

## Earnings in Kent 2016

### Related documents

[Gross Disposable Household Income](#) - The average annual disposable income of households in Kent

[Earnings, Income and Housing Affordability in Kent](#) – a more detailed report of income and housing affordability in the county.

### Further information

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**This bulletin looks at resident and workplace based earnings during 2016 in Kent, its local authority districts and Medway and provides comparisons with the South East and Great Britain.**

### Kent Area Summary

Median earnings of people who **live** in Kent

- In 2015, the full-time weekly earnings for workers living in Kent was £553.30. This was above the national figure of £541.00 but below the South East regional figure of £582.00
- The weekly full time earnings for males living in Kent was £600.20 and for females was £470.00.
- People living in the west of Kent have higher earnings than in the east. The highest earners live in Tonbridge and Malling district and have average weekly full time earnings of £655.10.
- Residents in Thanet district had the lowest median weekly full-time earnings at £462.50
- Median weekly earnings for Kent residents have increased by £141.50 since 2002, an increase of 34.4%. This is higher than regional increase (+33.8%) but lower than the national increase (+37.8%)

Median earnings of people who **work** in Kent

- The weekly full time earnings for people who work in Kent was £517.50. This is below the regional average of £566.00 and the national average of £540.20
- People who work in Dartford district had the highest weekly earnings of all the districts in Kent at £596.00
- Thanet district had the lowest weekly workplace earnings of districts in the whole of the South East Region at £414.50

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## Introduction

Earnings data comes from the Annual Survey of Hours and Earnings (ASHE) from the Office for National Statistics. Data is based on a sample of employee jobs taken from HM Revenue & Customs 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 data on gross earnings (earnings before tax, National Insurance or other deductions) for employees by gender 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 data for part-time workers is suppressed due to statistical unreliability.

This bulletin uses the latest data released in November 2016 which includes revisions to previously released 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.

## Resident based earnings

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

Map 1 shows the weekly full time resident based earnings in England. The map clearly shows that those with the highest weekly earnings live largely in the south east of England, mainly around the London area. There are no local authorities in the south west of England where residents' weekly full time earnings are within the top 20% in the country.

The Kent map shows that those workers with the highest weekly earnings live in the west of the county. Tonbridge & Malling and Dartford districts have resident earnings within the top 20% in the country. People living in Thanet district have the lowest weekly earnings of the Kent districts, within the bottom 20% in England.

## Map 1: Resident based weekly full time earnings

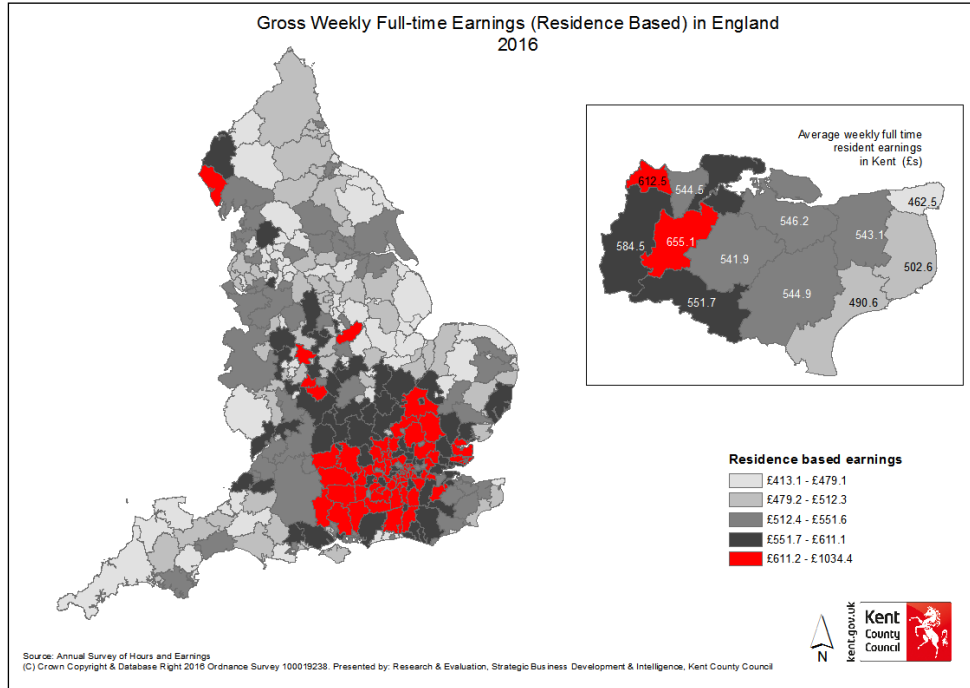


Chart 1 shows the residence based full time weekly earnings in Kent local authority districts and districts in the South East region and compares them to the Great Britain average. Residents in Kent (£553.30) and the South East Region (£582.00) have higher weekly earnings than in Great Britain as a whole (£541.00). The chart shows that three Kent districts, Thanet and Dover and Shepway, have resident weekly earnings below the national average. Thanet has the 2<sup>nd</sup> lowest resident earnings in the whole of the South East.

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

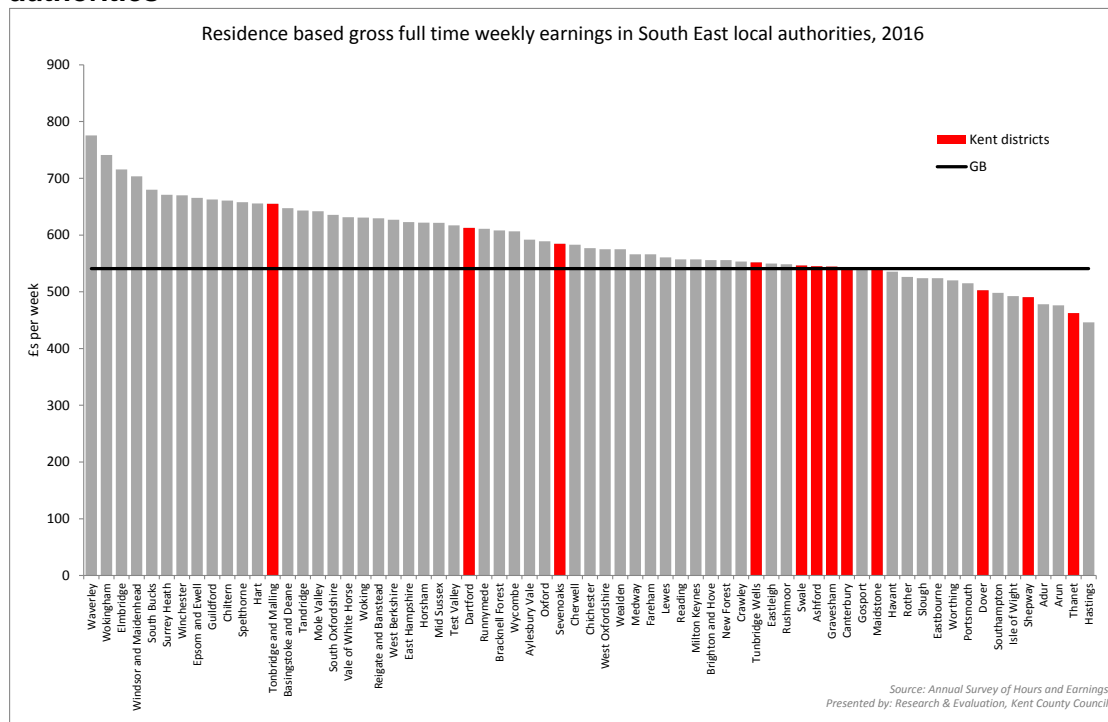


Chart 2 shows the median weekly earnings of residents in Kent local authority districts compared to the average for the South East and Great Britain as a whole. Residents in nine Kent districts have earnings below the average for the South East region.

**Chart 2: Median weekly resident earnings in the KCC area**

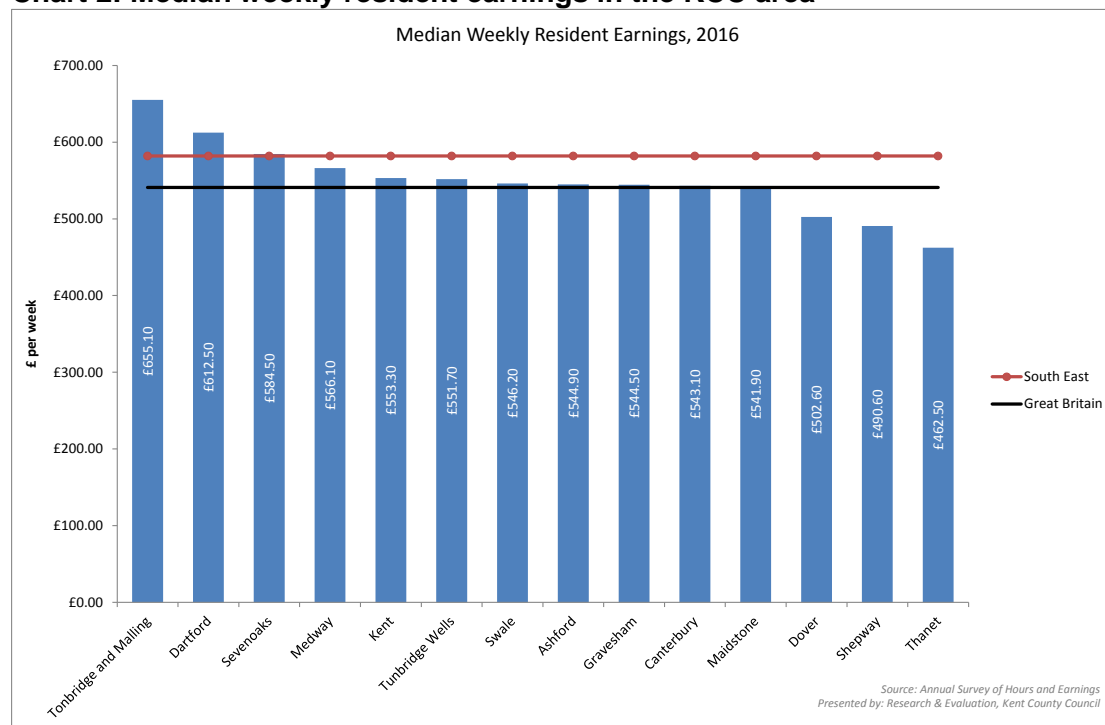


Table 1 shows the resident based full time and part time weekly earnings of male and female residents in Kent local authority districts.

**Table 1: Resident based weekly earnings in Kent local authority districts**

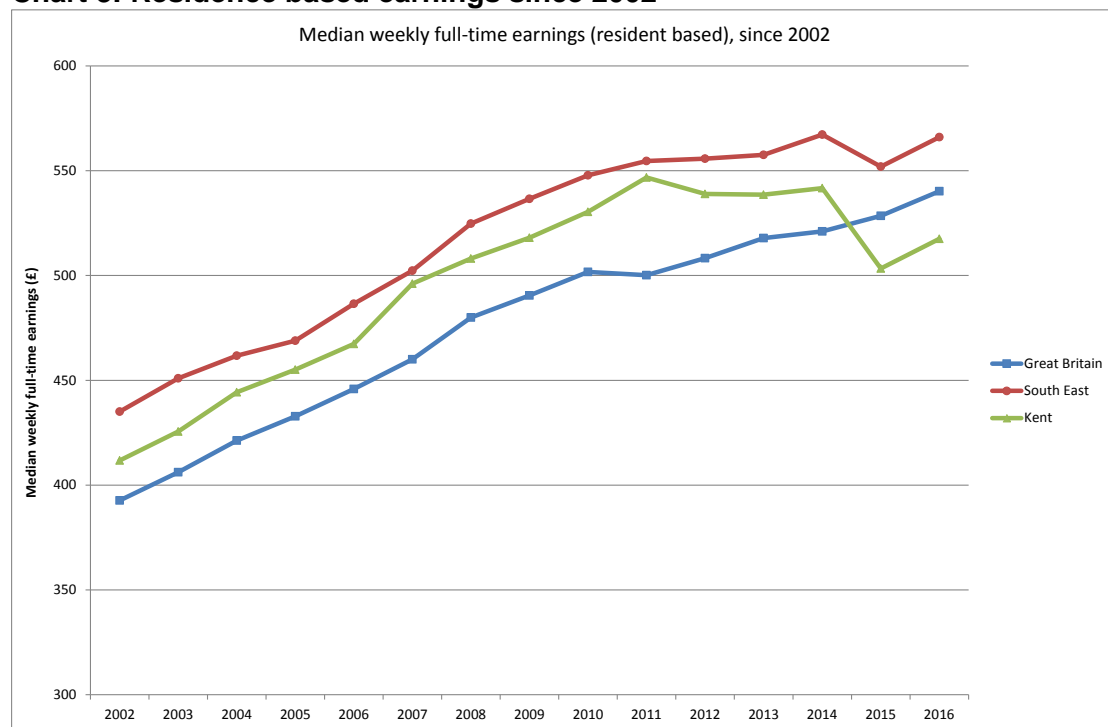
2016 Resident based weekly earnings	Total Males & Females			Total Males			Total Females			
	Area	All workers	Full Time Workers	Part Time Workers	All workers	Full Time Workers	Part Time Workers	All workers	Full Time Workers	Part Time Workers
Ashford	£468.40	£544.90	£181.40	£559.30	£594.00	~	£316.40	£441.30	£181.40	
Canterbury	£426.50	£543.10	£162.30	£538.10	£609.60	~	£338.40	£438.50	£158.40	
Dartford	£526.20	£612.50	£154.30	£613.40	£642.20	~	£393.80	£548.10	£154.30	
Dover	£448.00	£502.60	£197.00	£488.00	£529.80	~	£384.50	£484.70	£192.70	
Gravesham	£439.60	£544.50	£162.10	£586.70	£602.70	~	£312.90	£416.80	£163.00	
Maidstone	£460.30	£541.90	£175.40	£551.90	£579.50	~	£364.60	£472.10	£171.30	
Sevenoaks	£483.80	£584.50	£199.20	£603.90	£655.20	~	£346.20	£531.50	£183.50	
Shepway	£421.90	£490.60	£157.30	£498.50	£610.80	~	£344.90	£421.50	~	
Swale	£437.10	£546.20	£152.90	£536.80	£580.70	~	£333.20	£476.90	£151.80	
Thanet	£340.90	£462.50	£191.40	£459.30	£548.90	~	£286.90	£407.80	£194.70	
Tonbridge and Malling	£510.40	£655.10	£194.10	£654.10	£738.60	~	£401.40	£565.60	£212.90	
Tunbridge Wells	£467.80	£551.70	£172.70	£548.90	£571.80	~	£404.20	£477.70	£209.20	
<b>Kent</b>	<b>£452.30</b>	<b>£553.30</b>	<b>£174.20</b>	<b>£559.10</b>	<b>£600.20</b>	<b>£170.50</b>	<b>£352.40</b>	<b>£470.00</b>	<b>£177.80</b>	
<b>Medway</b>	<b>£483.60</b>	<b>£566.10</b>	<b>£160.20</b>	<b>£574.90</b>	<b>£607.30</b>	~	<b>£343.20</b>	<b>£449.20</b>	<b>£156.70</b>	
<b>South East</b>	<b>£479.10</b>	<b>£582.00</b>	<b>£182.80</b>	<b>£583.10</b>	<b>£634.50</b>	<b>£164.90</b>	<b>£376.60</b>	<b>£512.30</b>	<b>£188.60</b>	
<b>Great Britain</b>	<b>£440.80</b>	<b>£541.00</b>	<b>£178.10</b>	<b>£535.20</b>	<b>£581.20</b>	<b>£168.30</b>	<b>£350.70</b>	<b>£481.10</b>	<b>£182.10</b>	

~: Figures are not available due to either suppression because of statistical unreliability or the figures are missing from original data set  
Source: Annual Survey of Hours and Earnings - resident analysis  
Presented by: Research & Evaluation, Kent County Council

Overall earnings of people living in Kent have increased by 34.4% since 2002 equivalent to an increase of £141.50 per week. This is shown in chart 3.

The chart also shows a significant fall in average earnings in Kent in 2015 which was also seen in a lesser extent in the South east region but not at all nationally. Earnings in Kent have increased slightly over the last year (+0.3% or +£1.80 per week).

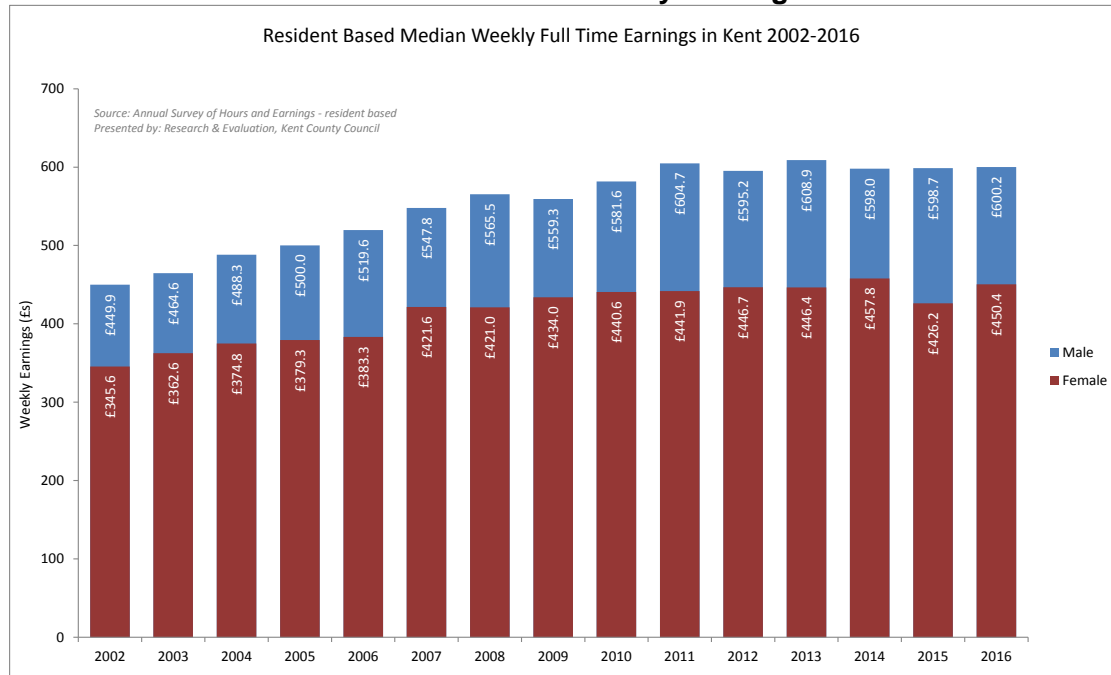
**Chart 3: Residence based earnings since 2002**



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.

Chart 4 shows how male and female residence based weekly earnings have grown in the Kent area since 2002. While both male and female earnings have grown, the difference between male and female earnings living in Kent has increased since 2002. Male earnings have always been higher than female earnings. This gap remains fairly constant nationally and regionally however the gap between male and female earnings of Kent residents has widened since 2002. Male full time weekly earnings in 2002 were £104.30 greater than female earnings and £149.80 higher in 2016.

## Chart 4: Male and female resident based weekly earnings in Kent

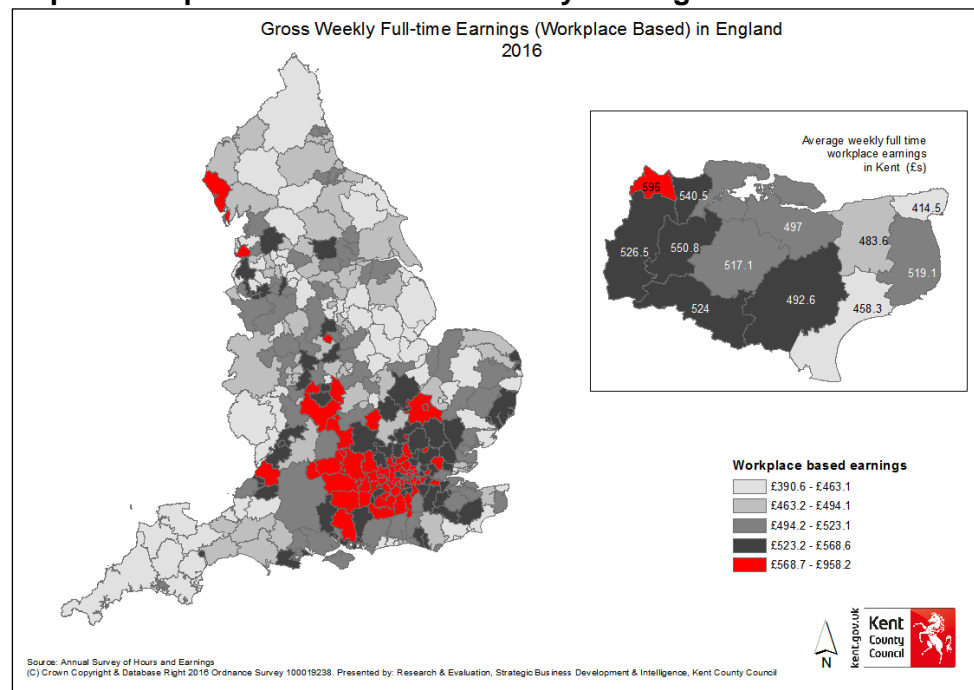


## Workplace based earnings

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

Map 2 shows the weekly full time workplace based earnings in England. The map shows that those workers with the highest weekly earnings work in London and the areas to the west of London.

## Map 2: Workplace based full time weekly earnings



In Kent the average earnings of workers in Thanet district are within the bottom 20% in the country. Dartford district has workplace earnings within the top 20% in the country.

Chart 5 shows the workplace based full time weekly earnings in 2016 in local authorities in the South East region and compares them to Great Britain as a whole. Eight Kent districts have workplace earnings below the national average. Thanet district has the lowest workplace earnings in the South East.

**Chart 5: Workplace based full time weekly earnings in South East local authorities**

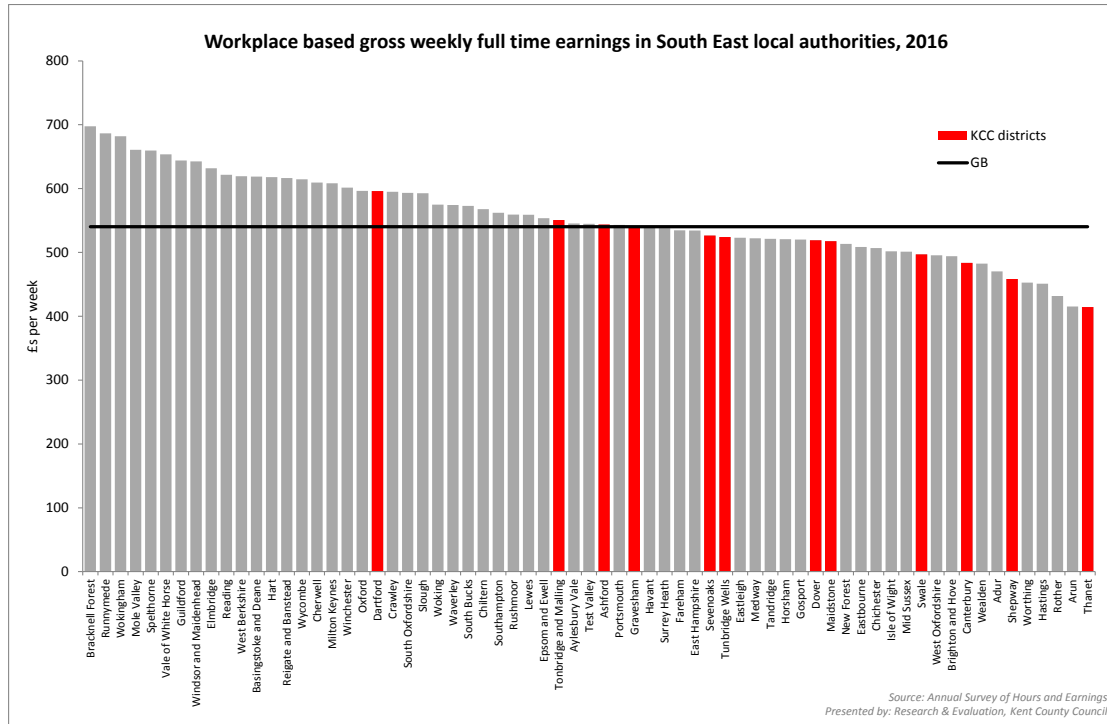


Chart 6 looks more closely at the earnings of people who work in Kent. People who work in Kent have weekly full time earnings of £517.50. This is below the national earnings of £540.20 and the South East earnings of £566.00. The chart shows that two Kent districts, Dartford and Gravesham, have workplace weekly earnings above the national level. Dartford has the highest workplace earnings in Kent (£596.00). The lowest workplace earnings in Kent are in Thanet district, with weekly earnings of £414.50.

**Chart 6: Workplace based weekly earnings in Kent local authority districts**

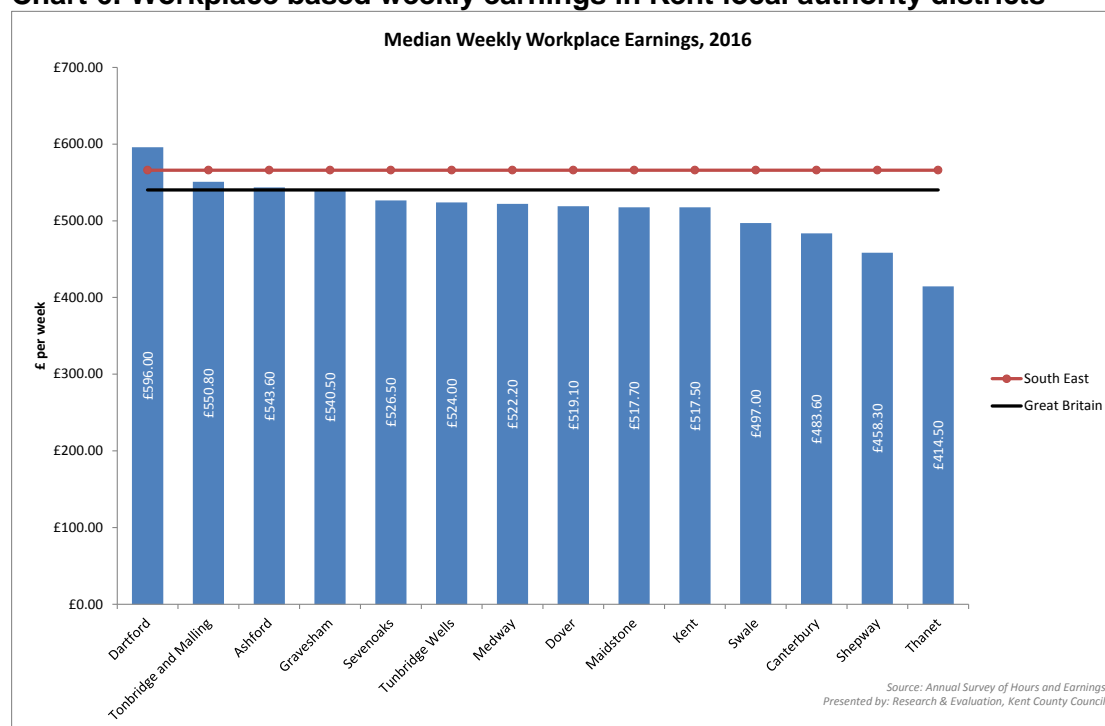


Table 2 shows the full time and part time weekly earnings of males and females working in Kent local authority districts.

**Table 2: Workplace based weekly earnings in Kent local authority districts**

Workplace based 2016	Total Males & Females			Total Males			Total Females		
	All workers	Full Time Workers	Part Time Workers	All workers	Full Time Workers	Part Time Workers	All workers	Full Time Workers	Part Time Workers
Ashford	£447.40	£543.60	£176.50	£575.70	£609.00	~	£345.60	£436.70	£172.90
Canterbury	£380.20	£483.60	£154.70	£445.60	£515.40	~	£305.90	£436.30	£147.70
Dartford	£480.40	£596.00	£166.70	£619.30	£647.10	~	£311.50	£494.00	£180.20
Dover	£443.00	£519.10	£199.10	£539.50	£580.80	~	£341.50	£473.50	£214.20
Gravesham	£385.90	£540.50	£155.50	£669.50	£679.40	~	£260.80	£395.10	£155.80
Maidstone	£428.40	£517.70	£154.80	£546.30	£576.40	~	£332.10	£422.10	£154.20
Sevenoaks	£436.40	£526.50	£182.10	£530.60	£589.40	~	£295.00	£440.00	£183.40
Shepway	£374.30	£458.30	£151.30	£419.70	£468.00	£167.60	£339.50	£409.80	~
Swale	£397.50	£497.00	£151.50	£473.80	£518.20	~	£291.80	£450.80	£143.80
Thanet	£302.80	£414.50	£175.60	£367.50	£436.40	~	£256.80	£397.60	£189.80
Tonbridge and Malling	£457.80	£550.80	£191.00	£539.50	£567.70	£152.40	£362.10	£495.70	£205.70
Tunbridge Wells	£427.30	£524.00	£172.10	£502.40	£525.40	~	£390.90	£517.20	£200.10
<b>Kent</b>	<b>£418.60</b>	<b>£517.50</b>	<b>£168.00</b>	<b>£516.20</b>	<b>£566.80</b>	<b>£159.50</b>	<b>£323.70</b>	<b>£450.40</b>	<b>£172.20</b>
<b>Medway</b>	<b>£433.90</b>	<b>£522.20</b>	<b>£188.20</b>	<b>£555.50</b>	<b>£576.10</b>	~	<b>£319.40</b>	<b>£422.90</b>	<b>£179.80</b>
<b>South East</b>	<b>£460.00</b>	<b>£566.00</b>	<b>£179.40</b>	<b>£563.80</b>	<b>£611.50</b>	<b>£160.90</b>	<b>£365.20</b>	<b>£497.80</b>	<b>£184.50</b>
<b>Great Britain</b>	<b>£440.00</b>	<b>£540.20</b>	<b>£177.60</b>	<b>£534.70</b>	<b>£580.60</b>	<b>£167.80</b>	<b>£350.00</b>	<b>£480.80</b>	<b>£181.70</b>

~ : Figures are not available due to either suppression because of statistical unreliability or the figures are missing from original data set  
Source: Annual Survey of Hours and Earnings - workplace analysis Office for National Statistics (ONS) © Crown Copyright  
Presented by: Research & Evaluation, Kent County Council

Chart 7 shows how workplace based earnings have grown since 1998. Kent workplace earnings have always been below the national and regional average.



**Chart 7: Workplace based earnings since 1998**

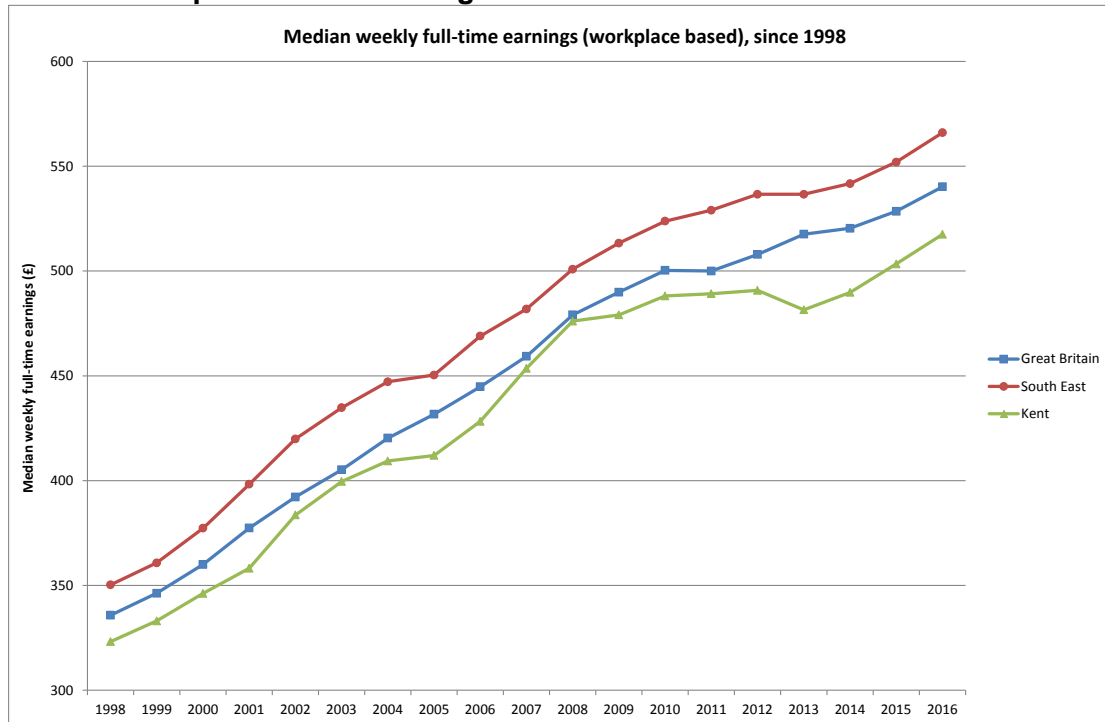
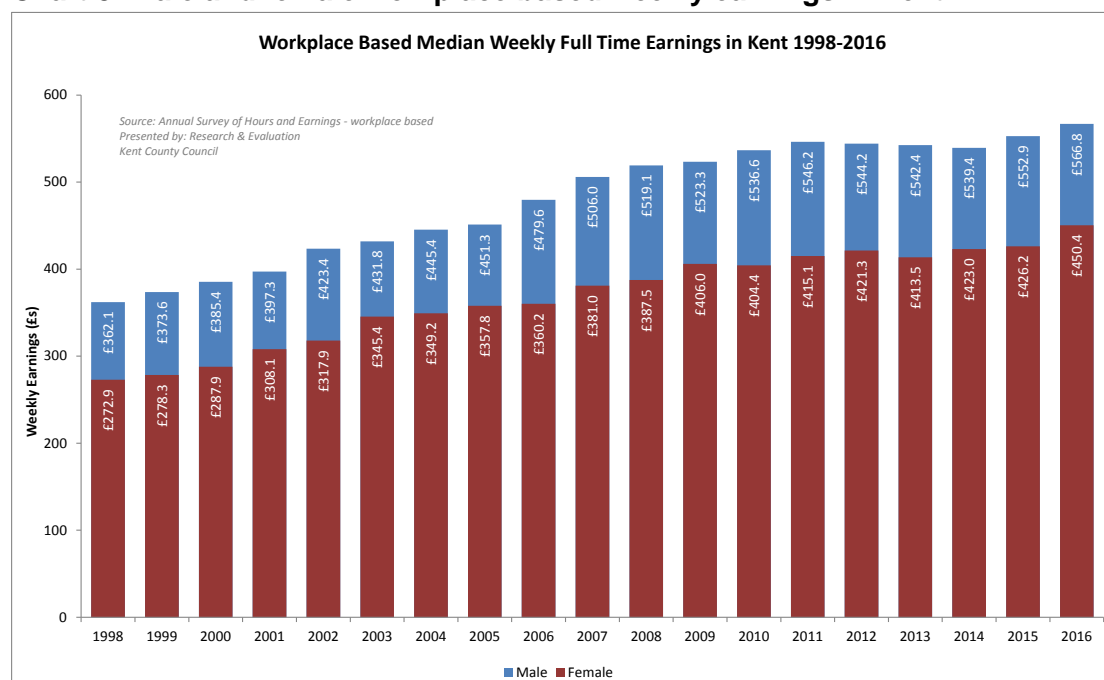


Chart 8 shows how male and female workplace based full time weekly earnings have grown in Kent as a whole since 1998. Male earnings have grown by 39.6% and female earnings by 48.6%.

Since 2015 male workplace earnings have grown by 2.5% while female earnings have grown by 5.7%.

The difference between the earnings for males and females working in Kent has changed very little since 1998. The difference between male and female full time weekly earnings in 1998 was £116.40, males being paid 24.6% more than females. In 2015 male earnings were 20.5% higher than female earnings, £116.40 per week difference in real terms.

**Chart 8: Male and female workplace based weekly earnings in Kent**



**Workplace and resident based earnings comparison**

The earnings for people who work in Kent are lower than the earnings of workers who live in Kent. Kent is a net exporter of labour and most 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 have full time weekly earnings which are £35.80 or 6.5% lower than for those who live in the county. In Kent local authority districts the biggest difference can be seen in Tonbridge & Malling district where workplace earnings are 15.9% lower (£104.30) than resident earnings. Dover is the only district in the county where workplace earnings are higher than resident earnings.

This is shown in table 3.

**Table 3: Comparison of resident and workplace based full time weekly earnings**

<b>2015</b>	<b>Resident</b>	<b>Workplace</b>	<b>Difference (£s)</b>	<b>Difference (%)</b>
Ashford	£544.90	£543.60	-£1.30	-0.2%
Canterbury	£543.10	£483.60	-£59.50	-11.0%
Dartford	£612.50	£596.00	-£16.50	-2.7%
Dover	£502.60	£519.10	<b>£16.50</b>	<b>3.3%</b>
Gravesham	£544.50	£540.50	-£4.00	-0.7%
Maidstone	£541.90	£517.70	-£24.20	-4.5%
Sevenoaks	£584.50	£526.50	-£58.00	-9.9%
Shepway	£490.60	£458.30	-£32.30	-6.6%
Swale	£546.20	£497.00	-£49.20	-9.0%
Thanet	£462.50	£414.50	-£48.00	-10.4%
Tonbridge and Malling	£655.10	£550.80	-£104.30	-15.9%
Tunbridge Wells	£551.70	£524.00	-£27.70	-5.0%
<b>Kent</b>	<b>£553.30</b>	<b>£517.50</b>	<b>-£35.80</b>	<b>-6.5%</b>
Medway	£566.10	£522.20	-£43.90	-7.8%
<b>South East</b>	<b>£582.00</b>	<b>£566.00</b>	<b>-£16.00</b>	<b>-2.7%</b>
<b>Great Britain</b>	<b>£541.00</b>	<b>£540.20</b>	<b>-£0.80</b>	<b>-0.1%</b>

*Source: ONS - Annual Survey of Hours and Earnings  
Presented by: Research & Evaluation, Kent County Council*

The next update to the Annual Survey of Hours and Earnings is due in Late 2017 and this bulletin will be revised accordingly.