

Earnings in Kent 2024

This bulletin uses data from the Annual Survey of Hours and Earnings published by the Office for National Statistics on 13th November 2024.

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

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[Kent Facts & Figures](#)

This bulletin looks at resident and workplace-based earnings during 2024 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 2024 were £751.80, below the regional average of £779.20 but above the national average of £729.80.
- Sevenoaks had the highest resident-based earnings in Kent (£915.20) while Thanet had the lowest (685.20).
- Resident-based earnings grew by 7.3% in Kent (+£51.40 per week) since the previous year.
- Male full-time weekly resident-based earnings in Kent were 18.6% or £1563.40 higher than females.
- Average weekly full-time workplace-based earnings in Kent in 2024 were £689.90, below the South East (£754.10) and the Great Britain (£729.60) averages.
- Gravesham had the highest workplace-based earnings in Kent (£759.80) while Thanet (£638.70) had the lowest.
- Workplace-based earnings in Kent grew by 5.5% since the previous year, equivalent to an increase of £36.20 a week.
- Male full-time workers in Kent had weekly earnings 17.5% higher than female workers.

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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 November 2024. This data is provisional and will be revised when the next years' data is released. The latest data includes revisions to 2023 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 2024 residents in Kent (£751.80) and the South East Region (£779.20) had higher full-time weekly earnings than in Great Britain as a whole (£729.80).

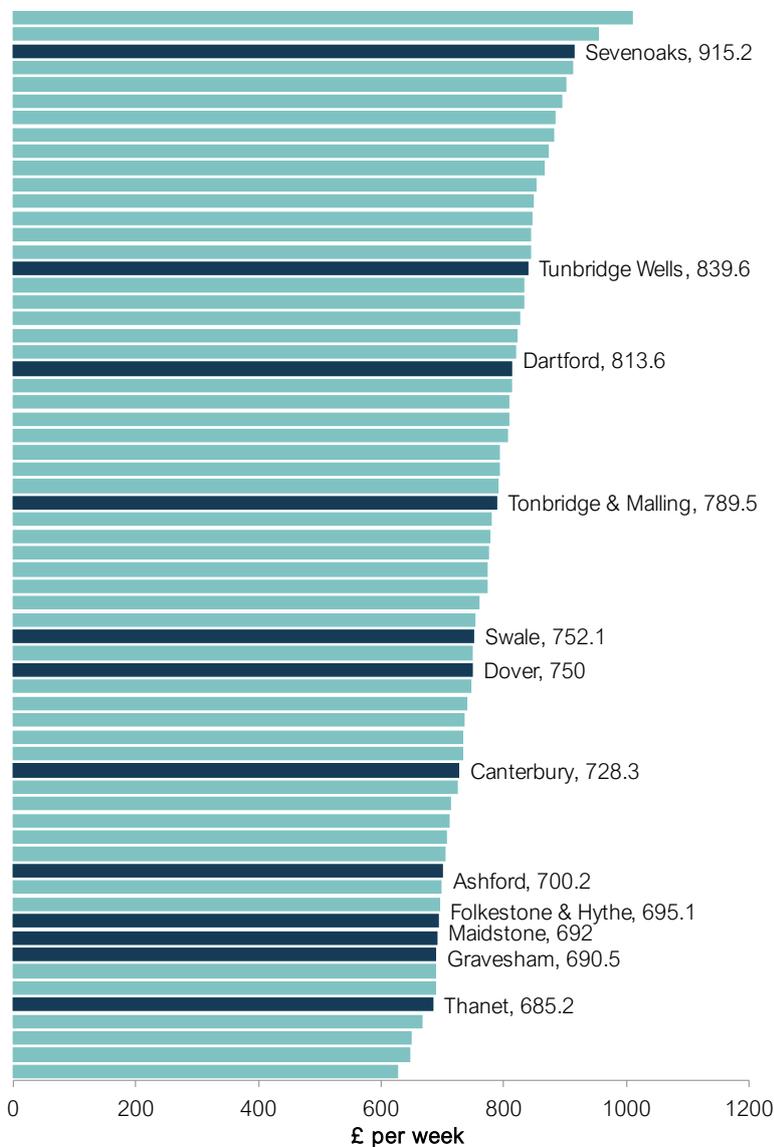
Chart 1 shows the resident earnings in Kent districts compared to other local authorities in the South East. A table showing the resident based gross full-time weekly earnings in all South East local authorities in 2024 can be found in table 6 in the appendix at the end of this bulletin.

Elmbridge in Surrey had the highest resident full-time weekly earnings in the South East region (£1,010). Of the Kent local authorities Sevenoaks (£915.20) had the highest earnings, ranking 3rd out of the 64 South East authorities.

Adur in West Sussex had the lowest residence-based earnings in the region (£627.10). Of the Kent local authorities Thanet (£685.20) had the lowest resident earnings. Ranking 60th out of the 64 South East authorities Thanet had the 5th 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, 2024



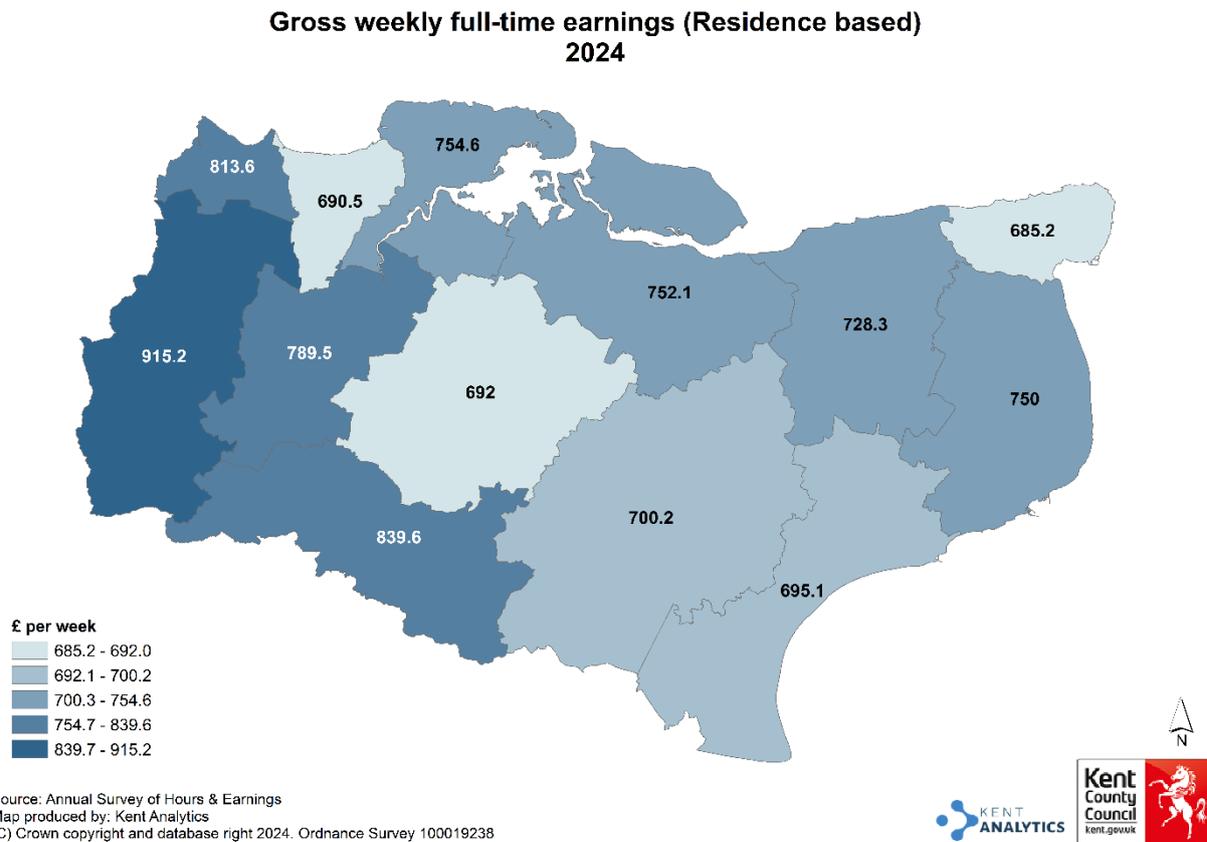
Source: Annual Survey of Hours and Earnings
Presented by: Kent Analytics, Kent County Council

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, Dartford, Tonbridge & Malling, and Tunbridge Wells. Sevenoaks' and Tunbridge Wells' resident earnings are within the top 20% of local authorities in the country with the highest resident-based earnings (£822.50 or above).

Resident based earnings are lowest in Thanet, Maidstone and Gravesham.

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



In Kent, the average full time weekly resident earnings were £751.80, for part-time workers the average was £262.80.

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

Four districts had part-time weekly earnings above the Kent average (Canterbury, Dartford, Swale and Tunbridge Wells).

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)

2024 Resident based weekly earnings	All workers (£)	All Full Time Workers (£)	All Part Time Workers (£)
Ashford	628.7	700.2	259.4
Canterbury	571.4	728.3	270.1
Dartford	650.2	813.6	305.7
Dover	643.3	750	-
Folkestone & Hythe	617.5	695.1	245.8
Gravesham	595.5	690.5	258.5
Maidstone	619	692	240.9
Sevenoaks	733.2	915.2	238.9
Swale	620.3	752.1	293.5
Thanet	554.5	685.2	256.9
Tonbridge and Malling	664.2	789.5	258.5
Tunbridge Wells	719.2	839.6	381.1
Kent	632.4	751.8	262.8
Medway	626.8	754.6	270.6
South East	654.8	779.2	263.9
Great Britain	615.4	729.8	264.1

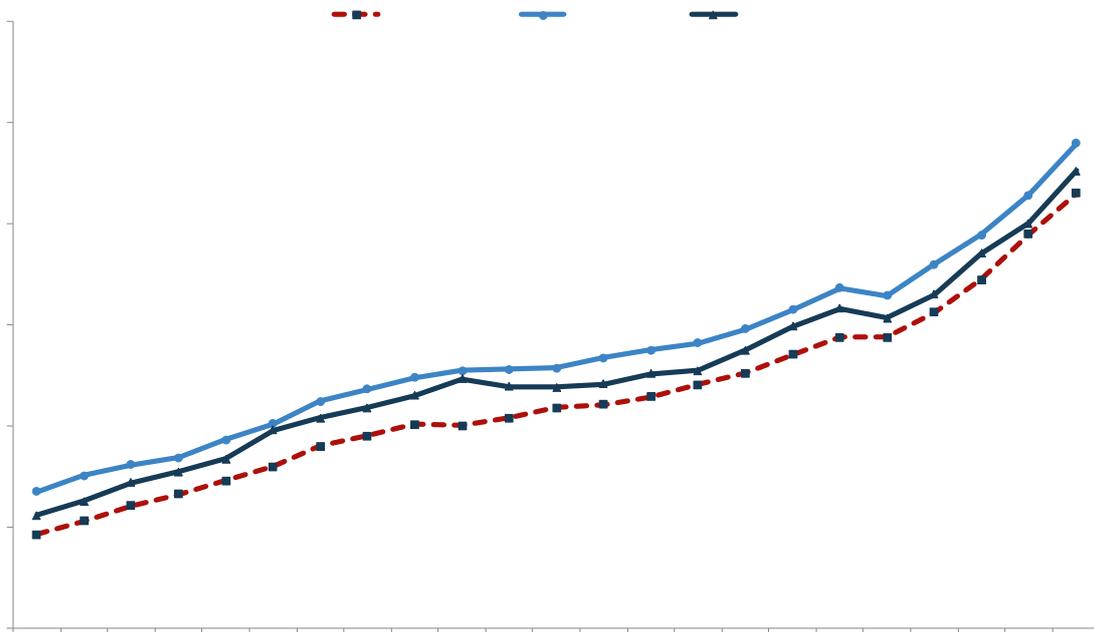
Source: ASHE

Presented by: Kent Analytics, Kent County Council

Overall earnings of people living in Kent have increased by 82.6% since 2002 equivalent to an increase of £340 per week. Over the last year Kent saw a slightly higher growth than seen in both the South East and Great Britain. In Kent earnings grew by 7.3%, equivalent to an increase of £51.40 per week. In the South East they grew by 7.0% (+£50.90) and in Great Britain by 5.8% (+£40.10).

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 2024. In 2024 male resident full-time weekly earnings in Kent were 18.6% higher (equivalent to £153.40 higher) than female earnings, with males earning £824.20 per week compared to females earning of £670.80. In the South East male resident full-time weekly earnings were 18.1% higher than females (£850 for males compared to £696.30 for females) and in Great Britain 13.4% higher than for females (£777.50 for males compared to £673.20 for females).

Within Kent the biggest difference between male and female full-time resident-based earnings was in Tunbridge Wells where males earned £318.10 more than females, a difference of 31.7%. The smallest difference was in Dartford where male full-time weekly earnings were £75.80 more than females, a difference of 9.3%.

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

2024 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	703.4	788.8	-	534.3	634	265.3
Canterbury	670.7	832.8	279.9	470.1	656.8	255.3
Dartford	769.7	817.4	-	535.1	741.6	305.6
Dover	746.8	814.3	-	487.7	679	-
Folkestone & Hythe	703.8	758.9	-	516	626.6	257.8
Gravesham	746.7	784.1	-	490.1	619.9	259.2
Maidstone	702.6	764.8	-	541.7	639.5	239.9
Sevenoaks	884.7	958.5	-	604.6	839.1	249.5
Swale	729.6	786.5	-	540	665.6	298.4
Thanet	628.8	753.2	-	507.4	648.7	282.6
Tonbridge and Malling	802.8	850	202.4	571.6	724.7	272.9
Tunbridge Wells	920	1004.3	-	576.2	686.2	387.7
Kent	747.4	824.2	234.3	532.7	670.8	269.8
Medway	759.7	794.4	228.8	532.5	650.7	281.3
South East	772.6	850	239	548.5	696.3	278.3
Great Britain	713.2	777.5	240.9	529.1	673.2	273.6

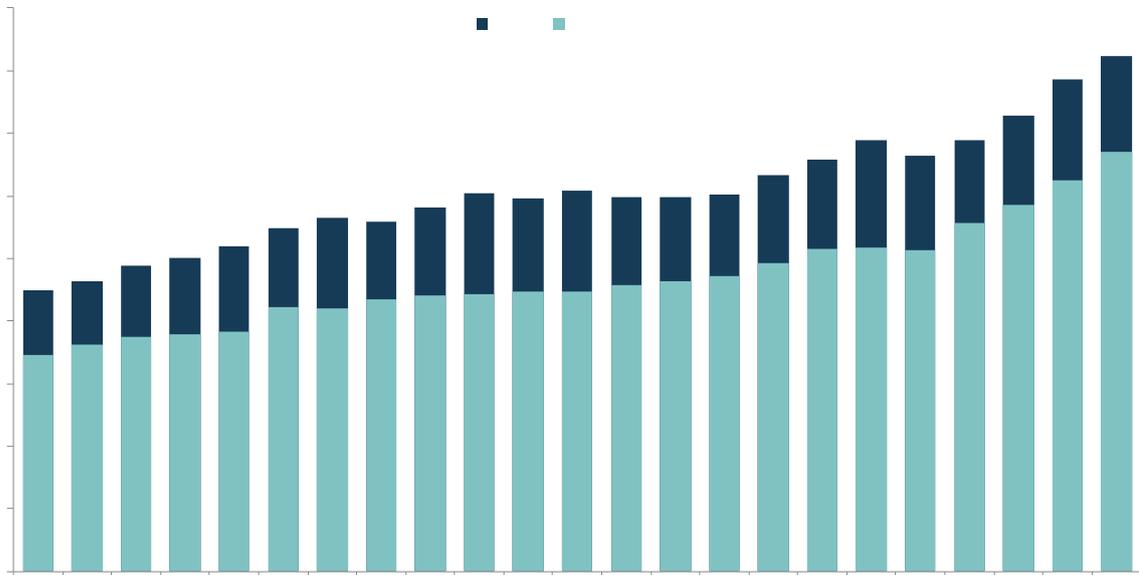
Source: ASHE

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 18.6% more in 2024.

Chart 3: Kent male & female resident based full-time earnings, 2002 to 2024



Workplace-based earnings

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

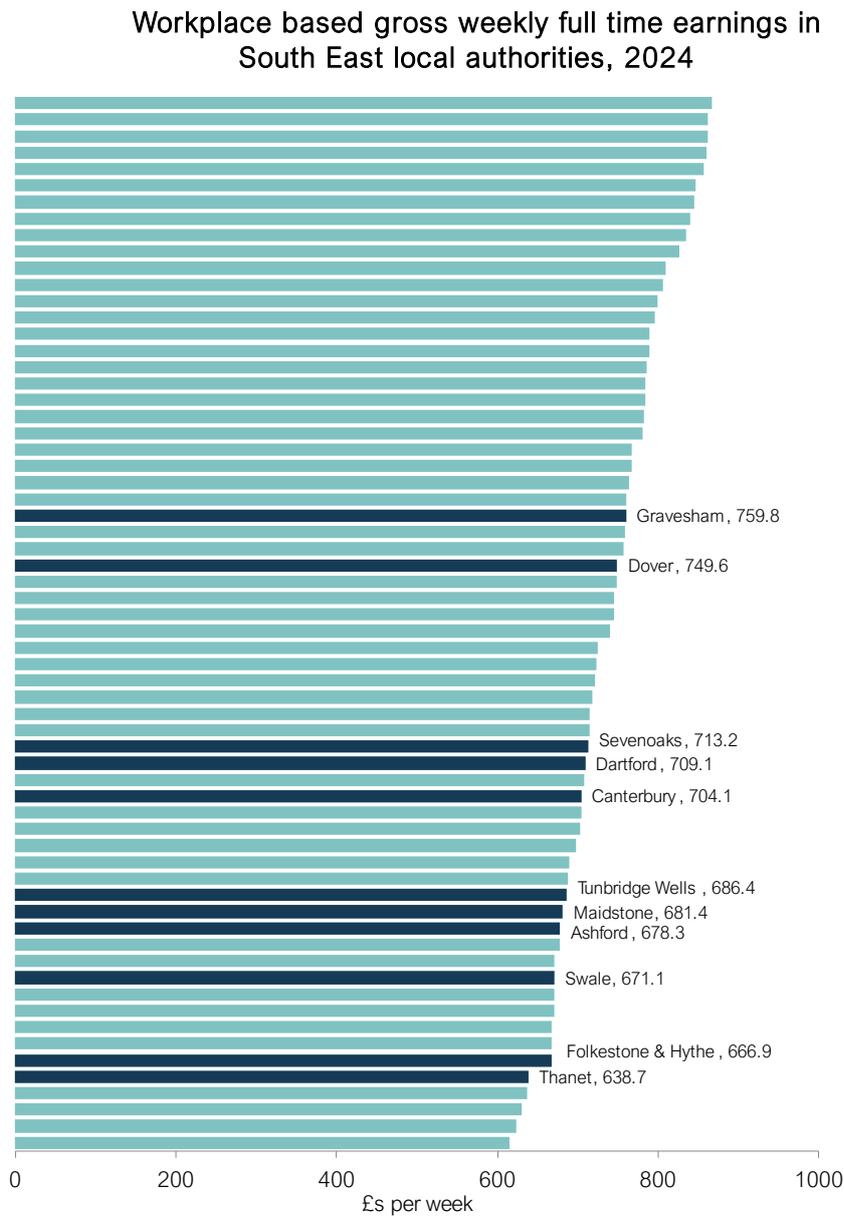
In 2024 Kent had lower full-time weekly workplace earnings than seen both regionally and nationally. In Kent full-time weekly workplace earnings were £689.90 in 2024, while in the South East region they were £754.10 and Great Britain £729.60.

Chart 4 overleaf shows the workplace based full-time weekly earnings in 2024 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 2024 can be found in table 7 in the appendix at the end of this bulletin.

Gravesham had the highest workplace earnings in Kent (£759.80) and ranked 26th highest out of the 64 local authorities in the region. Gravesham also had workplace earnings higher than the regional average.

Thanet had the lowest weekly workplace earnings in the Kent (£638.70) and ranked 5th lowest in the South East.

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



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 Dover. No Kent local authority was within the top 20% of local authorities in the country with highest workplace-based earnings (£767.80 or above).

Workplace based earnings are lowest in Thanet, Folkestone & Hythe, and Swale. Thanet (£638.70) was within the 20% of English local authorities with lowest workplace earnings (£645.40 or less).

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

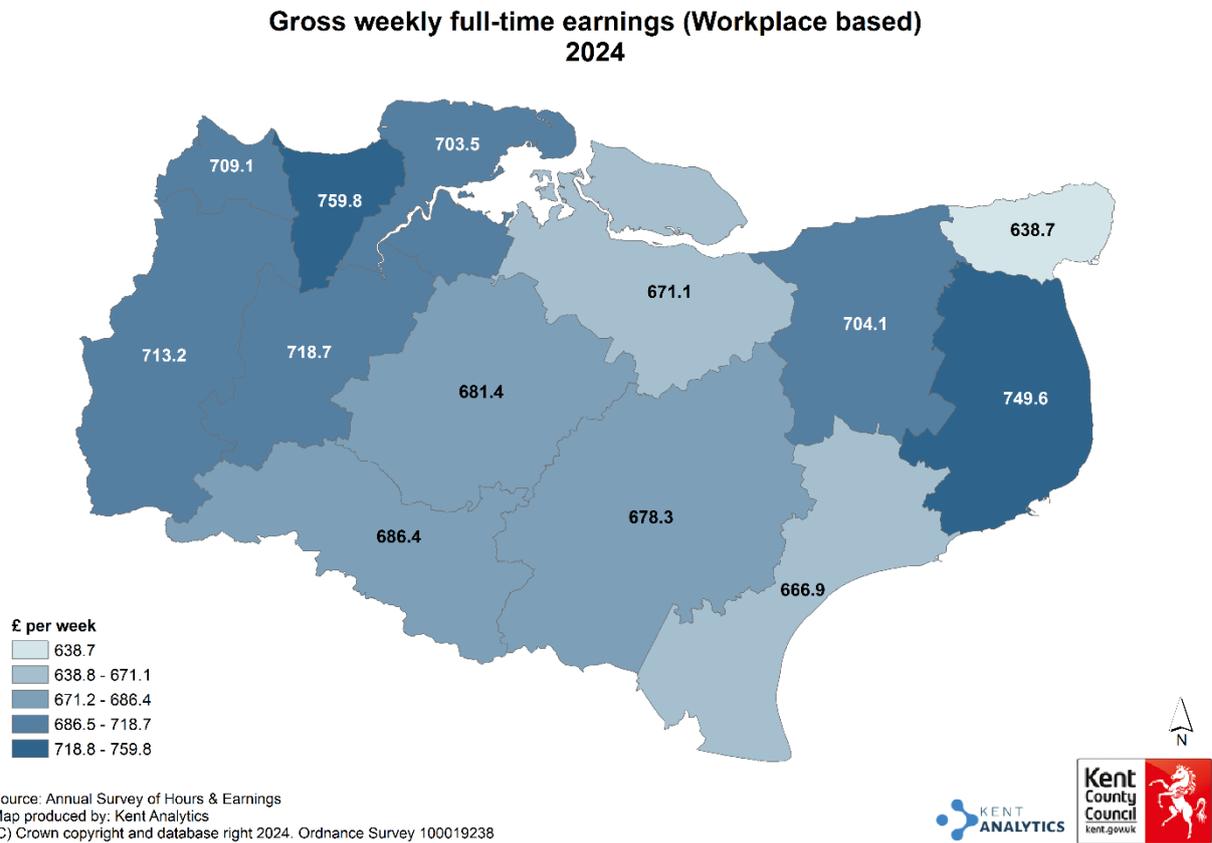


Table 3 shows the full time and part time weekly earnings of people working in Kent local authority districts in 2024.

Of the twelve local authority districts in Kent, Gravesham (£759.80), and Dover (£749.60), had the highest full time workplace earnings and were the only Kent districts to have workplace earnings above the national average of £729.60 per week. Gravesham also had workplace earnings above the regional average of £754.10.

Thanet (£638.70) had the lowest workplace earnings in Kent.

Table 3: Workplace based weekly earnings

Workplace based 2024	All Workers	All Full Time Workers	All Part Time Workers
Ashford	588.2	678.3	249.4
Canterbury	543.5	704.1	242.6
Dartford	568.1	709.1	251.4
Dover	639.6	749.6	263.1
Folkestone & Hythe	573	666.9	227.7
Gravesham	607.4	759.8	273.1
Maidstone	613.6	681.4	233.7
Sevenoaks	600.6	713.2	232.8
Swale	583.9	671.1	287.4
Thanet	520.6	638.7	259.3
Tonbridge and Malling	605.3	718.7	264
Tunbridge Wells	627.8	686.4	285.5
Kent	585.4	689.9	256.3
Medway	587.5	703.5	247.7
South East	633.5	754.1	259.1
Great Britain	615.4	729.6	263.5

Source: ASHE

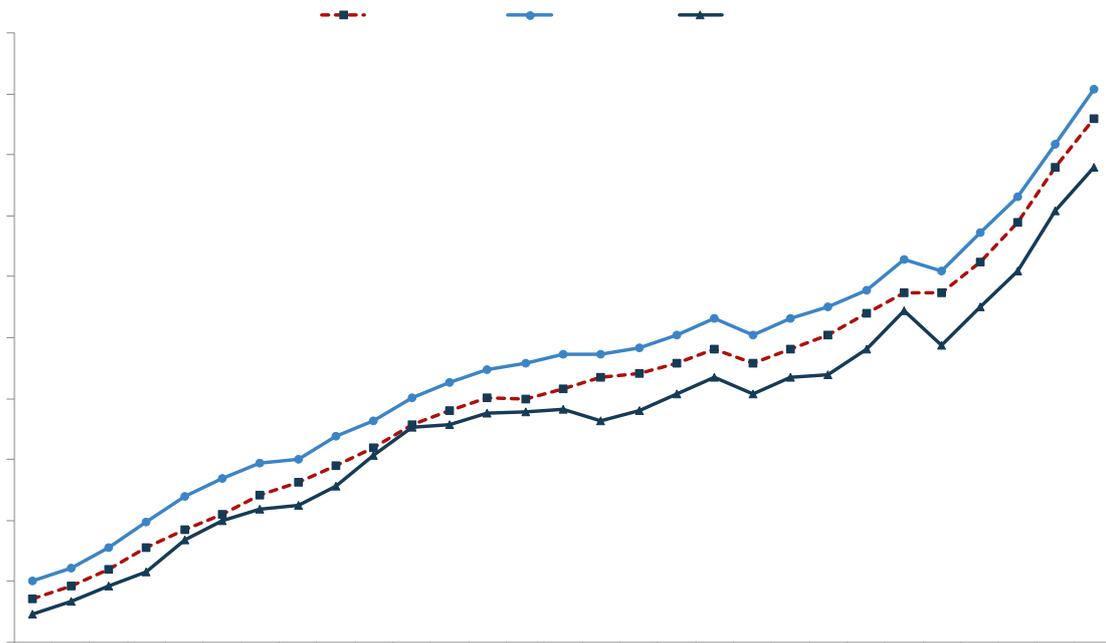
Presented by: Kent Analytics, Kent County Council

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 just below the national and regional average. Growth since 1998 has been slightly slower in Kent (+94.8% growth) than seen nationally (+100.5%) and regionally (95.4%). In real terms workplace-based earnings grew since 1998 by £306.30 for people working in Kent, whereas they increased by an average of £334.20 in the South East Region and by £337.40 in Great Britain.

Over the last year Kent has shown a lower percentage increase in workplace-based earnings (+5.5%) than in the South East (+6.3%) and Great Britain (+5.8%). In real terms this equates to an average increase of £36.20 in Kent compared to an increase of £45 in the South East and £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 2024. In 2024 male workplace-based full-time weekly earnings in Kent were 17.5% higher (equivalent to £133.10 higher) than female earnings, with males earning £761.70 per week compared to females earning of £628.60. In the South East male workplace full-time weekly earnings were 17.3% higher than females (£816.80 for males compared to £675.20 for females) and in Great Britain 13.3% higher than for females (£776.80 for males compared to £673.40 for females).

Within Kent the biggest difference between male and female full-time workplace-based earnings was in Gravesham where males earned £245.70 more than females, a difference of 30.0%.

Table 4: Male & female workplace weekly earnings

Workplace based 2024	All Male Workers	Male Full Time Workers	Male Part Time Workers	All Female Workers	Female Full Time Workers	Female Part Time Workers
Ashford	680.7	695.8	-	525.5	635.4	252.9
Canterbury	597.8	715.8	286.8	468.2	654.9	239.5
Dartford	742.4	769.5	-	460.7	576.3	251.6
Dover	758	807.8	-	482.3	645.3	-
Folkestone & Hythe	706.8	731.7	-	472.3	571.5	-
Gravesham	786.3	820.3	-	447.5	574.6	274.6
Maidstone	688.1	730.2	-	543.9	652.5	230
Sevenoaks	690.5	812.9	-	520.8	633.7	235.5
Swale	680	714.6	-	458	551.9	294.8
Thanet	567	690.5	-	497.1	614.7	295.4
Tonbridge & Malling	722.3	775.6	-	520.6	629.1	268.4
Tunbridge Wells	675.9	751.4	-	563.3	639.3	287.1
Kent	690.5	761.7	239.2	502.6	628.6	259.5
Medway	703.5	767.2	233.2	488.7	613.9	259.5
South East	750	816.8	236.9	535	675.2	271.3
Great Britain	712.9	776.8	240.9	529	673.4	273.2

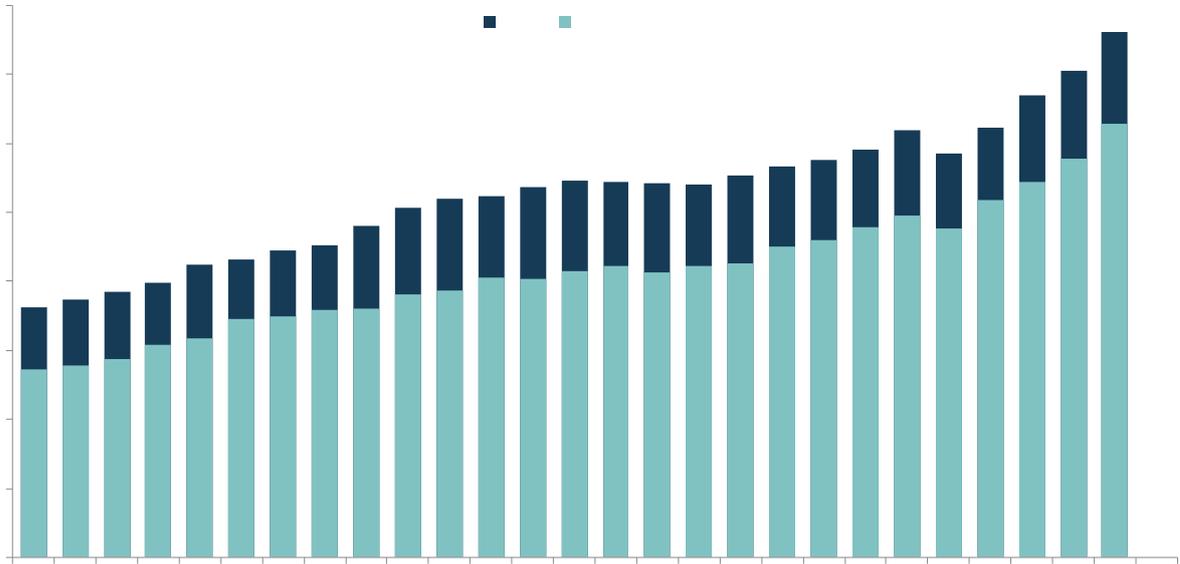
Source: ASHE

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 2024 female earnings grew at a faster rate than for males. Female workplace earnings grew by 113.9% (£310.70) while male earnings grew by 93.4% (+£338.30).

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 2024 male earnings were 17.5% higher than female earnings, equivalent to £133.10 per week difference.

Chart 6: Kent male & female workplace-based full-time earnings, 1998 to 2024



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 8.2% 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 (£202.00) than resident earnings.

Dover saw very little difference between workplace and residence based earnings, although resident earnings were marginally higher (+£0.40, +0.1%).

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

2024	Resident	Workplace	Difference (£s)	Difference (%)
Ashford	£700.20	£678.30	-£21.90	-3.1%
Canterbury	£728.30	£704.10	-£24.20	-3.3%
Dartford	£813.60	£709.10	-£104.50	-12.8%
Dover	£750.00	£749.60	-£0.40	-0.1%
Folkestone & Hythe	£695.10	£666.90	-£28.20	-4.1%
Gravesham	£690.50	£759.80	£69.30	10.0%
Maidstone	£692.00	£681.40	-£10.60	-1.5%
Sevenoaks	£915.20	£713.20	-£202.00	-22.1%
Swale	£752.10	£671.10	-£81.00	-10.8%
Thanet	£685.20	£638.70	-£46.50	-6.8%
Tonbridge and Malling	£789.50	£718.70	-£70.80	-9.0%
Tunbridge Wells	£839.60	£686.40	-£153.20	-18.2%
Kent	£751.80	£689.90	-£61.90	-8.2%
Medway	£754.60	£703.50	-£51.10	-6.8%
South East	£779.20	£754.10	-£25.10	-3.2%
Great Britain	£729.80	£729.60	-£0.20	0.0%

Source: ASHE

Presented by: Kent Analytics, Kent County Council

Annex

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 2024 (£)
Elmbridge	E07000207	1,010
Waverley	E07000216	956.4
Sevenoaks	E07000111	915.2
Hart	E07000089	914
Runnymede	E07000212	901.5
Wokingham	E06000041	896.2
South Oxfordshire	E07000179	884.5
Surrey Heath	E07000214	882.1
Windsor and Maidenhead	E06000040	874.5
Mole Valley	E07000210	866.3
Reigate and Banstead	E07000211	853.3
Epsom and Ewell	E07000208	849.2
Buckinghamshire	E06000060	846.4
Guildford	E07000209	843.9
Winchester	E07000094	843.8
Tunbridge Wells	E07000116	839.6
Basingstoke and Deane	E07000084	833.4
Woking	E07000217	833.2
Fareham	E07000087	827.8
Horsham	E07000227	821.8
East Hampshire	E07000085	819.4
Dartford	E07000107	813.6
West Berkshire	E06000037	813.4
Bracknell Forest	E06000036	809.6
Tandridge	E07000215	808.5
Vale of White Horse	E07000180	808
West Oxfordshire	E07000181	793.9
Mid Sussex	E07000228	793.5
Eastleigh	E07000086	791.1
Tonbridge & Malling	E07000115	789.5
Oxford	E07000178	780.2
Spelthorne	E07000213	778.6
Reading	E06000038	775.9
Cherwell	E07000177	774.4
Milton Keynes	E06000042	773

Local authority name	Local authority code	Residence based full-time weekly earnings 2024 (£)
Slough	E06000039	761.3
Medway	E06000035	754.6
Swale	E07000113	752.1
Test Valley	E07000093	750.6
Dover	E07000108	750
Brighton and Hove	E06000043	748.2
Lewes	E07000063	740
Wealden	E07000065	735.9
Crawley	E07000226	734.6
Worthing	E07000229	734.4
Canterbury	E07000106	728.3
Rushmoor	E07000092	724.3
Havant	E07000090	714.6
Gosport	E07000088	711.5
Rother	E07000064	706.9
Eastbourne	E07000061	704.9
Ashford	E07000105	700.2
New Forest	E07000091	698.9
Arun	E07000224	695.7
Folkestone and Hythe	E07000112	695.1
Maidstone	E07000110	692
Gravesham	E07000109	690.5
Southampton	E06000045	689.9
Portsmouth	E06000044	689.3
Thanet	E07000114	685.2
Hastings	E07000062	668.2
Chichester	E07000225	650.1
Isle of Wight	E06000046	648.3
Adur	E07000223	627.1

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 2024 (£)
Bracknell Forest	E06000036	867.2
Crawley	E07000226	862.4
Reading	E06000038	861.3
Wokingham	E06000041	859.8
West Berkshire	E06000037	857.5
Guildford	E07000209	847
Surrey Heath	E07000214	845.6
Runnymede	E07000212	840.4
Windsor and Maidenhead	E06000040	834.2
Spelthorne	E07000213	826.9
Slough	E06000039	809.4
Vale of White Horse	E07000180	806.1
Reigate and Banstead	E07000211	800.3
Woking	E07000217	796.4
Elmbridge	E07000207	789.1
Milton Keynes	E06000042	788.8
Oxford	E07000178	786
Hart	E07000089	784.6
Buckinghamshire	E06000060	783.9
Mole Valley	E07000210	782.7
Waverley	E07000216	780.1
Rushmoor	E07000092	767.8
Basingstoke and Deane	E07000084	766.6
South Oxfordshire	E07000179	763.7
Portsmouth	E06000044	761.2
Gravesham	E07000109	759.8
Fareham	E07000087	759.6
Epsom and Ewell	E07000208	758
Dover	E07000108	749.6
West Oxfordshire	E07000181	749
Test Valley	E07000093	745.3
Winchester	E07000094	744.8
Mid Sussex	E07000228	740.2
Brighton and Hove	E06000043	724.6
Tandridge	E07000215	722.6
Adur	E07000223	721.2
Tonbridge and Malling	E07000115	718.7

Local authority name	Local authority code	Workplace based full-time weekly earnings 2024 (£)
Southampton	E06000045	715.8
Gosport	E07000088	715.4
Sevenoaks	E07000111	713.2
Dartford	E07000107	709.1
Eastleigh	E07000086	708
Worthing	E07000229	704.1
Canterbury	E07000106	704.1
Medway	E06000035	703.5
Cherwell	E07000177	698.3
East Hampshire	E07000085	689.6
Havant	E07000090	687.5
Tunbridge Wells	E07000116	686.4
Maidstone	E07000110	681.4
Ashford	E07000105	678.3
Horsham	E07000227	677
Wealden	E07000065	671.8
Swale	E07000113	671.1
Hastings	E07000062	670.8
Lewes	E07000063	670.2
New Forest	E07000091	668.1
Eastbourne	E07000061	667.3
Folkestone and Hythe	E07000112	666.9
Thanet	E07000114	638.7
Arun	E07000224	637.7
Chichester	E07000225	630.1
Isle of Wight	E06000046	623.5
Rother	E07000064	614.4

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.