



States of  
Alderney

## Alderney Annual Earnings Bulletin

Earnings at 31st December 2020

Issue date: 13th May 2021

The Alderney Annual Earnings Bulletin provides headline information on median earnings using data collated by the Rolling Electronic Census IT System.



States of Guernsey  
Data and Analysis

## 1.1 Introduction

This third Alderney Annual Earnings Bulletin, published in May 2021, provides information on median earnings in Alderney at 31st December 2020. The information presented in this bulletin includes information on Alderney only and not the combined earnings of Guernsey and Alderney meaning it is directly comparable with figures found in previous editions of the Alderney Annual eCensus Report but not the Guernsey Annual Earnings Bulletin that was published until 2015.

The bulletin is one of a series of four publications, which are each published annually as follows:

- Population - February
- Earnings - May
- Household Income and Indicators of Poverty - August
- Employment - November

Information is sourced using the Rolling Electronic Census IT system; a pioneering and cost saving project, which was completed in December 2014. More information on the Rolling Electronic Census Project is available in [Section 3.1](#).

The Bailiwick of Guernsey has had two strict lockdowns to help slow the spread of COVID-19. The first started on 25th March 2020 and restrictions were lifted in phases from 25th April to 20th June 2020 (87 days in total), when the only remaining restrictions related to travel outside the Bailiwick. This was known as the “Bailiwick Bubble”, which remained in place until the second strict lockdown, which started on 23rd January 2021. Restrictions began to be lifted again on 11th February 2021 and the Bailiwick Bubble was re-established on 22nd March 2021 (58 days after the start of the second strict lockdown).

Contact details are included at the end of this bulletin if you would like further information.

## 2.1 Median earnings from employment

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

As a result of the Rolling Electronic Census Project, median earnings for employees can now be calculated separately for Alderney and Guernsey (only a combined figure could be produced in the previous Guernsey Annual Earnings Bulletin). The figures presented here represent the average over the four preceding quarters.

As shown in **Table 2.1.1**, median earnings increased by 0.3% between the year ending December 2019 and the year ending December 2020, from £25,936 to £26,016.

At the end of December 2020, the four quarter median average earnings for females was £23,782 (2.5% higher than a year earlier) and for males was £28,847 (1.3% lower than a year earlier, see **Table 2.1.2**).

It should be noted that these figures are not adjusted to reflect the numbers of hours worked, which is likely to be a significant factor in the difference between the male and female average.

**Table 2.1.1 Median earnings at December (all employees)**

Date	Four quarter average earnings (£)	Annual % change
2014	23,169	-
2015	23,489	1.4
2016	24,243	3.2
2017	24,669	1.8
2018	25,064	1.6
2019	25,936	3.5
2020	26,016	0.3

**Table 2.1.2 Median earnings by gender at December**

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
2014	20,015	27,196	-	-
2015	19,918	28,089	-0.5	3.3
2016	20,684	28,026	3.9	-0.2
2017	21,873	27,427	5.8	-2.1
2018	22,140	28,287	1.2	3.1
2019	23,192	29,225	4.7	3.3
2020	23,782	28,847	2.5	-1.3

## 2.2 Median earnings by economic sector

**Table 2.2.1 Four quarter average earnings as at 31st December 2020**

	Median earnings (£)
Agriculture, Horticulture, Fishing and Quarrying	25,220
Manufacturing	20,931
Electricity, gas, steam and air conditioning supply	40,103
Construction	31,370
Wholesale, retail and repairs	20,065
Hostelry	17,663
Transport and storage	24,127
Information and communication	22,470
Finance	33,080
Real estate activities	23,599
Administrative and support service activities	23,989
Public administration	31,431
Human health, social and charitable work activities	19,294

Median earnings by sector are shown in **Table 2.2.1**. These figures should be used with caution due to the small number of employees within some sectors. Sectors containing fewer than 5 employees have not been included in **Table 2.2.1**.

People employed within the 'Electricity, gas, steam and air conditioning supply' sector had the highest four quarter average median earnings (£40,103) at the end of December 2020. This was 54.1% higher than the overall median.

Of the sectors shown in **Table 2.2.1**, the 'Hostelry' sector had the lowest four quarter average median earnings (£17,663) at the end of December 2020, which was 32.1% lower than the overall median.

Please note that the 'Education' and 'Human health, social and charitable work' sectors exclude people employed by the States of Guernsey or Alderney (e.g. those employed at States-run schools or medical facilities). Those who are employed by the States of Guernsey or Alderney, including medical and teaching staff, are captured in the 'Public administration' category.

## 3.1 Methodology

### The Rolling Electronic Census Project

Following a States of Guernsey decision (see Billet d'Etat XVII, 2010, available via [www.gov.gg/billets](http://www.gov.gg/billets)), a census was not held in Guernsey or Alderney in 2011. Instead a project to collate population statistics from administrative sources, known as the Rolling Electronic Census Project, was initiated.

The Rolling Electronic Census Project, which was completed in late 2014, involved developing an IT system to collate, match and process information from several separate States of Guernsey sources. The IT system, developed by Digimap Ltd, replicates the method used since 2006 by the Social Security Department to calculate population headcounts and includes additional cross checks. It also brings together information which people have provided to the various States Departments, such as address updates and place of birth, removing the need for this information to be provided again via a traditional census method. The information is updated quarterly and the whole process is automated as far as possible. This data sharing is enabled by the Electronic Census Ordinance, which was enacted in 2013 and also strictly controls who can access the information and the purposes for which it can be used.

All the data is held securely (in electronic copy only) and only Census Officers have access to the IT system. The benefits of this are that there is an audit trail of access to the information if needed. Additionally, Census Officers have less contact with personal details than they would if handling traditional census forms, since the data is anonymised by the IT system before being made available for analysis. The data can be used for statistical purposes only. However, as with a traditional census, snapshots of the data are archived for future use by family history researchers (once all data subjects are deceased, usually approximately 100 years after the snapshot date).

The Project cost was approximately half the cost of one traditional census and each five years' worth of running costs total a similar sum.

The data presented in this report is compiled using data on individuals sourced from the following:

- Greffe birth and death records
- Income Tax
- Social Security contributions
- Social Security benefits
- Social Housing
- Population Management
- Health
- Driving Licenses and Vehicle Registrations
- Schools
- University grants
- The Electoral Roll

The Rolling Electronic Census also incorporates data from the Corporate Housing Programme Monitoring System which adds information based on the residential properties individuals live in.

In cases where two or more of the above databases hold more than one copy of the information presented in this report, there is a process to decide which version to use. For dates of birth and gender for example, the most commonly used is the one taken to be correct for that individual. For other information such as addresses, or whether a person is normally resident at the time of the census snapshot, there's a more complex process to determine the correct information for that individual, which takes into account how the data is processed by each source.

## 3.1 Methodology (continued)

### The Economic Statistics (Guernsey and Alderney) Law, 2019

On 4th September 2019, the Economic Statistics (Guernsey and Alderney) Law was approved by the States of Guernsey (see <https://www.gov.gg/article/172311/The-Economic-Statistics-Guernsey-and-Alderney-Law-2019>). The new legislation will allow controlled sharing of some of the data collected for Income Tax purposes with the Data & Analysis service and will also enable the Data & Analysis service to run a regular business census to fill data gaps. This is expected to begin in 2021 at the earliest. The additional information sought is as follows:

- Separation of information from employers on wages paid to current employees from pensions paid to past employees
- Numbers of hours worked by employees
- Value of employer contributions to occupational / secondary pension schemes

This should enable calculation of the median wage for full time employees, the number of people paid the minimum wage and the number of households with adults all working full time that are still below the relative income poverty threshold. Additional information will be included in Data & Analysis publications when it becomes available.

## 4.1 Contact details

You may also be interested in other publications from States of Guernsey Data and Analysis Services, which are all available online at [www.gov.gg/data](http://www.gov.gg/data). Please contact us for further information.

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