



States of Alderney

Alderney Annual Earnings Bulletin

Earnings at 31st December 2022

Issue date: 16th May 2023

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 fifth Alderney Annual Earnings Bulletin, published in May 2023, provides information on median earnings in Alderney at 31st December 2022. 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 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 publications, which are available from www.alderney.gov.gg/data. Each report is published annually as follows:

- Population - February
- Earnings - May
- Employment - August

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 remained in place until the second strict lockdown, which started on 23rd January 2021. Restrictions were lifted in stages from 11th February 2021 (58 days after the start of the second strict lockdown) until 17th February 2022, when all legal restrictions were removed. Throughout this bulletin, notes are included where there are coronavirus related impacts.

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 the Revenue Service 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.

The figures reflect Alderney only and are based on data collected from the Rolling Electronic Census IT system. The figure for each quarter represents the average over the four preceding quarters.

As shown in **Table 2.1.1**, median earnings increased by 3.5% between the year ending December 2021 and the year ending December 2022, from £27,220 to £28,172.

At the end of December 2022, the four quarter median average earnings for females was £25,766 (4.2% higher than a year earlier) and for males was £30,812 (0.4% lower than a year earlier, see **Table 2.1.2**).

On 24th March 2020, a Payroll Co-Funding Scheme was introduced to provide financial support to businesses and self-employed workers in Guernsey and Alderney. The first payments were made at the start of April 2020 and the most impacted sectors and businesses were supported in this way throughout 2020 and 2021. Employers could claim for payroll co-funding after paying their employees, so any co-funded element is included within the figures presented in this report.

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

Table 2.1.1 Median earnings at December (all employees)

| Date | Four quarter average earnings (£) | Annual % change |
|------|-----------------------------------|-----------------|
| 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 |
| 2021 | 27,220 | 4.6 |
| 2022 | 28,172 | 3.5 |

Table 2.1.2 Median earnings by gender at December

| Date | Four quarter average earnings (£) | | Annual % change | |
|------|-----------------------------------|--------|-----------------|------|
| | Female | Male | Female | Male |
| 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 |
| 2021 | 24,731 | 30,925 | 4.0 | 7.2 |
| 2022 | 25,766 | 30,812 | 4.2 | -0.4 |

2.2 Median earnings by economic sector

Table 2.2.1 Four quarter average median earnings as at 31st December

| | 2017 (£) | 2022 (£) |
|---|----------|----------|
| Electricity, gas, steam and air conditioning supply | 38,077 | 42,381 |
| Construction | 28,704 | 32,845 |
| Wholesale, retail and repairs | 19,527 | 25,058 |
| Hostelry | 15,344 | 19,686 |
| Transport and storage | 25,181 | 29,216 |
| Finance | 31,263 | 36,196 |
| Public administration | 29,532 | 31,967 |
| Human health, social and charitable work activities | 18,935 | 21,420 |

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. Only sectors containing 10 employees or more as at 31st December 2017 and 31st December 2022 have been included in **Table 2.2.1**.

Of the sectors shown in **Table 2.2.1**, the Electricity, gas, steam and air conditioning supply sector had the highest four quarter average median earnings at the end of December 2022 (£42,381); 50.4% higher than the overall median of £28,172. The Electricity, gas, steam and air conditioning supply sector also had the highest four quarter average median earnings five years earlier (£38,077).

Of the sectors shown in **Table 2.2.1**, the Hostelry sector had the lowest four quarter average median earnings at the end of December 2022 (£19,686); 30.1% lower than the overall median. The Hostelry sector also had the lowest four quarter average median earnings five years earlier (£15,344).

The median average earnings of all of the sectors shown in **Table 2.2.1** increased between December 2017 and December 2022. The Wholesale, retail and repairs sector showed the largest rise, increasing from £19,527 in 2017 to £25,058 in 2022. Of the sectors presented in **Table 2.2.1**, the Public administration sector showed the smallest increase between December 2017 and December 2022.

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.

As explained on **page 2**, earnings data is a measure of earnings from all employment and is 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.

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), 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 is compiled using an administrative census method 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
- Cadastre

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 ask employers to provide some additional data, which will enable improvements to be made to statistics, including the median earnings figures included in this bulletin. 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.alderney.gov.gg/data and www.gov.gg/data. Please contact us for further information.

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