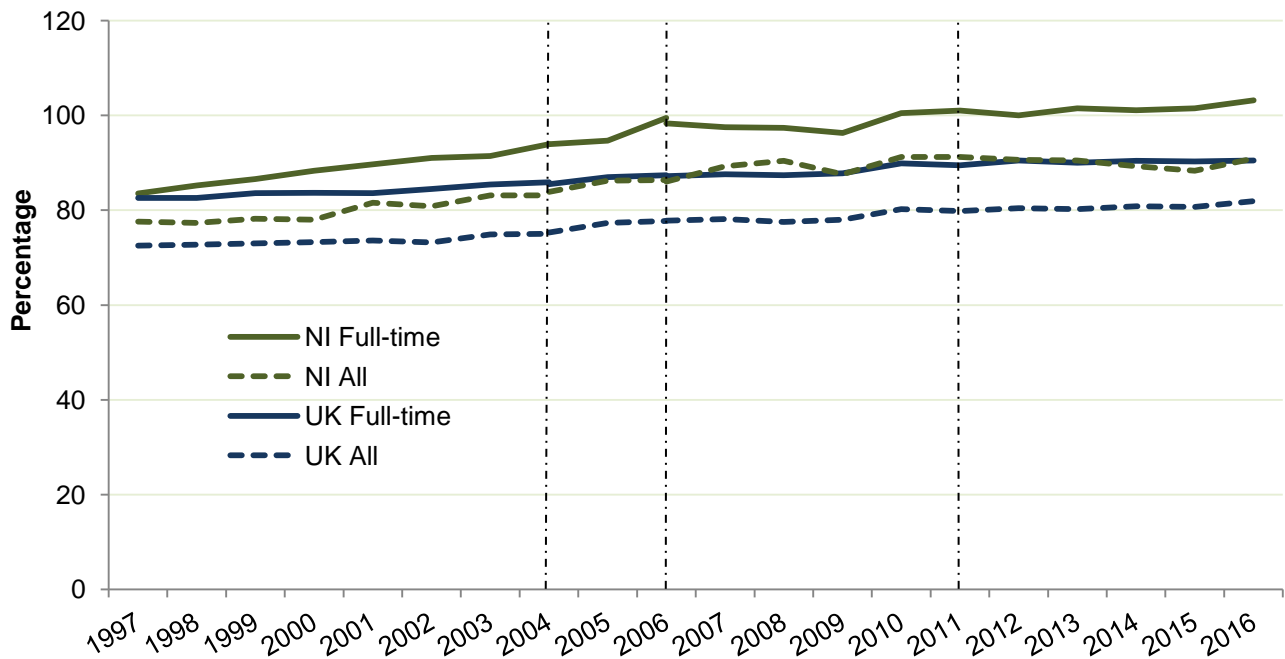
- males have higher earnings than females in the lower percentiles and in the 90th percentile.

Part-time employees

In terms of part-time employees only:

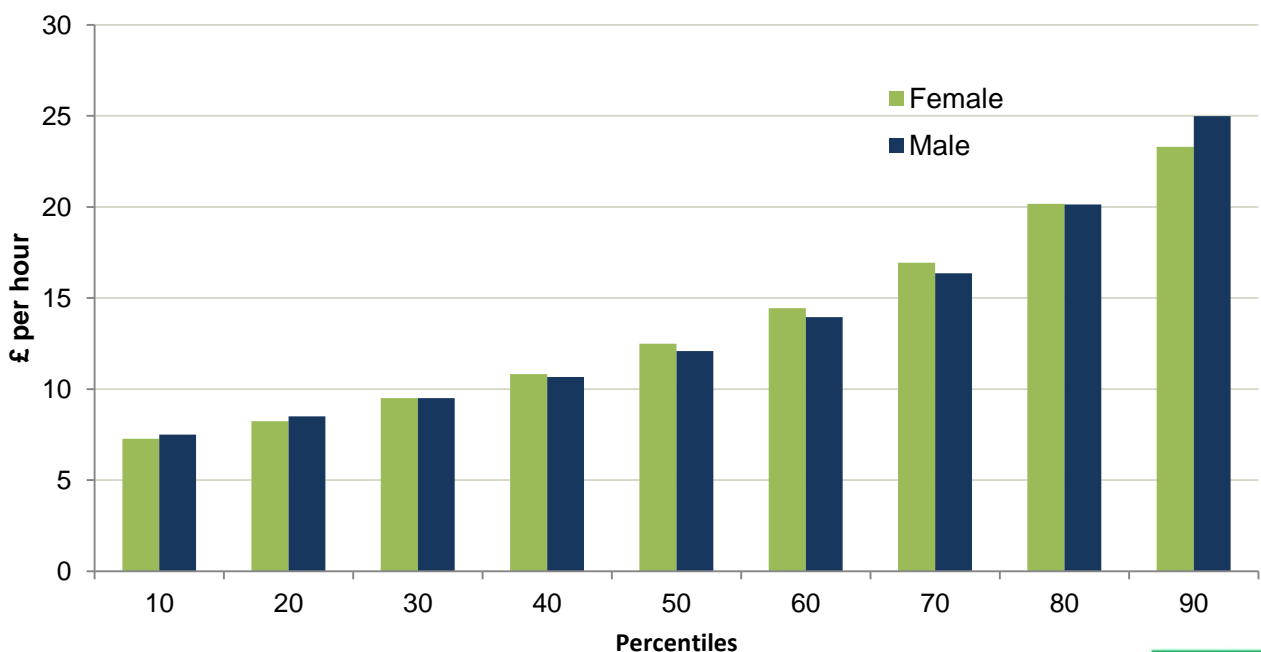
- the female to male hourly earnings ratio increased by 3.5 percentage points in 2016 to 106.8% and is slightly higher than the UK equivalent of 106.0%.
- females have traditionally had higher earnings than males since 1997, apart from a period in the mid 2000s.
- females working part-time (£8.44) continued to earn more than men working part time (£7.90).

Figure 8: Median female hourly earnings excluding overtime (NI versus UK) as a percentage of male earnings, 1997-2016



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Figure 9: Distribution of full-time hourly earnings excluding overtime, 2016



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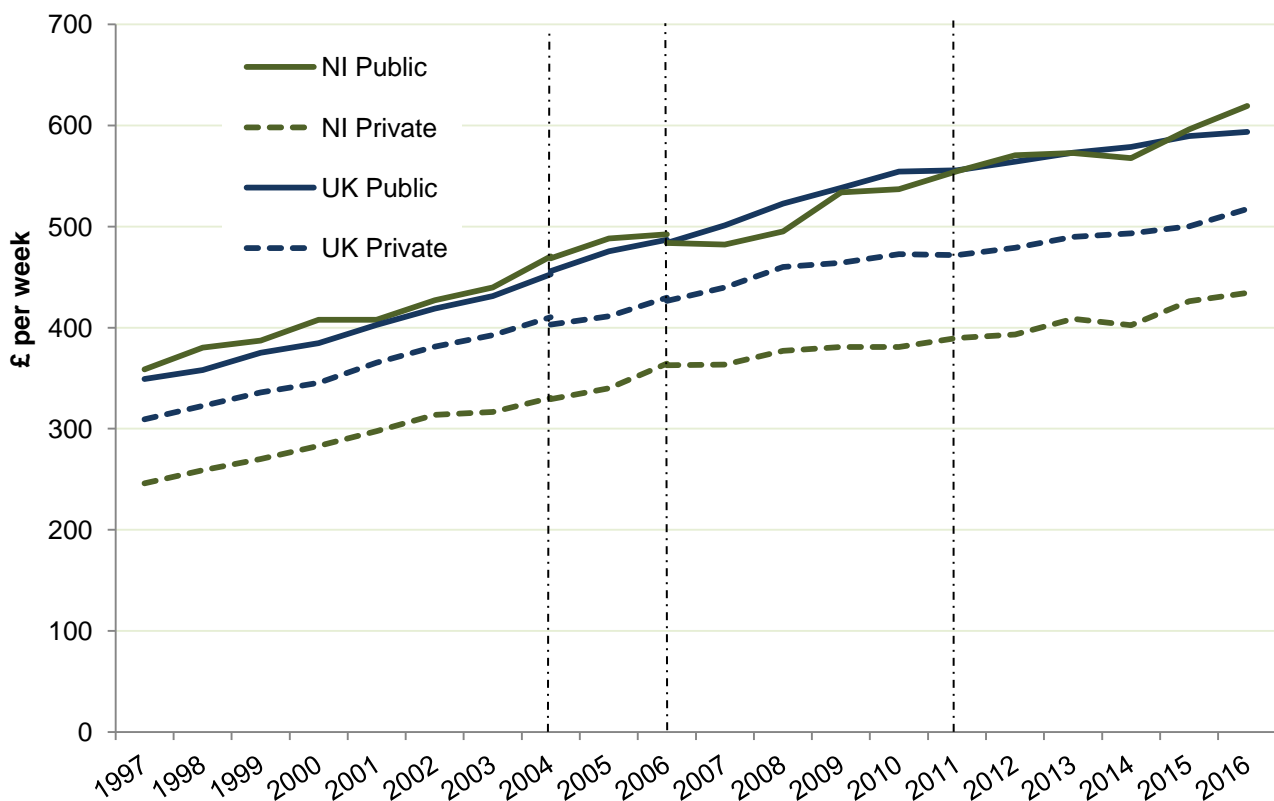
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Comparison of public/private sector earnings

Key findings

- More marked increase in public sector full-time median gross weekly earnings than private sector
- Private sector earnings nearly 30% lower than public sector earnings
- The gap between NI and UK median gross weekly earnings was smaller in the public sector than in the private sector

Figure 10: Median gross weekly earnings (NI versus UK) for full-time employees in the public and private sectors, 1997-2016



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All employees

When comparing the public and private sector:

- the rate of growth of median gross weekly earnings for all employees in the public sector between April 2015 and April 2016 (6.0%) was higher than for their counterparts in the private sector, who experienced an increase of 3.7%.
- median gross weekly earnings of all public sector employees in NI were 3.4% higher compared to the UK.
- median gross weekly earnings of all private sector employees in NI were 17.1% lower compared to the UK.
- for all NI employees, median gross weekly earnings in the private sector were 30.3% lower than in the public sector at April 2015, and this was true for both men (30.9% lower) and women (43.2% lower). In the UK, the equivalent median gross weekly earnings for all employees were 13.1% lower in the private sector than in the public sector.

Full-time employees

When comparing the public and private sector:

- the rate of growth of median gross weekly earnings for full-time NI employees in the public sector between April 2015 and April 2016 (3.9%) was higher than for their counterparts in the private sector, who experienced an increase of 1.9%.
- median gross weekly earnings of full-time public sector employees in NI were 4.3% higher compared to the UK.
- median gross weekly earnings of full-time private sector earnings in NI were 16.0% lower compared to the UK.
- for full-time NI employees, median gross weekly earnings in the private sector were 29.9% lower than in the public sector at April 2016, and this was true for both men (29.0% lower) and women (38.5% lower). In the UK, the equivalent median gross weekly earnings for full-time employees were 12.9% lower in the private sector than in the public sector.

Part-time employees

When comparing the public and private sector:

- the rate of growth of median gross weekly earnings for part-time NI employees in the public sector between April 2015 and April 2016 (5.9%) was lower than their counterparts in the private sector, who experienced growth of 6.4%.
- median gross weekly earnings of part-time public sector employees in NI were 6.9% lower compared to the UK.
- median gross weekly earnings of part-time private sector earnings in NI were 2.4% lower compared to the UK.
- for part-time NI employees, median gross weekly earnings in the private sector were 29.8% lower than in the public sector at April 2016, and this was true for both men (16.5% lower) and women (33.1% lower). In the UK the equivalent median gross weekly earnings for part-time employees were 33.0% lower in the private sector than in the public sector.

Context

Some of the difference between the public and private sectors in NI and the UK may be due to differences in the composition of the respective workforces. 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, while there are a larger proportion of graduate-level and professional occupations in the public sector.

Further detail on differences in the composition of the respective workforces (in 2013) is available at: [Average earnings and composition of the public and private sector workforces](#)

In addition to the composition of the workforce there may also be differences due to the timing of pay settlements. For example, a pay award for teachers will tend to increase median earnings in the public sector more than in the private sector, as the majority of teachers are employed in the public sector. Equally this pay award will tend to increase female earnings more than male earnings as more teachers in NI are female. For information on recent civil service pay settlements please refer to [Civil Service pay](#).

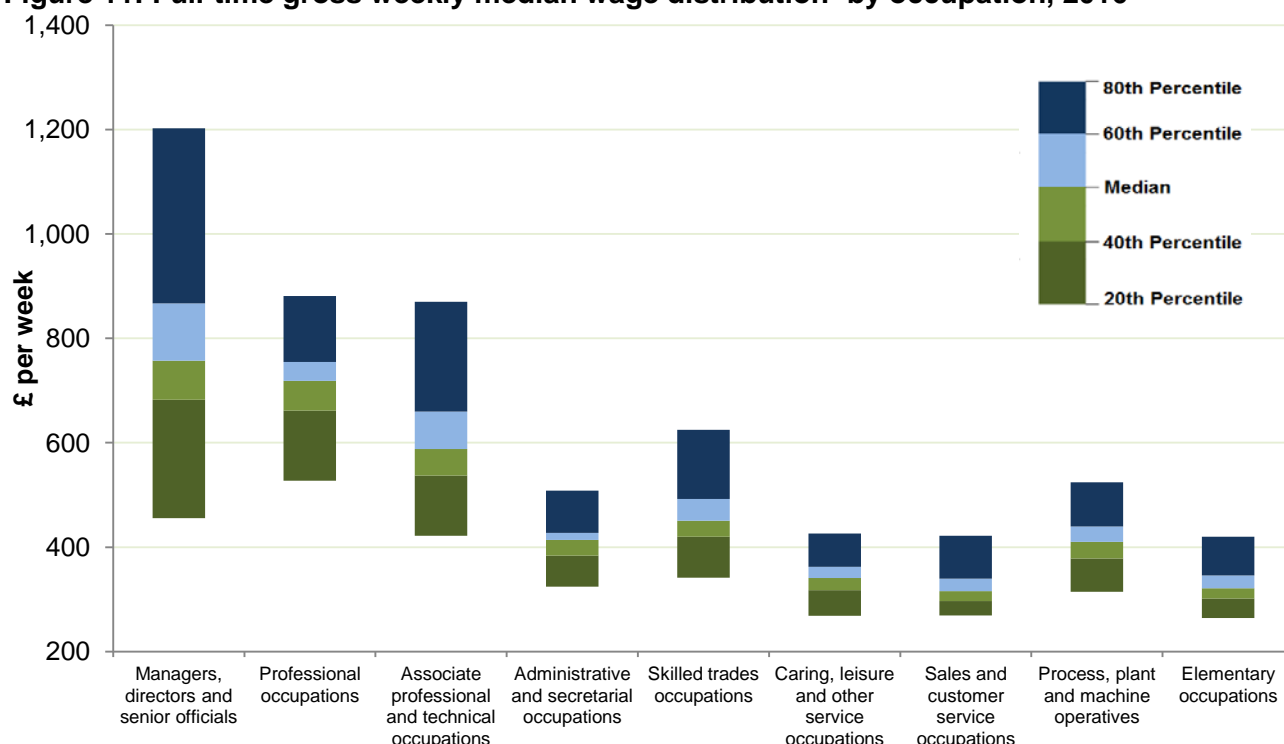
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Median weekly earnings by occupation

Key findings

- Process, plant and machine operatives showed the largest increase for full-time employees in median gross weekly earnings
- Managers, directors and senior officials had the highest full-time wage on this measure
- Sales and customer service occupations had the lowest full-time median gross weekly earnings

Figure 11: Full-time gross weekly median wage distribution¹ by occupation, 2016



Note:

¹The minimum and maximum values in the distribution are not available.

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All employees

Of the major occupational groups:

- Sales and customer service occupations (£216) experienced the largest increase (9.0%) in median gross weekly earnings for all employees between April 2015 and April 2016, followed by Elementary occupations (7.9% to £214).
- Administrative and secretarial occupations experienced the smallest increase (0.4% to £341) in median gross weekly wages for all employees.
- Despite the growth of 7.9%, elementary occupations (£214) continued to be the lowest paid for all employees and Managers, directors and senior officials (£702) continued to be the highest.

Full-time employees

Of the major occupational groups:

- Process, plant and machine operatives (£410) experienced the largest increase (5.6%) in median full-time gross weekly earnings between April 2015 and April 2016, followed by Caring, leisure and other service occupations (5.2% to £341) and Sales and customer service occupations (4.6% to £316).

- Elementary occupations (£321) and Skilled trades occupations (£451) both experienced decreases (decreasing by 1.3% and 0.3% respectively) in median full-time gross weekly wages.
- Despite the growth of 4.6%, Sales and customer service occupations (£316) continued to be the lowest paid full-time occupational group, while Managers, directors and senior officials (£758) remained the highest.
- Managers, directors and senior officials earnings in the 80th percentile had the largest percentage difference (164%) from the 20th percentile, compared to Sales and customer service occupations (57%) which had the lowest.

Part-time employees

Of the major occupational groups:

- Caring, leisure and other service occupations (£179) experienced the largest increase (9.9%) in median part-time gross weekly earnings between April 2015 and April 2016, followed by Process, plant and machine operatives (8.4% to £170).
- Skilled trades occupations (£167) and Elementary occupations (£119) both experienced decreases (decreasing by 8.6% and 4.1% respectively) in median part-time gross weekly wages.
- Elementary occupations (£119) replace Sales and customer service occupations (£129) as the lowest paid part-time occupational group, while Professional occupations (£312) continued to be the highest.

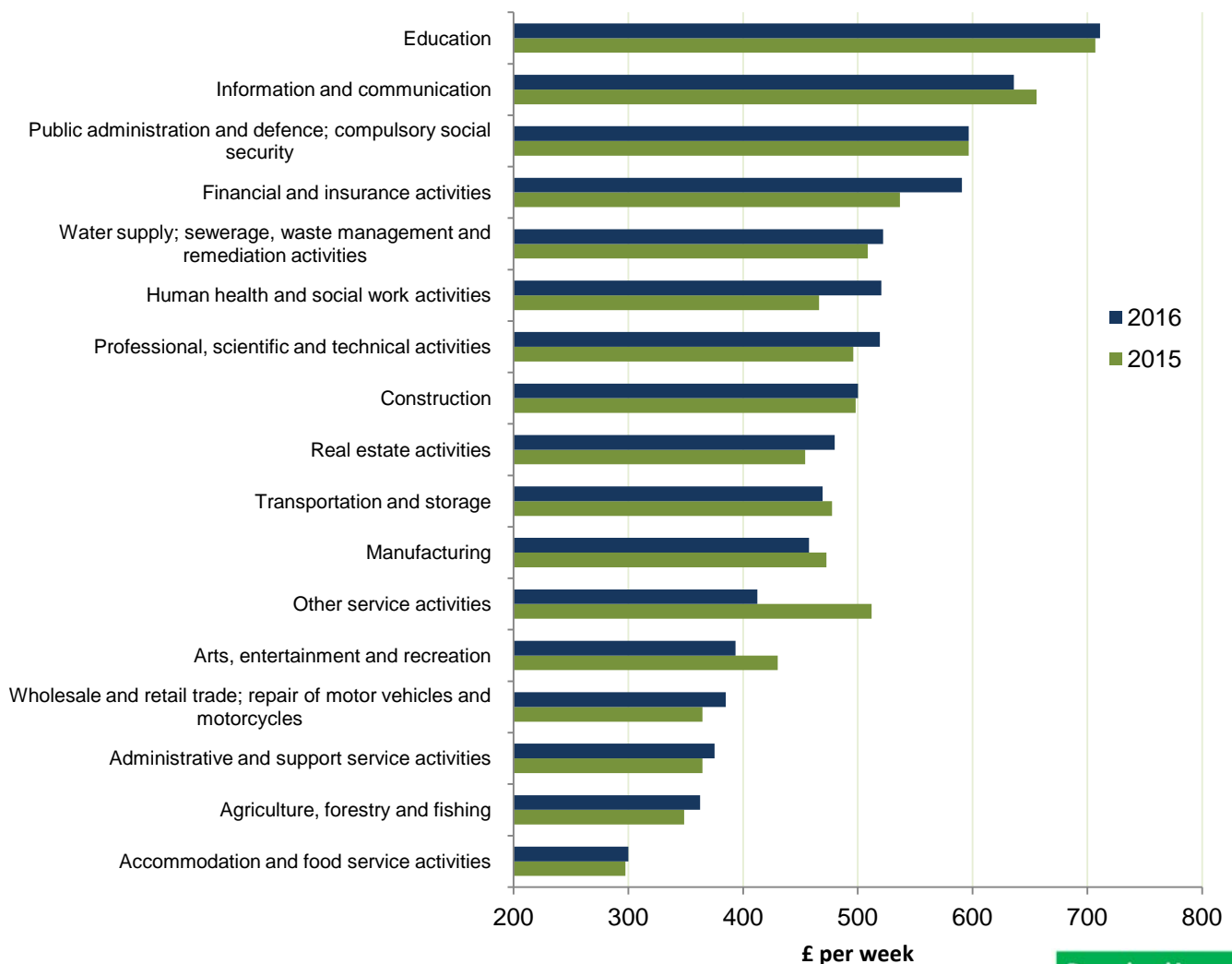
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Median weekly earnings by industry

Key findings

- Education had the highest full-time median gross weekly earnings
- Accommodation and food services activities had the lowest gross weekly median earnings for full-time, part-time and when all employees are compared together
- Increases in full-time median earnings were reported in the majority of industry sectors over the year (11 out of the 17 reported in the survey³)

Figure 12: Median gross weekly full-time earnings by industry, 2015-2016



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All employees

April 2016 figures for NI showed that median gross weekly earnings for all employees:

- increased in 13 of the 17 sectors that were reported for all employees.
- were highest in Information and communication (£583).
- were lowest in Accommodation and food service activities (£199).

³ Full-time estimates were not published for 4 of the 21 industry sectors due to small sample sizes in those sectors.

Full-time employees

Figure 12 shows that, in NI, the median gross weekly earnings for full-time employees at April 2016:

- increased in 11 of the 17 sectors that were reported for full-time employees.
- were highest in Education (£711).
- were lowest in Accommodation and food service activities (£300).

Part-time employees

April 2016 figures for NI showed that median gross weekly earnings for part-time employees:

- increased in 7 of the 12 sectors that were reported for part-time employees.
- were highest in Public administration and defence (£237).
- were lowest in Accommodation and food service activities (£118).

For further information on the output of different NI industries, users may be interested in referring to results from the [Index of Production](#) and the [Index of Services](#) on the NISRA-ELMS website.

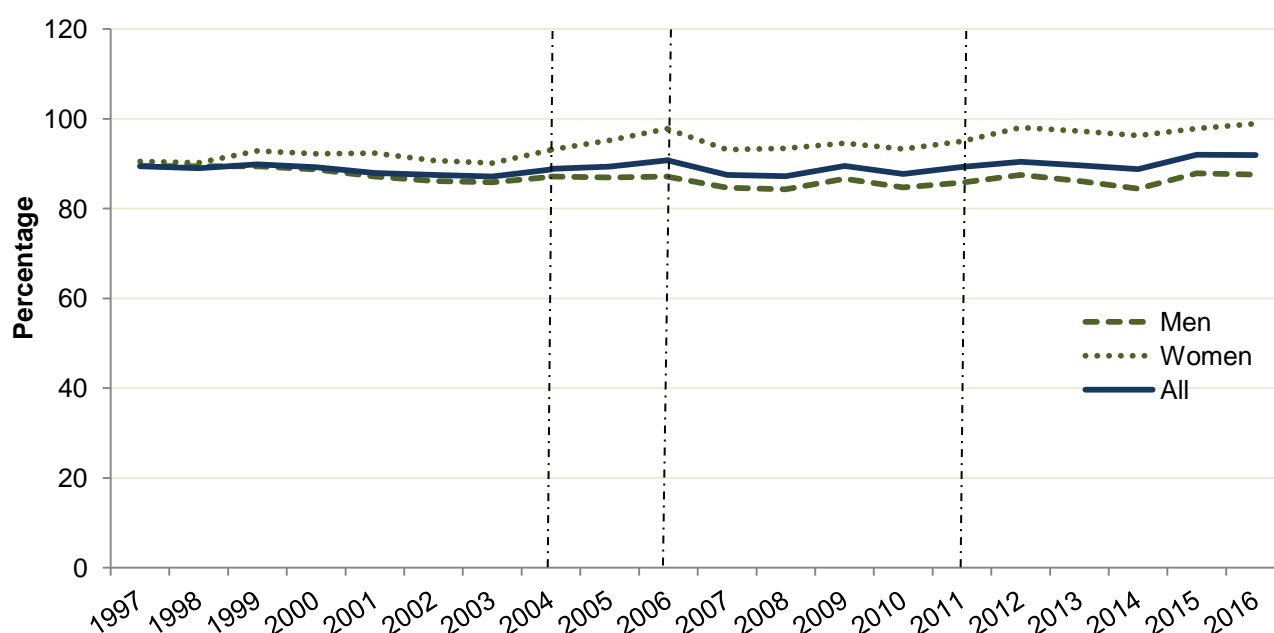
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Comparison with the UK

Key findings

- UK had higher median gross weekly earnings than NI
- The gap between NI and UK median gross weekly earnings was smaller for full-time employees than for all employees
- The gap between NI and UK full-time median gross weekly earnings was smaller for females than males

Figure 13: NI full-time median gross weekly earnings as a percentage of UK earnings, 1997-2016



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All employees

Figures show that:

- the ratio of earnings for all NI employees (i.e. full-time and part-time) compared to the UK decreased by 0.2 percentage points to 89.6% over the year to April 2016.

Full-time employees

Comparison with the UK (Figure 13) shows that:

- the ratio of NI to UK gross weekly earnings for full-time employees decreased slightly from 92.0% to 91.9% over the period 2015 to 2016.
- full-time males slightly decreased over the year to April 2016 in the NI/UK ratio (-0.3 percentage points), whereas females experienced an increase (1.1 percentage points).
- since the series began in 1997, the ratio of NI to UK full-time gross weekly earnings for all male employees has remained relatively static, while the ratio for women has increased from 90.5% in 1997 to a peak in 2016 of 98.9%.

Part-time employees

Gross weekly earnings for part-time employees:

- increased by 5.7% in NI over the year to April 2016, compared to an increase of 6.6% in the UK.
- in NI (£172) remained lower than for UK counterparts (£177).

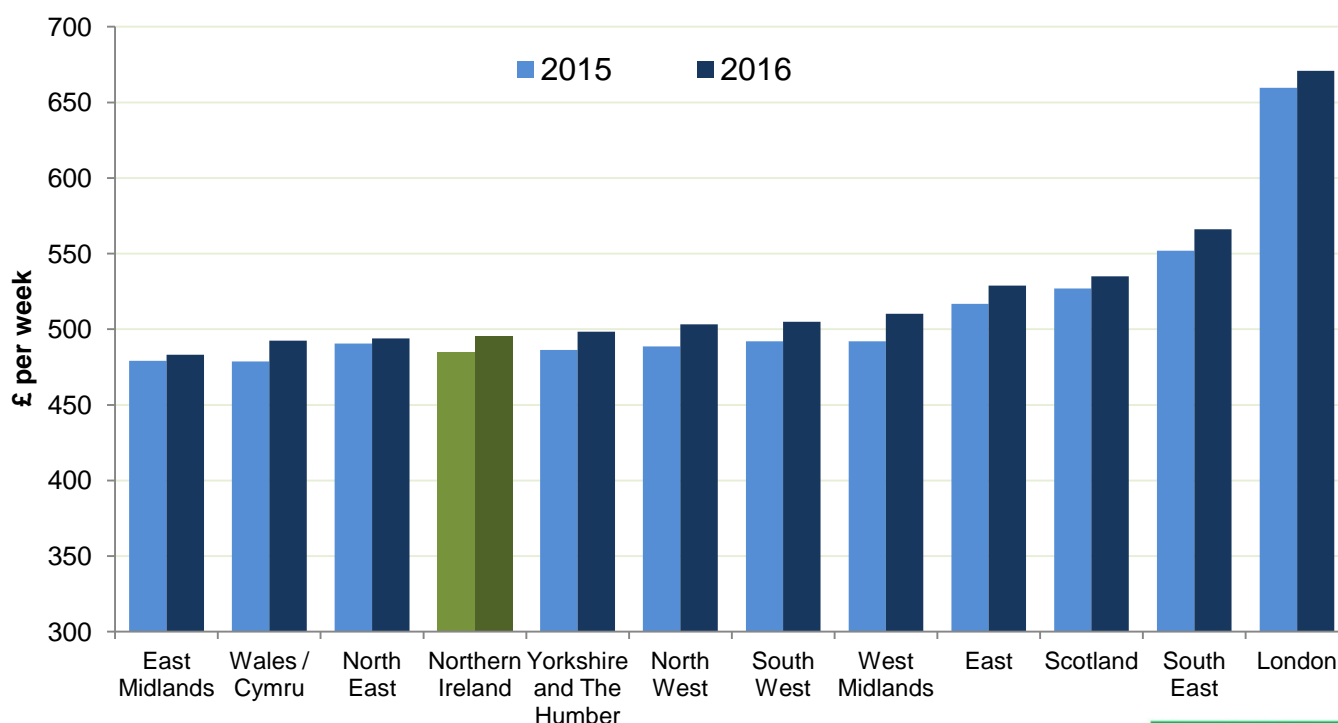
10

Comparison with UK regions

Key findings

- NI had the fourth lowest full-time gross median weekly earnings in 2016
- Of the twelve UK regions, NI had the fifth lowest increase in full-time gross median weekly earnings over the year
- London continued to have the highest weekly earnings of all 12 UK regions

Figure 14: UK regions – median gross weekly earnings for full-time employees, 2015-2016



[Download in excel](#)

All employees

When compared with the UK regions, at April 2016:

- all employees in NI had the lowest median gross weekly earnings (£393).
- NI recorded the fifth smallest increase in median earnings over the year (2.9%), with London showing the smallest (1.0%).

Full-time employees

Figure 14 shows that, when compared with the UK regions, at April 2016:

- full-time employees in NI had the fourth lowest median gross weekly earnings (£495).
- NI showed the fifth smallest increase in median earnings over the year (2.2%), with North East showing the smallest (0.7%).

Part-time employees

When compared with the UK regions, at April 2016:

- part-time employees in NI had the joint lowest median gross weekly earnings (£172).
- NI had the fourth smallest increase in median earnings over the year (5.7%), with Yorkshire and The Humber showing the smallest (3.6%).

Methodology

The Annual Survey of Hours and Earnings (ASHE) is a UK wide survey that provides a wide range of information on earnings and hours worked. The Office for National Statistics (ONS) carries out ASHE in Great Britain and it is carried out by the NI Statistics and Research Agency (NISRA) in NI. ASHE replaced the New Earnings Survey (NES) from 2004, and ASHE comparisons are therefore only available on a consistent basis from that year onwards.

The survey information related to the pay-week (or other pay period if the employee was paid less frequently) which included 13th April 2016, the reference date for the latest survey. The results are therefore not necessarily representative of pay over a longer period. They do not take account of subsequent changes in rates of pay which have become effective since April or changes which have been introduced with retrospective effect since the survey returns were completed.

Since the 2004 survey, supplementary information has been collected in order to improve coverage and hence make the survey more representative. This includes employees who have either moved jobs or entered the labour market between February, when the main ASHE sample is identified from Her Majesty's Revenue and Customs (HMRC) records, and April, when the survey is conducted. In 2007, ONS also introduced a small number of methodological changes (to the sample design) to improve the quality of the results.

The ASHE results since 2004 are therefore discontinuous with earlier results, as are those since 2007. However, for 2004 two sets of results are available (the first exclude supplementary information and the second include this information), and similarly for 2006 (the first set not reflecting the methodological changes to the sample design and the second set consistent with the new methodological changes).

In 2009, in line with the major revision to the European Union's industrial classification system, NACE, ASHE moved from using the SIC 2003 categorisation of business activities to the new SIC 2007 activity codes. The UK is required by European legislation to revise the SIC in parallel with NACE so that both systems remain identical down to and including the 4 digit class level.

These revisions are motivated by the need to adapt the classifications to changes in the world economy. The revised classifications reflect the growing importance of service activities in the economy over the last fifteen years, mainly due to the developments in information and communication technologies (ICT).

[More information on the extent of the revisions and correspondence between SIC 2007 and the former SIC 2003.](#)

With the aim of improving the alignment with the new International Standard Classification of Occupations (ISCO 08), from 2012 the Standard Occupational Classification 2000 (SOC 2000) used for ASHE has been replaced by the Standard Occupational Classification 2010 (SOC 2010). Since the SOC forms part of the methodology by which ASHE data are weighted to produce estimates for NI, this has caused a discontinuity in the ASHE time series. Therefore, the revised estimates for 2011, and all subsequent estimates, are not directly comparable to earlier results.

[The major differences between the SOC 2000 and SOC 2010 classifications are summarised in this document, starting at page 62.](#)

Coverage and sampling

As in previous years, the sample used for the survey included approximately 1% of all employees in NI who were covered by PAYE schemes and therefore is subject to an associated level of sampling error. Someone who is in more than one PAYE scheme may appear more than once. Information on earnings and hours is obtained in confidence from employers under the authority of the Statistics of Trade and Employment (NI) Order 1988. Information collected is treated as strictly confidential and is used only for statistical purposes. The resulting analyses do not show information about identifiable people or private businesses.

The ASHE estimates are based on a sample and are therefore subject to an associated level of variability. The coefficient of variation (CV) indicates the quality of an estimate. The CV is the ratio of the standard error of an estimate to the estimate, expressed as a percentage. The smaller the CV, the higher the quality of the estimate. Therefore, the smaller the CV, the smaller the confidence interval around the estimate will be. The CVs are published alongside the estimates and CVs for the key ASHE estimates are shown in Table 11 below.

Table 3 Co-efficient of variation (%) for key NI ASHE estimates, 2016

		Full-time	Part-time
Median gross weekly earnings	Men	1.8	4.3
	Women	2.6	3.3
	All	1.5	2.8
Median gross hourly earnings (excluding overtime)	Men	2.1	3.2
	Women	2.6	1.7
	All	1.6	1.5

ASHE coverage change in 2014

In 2013 HM Revenue and Customs (HMRC) changed the criteria which determine how businesses are obliged to report employees' earnings via their Pay as You Earn (PAYE) schemes. The PAYE system is the frame for the ASHE sample. Until this change, businesses were only required to operate PAYE for employees whose earnings were above the Lower Earnings Limit (LEL) for National Insurance contributions (currently £112 per week) and they did not report all new jobs until the end of the tax year. The new rules require employers to report the details of all of their employee jobs via their PAYE schemes, whatever their earnings, provided that they have at least one employee earning above the LEL. In addition, employers must report for all jobs in 'real-time', meaning that they cannot wait until the end of the tax year. This new system is known as 'Real-Time Information' (RTI). In theory, it is possible that the move to RTI results in a coverage change for the ASHE sample.

It should be noted that 2014 is not the first year in which the ASHE sample includes the types of jobs that are affected by RTI. This is because many employers, particularly large businesses, which account for a large proportion of the labour market, chose to report many or all such jobs on their PAYE schemes in previous years.

It is not possible to precisely quantify the impact of this change since it is not possible to identify the specific jobs that are included in the ASHE sample as a direct result of the move to RTI. However, compositional differences between 2013 and 2014 are not unusual when considered in historical context. This is because, as noted above, many of the RTI-type jobs were already being reported by employers in previous years, meaning that the composition of the sample was not substantially distorted as a result of RTI.

Consequently, ONS judges that the impact of the move to RTI on the estimates for ASHE in 2014 is negligible. It is possible that at some lower levels of disaggregation, there may be a more pronounced effect, perhaps because RTI has resulted in different behavioural changes for employers in particular regions or in particular sectors.

Weighting

ASHE responses are weighted to the number of jobs measured by the Labour Force Survey (LFS) and this weighting is carried out by ONS. The weighting factors include age, sex, occupation and workplace and take account of differing response rates.

From 2006, the LFS moved from using seasonal quarters to calendar quarters. As ASHE uses LFS data in the calculation of aggregation weights, it was necessary to move from using data taken from LFS Spring to LFS Quarter 2.

In May 2016, the LFS was re-weighted to the latest population projections for 2016 based on the 2011 Census. Previously, LFS results were based on projections for 2014 from the 2011 Census. The revised LFS figures have been used for 2015 (revised) and 2016 (provisional) ASHE results.

Revisions

In line with normal practice, this release contains revised estimates from the 2015 survey results published on 18th November 2015. These results take account of some corrections to the original 2015 data that were identified during the validation of the results for 2016, as well as late returns.

Median

The mean and the median measure different things and either can be appropriate depending on what the user is trying to measure. The mean measures the average amount earned by individuals, but in a skew distribution such as earnings this measure is susceptible to small numbers of very high earners. The median measures the amount earned by the average individual, i.e. the level of earnings above which half the population fall.

Gender pay gap

Various methods can be used to measure the earnings of women relative to men. ONS and NISRA prefer to use hourly earnings excluding overtime; including overtime can distort the picture as men work relatively more overtime than women. Although median and mean hourly pay excluding overtime provide useful comparisons of men's and women's earnings, they do not reveal differences in rates of pay for comparable jobs. This is because such measures do not allow for the different employment characteristics of men and women, such as the proportion in different occupations and their length of time in jobs.

To better capture the composition of today's labour market and the complexity of this issue, the ONS Position Paper 'Presentation of the Gender Pay Gap', released on 4th November 2009, recommended that all future ASHE bulletins, starting with ASHE 2009, headline on a set of measures rather than focusing on a single headline measure when presenting the gender pay gap. Therefore, estimates of the gender pay gap for full-time, part-time and all employees have been included in this bulletin.

Definitions

Gross weekly pay includes basic pay, overtime pay, commissions, shift premium pay, bonus or incentive pay and allowances, and is before deductions for PAYE, National Insurance, pension schemes, student loan repayments and voluntary deductions.

Full-time employees are those working more than 30 hours each week excluding overtime and main meal breaks (25 hours for teachers and academics).

National living wage (NMW) and national minimum wage (NMW)

The NLW rate that applied in April 2016 was £7.20 (employees aged 25 and over). The NMW rates that applied in April 2016 were £3.30 per hour (apprentices aged 16 to 18 and those aged 19 or over who are in their first year), £3.87 per hour (employees aged 16-17), £5.30 per hour (employees aged 18-20) and £6.70 per hour (employees aged 21 to 24).

The NMW rates that applied in April 2015 were £2.73 per hour (apprentices aged 16 to 18 and those aged 19 or over who are in their first year), £3.79 per hour (employees aged 16-17), £5.13 per hour (employees aged 18-20) and £6.50 per hour (employees aged 21 and over).

Further information

If you require further information about the figures contained in this publication or the accompanying tables, please contact the Annual Survey of Hours and Earnings section using the details below:

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Web: [Annual Survey of Hours and Earnings](#)

Data on the following:

- Weekly pay – Gross (£)
- Weekly pay – Excluding overtime (£)
- Weekly pay – Basic including other (£)
- Weekly pay – Overtime (£)
- Hourly pay – Gross (£)
- Hourly pay – Excluding overtime (£)
- Annual pay – Gross (£)
- Annual pay – Incentive (£)
- Hours worked – Total
- Hours worked – Basic
- Hours worked – Overtime

are currently available for:

2016 (provisional)

- Headline Statistics
- Headline Coefficients of Variation
- Industry
- Occupation
- Age
- Public/Private Sector

2015 (revised)

- Headline Statistics
- Headline Coefficients of Variation
- Industry
- Occupation
- Age
- Public/Private Sector

These data, along with Headline Statistics for the years 1997 to 2016 can be found on the NISRA-ELMS web page: [Annual Survey of Hours and Earnings](#)

In addition, further data for 2016 (provisional) and 2015 (revised) will be published as available. These will include earnings by Local Government District, skill level and detailed occupational classification.