

Labour Market

Statistics Bulletin

Northern Ireland Annual Survey of Hours and Earnings

2014

19 November 2014



A NATIONAL STATISTICS PUBLICATION

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007, and signifying compliance with the Code of Practice for Official Statistics.

Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods, and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics, it is a statutory requirement that the Code of Practice shall continue to be observed.

Northern Ireland
Annual Survey of Hours and Earnings
April 2014

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The Annual Survey of Hours and Earnings provides a wide range of information on hourly, weekly and annual earnings of employees in Northern Ireland at April 2014. Headline data from the survey show that:

- The estimated median gross **weekly** earnings for **all** (i.e. both full- and part-time) employees in NI at April 2014 was £358, down 2.2% from £366 in 2013.
- The equivalent earnings in the UK as a whole increased by 0.6% over the same period.
- The fall in median gross **weekly** earnings in Northern Ireland was experienced by **full-time** employees in both the **public** (0.4%) and **private** (0.9%) sector.
- However, part-time median gross **weekly** earnings in the **private** sector increased by 5.8% to £140 per week.
- Median hourly earnings excluding overtime was £10.00 compared to £11.54 in the UK at April 2014. Hourly earnings excluding overtime fell by 2.4% in Northern Ireland, (compared to 0.1% growth in the UK) between April 2013 and April 2014.
- Other previously published official statistics sources indicate that in the period March 2013 to March 2014, the number of employee jobs in Northern Ireland increased by 2.1%, compared to a 2.4% increase in Great Britain. Over the same period NI full-time jobs increased by 2.9% and NI part-time jobs increased by 0.7%. These statistics also indicate that public sector jobs fell by 1.7% over the period and private sector jobs increased by 3.8%. This included the reclassification of Royal Mail and Lloyds PLC from the public to the private sector.
- The net effect of these changes was that median gross **annual** earnings for **full-time** employees (who had been in the same job for at least 12 months) in NI grew by 0.3% to £24,000 in 2014, compared to 0.7% growth in the UK (to £27,200).

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1

Introduction and 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 Northern Ireland who were covered by Pay As You Earn (PAYE) schemes, and therefore is subject to an associated level of sampling error. Details of the sampling error can be found in the ASHE section of the Department of Enterprise, Trade and Investment (DETI) website (http://www.detini.gov.uk/index/what-we-do/deti-stats-index/labour_market_statistics/stats-hours-and-earnings.htm).

This report presents provisional results from the Northern Ireland element of the 2014 ASHE, which surveyed employee earnings for the pay-week (or other pay-period if the employee was paid less frequently) which included 9th April 2014, the reference date for the latest survey. A total of 6,753 returns were received by NISRA (93.0% of those sampled).

The earnings information presented in this bulletin relates to gross pay before tax, National Insurance or other deductions, and excludes payments in kind. 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.

Unless otherwise specified, the data supplied in this publication relates to all employees (i.e. both full and part-time) on adult rates whose pay was unaffected by absence during the survey period,

Information on the users and common uses made of NI ASHE statistics can be accessed through the link below. Some examples of uses for NI ASHE statistics include the DETI economists for briefing the DETI minister on current labour market trends for policy purposes and by Trade Unions to monitor pay levels and the differences between NI and UK earnings.

http://www.detini.gov.uk/ashe_summary_of_usage-3.pdf

The ASHE estimates are based on a sample and are therefore subject to an associated level of variability. Please note that changes in median values for sub sectors of the population are not necessarily additive at the population level.

2

Executive Summary

All Employees

Over the year to April 2014 NI median gross weekly earnings for all employees decreased by 2.2%, compared with growth of 0.6% in the UK.

Results show that the median gross weekly earnings for all employees in Northern Ireland at April 2014 were £358, or 85.6% of the UK figure (£418). This gap partly reflects differences in the composition and changing structures of the respective workforces, by full-/part-time status, gender, industry and occupation structure etc.

Median hourly earnings excluding overtime was £10.00 compared to £11.54 in the UK at April 2014. Hourly earnings excluding overtime fell by 2.4% in Northern Ireland, (compared to 0.1% growth in the UK) between April 2013 and April 2014.

Other previously published official statistics sources¹ indicate that in the period March 2013 to March 2014, the number of employee jobs in Northern Ireland increased by 2.1%, compared to a 2.4% increase in Great Britain. Over the same period NI full-time jobs increased by 2.9% and NI part-time jobs increased by 0.7%. These statistics also indicate that public sector jobs fell by 1.7% over the period and private sector jobs increased by 3.8%.

The **Consumer Price Index** – the headline UK measure of inflation - grew by 1.8% in the year to April 2014.

The **National Minimum Wage** for this reference period was £6.31 per hour (£6.19 in 2013) for those aged 21 and over.

Full-time Employees

The median gross weekly full-time wage in Northern Ireland for 2014 was £457, which was approximately 88.2% of the figure in the UK (£518). NI full-time earnings experienced a decrease of 1.4% over the period, compared with an increase of 0.1% in the UK. The median gross annual earnings for full-time employees (who had been in the same job for at least 12 months) in Northern Ireland grew by 0.3% to £24,000 in 2014, compared to 0.7% growth in the UK (to £27,200), and negligible growth in the NI figure in 2013.

Part-time Employees

The median gross weekly part-time earnings in Northern Ireland at April 2014 was £156, which was 3.1% lower than the figure in the UK (£161). Northern Ireland experienced an increase in earnings over the year of 0.4% compared to a 0.8% increase in the UK.

¹ Figures from Quarterly Employment Survey (QES). More information can be found on the QES website (http://www.detini.gov.uk/index/what-we-do/deti-stats-index/labour_market_statistics/stats-ges.htm)

Gender Differences

Over the period year to April 2014 there has been slight narrowing of the gender pay gap for all employees in Northern Ireland. At April 2014, female median hourly earnings excluding overtime were 91.1% of male earnings in NI, compared to 90.5% in 2013. This gap continued to be narrower than in the UK (80.9%). When the series began in 1997, the gender pay gap for all NI employees was 77.6%.

Female median full-time hourly earnings excluding overtime were 103.2% of male earnings at April 2014, compared to 101.5% a year earlier. The NI gender pay gap remains much less marked than in the UK, where the equivalent female to male earnings ratio was 90.6% at April 2014.

The part-time ratio has decreased by 3.8 percentage points to 105.3%, similar to the UK equivalent of 105.5%.

It should be noted that all males had median gross annual earnings of £22,300, 50.0% more than the equivalent female figure of £14,900. The differences between the annual and hourly gender pay gap for all employees partly reflect differences in the median amount of hours worked per week (32.2 hours per week among females compared to 38.0 hours worked among males).

Table 1: Median gross weekly earnings (NI/UK) by full-/part-time and gender, 2013-2014

£	Northern Ireland			United Kingdom		
	Full-Time	Part-Time	All	Full-Time	Part-Time	All
April 2014						
Men	460.5	151.4	416.4	557.8	151.4	506.7
Women	444.4	160.1	294.3	461.9	166.1	330.3
All	457.2	155.8	357.5	518.0	161.1	417.9
April 2013						
Men	479.1	144.9	431.2	556.2	149.4	507.8
Women	446.5	161.3	302.9	458.9	164.0	327.2
All	463.6	155.2	365.5	517.4	159.8	415.3
% change 13-14						
Men	-3.9	4.5	-3.4	0.3	1.4	-0.2
Women	-0.5	-0.7	-2.8	0.6	1.3	0.9
All	-1.4	0.4	-2.2	0.1	0.8	0.6

UK Regions

At April 2014, full-time employees in Northern Ireland had the lowest median gross weekly earnings (£457) across the UK regions, which is 3.4% lower than the next lowest region Wales (£473). Northern Ireland and West Midlands were the only UK regions to experience a decline in full-time earnings. Northern Ireland had the largest fall of the two regions (1.4% compared to 1.1%).

Full-time male earnings in Northern Ireland continued to be the lowest of any UK region. However, full-time female earnings were fourth highest amongst the regions, with only women in London, the South East and Scotland earning more.

Private Sector

Over the year median gross weekly earnings for full-time employees in the NI private sector declined by 0.9% to £405 as equivalent figures for the UK grew slightly (0.7%) to £493. This represented a small widening of the NI/UK private sector pay gap with the NI private sector at 82.2% of the UK figure. When the series began in 1997, the NI/UK full-time private sector pay gap was 79.6%.

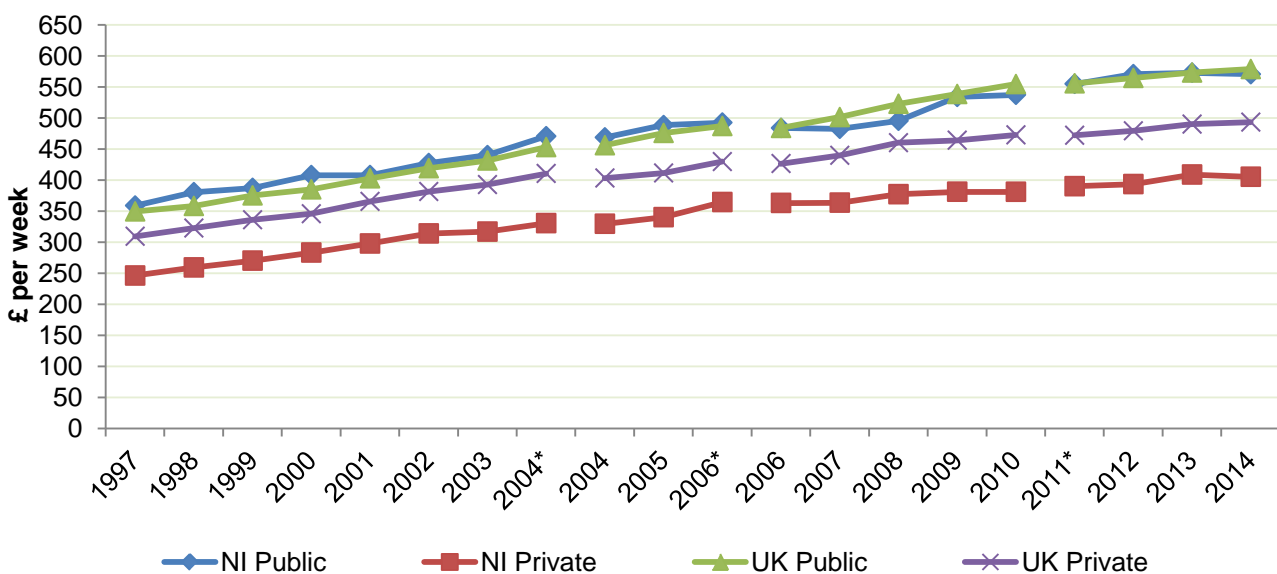
Public Sector versus Private Sector

In Northern Ireland, the median weekly earnings for full-time employees in the public sector was 40.8% higher than in the private sector at April 2014, and this was true for both men (33.1% higher) and women (68.2% higher). This was more marked than in the UK as a whole, where full-time public sector earnings were 17.3% higher than in the private sector.

Median full-time public sector weekly earnings in Northern Ireland fell 0.4% to £570.3 while the UK public sector experienced an increase of 1.0% to £579 at April 2014.

Median gross weekly earnings for all (i.e. full- and part-time) NI employees in the public sector grew by 2.3% to £459 between April 2013 and 2014, while their counterparts in the private sector experienced an increase of 0.4% to £316.

Figure 1: Median gross weekly earnings (NI versus UK) for full-time employees in the public and private sectors, 1997-2014



* The introduction of methodological changes to improve the quality of ASHE data has resulted in discontinuities in trends.

Some of the difference between the respective public and private sectors' earnings figures in Northern Ireland 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.

A more detailed analysis of the composition of the public and private sector workforce in 2013 is available at the following link:

http://www.detini.gov.uk/2013_public_and_private_sector_analysis.pdf

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 Northern Ireland are female. For information on recent civil service pay settlements please refer to <http://www.dfpni.gov.uk/pay>.

Table 2: Median gross weekly earnings for full-time employees in the public and private sectors

£	Northern Ireland		United Kingdom	
	Public	Private	Public	Private
April 2014				
Men	573.8	431	634.9	536.2
Women	569.6	338.7	539.8	407.3
All	570.3	405.1	578.6	493.1
April 2013				
Men	570.3	442.9	623.0	536.1
Women	574.2	332.6	535.3	400.9
All	572.8	408.7	573.0	489.9
% change 13-14				
Men	0.6	-2.7	1.9	0.0
Women	-0.8	1.8	0.8	1.6
All	-0.4	-0.9	1.0	0.7

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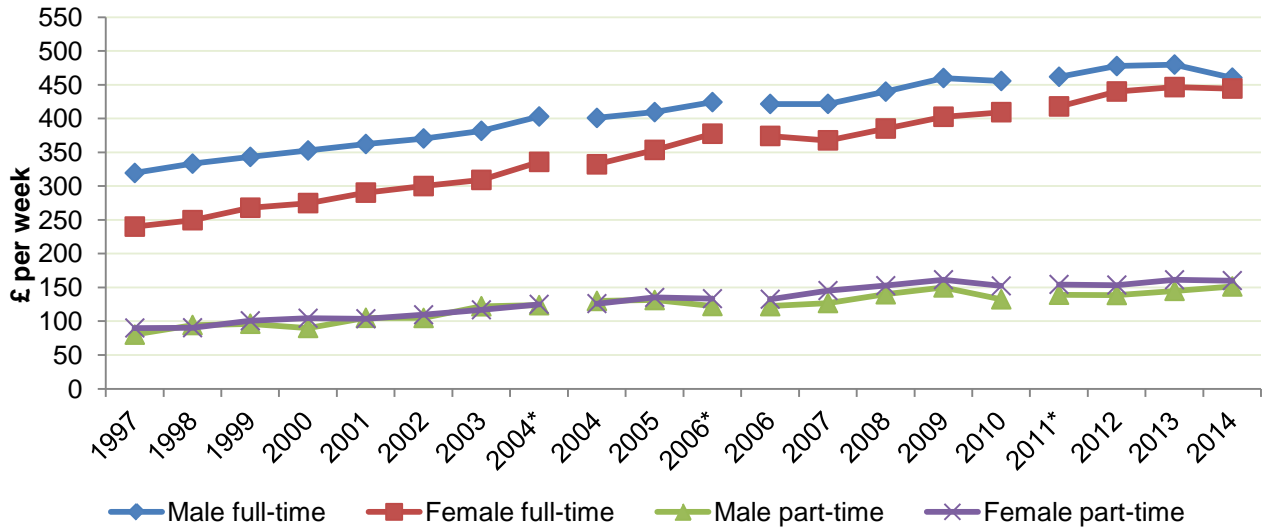
Median Weekly Earnings

- The median gross weekly earnings for all employees in Northern Ireland in 2014 was £358, compared with a figure of £418 in the UK.
- The coefficient of variation of the NI estimate is 0.1. For further information on the coefficient of variation, please refer to Section 12.
- NI median earnings for all employees declined by 2.2% over the year to April 2014, compared to growth of 0.6% in UK earnings.
- The median gross weekly earnings for full-time employees in NI (£457) was 11.7% lower than the UK (£518).
- Full-time weekly earnings decreased by 1.4% over the year compared with a 0.1% increase for the UK.
- Part-time weekly earnings were £156, up 0.4% over the year compared with an increase of 0.8% in the UK (to £161).
- Full-time male weekly earnings were 21.1% higher in the UK compared to Northern Ireland, while women's earnings were 3.9% higher in the UK than in Northern Ireland.
- Men's median full-time earnings at April 2014 contracted by 3.9% over the year, compared with 0.5% contraction for women's full-time earnings.

Table 3: Median gross weekly earnings (NI) by full-/part-time and gender

£	Northern Ireland		
	Full-Time	Part-Time	All
April 2014			
Men	460.5	151.4	416.4
Women	444.4	160.1	294.3
All	457.2	155.8	357.5
April 2013			
Men	479.9	144.9	431.2
Women	446.5	161.3	302.9
All	463.6	155.2	365.5
% change 13-14			
Men	-3.9	4.5	-3.4
Women	-0.5	-0.7	-2.8
All	-1.4	0.4	-2.2

Figure 2: Median gross weekly earnings by full-/part-time and gender, 1997-2014



* The introduction of methodological changes to improve the quality of ASHE data has resulted in discontinuities in trends.

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Median Annual Earnings

- The median gross annual² earnings for full-time employees in Northern Ireland increased slightly (0.3%) to £24,000 in 2014, 11.6% lower than the equivalent figure in the UK, which rose 0.7% to £27,200.
- Males working full-time had median annual earnings of £24,800, 8.7% more than the equivalent female figure of £22,800.
- 20% of full-time employees earned more than £36,900 per year, while 20% earned less than £15,900.
- 10% of full-time employees earned more than £43,200 per year, while 10% earned less than £13,200.
- Further information on annual earnings can be found on Her Majesty's Revenue and Customs (HMRC) website (<http://www.hmrc.gov.uk/statistics/income-by-year.htm>).

Table 4: Median gross annual earnings for full-time employees by gender

£	Male	Female	All
April 2014	24,824	22,829	24,020
April 2013	24,435	22,890	23,952
% change 13-14	1.6	-0.3	0.3

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

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Median Hourly Earnings (excluding overtime)

- The median gross hourly rate of pay, excluding overtime³, for all employees in Northern Ireland fell by 2.4% between April 2013 and 2014, compared to growth of 0.1% in the UK.
- Median gross hourly earnings, excluding overtime, for full-time employees was £11.26 per hour in April 2014, decreasing 1.7% on the April 2013 figure (£11.46).
- There was a larger fall of 2.4% over the year in full-time male hourly earnings, compared to a 0.7% fall for full-time females.
- The change over the year in part-time male hourly earnings, excluding overtime, was a rise of 1.3%, compared to a decline of 2.2% for females.
- Since 1997, full-time male hourly earnings have increased by 49.1% while female earnings have increased by 84.3%.

Table 5: Median gross hourly earnings excluding overtime by full-/part-time and gender

£	Full-Time	Part-Time	All
April 2014			
Men	11.12	7.60	10.50
Women	11.48	8.00	9.57
All	11.26	7.94	10.00
April 2013			
Men	11.39	7.50	10.86
Women	11.56	8.18	9.83
All	11.46	8.00	10.25
% change 13-14			
Men	-2.4	1.3	-3.4
Women	-0.7	-2.2	-2.6
All	-1.7	-0.8	-2.4

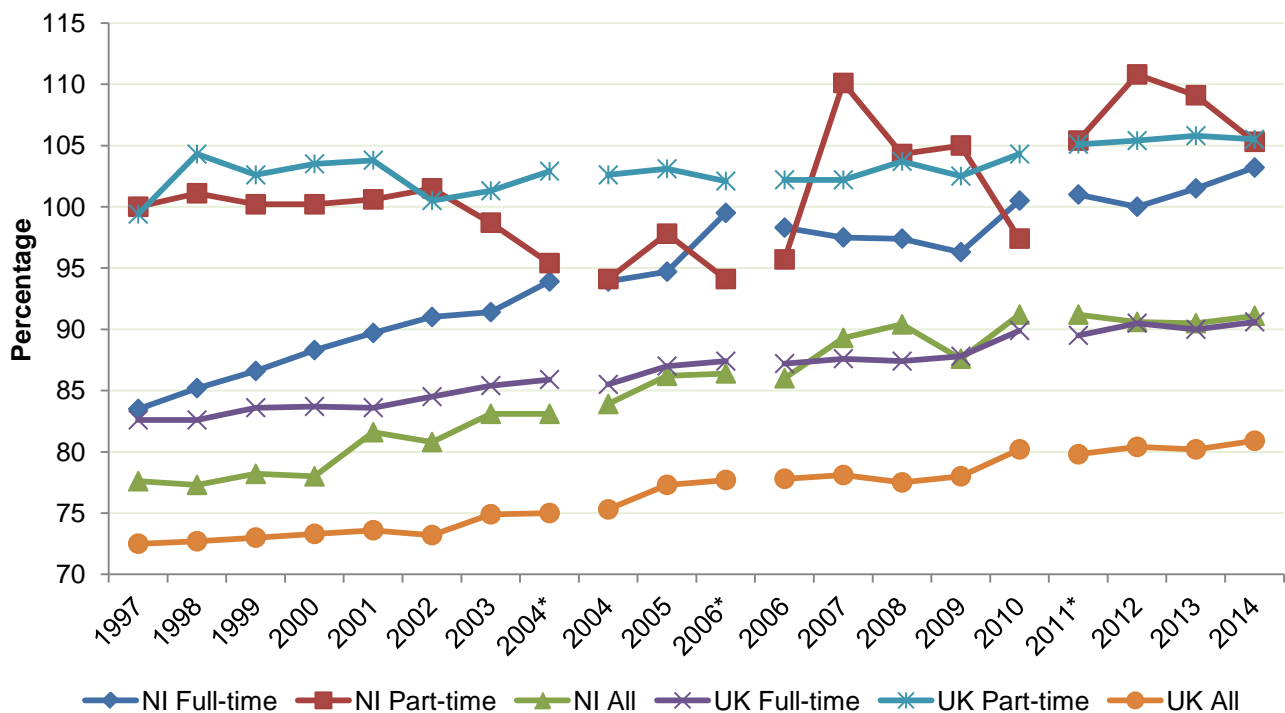
³ Excludes overtime pay, but includes basic pay, shift premium pay, bonus or incentive pay, and allowances.

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Gender Pay Gap

- The ratio of female to male median hourly earnings excluding overtime for all employees has increased to 91.1% (UK: 80.9%), from 90.5% (UK: 80.2%) in 2013.
- Over the year to April 2014, the full-time ratio of female to male earnings has increased, from 101.5% in 2013 to 103.2% (UK: 90.6% in 2014, 90.0% in 2013).
- Although the part-time ratio in Northern Ireland has decreased to 105.3% from 109.1% in 2013 (while the UK ratio decreased slightly to 105.5% from 105.8%), women working part-time continued to earn more than men.
- As shown above therefore, female and male earnings were more closely aligned in Northern Ireland than in the UK as a whole for both the full-time and all employee gender pay gaps.
- Since 1997 both full-time and all female employee earnings in Northern Ireland have generally continued towards parity with males, while part-time females have traditionally had higher earnings than males, apart from a period in the mid 2000s.
- This information may be used by equality groups to monitor gender pay differences. The media have also historically given high priority to these results.

Figure 3: Median female hourly earnings excluding overtime (NI versus UK) as a percentage of male earnings, 1997-2014



* The introduction of methodological changes to improve the quality of ASHE data has resulted in discontinuities in trends.

Table 6: Median female hourly earnings excluding overtime as a percentage of male earnings, 2011-2014

	Gross Hourly Earnings Excluding Overtime (£)						Ratio Women to Men (%)		
	Men			Women					
	Full-Time	Part-Time	All	Full-Time	Part-Time	All	Full-Time	Part-Time	All
2014	11.12	7.60	10.50	11.48	8.00	9.57	103.2	105.3	91.1
2013	11.39	7.50	10.86	11.56	8.18	9.83	101.5	109.1	90.5
2012	11.36	7.14	10.55	11.36	7.91	9.56	100.0	110.8	90.6
2011	11.00	7.45	10.34	11.11	7.85	9.43	101.0	105.4	91.2

Table 7: Mean female hourly earnings excluding overtime as a percentage of male earnings, 2011-2014

	Gross Hourly Earnings Excluding Overtime (£)						Ratio Women to Men (%)		
	Men			Women					
	Full-Time	Part-Time	All	Full-Time	Part-Time	All	Full-Time	Part-Time	All
2014	13.55	9.80	13.22	13.21	10.26	12.34	97.5	104.7	93.3
2013	13.95	10.23	13.67	13.33	10.37	12.48	95.6	101.4	91.3
2012	13.81	9.59	13.45	13.23	10.05	12.36	95.8	104.8	91.9
2011	13.56	10.08	13.29	12.78	10.00	12.03	94.2	99.2	90.6

Data for tables 6 and 7 with data from 1997 can be downloaded from the ASHE website at: http://www.detini.gov.uk/index/what-we-do/deti-stats-index/labour_market_statistics/stats-hours-and-earnings.htm

7

Median Weekly Hours Worked in Northern Ireland

- The median total paid weekly hours worked by full-time NI employees in April 2014 was 38.0 hours, slightly higher than the 37.7 hours in April 2013. The median part-time hours for the same period were 19.3 hours, an increase from 19.0 hours in 2013.
- Further information on hours worked in Northern Ireland, broken into three month periods, is available from the Labour Force Survey (http://www.detini.gov.uk/index/what-we-do/deti-stats-index/labour_market_statistics/labour_force_survey.htm).

Table 8: Median total weekly hours worked by full-/part-time and gender, April 2014

	Full-Time	Part-Time	All
April 2014			
Men	39.8	18.8	38.0
Women	37.4	19.4	32.2
All	38.0	19.3	36.6
April 2013			
Men	39.7	18.0	38.0
Women	37.5	19.4	32.4
All	37.7	19.0	36.8

- The proportion of full-time employees working overtime in April 2014 was 18.6%. For those full-time employees who worked overtime, the median number of paid overtime hours was 4.8 hours.

Table 9: Percentage of employees working overtime and median weekly overtime hours by full-/part-time and gender

	Full-Time		Part-Time	
	%	Hours	%	Hours
April 2014				
Men	24.9	5.2	12.0	x
Women	8.6	2.8	9.0	2.9
All	18.6	4.8	9.8	3.4
April 2013				
Men	23.8	5.0	10.6	x
Women	11.3	3.4	11.1	3
All	18.5	4.5	11.0	3.5

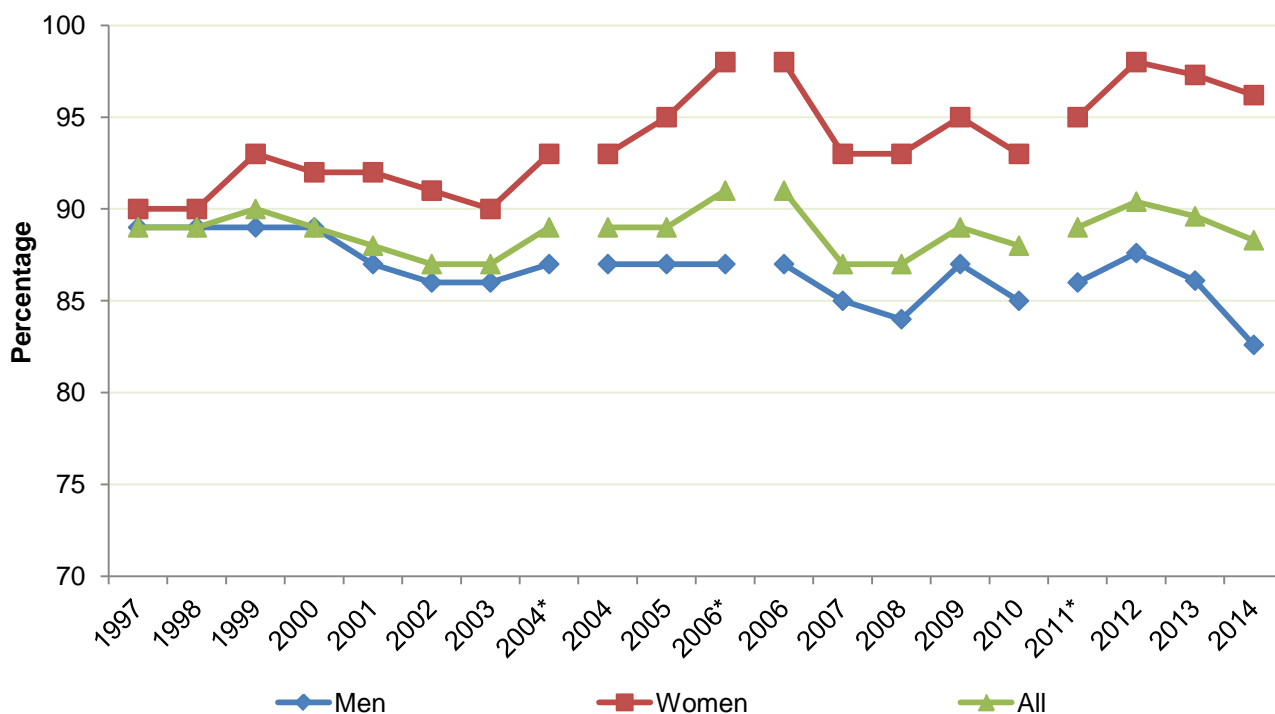
x Coefficient of variation too large to provide a reliable estimate

8

Comparison with the UK

- Over the period 2013–2014 the ratio of NI to UK gross weekly earnings for full-time employees fell from 89.6% to 88.3%.
- Since the series began in 1997, the ratio of NI to UK full-time gross weekly earnings for all employees has remained relatively static, while the ratio for women has increased from 90.5% in 1997 to a peak in 2012 of 98.0% and has since fallen to 96.2% in 2014.
- Full-time males and females experienced decreases in the NI/UK ratio (3.5 percentage points for men and 1.1 percentage points for women) over the year to April 2014.
- The ratio of earnings for all NI employees (i.e. full- and part-time) compared to the UK decreased by 2.5 percentage points to 85.5%.
- Gross weekly earnings for part-time NI employees increased by 0.4% over the year to April 2014, compared to an increase of 0.8% in the UK with part-time earnings among NI employees (£156) remaining lower than UK counterparts (£161).

Figure 4: NI full-time median gross weekly earnings as a percentage of UK earnings, 1997-2014



* The introduction of methodological changes to improve the quality of ASHE data has resulted in discontinuities in trends.

9

Comparison with UK Regions

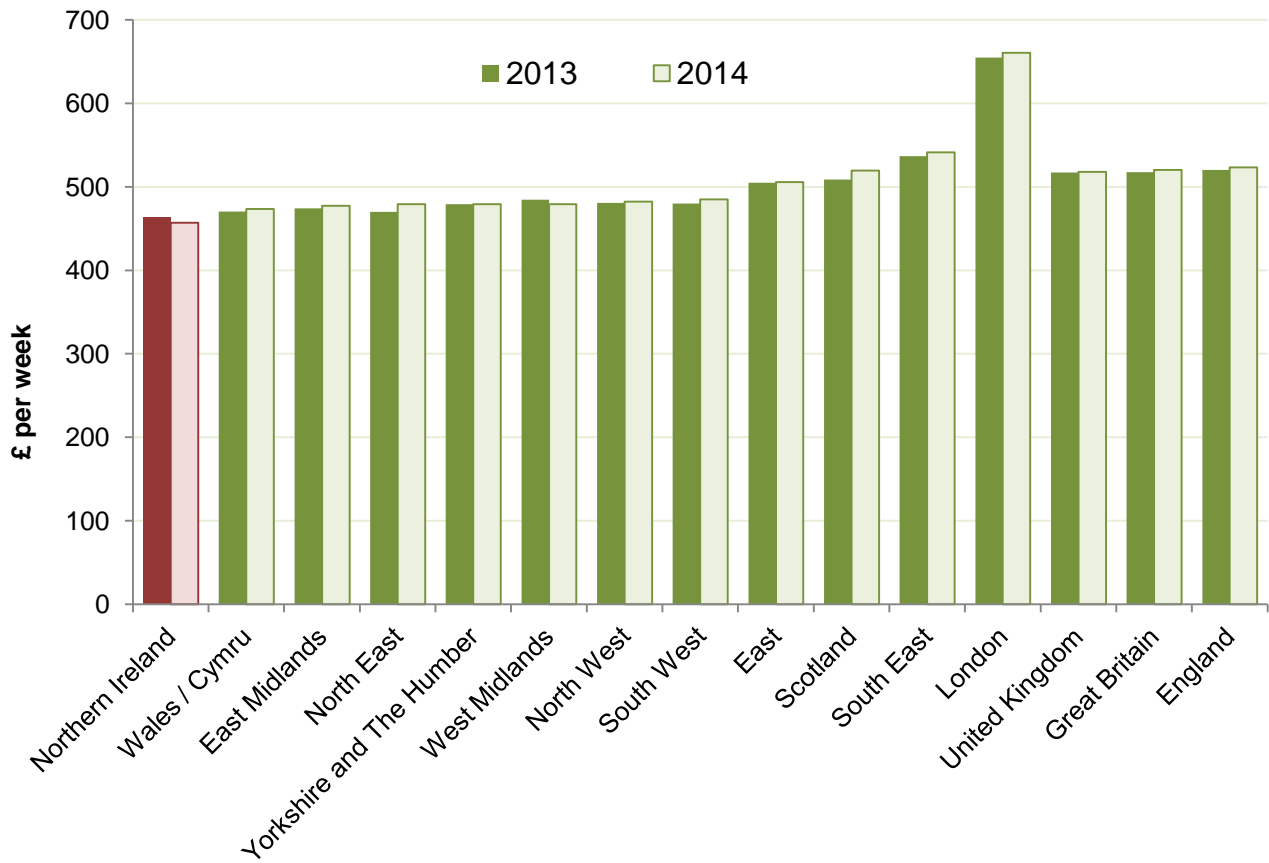
- Full-time employees in Northern Ireland had the lowest median gross weekly earnings (£457) across the UK regions at April 2014.
- While full-time male earnings in Northern Ireland continue to be the lowest of any of the 12 UK regions, full-time female earnings continue to be fourth highest amongst the regions, with only women in London, the South East and Scotland earning more.
- Northern Ireland and West Midlands were the only UK regions to experience a decline in full-time earnings. Northern Ireland had the largest fall of the two regions (1.4% compared to 1.1%).
- Northern Ireland experienced the largest decline (3.9%) in male full-time earnings and was also the only UK region to record a decline (0.5%) in female full-time earnings.

Table 10: UK Regions – Median gross weekly earnings for full-time employees by gender, April 2014

	Male	Female	All
North East	519.6	*422.0	479.1
North West	517.5	*437.8	482.5
Yorkshire and The Humber	516.7	*418.2	479.1
East Midlands	519.2	*412.4	477.2
West Midlands	517.5	*419.6	479.1
East	548.6	*443.3	505.8
London	715.6	594.1	660.5
South East	589.9	475.0	541.4
South West	526.9	*424.2	485.0
England	564.9	465.5	523.3
Wales	500.7	*421.9	473.4
Scotland	558.4	460.6	519.4
Great Britain	560.6	462.5	520.2
Northern Ireland	460.5	444.4	457.2
United Kingdom	557.8	461.9	518.0

* Indicates those regions where median earnings were lower than in Northern Ireland

Figure 5: UK Regions – Median gross weekly earnings for full-time employees, April 2013-2014

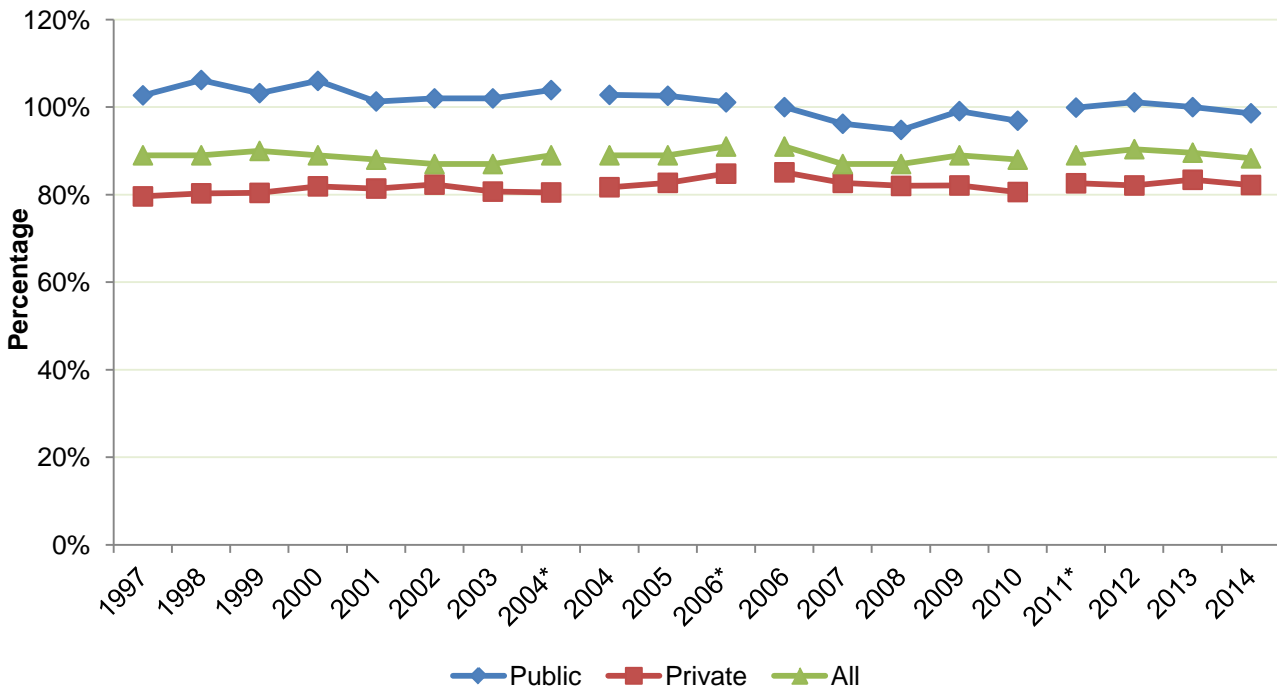


10

Comparison of Public/Private Sector Earnings (NI/UK)

- The rate of growth of median gross weekly earnings for all (i.e. full and part-time) NI employees in the public sector between April 2013 and April 2014 (2.3%) was higher than for their counterparts in the private sector, who experienced an increase of 0.4%.
- Earnings of all public sector employees in Northern Ireland were 2.5% lower compared to the UK, and those of full-time NI public sector employees were 1.4% lower.
- Private sector earnings in Northern Ireland were 17.8% lower for full-time employees, and 20.9% lower for all employees, than those in the UK.
- For full-time NI employees, median weekly earnings in the public sector were 40.8% higher than in the private sector at April 2014, and this was true for both men (33.1% higher) and women (68.2% higher). In the UK, the equivalent median full-time earnings was 17.3% higher in the public sector than in the private sector.
- Since the series began in 1997, the full-time public sector figure has increased by 59.0% while the full-time private sector figure has increased by 64.7%.

Figure 6: Median gross weekly earnings (NI versus UK) for full-time employees in the public and private sectors as a percentage of UK earnings, 1997-2014.



* The introduction of methodological changes to improve the quality of ASHE data has resulted in discontinuities in trends.

Table 11: Median gross weekly earnings for full-time employees in the public and private sectors

£	Northern Ireland		United Kingdom	
	Public	Private	Public	Private
April 2014				
Men	573.8	431.0	634.9	536.2
Women	569.6	338.7	539.8	407.3
All	570.3	405.1	578.6	493.1
April 2013				
Men	570.3	442.9	623.0	536.1
Women	574.2	332.6	535.3	400.9
All	572.8	408.7	573.0	489.9
% change 13-14				
Men	0.6	-2.7	1.9	0.0
Women	-0.8	1.8	0.8	1.6
All	-0.4	-0.9	1.0	0.7

- 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: http://www.detini.gov.uk/2013_public_and_private_sector_analysis.pdf.
- 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 <http://www.dfpni.gov.uk/pay>.
- Due to the composition of the NI workforce, public/private sector earnings comparisons have historically attracted interest from a number of stakeholder groups, including equality groups and the media.

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Average Earnings by Occupation

- Of the major occupational groups, 'Elementary Occupations' (£298) experienced the largest decrease (5.4%) in median full-time gross weekly earnings between April 2013 and April 2014. Followed by 'Managers, Directors and Senior Officials' (2.3% to £671) and 'Process, Plant and Machine Operatives' (1.8% to £380).
- 'Sales and Customer Service Occupations' (£295) and 'Administrative and Secretarial Occupations' (£402) experienced the largest increases (both increasing by 3.6%) in median full-time gross weekly wages across the occupational groupings.
- Despite the growth discussed above, 'Sales and Customer Service Occupations' continued to be the lowest paid full-time occupational group.
- These results may be useful to Human Resources professionals when setting pay scales and also to legal professionals in loss of earnings calculations, when dealing with industrial injuries claims.

Table 12: Average full-time gross weekly earnings by occupation

	Count* (Thousands)		Median Gross Weekly Pay (£)		Mean Gross Weekly Pay (£)	
	2013	2014	2013	2014	2013	2014
Managers, Directors and Senior Officials	48	48	686.6	670.8	793.5	754.7
Professional Occupations	124	111	695.9	704.4	728.5	733.1
Associate Professional and Technical Occupations	57	58	528.6	534.7	559.6	562.8
Administrative and Secretarial Occupations	65	64	387.9	401.8	413.8	412.6
Skilled Trades Occupations	51	59	431.5	439.6	471.1	477.9
Caring, Leisure and Other Service Occupations	31	28	322.9	327.2	346.8	349.1
Sales and Customer Service Occupations	25	28	284.8	295.1	314.0	329.6
Process, Plant and Machine Operatives	50	57	387.1	380.0	407.0	410.6
Elementary Occupations	33	38	314.6	297.7	341.7	332.3

* For indicative purposes only and should not be considered an accurate estimate of employee job counts.

Table 13: Average full-time total hours worked by occupation

	Count* (Thousands)		Median Total Hours Worked		Mean Total Hours Worked	
	2013	2014	2013	2014	2013	2014
Managers, Directors and Senior Officials	48	48	38.0	37.7	38.9	38.6
Professional Occupations	124	111	37.5	37.4	37.4	36.9
Associate Professional and Technical Occupations	57	58	38.2	37.8	39.5	39.0
Administrative and Secretarial Occupations	65	64	37.5	37.5	38.4	38.6
Skilled Trades Occupations	51	59	40.0	40.0	42.1	42.2
Caring, Leisure and Other Service Occupations	31	28	37.5	37.5	39.2	39.2
Sales and Customer Service Occupations	25	28	38.5	39.0	39.0	39.0
Process, Plant and Machine Operatives	50	57	40.5	40.0	42.9	42.1
Elementary Occupations	33	38	39.8	40.0	40.6	40.6

* For indicative purposes only and should not be considered an accurate estimate of employee job counts.

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Average Earnings by Industry

- Of those employees for which a reliable estimate could be obtained, employees in 'Education' had the highest full-time median gross weekly earnings at April 2014: £704, which represented growth of 2.0% over the course of the year.
- Employees in 'Information and communication' had the next highest full-time median gross weekly earnings at April 2014 (£623), with growth of 3.8% over the course of the year.
- The largest increase in median gross weekly earnings was reported among 'Accommodation and food service activities' (4.7% to £280).
- Despite the increase discussed above, full-time employees working in 'Accommodation and food services activities' received the lowest median gross weekly pay across the industries.
- Median full-time earnings for employees in 'Administrative and support service activities' experienced the largest decline (11.4%) to £332, followed by employees in 'Human health and social work activities' which contracted by 8.8% to £460.

Please note that the table overleaf is based on the 2007 UK Standard Industrial Classification (SIC 2007). ASHE results by industry prior to 2009 were published according to SIC 2003, therefore these results are not directly comparable with 2008 and earlier results.

For further information on the output of different NI industries, users may be interested in referring to results from the Index of Production (http://www.detini.gov.uk/index/what-we-do/deti-stats-index/economic_output_statistics/stats-index-of-production.htm) and the Index of Services (http://www.detini.gov.uk/index/what-we-do/deti-stats-index/economic_output_statistics/index-of-services.htm).

Table 14: Average full-time earnings by industry

	Count* (Thousands)		Median Gross Weekly Pay (£)			Mean Gross Weekly Pay (£)		
	2013	2014	2013	2014	Change	2013	2014	Change
Agriculture, forestry and fishing	x	x	x	299.8	x	x	370.9	x
Mining and quarrying	x	x	421.9	x	x	x	x	x
Manufacturing	73	87	469.1	449.6	-4.2%	541.8	537.4	-0.8%
Electricity, gas, steam, and air conditioning supply	x	x	x	x	x	883.7	814.6	-7.8%
Water supply; sewerage, waste management and remediation activities	5	5	452.8	463.4	2.3%	527.4	543.8	3.1%
Construction	19	22	441.8	433.7	-1.8%	515.7	516.0	0.1%
Wholesale and retail trade; repair of motor vehicles and motorcycles	59	65	345.0	357.5	3.6%	429.5	415.6	-3.2%
Transportation and storage	18	18	435.0	453.9	4.3%	515.3	474.9	-7.8%
Accommodation and food services activities	15	15	267.5	280.1	4.7%	317.3	322.4	1.6%
Information and communication	18	17	600.6	623.1	3.7%	626.7	642.2	2.5%
Financial and insurance activities	14	13	547.6	537.6	-1.8%	649.6	655.7	0.9%
Real estate activities	6	6	438.4	447.5	2.1%	471.9	514.6	9.0%
Professional, scientific and technical activities	19	21	479.1	460.0	-4.0%	539.2	531.3	-1.5%
Administrative and support service activities	21	24	374.8	332.2	-11.4%	422.2	426.8	1.1%
Public administration and defence; compulsory social security	50	53	523.0	526.1	0.6%	576.3	574.7	-0.3%
Education	57	56	690.5	704.4	2.0%	653.2	675.4	3.4%
Human health and social work activities	88	64	503.6	459.5	-8.8%	571.3	524.7	-8.2%
Arts, entertainment and recreation	6	8	382.9	390.4	2.0%	452.5	437.5	-3.3%
Other service activities	7	7	x	418.4	x	501.0	528.2	5.4%
Activities of households as employers; undifferentiated goods and services-producing activities of households for own use	x	x	x	x	x	x	x	x

* For indicative purposes only and should not be considered an accurate estimate of employee job counts.

x Coefficient of variation too large to provide a reliable estimate

Table 15: Average full-time total hours worked by industry

	Count* (Thousands)		Median Total Hours Worked		Mean Total Hours Worked	
	2013	2014	2013	2014	2013	2014
Agriculture, forestry and fishing	x	x	40.0	40.0	43.5	41.5
Mining and quarrying	x	x	40.1	40.7	45.0	44.6
Manufacturing	73	87	40.0	40.0	41.3	41.6
Electricity, gas, steam, and air conditioning supply	x	x	37.0	37.0	37.9	38.8
Water supply; sewerage, waste management and remediation activities	5	5	42.0	40.0	43.5	42.2
Construction	19	22	40.0	40.0	41.8	41.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	59	65	39.2	39.0	39.2	39.3
Transportation and storage	18	18	40.0	40.0	42.9	42.3
Accommodation and food services activities	15	15	37.4	38.0	38.5	39.4
Information and communication	18	17	37.5	37.5	39.8	38.0
Financial and insurance activities	14	13	35.0	35.0	35.7	35.6
Real estate activities	6	6	37.0	37.0	38.0	38.2
Professional, scientific and technical activities	19	21	37.5	37.5	38.2	37.6
Administrative and support service activities	21	24	40.0	39.3	41.8	39.9
Public administration and defence; compulsory social security	50	53	42.0	42.0	41.9	41.6
Education	57	56	32.7	32.5	34.6	34.3
Human health and social work activities	88	64	37.5	37.5	38.6	38.5
Arts, entertainment and recreation	6	8	37.5	38.5	38.8	38.6
Other service activities	7	7	37.0	37.4	37.2	38.2
Activities of households as employers; undifferentiated goods and services-producing activities of households for own use	x	x	x	x	x	x

* For indicative purposes only and should not be considered an accurate estimate of employee job counts.

x Coefficient of variation too large to provide a reliable estimate

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Background Notes for Northern Ireland ASHE

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 Northern Ireland Statistics and Research Agency (NISRA) in Northern Ireland.

ASHE replaced the New Earnings Survey (NES) from 2004, and ASHE comparisons are therefore only available on a consistent basis from that year onwards. ASHE is the first survey to be designed as part of the ONS statistical modernisation programme and benefits from improved methodologies and statistical tools. The development of the survey follows the recommendations made in the National Statistics Quality Review of the Distribution of Earnings Statistics for improving the collection of earnings statistics, with ASHE results satisfying a variety of different user-needs identified in that document (e.g. low pay issues).

In order to allow NI ASHE results to be appended to the GB results produced by ONS to create estimates for the whole of the UK, NI ASHE follows exactly the methods adopted by ONS. A summary of the methods adopted throughout the lifecycle of ASHE, including explanations of why particular choices were made, can be accessed via the link below:

<http://www.ons.gov.uk/ons/guide-method/method-quality/specific/labour-market/annual-survey-of-hours-and-earnings/annual-survey-of-hours-and-earnings/index.html>

An information paper, issued by the Office for National Statistics, outlining the quality and reliability of ASHE statistics can be accessed via the link below. Issues highlighted in this document include accuracy, comparability, weighting and statistical disclosure:

<http://www.ons.gov.uk/ons/guide-method/method-quality/quality/quality-information/labour-market/summary-quality-report-for-annual-survey-of-hours-and-earnings--ashe-.pdf>

Coverage and Sampling

As in previous years, the sample used for the survey included approximately 1% of all employees in Northern Ireland who were covered by PAYE schemes. 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 (Northern Ireland) Order 1988. Information collected is treated as strictly confidential and is used only for statistical purposes.

The survey information related to the pay-week (or other pay period if the employee was paid less frequently) which included 9th April 2014, 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.

The resulting analyses do not show information about identifiable people or private businesses.

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 can be accessed via the following link:

<http://www.ons.gov.uk/ons/guide-method/classifications/development-projects/operation-2007/index.html>

With the aim of improving the alignment with the new International Standard Classification of Occupations (ISCO 08), from 2013 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 Northern Ireland, this has caused a discontinuity in the ASHE time series. Therefore all of the estimates for 2011 (revised), 2012 and 2013 are not directly comparable to earlier results. The major differences between the SOC 2000 and SOC 2010 classifications are summarised in the following document, starting at page 62:

<http://www.ons.gov.uk/ons/rel/elmr/economic-and-labour-market-review/no--3--march-2011/economic---labour-market-review.pdf>

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 £111 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 October 2014, the LFS was re-weighted to the latest population projections for 2014 based on the 2011 Census. Previously, LFS results were based on projections for 2011 from the 2001 Census. The revised LFS figures have been used for 2013 (revised) and 2014 ASHE results.

Revisions

In line with normal practice, this release contains revised estimates from the 2013 survey results published on 12th December 2013. These results take account of some corrections to the original 2013 data that were identified during the validation of the results for 2014, 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 focussing 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).

The **Coefficient of Variation** (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.

A spreadsheet showing the cv of the headline NI ASHE estimates can be found on the ASHE Detailed Results webpage (http://www.detini.gov.uk/index/what-we-do/deti-stats-index/labour_market_statistics/stats-hours-and-earnings/ashe_tables.htm). In addition, cv spreadsheets for each of the tables on the website are available on request.

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Contact 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 by writing to:

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Web: http://www.detini.gov.uk/index/what-we-do/deti-stats-index/labour_market_statistics/stats-hours-and-earnings.htm

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Additional Tables

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:

2014 (provisional)

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

2013 (revised)

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

In addition, further data for 2014 (provisional) and 2013 (revised) will be published from 8th December 2014. Please note that some provisional 2013 results released from December 2013 will remain on the website until revised results are released.

These data – along with Headline Statistics for the years 1997 to 2012 – can be found on the Department of Enterprise, Trade & Investment's website at:

http://www.detini.gov.uk/index/what-we-do/deti-stats-index/labour_market_statistics/stats-hours-and-earnings/ashe_tables.htm

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or email: psi@nationalarchives.gsi.gov.uk.

This document is also available on the Department of Enterprise, Trade & Investment's website at: http://www.detini.gov.uk/index/what-we-do/deti-stats-index/labour_market_statistics/stats-hours-and-earnings.htm.