

Earnings in Kent 2023

This bulletin uses data from the Annual Survey of Hours and Earnings published by the Office for National Statistics on 7th December 2023.

NOTE: within this bulletin “Kent” refers to the Kent County Council area which excludes Medway.

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This bulletin looks at resident and workplace-based earnings during 2023 in Kent and Kent districts. It provides comparisons with the South East region and Great Britain.

Kent Summary

- Average weekly full-time resident-based earnings in Kent in 2023 were £696.30, below the regional average of £723.50 but above the national average of £682.60.
- Sevenoaks had the highest resident-based earnings in Kent (£774.50), Thanet had the lowest (613.70).
- Resident-based earnings grew by 3.8% in Kent (+£25.50 per week) since the previous year.
- Male full-time weekly resident-based earnings in Kent were 21.0% or £163.50 higher than females.
- Average weekly full-time workplace-based earnings in Kent in 2023 were £651.60, below the South East (£704.30) and the Great Britain (£682.60) averages.
- Gravesham had the highest workplace-based earnings in Kent (£764.70), Thanet (£549.90) had the lowest.
- Workplace-based earnings in Kent grew by 7.7% since the previous year, equivalent to an increase of £46.60 a week.

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Introduction

Earnings data comes from the Annual Survey of Hours and Earnings (ASHE) published by the Office for National Statistics (ONS). Data is based on a sample of employee jobs taken from HM Revenue & Customs Pay As You Earn (PAYE) records. ASHE does not cover the self-employed or employees not paid during the reference period (for example those employees on unpaid sick leave).

ASHE data looks at earnings based on resident or workplace populations. Workplace based data is available from 1998 and resident-based data is available from 2002.

ASHE provides estimates of gross earnings (earnings before tax, National Insurance, or other deductions) for employees by sex and by full-time and part-time workers. Full-time employees are defined as those who work more than 30 paid hours per week or those in teaching professions working 25 paid hours or more per week. At district level some figures for part-time workers are suppressed due to statistical unreliability.

This bulletin uses the latest estimates released in December 2023. This data is provisional and will be revised when the next years' data is released. The latest data includes revisions to 2022 data.

Median earnings are presented in this bulletin although mean earnings are also available from this dataset. The median value is the mid-point in the distribution of earnings data in the survey. The median value is the preferred measure of earnings, as it is less affected by a relatively small number of very high earners that tend to skew the distribution of earnings. It therefore gives a better indication of typical pay than the mean measure.

Resident-Based Earnings

Resident based earnings show the amount a worker earns based on where they live.

In 2023 residents in Kent (£696.30) and the South East Region (£723.50) had higher full-time weekly earnings than in Great Britain as a whole (£682.60).

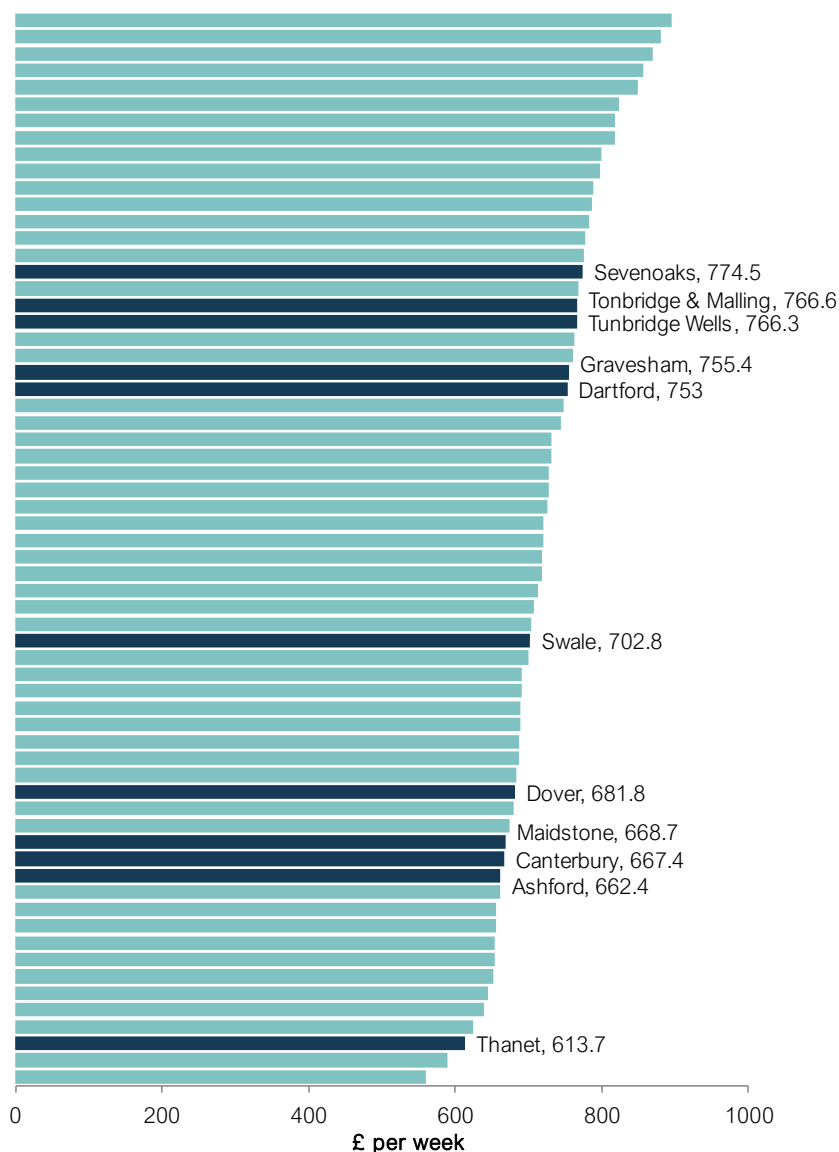
Chart 1 shows the resident earnings in Kent districts compared to other local authorities in the South East. A table showing the resident based gross full-time weekly earnings in all South East local authorities in 2023 can be found in table 6 in the appendix at the end of this bulletin.

Elmbridge in Surrey had the highest resident full-time weekly earnings in the South East region (£895.60). Of the Kent local authorities Sevenoaks (£774.50), Tonbridge & Malling (£766.60), and Tunbridge Wells (£766.30) had the highest earnings, ranking 16th, 18th, and 19th out of the 64 South East authorities.

Arun in West Sussex had the lowest residence-based earnings in the region (£561). Of the Kent local authorities Thanet (£613.70) had the lowest resident earnings. Ranking 62nd out of the 64 South East authorities Thanet had the 3rd lowest resident earnings in the region.

Chart 1: Resident based full-time weekly earnings in South East local authorities

Resident based gross full time weekly earnings in South East local authorities, 2023



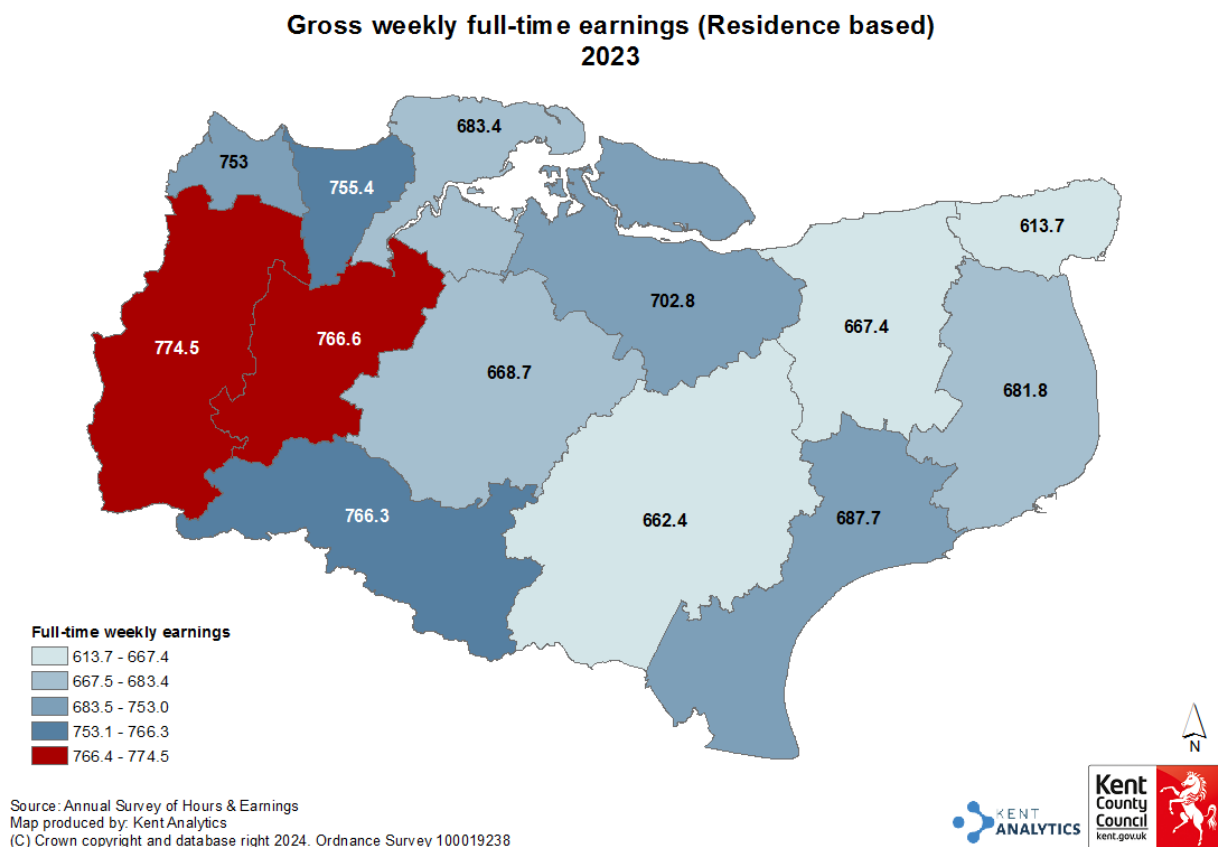
Source: Annual Survey of Hours and Earnings
Presented by: Kent Analytics, Kent County Council

Map 1 shows the weekly full-time resident-based earnings in Kent and Medway.

The map shows that those workers with the highest weekly earnings live in the west of the county in Sevenoaks, Tonbridge & Malling, and Tunbridge Wells. In these authorities, resident earnings are within the top 20% of local authorities in the country with the highest resident-based earnings (£763.70 or above).

Resident based earnings are lowest through Thanet, Canterbury, and Ashford. With resident based earnings of £613.70 Thanet is within the 20% of local authorities in England with the lowest resident earnings (£621.50 or less).

Map 1: Gross weekly full-time resident-based earnings in Kent & Medway



In Kent, the average full time weekly resident earnings were £696.30, for part-time workers the average was £235.20.

Six districts had full-time weekly earnings above the Kent average (Dartford, Gravesend, Sevenoaks, Swale, Tonbridge & Malling, and Tunbridge Wells).

Five districts had part-time weekly earnings above the Kent average (Ashford, Dartford, Maidstone, Sevenoaks, and Thanet).

Table 1 shows the resident based full-time and part-time weekly earnings for residents in Kent local authority districts.

Table 1: Resident weekly earnings (£ per week)

2023 Resident based weekly earnings	All workers	All Full Time Workers	All Part Time Workers
Ashford	574.8	662.4	254.3
Canterbury	498.8	667.4	211.3
Dartford	642.2	753	241.2
Dover	552.7	681.8	229.4
Folkestone & Hythe	559.1	687.7	218
Gravesham	623.8	755.4	225
Maidstone	599.6	668.7	240.9
Sevenoaks	617.1	774.5	238.6
Swale	566.6	702.8	233.3
Thanet	510.2	613.7	236.1
Tonbridge and Malling	597.7	766.6	210.6
Tunbridge Wells	651.5	766.3	-
Kent	582.2	696.3	235.2
Medway	593.8	683.4	242.5
South East	609.1	723.5	240.9
Great Britain	575.6	682.6	240.9

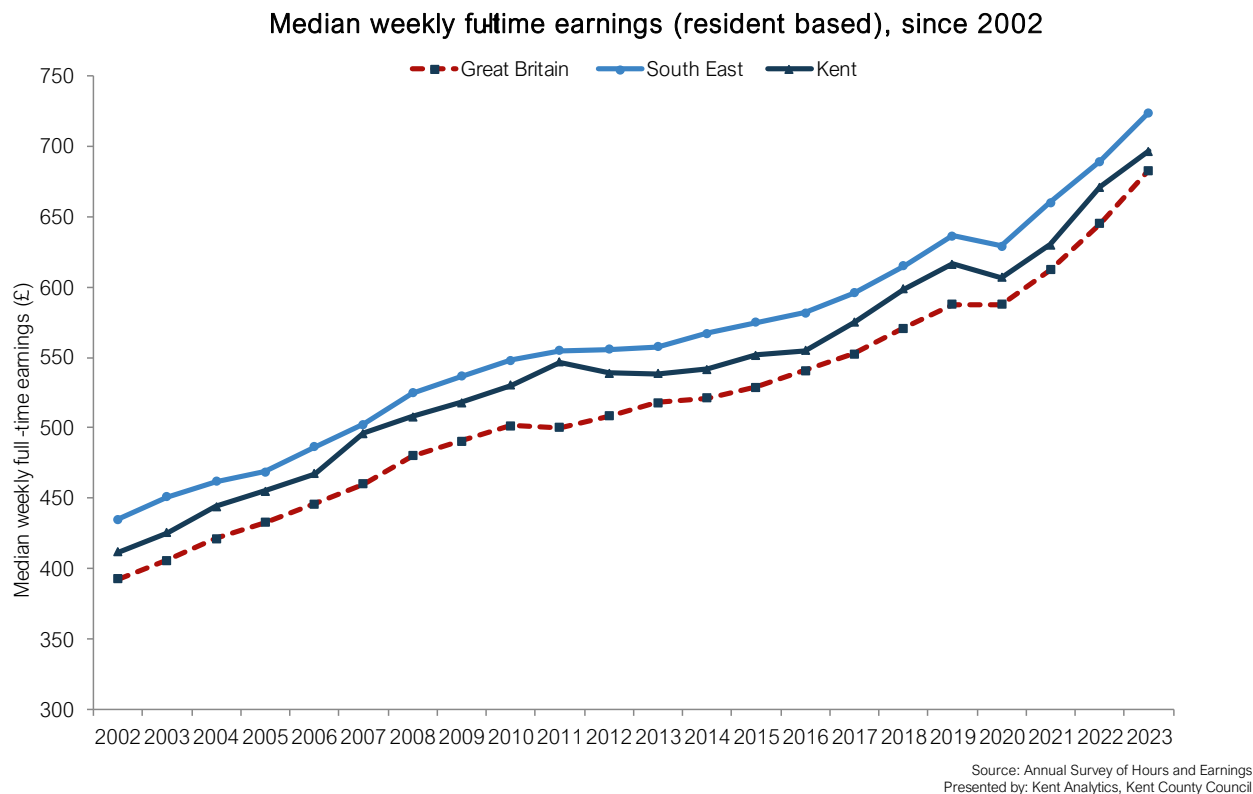
Source: ASHE

Presented by: Kent Analytics, Kent County Council

Overall earnings of people living in Kent have increased by 69.1% since 2002 equivalent to an increase of £284.50 per week. Over the last year Kent saw a slightly lower growth than seen in both the South East and Great Britain. In Kent earnings grew by 3.8%, equivalent to an increase of £25.50 per week. In the South East they grew by 5.0% (+£34.50) and in Great Britain by 5.9% (+£37.90).

Chart 2 shows that overall, Kent resident earnings have increased at a similar rate since 2002 as was seen regionally and nationally. Kent earnings have always been slightly higher than seen nationally, but slightly lower than seen regionally.

Chart 2: Growth in weekly full-time resident earnings since 2002



Difference in male and female resident-based earnings

ASHE data can provide a comparison of male and female earnings. However, this does not show differences in rates of pay for comparable jobs. This is because they 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.

Table 2 shows the resident-based earnings by sex in Kent districts in 2023. In 2023 male resident full-time weekly earnings in Kent were 21% higher (equivalent to £163.50 higher) than female earnings, with males earning £780.20 per week compared to females earning of £616.70. In the South East male resident full-time weekly earnings were 17.4% higher than females (£781.90 for males compared to £646.10 for females) and in Great Britain 13.7% higher than for females (£728.30 for males compared to £628.80 for females).

Within Kent the biggest difference between male and female full-time resident-based earnings was in Canterbury where males earned £294.70 more than females, a difference of 37%. Thanet was the only district in Kent where female full-time weekly earnings were higher than males. Females living in Thanet had average weekly full-time earnings which were 3.3% higher than males, equivalent to £20.10 a week higher.

Table 2: Male & female resident weekly earnings (£ per week)

2023 Resident based weekly earnings	All Male Workers	Male Full Time Workers	Male Part Time Workers	All Female Workers	Female Full Time Workers	Female Part Time Workers
Ashford	670.8	699.8	-	461.5	567.1	242
Canterbury	658.4	821.7	-	414.9	527	204.4
Dartford	776.2	828	-	529.4	622.3	-
Dover	615.5	693.2	-	485.3	652.7	235.8
Folkestone & Hythe	661	730.3	-	496.2	603.5	229.7
Gravesham	766.8	818.4	-	430.4	625.8	226.6
Maidstone	722.3	778.6	-	508.5	589.3	240.1
Sevenoaks	759.4	829.1	-	511.5	642.4	234.4
Swale	708.7	732.8	-	417	603.7	232.9
Thanet	567.3	606.1	-	484	626.2	235.7
Tonbridge and Malling	752.4	815	-	504.5	646.7	-
Tunbridge Wells	768.1	940.1	-	567.1	647	-
Kent	698.8	780.2	230	486.3	616.7	238.4
Medway	696.6	750.2	181.8	491.4	560.2	253.9
South East	715	781.9	228.9	508.1	646.1	248.6
Great Britain	669.7	728.3	230	491.6	628.8	247

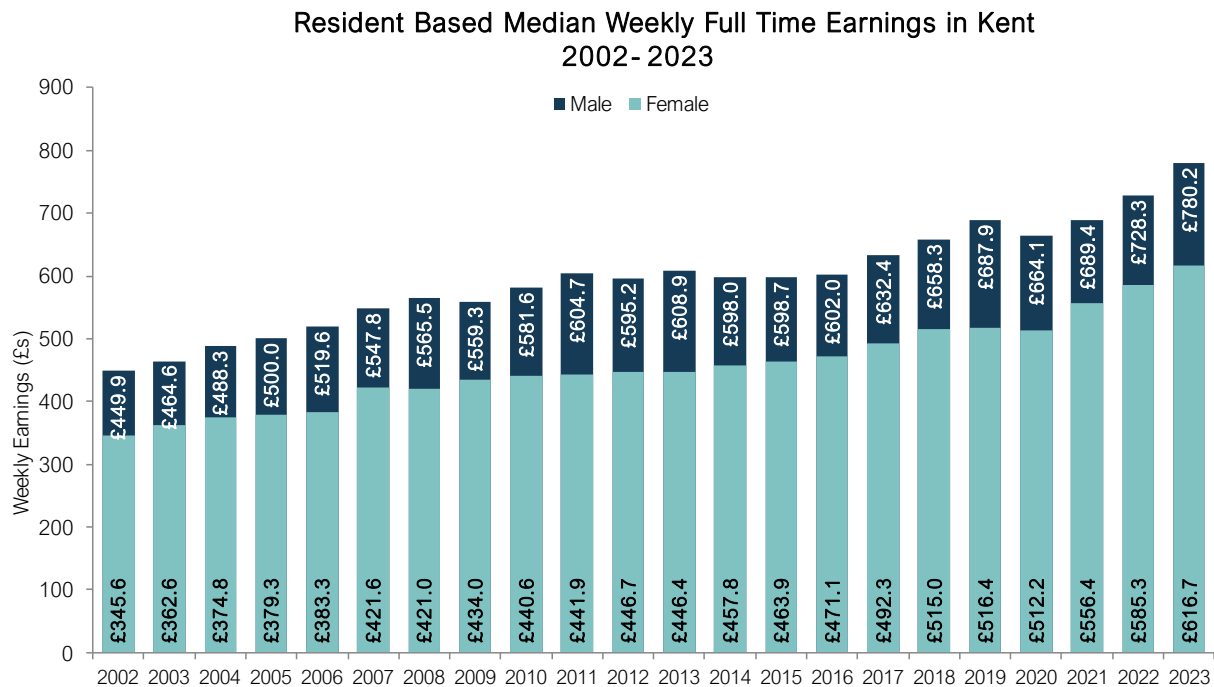
Source: ASHE

Presented by: Kent Analytics, Kent County Council

Chart 3 overleaf shows how male and female resident-based weekly earnings have grown in the Kent area since 2002.

In 2002 the difference between male and female full-time weekly earnings for people living in Kent was £104.30 with males earning 23.2% more than females. Over recent years the gap has decreased with males earning 19.3% more in 2021 and 19.8% more in 2022 and 21.0% more in 2023.

Chart 3: Kent male & female resident based full-time earnings, 2002 to 2023



Source: Annual Survey of Hours and Earnings
Presented by: Kent Analytics, Kent County Council

Workplace-based earnings

Workplace-based earnings show the amount a worker earns based on where they work.

Kent had lower full-time weekly workplace earnings than seen both regionally and nationally. In Kent full-time weekly workplace earnings were £651.60 in 2023, in the South East region they were £704.30 and Great Britain £682.60.

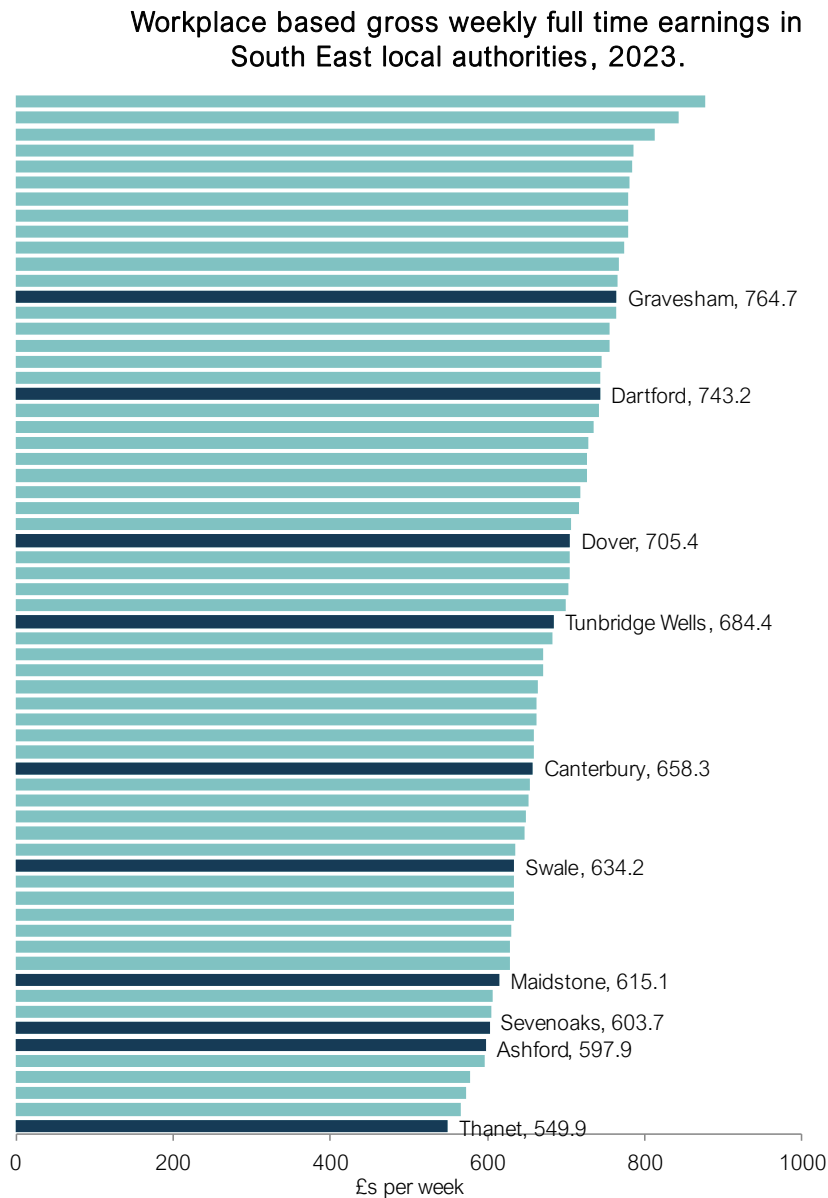
Chart 4 overleaf shows the workplace based full-time weekly earnings in 2023 in local authorities in Kent and compares them to other local authorities in the South East. A table showing the workplace based gross full-time weekly earnings in all South East local authorities in 2023 can be found in table 7 in the appendix at the end of this bulletin.

Gravesham had the highest workplace earnings in Kent (£764.70) and ranked 13th highest out of the 64 local authorities in the region.

Dover (£705.40), Dartford (£743.20), and Gravesham (£764.70) all had workplace earnings higher than the regional average.

Thanet had the lowest weekly workplace earnings in the South East (£549.90).

Chart 4: Workplace based full-time weekly earnings in South East local authorities



Source: Annual Survey of Hours and Earnings
Presented by: Kent Analytics, Kent County Council

Map 2 overleaf shows the gross weekly full-time workplace earnings in Kent and Medway.

The map shows that those workers with the highest weekly earnings work in Gravesham and Dartford, both of which are within the top 20% of local authorities in the country with highest workplace-based earnings (£722.50 or above).

Workplace based earnings are lowest in Thanet, Ashford, and Sevenoaks. Thanet (£549.90) and Ashford (£597.90) are both within the 20% of English local authorities with lowest workplace earnings (£599.40 or less).

Map 2: Gross weekly full-time workplace-based earnings in Kent & Medway

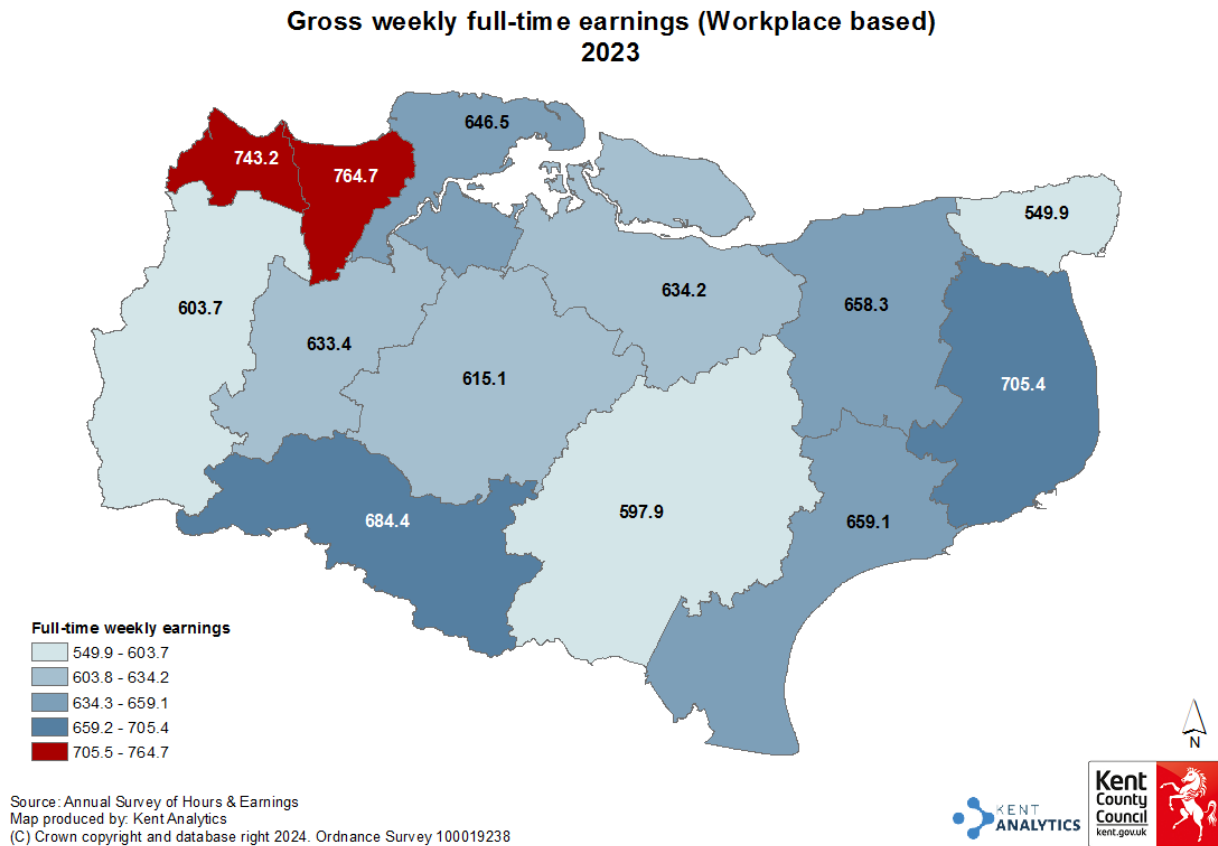


Table 3 shows the full time and part time weekly earnings of people working in Kent local authority districts in 2023.

Of the twelve local authority districts in Kent, Gravesham (£764.70), Dartford (£743.20), Dover (£705.40), and Tunbridge Wells (£684.40) had the highest workplace earnings and were the only Kent districts to have workplace earnings above the national average of £682.60 per week. Gravesham, Dartford, and Dover also had workplace earnings above the regional average of £704.30.

Thanet (£549.90) and Ashford (£597.90) had the lowest workplace earnings in Kent.

Table 3: Workplace based weekly earnings

Workplace based 2023	All Workers	All Full Time Workers	All Part Time Workers
Ashford	546.6	597.9	246.1
Canterbury	482	658.3	196.8
Dartford	666	743.2	239.2
Dover	558.4	705.4	229.8
Folkestone & Hythe	554.7	659.1	-
Gravesham	612.5	764.7	229.7
Maidstone	569	615.1	226.9
Sevenoaks	531.8	603.7	227.9
Swale	509.3	634.2	241.4
Thanet	443.8	549.9	187.1
Tonbridge and Malling	537.1	633.4	210
Tunbridge Wells	618.8	684.4	261
Kent	545.6	651.6	228.4
Medway	552.2	646.5	253.9
South East	594.1	704.3	239.6
Great Britain	575.6	682.6	240.9

Source: ASHE

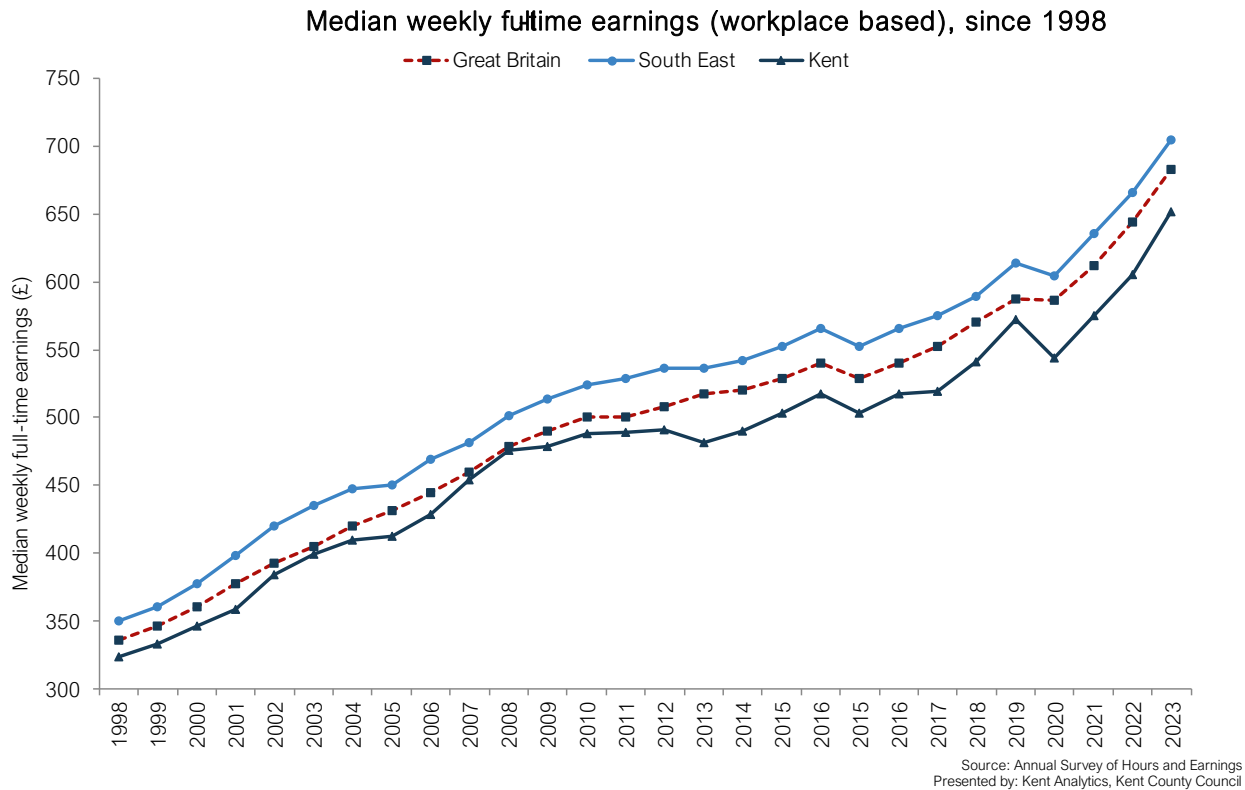
Presented by: Kent Analytics, Kent County Council

Chart 5 shows how workplace earnings have grown in Kent since 1998 compared to the South East Region and Great Britain.

Kent workplace earnings have always been below the national and regional average. Growth since 1998 has been slightly slower in Kent (+82.9% growth) than seen nationally (+86.5%) but slightly higher than seen regionally (81.2%). In real terms workplace-based earnings grew since 1998 by £268 for people working in Kent, whereas they increased by an average of £284.40 in the South East Region and by £290.40 in Great Britain.

Over the last year Kent has shown a higher percentage increase in workplace-based earnings (+7.7%) than in the South East (+5.7%) and Great Britain (+6.0%). In real terms this equates to an average increase of £46.60 in Kent compared to an increase of £38.20 in the South East and £38.40 in Great Britain.

Chart 5: Growth in weekly full-time workplace earnings since 1998



Difference in male and female workplace-based earnings

As with resident-based earnings, ASHE workplace-based data can provide a comparison of male and female earnings. However, this does not show differences in rates of pay for comparable jobs. This is because they 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.

Table 4 shows the workplace-based earnings by sex in Kent districts in 2023. In 2023 male workplace-based full-time weekly earnings in Kent were 18.8% higher (equivalent to £132.80 higher) than female earnings, with males earning £705.10 per week compared to females earning of £572.30. In the South East male workplace full-time weekly earnings were 17.0% higher than females (£762.30 for males compared to £632.70 for females) and in Great Britain 13.6% higher than for females (£728.30 for males compared to £629.10 for females).

Within Kent the biggest difference between male and female full-time workplace-based earnings was in Gravesham where males earned £248.40 more than females, a difference of 30.3%.

Thanet was the only district within Kent where female full-time weekly workplace earnings were higher than males. In Thanet female earnings were £73 (14.5%) higher than males.

Table 4: Male & female workplace weekly earnings

Workplace based 2023	All Male Workers	Male Full Time Workers	Male Part Time Workers	All Female Workers	Female Full Time Workers	Female Part Time Workers
Ashford	578.8	603.5	-	480.3	593.2	-
Canterbury	612.3	688.3	-	380.5	554.8	196.3
Dartford	768	818.1	229.7	523.4	613.5	255.1
Dover	698	737.5	-	489.2	585.3	239.3
Folkestone & Hythe	658.5	711.1	-	464.5	581.4	-
Gravesham	801.8	820.2	-	424.2	571.8	231
Maidstone	670.2	672.5	-	490	536.6	220.8
Sevenoaks	603.7	663.8	-	437	543.6	228.1
Swale	691.9	724.4	-	376.9	498.1	238.6
Thanet	447.8	505.1	-	397.9	578.1	210.6
Tonbridge & Malling	634.1	706.3	-	467.2	530.5	208.8
Tunbridge Wells	724.4	806.3	-	574.5	628.3	282.4
Kent	659	705.1	216.6	460.8	572.3	230
Medway	646.1	699.5	-	458.1	560.2	258.3
South East	694.9	762.3	225.3	500.2	632.7	244.1
Great Britain	669.5	728.3	230	491.8	629.1	246.5

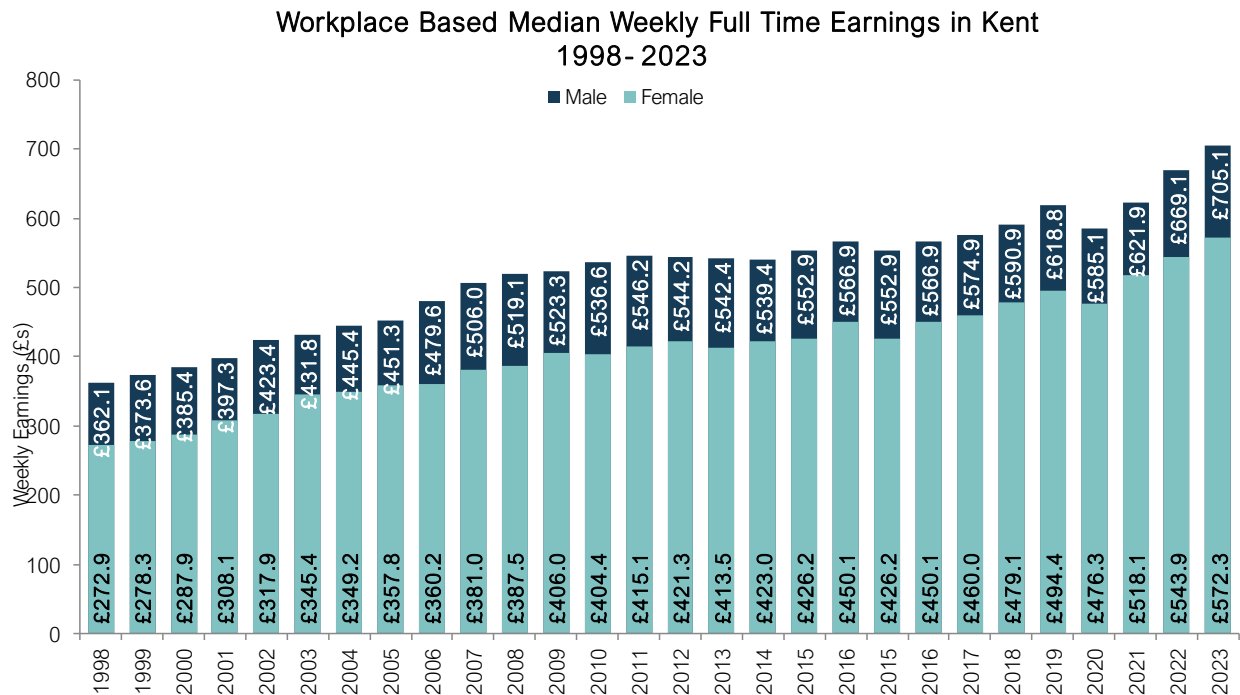
Source: ASHE

Presented by: Kent Analytics, Kent County Council

Chart 6 shows how male and female workplace based full time weekly earnings have changed in Kent since 1998. While male earnings remain higher than female earnings, between 1998 and 2023 female earnings grew at a faster rate than for males. Female workplace earnings grew by 93.2% (£254.40) while male earnings grew by 77.8% (+£281.70).

The difference between the earnings for males and females working in Kent has fluctuated since 1998 although generally the gap has been reducing. The difference between male and female full-time weekly earnings in 1998 was £89.20, males being paid 24.6% more than females. In 2010 the gap between male and female earnings was greatest with males earnings £132.20 more than females (24.6% more). In 2023 male earnings were 18.8% higher than female earnings, equivalent to £132.80 per week difference.

Chart 6: Kent male & female workplace-based full-time earnings, 1998 to 2022



Source: Annual Survey of Hours and Earnings
Presented by: Kent Analytics, Kent County Council

Workplace and resident-based earnings comparison

The earnings for people who work in Kent are generally lower than the earnings of workers who live in Kent. Kent is a net exporter of labour and many of those who live in Kent but work elsewhere go to London to work where the salaries are higher.

In Kent as a whole, people who work in the county had full-time weekly earnings which were 6.4% lower than for those who live in the county. In Kent local authority districts, the biggest difference can be seen in Sevenoaks district where workplace earnings were 22.1% lower (£170.80) than resident earnings.

Dover and Gravesham were the only districts where workplace earnings were higher than resident earnings. In Dover, workplace earnings were 3.5% higher than resident earnings (+£23.60) and in Gravesham they were 1.2% higher (+£9.30). This is shown in table 5.

Table 5: Comparison of resident and workplace based full time weekly earnings

2023	Resident	Workplace	Difference (£s)	Difference (%)
Ashford	£662.40	£597.90	-£64.50	-9.7%
Canterbury	£667.40	£658.30	-£9.10	-1.4%
Dartford	£753.00	£743.20	-£9.80	-1.3%
Dover	£681.80	£705.40	£23.60	3.5%
Folkestone & Hythe	£687.70	£659.10	-£28.60	-4.2%
Gravesham	£755.40	£764.70	£9.30	1.2%
Maidstone	£668.70	£615.10	-£53.60	-8.0%
Sevenoaks	£774.50	£603.70	-£170.80	-22.1%
Swale	£702.80	£634.20	-£68.60	-9.8%
Thanet	£613.70	£549.90	-£63.80	-10.4%
Tonbridge and Malling	£766.60	£633.40	-£133.20	-17.4%
Tunbridge Wells	£766.30	£684.40	-£81.90	-10.7%
Kent	£696.30	£651.60	-£44.70	-6.4%
Medway	£683.40	£646.50	-£36.90	-5.4%
South East	£723.50	£704.30	-£19.20	-2.7%
Great Britain	£682.60	£682.60	£0.00	0.0%

Source: ASHE

Presented by: Kent Analytics, Kent County Council

Appendix

Table 6: Resident based gross weekly full-time earnings in South East local authorities in 2023 – sorted from highest to lowest

Local authority name	Local authority code	Residence based full-time weekly earnings 2023
Elmbridge	E07000207	895.6
Waverley	E07000216	881.7
Wokingham	E06000041	870.7
Hart	E07000089	857.8
Epsom and Ewell	E07000208	850
Runnymede	E07000212	824.7
Surrey Heath	E07000214	818.3
South Oxfordshire	E07000179	817.7
Reigate and Banstead	E07000211	800
Woking	E07000217	797.9
Winchester	E07000094	789.4
Windsor and Maidenhead	E06000040	787.3
Mole Valley	E07000210	782.4
Guildford	E07000209	778.2
West Berkshire	E06000037	775.5
Sevenoaks	E07000111	774.5
Mid Sussex	E07000228	768.7
Tonbridge and Malling	E07000115	766.6
Tunbridge Wells	E07000116	766.3
Buckinghamshire	E06000060	763.7
Basingstoke and Deane	E07000084	761
Gravesham	E07000109	755.4
Dartford	E07000107	753
Fareham	E07000087	748.2
Bracknell Forest	E06000036	743.8
East Hampshire	E07000085	732
Vale of White Horse	E07000180	730.8
Spelthorne	E07000213	728.6
Reading	E06000038	728.3
Eastbourne	E07000061	726.7
Test Valley	E07000093	721.2
Slough	E06000039	720.6
Oxford	E07000178	719.1
Tandridge	E07000215	718.1
Eastleigh	E07000086	712.7

Local authority name	Local authority code	Residence based full-time weekly earnings 2023
Horsham	E07000227	707
Rushmoor	E07000092	704.4
Swale	E07000113	702.8
Milton Keynes	E06000042	700.8
Cherwell	E07000177	690.9
Lewes	E07000063	690.5
Havant	E07000090	689.8
West Oxfordshire	E07000181	688.4
Brighton and Hove	E06000043	688
Folkestone and Hythe	E07000112	687.7
Medway	E06000035	683.4
Dover	E07000108	681.8
Wealden	E07000065	679.9
New Forest	E07000091	674.1
Maidstone	E07000110	668.7
Canterbury	E07000106	667.4
Ashford	E07000105	662.4
Chichester	E07000225	661.2
Gosport	E07000088	656.8
Hastings	E07000062	655.8
Crawley	E07000226	654.4
Portsmouth	E06000044	653.6
Southampton	E06000045	651.6
Worthing	E07000229	644.8
Isle of Wight	E06000046	639.4
Rother	E07000064	623.9
Thanet	E07000114	613.7
Adur	E07000223	590.5
Arun	E07000224	561

Source: ASHE

Presented by: Kent Analytics, Kent County Council

Table 7: Workplace-based gross weekly full-time earnings in South East local authorities in 2023 – sorted from highest to lowest

Local authority name	Local authority code	Workplace based full-time weekly earnings 2023
Mole Valley	E07000210	877.8
Guildford	E07000209	844.2
Runnymede	E07000212	813
Wokingham	E06000041	785.8
Reading	E06000038	783.8
Vale of White Horse	E07000180	781.3
West Berkshire	E06000037	779.5
Bracknell Forest	E06000036	778.7
Milton Keynes	E06000042	778.7
Slough	E06000039	774
Elmbridge	E07000207	768
Windsor and Maidenhead	E06000040	765.8
Gravesham	E07000109	764.7
South Oxfordshire	E07000179	764.1
Hart	E07000089	755.6
Oxford	E07000178	754.8
Woking	E07000217	746.2
Basingstoke and Deane	E07000084	744
Dartford	E07000107	743.2
Crawley	E07000226	741.4
Buckinghamshire	E06000060	735.4
Rushmoor	E07000092	727.8
Tandridge	E07000215	727.1
Portsmouth	E06000044	726.5
Surrey Heath	E07000214	718
Spelthorne	E07000213	716.1
Waverley	E07000216	706.2
Dover	E07000108	705.4
Reigate and Banstead	E07000211	705
Fareham	E07000087	704.2
Southampton	E06000045	703.9
Mid Sussex	E07000228	699.5
Tunbridge Wells	E07000116	684.4
Winchester	E07000094	682.6
Test Valley	E07000093	670.8
Brighton and Hove	E06000043	670.4
West Oxfordshire	E07000181	665

Local authority name	Local authority code	Workplace based full-time weekly earnings 2023
Cherwell	E07000177	663
Eastleigh	E07000086	662
New Forest	E07000091	659.4
Folkestone and Hythe	E07000112	659.1
Canterbury	E07000106	658.3
Horsham	E07000227	653.4
Eastbourne	E07000061	652.2
Lewes	E07000063	648.9
Medway	E06000035	646.5
Worthing	E07000229	635.6
Swale	E07000113	634.2
Wealden	E07000065	633.6
Tonbridge and Malling	E07000115	633.4
Gosport	E07000088	633.2
Epsom and Ewell	E07000208	630.8
Havant	E07000090	628.8
East Hampshire	E07000085	628.1
Maidstone	E07000110	615.1
Chichester	E07000225	606.2
Isle of Wight	E06000046	605.9
Sevenoaks	E07000111	603.7
Ashford	E07000105	597.9
Adur	E07000223	595.8
Rother	E07000064	577.6
Arun	E07000224	572.2
Hastings	E07000062	566.6
Thanet	E07000114	549.9

Source: ASHE

Presented by: Kent Analytics, Kent County Council

Related documents

Further information about earnings and income can be found on our [Earnings and Income](#) webpage. For wider economic indicators see our [Economy and Employment Data](#) webpages.