

Earnings in Kent in 2022

This bulletin uses data from the Annual Survey of Hours and Earnings published by the Office for National Statistics on 2nd December 2022.

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 2022 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 2022 were £669.30, below the South East (£685.30) and the Great Britain (£642.20) averages.
- Dartford (£732.10) & Sevenoaks (£731.90) had the highest resident-based earnings in Kent. Thanet had the lowest (£591.80).
- Resident-based earnings grew by 6.3% in Kent (+£39.50 per week) since the previous year.
- Male full-time weekly resident-based earnings in Kent were 19.8% or £144.30 higher than females.
- Average weekly full-time workplace-based earnings in Kent in 2022 were £603.70, below the South East (£664.30) and the Great Britain (£642.00) averages.
- Dartford had the highest workplace-based earnings in Kent (£719.10), Thanet (£539.90) and Swale (£537) had the lowest.
- Workplace-based earnings in Kent grew by %.0% since the previous year, equivalent to an increase of £28.80 a week.

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Introduction

Earnings data comes from the Annual Survey of Hours and Earnings (ASHE) from 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 2022. This data is provisional and will be revised when the next years' data is released. The latest data includes revisions to 2021 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.

Impact of Coronavirus on ASHE results

There were challenges to the collection of data for the survey in 2020. The usual sample size for the survey is 180,000 employees. In 2020 there was a lower response from companies. The final achieved sample size was 136,000. ASHE estimates for 2020 are subject to more uncertainty than usual as a result.

The survey relates to the pay period that includes 22 April 2020, at which time approximately 8.8 million employees were furloughed under the Coronavirus Job Retention Scheme (CJRS). Furloughed employee jobs received 80% of normal pay from the scheme, to a maximum £2,500 a month. Employers were able to top up employees' pay, but they

were not required to; the Office for National Statistics (ONS) has estimated that approximately a half of employees had their pay topped up.

Falls in pay in 2020 figures may reflect the different job types across each sector and the extent they have been impacted because of the coronavirus pandemic.

For this reason, comparisons with 2020 need to be treated with caution. The ONS recommends focusing on long-term trends rather than year on year changes.

Resident-Based Earnings

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

In 2022 residents in Kent (£669.30) and the South East Region (£685.30) had higher full-time weekly earnings than in Great Britain as a whole (£642.20).

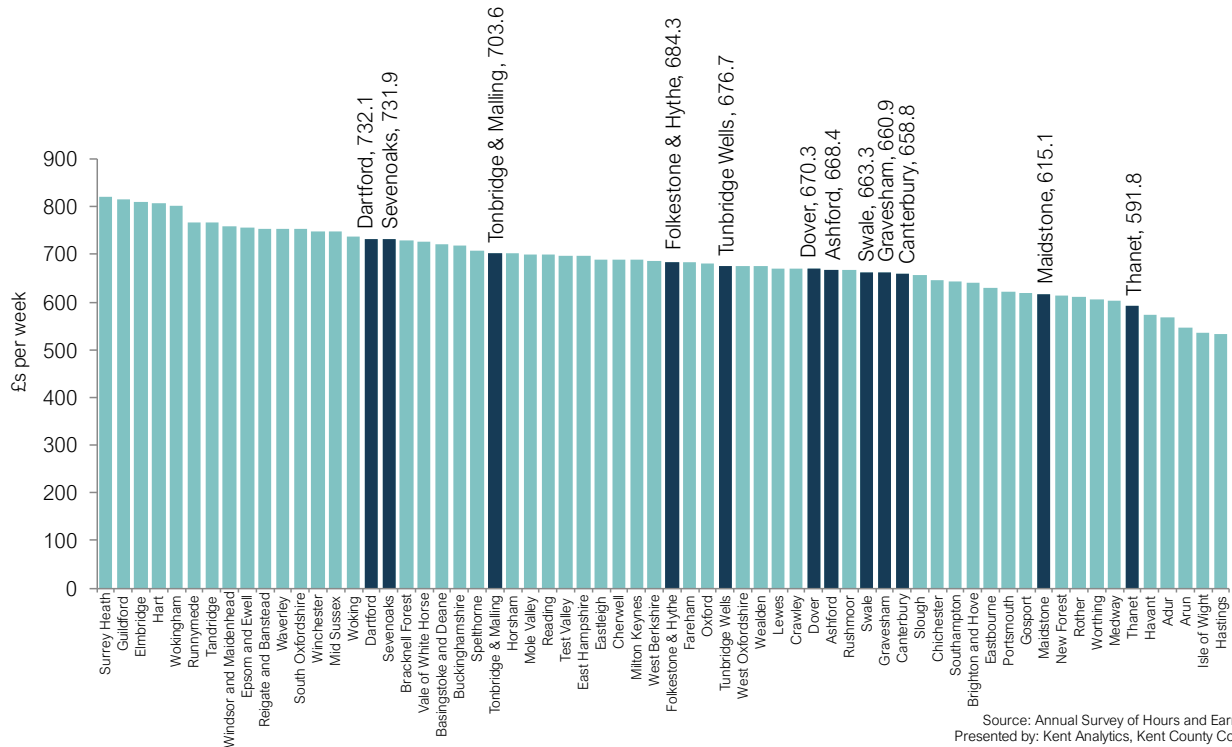
Chart 1 shows the resident earnings in Kent districts compared to other local authorities in the South East. A table showing the resident based gross full-time weekly earnings in all South East local authorities in 2022 can be found in table 6 in the appendix at the end of this bulletin.

Surrey Heath had the highest resident full-time weekly earnings in the South East region (£821.40). Of the Kent local authorities Dartford (£732.10) and Sevenoaks (£731.90) had the highest earnings, ranking 16th and 17th out of the 64 South East authorities.

Hastings had the lowest residence-based earnings in the region (£532). Of the Kent local authorities Maidstone (£615.10) and Thanet (£591.80) had the lowest resident earnings, ranking 54th and 59th out of the 64 South East authorities.

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

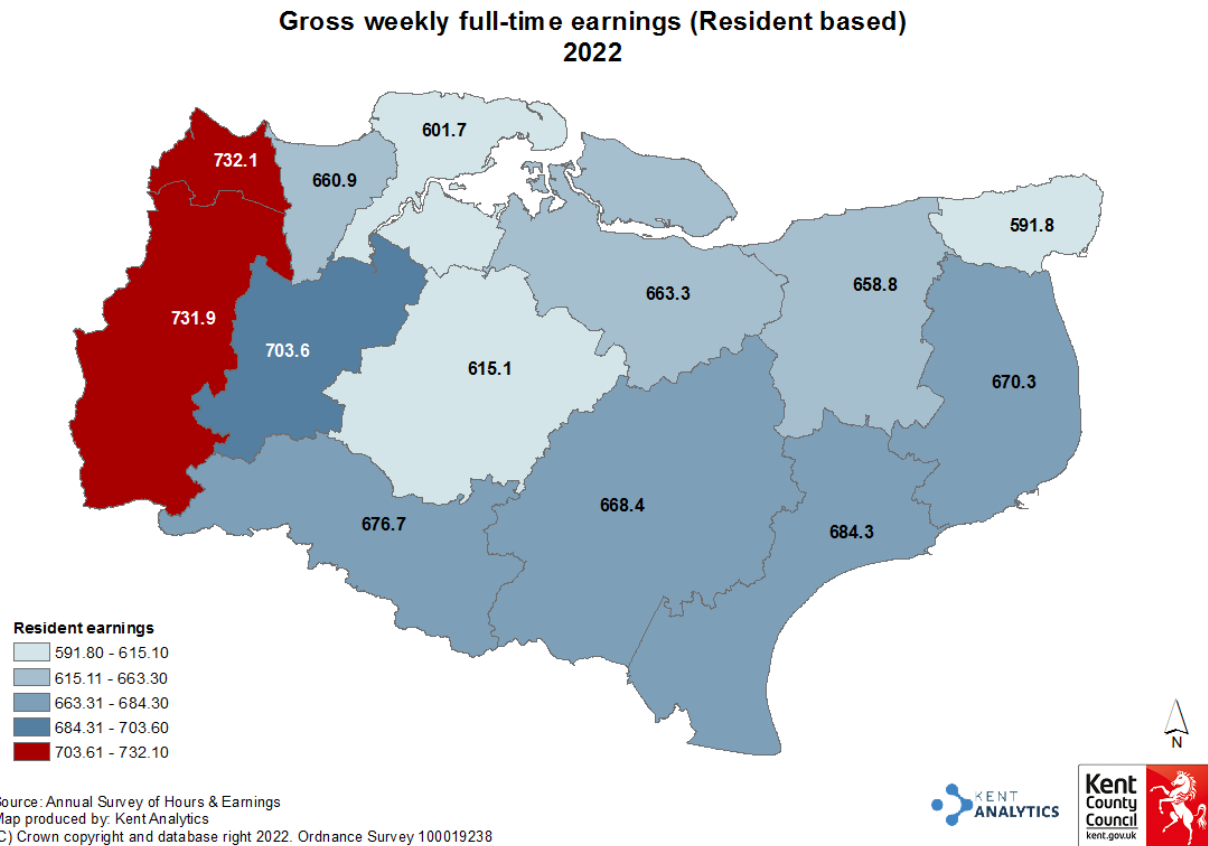
Resident based gross full time weekly earnings in South East local authorities, 2022



Map 1 overleaf 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 Dartford and Sevenoaks. In these authorities, resident earnings are within the top 15% of local authorities in the country with the highest resident-based earnings (£730.90 and above).

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



In Kent, the average full time weekly resident earnings were £669.30, for part-time workers the average was £230.

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

Six districts had part-time weekly earnings above the Kent average (Sevenoaks, Dartford, Tonbridge & Malling, Folkestone & Hythe, Dover, and Thanet).

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

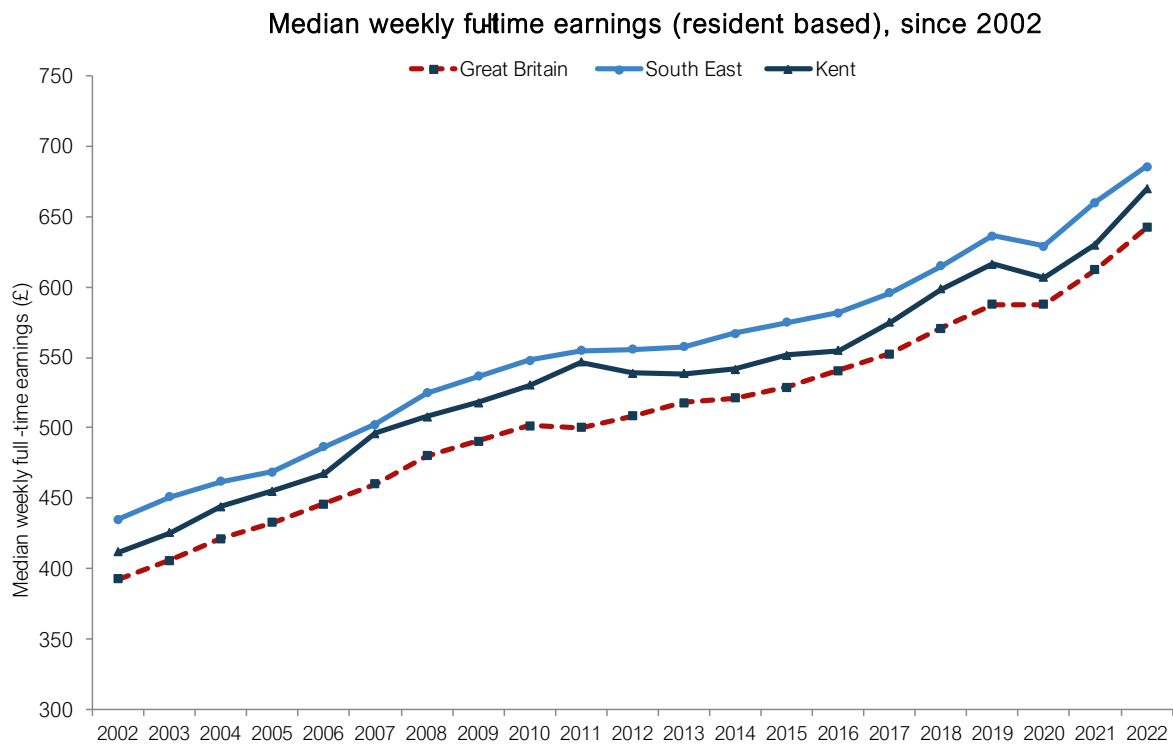
Table 1: Resident weekly earnings (£ per week)

2022 Resident based weekly earnings	All workers	All Full Time Workers	All Part Time Workers
Ashford	557.2	668.4	214.9
Canterbury	491	658.8	218.5
Dartford	632.4	732.1	243.4
Dover	560.6	670.3	233.7
Folkestone & Hythe	557.1	684.3	237.5
Gravesham	557.7	660.9	189
Maidstone	535.9	615.1	225.5
Sevenoaks	550.7	731.9	256.8
Swale	536.2	663.3	225.1
Thanet	486.3	591.8	231.6
Tonbridge and Malling	588	703.6	247.9
Tunbridge Wells	592	676.7	212.6
Kent	554	669.3	230
Medway	526.7	601.7	212.9
South East	568.8	685.3	231.2
Great Britain	535	642.2	228.5

Overall earnings of people living in Kent have increased by 62.5% since 2002 equivalent to an increase of £257.50 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 6.3%, equivalent to an increase of £39.50 per week. In the South East they grew by 3.8% (+£25.30) and in Great Britain by 4.9% (+£30).

Chart 2 shows that overall, Kent resident earnings have increased at a similar rate since 2002 as was seen regionally and nationally.

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



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

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 2022. In 2022 male resident full time weekly earnings in Kent were 19.8% higher (equivalent to £144.30 higher) than female earnings, with males earning £727 per week compared to females earning of £582.70. In the South East male resident full time weekly earnings were 17% higher than females (£735.40 for males compared to £610.70 for females) and in Great Britain 15% higher than for females (£687.50 for males compared to £584.50 for females).

Within Kent the biggest difference between male and female full-time resident-based earnings was in Canterbury where males earned £245.20 more than females, a difference of 31.4%. The smallest difference was in Thanet where males earned £28.60 more than females.

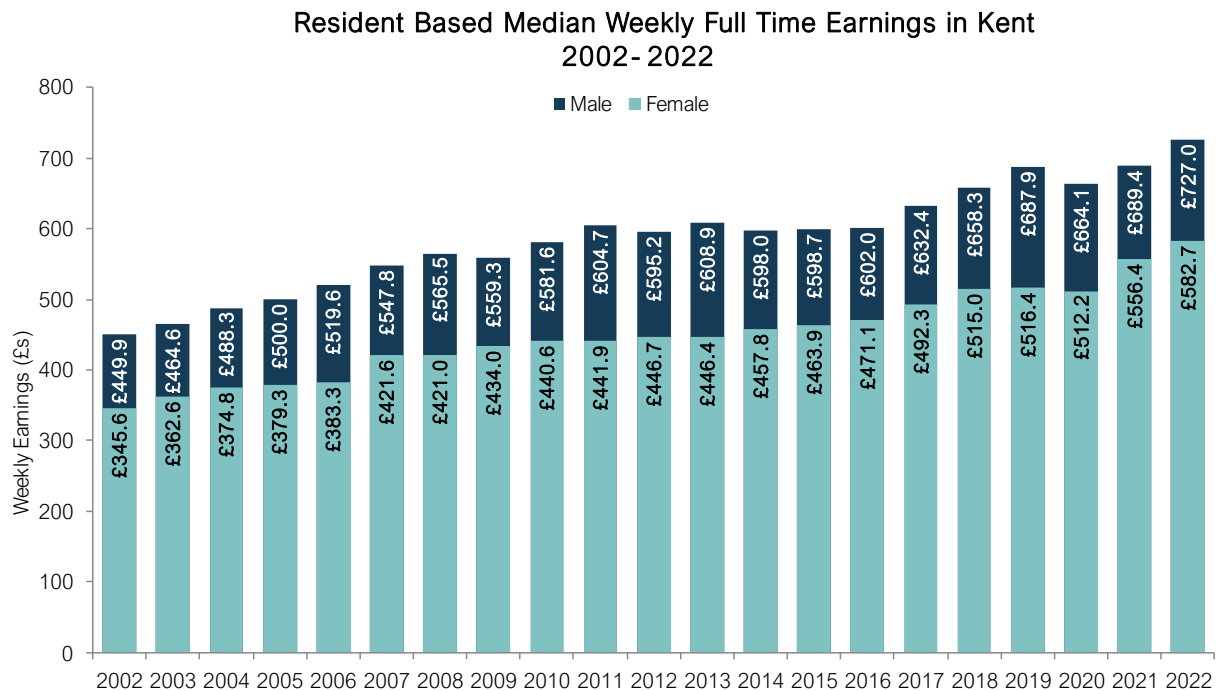
Table 2: Male & female resident weekly earnings (£ per week)

2022 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	682.2	724.9	-	412.1	563.9	248
Canterbury	608.2	781.6	207.3	439.8	536.4	240.8
Dartford	765.1	805	-	525.8	640.6	261.9
Dover	635.9	686.6	-	464.7	604.3	250.3
Folkestone & Hythe	662.4	752.9	237.9	457.4	573.8	-
Gravesham	661.1	688	-	421.7	563.8	191.6
Maidstone	615.1	673.9	240.9	477.6	552.5	219.8
Sevenoaks	753.8	802.1	-	488.8	579.4	252.7
Swale	671.6	701	-	399	567.3	240.7
Thanet	503.9	600	-	452.4	571.4	282.1
Tonbridge and Malling	656.9	733.2	186	507.9	616.4	293.7
Tunbridge Wells	653.8	742.1	-	498.4	612.9	-
Kent	660.6	727	198.4	461.6	582.7	245.9
Medway	631.8	691	184.9	419.9	522	227.2
South East	670.8	735.4	199.9	473.8	610.7	241.7
Great Britain	627.8	687.5	212.7	450.1	584.5	233.9

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 22.9% more in 2020, 19.3% in 2021 and 19.8% more in 2022.

Chart 3: Kent male & female resident based full-time earnings, 2002 to 2022



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 £603.70 in 2022, in the South East region they were £664.30 and Great Britain £642.00.

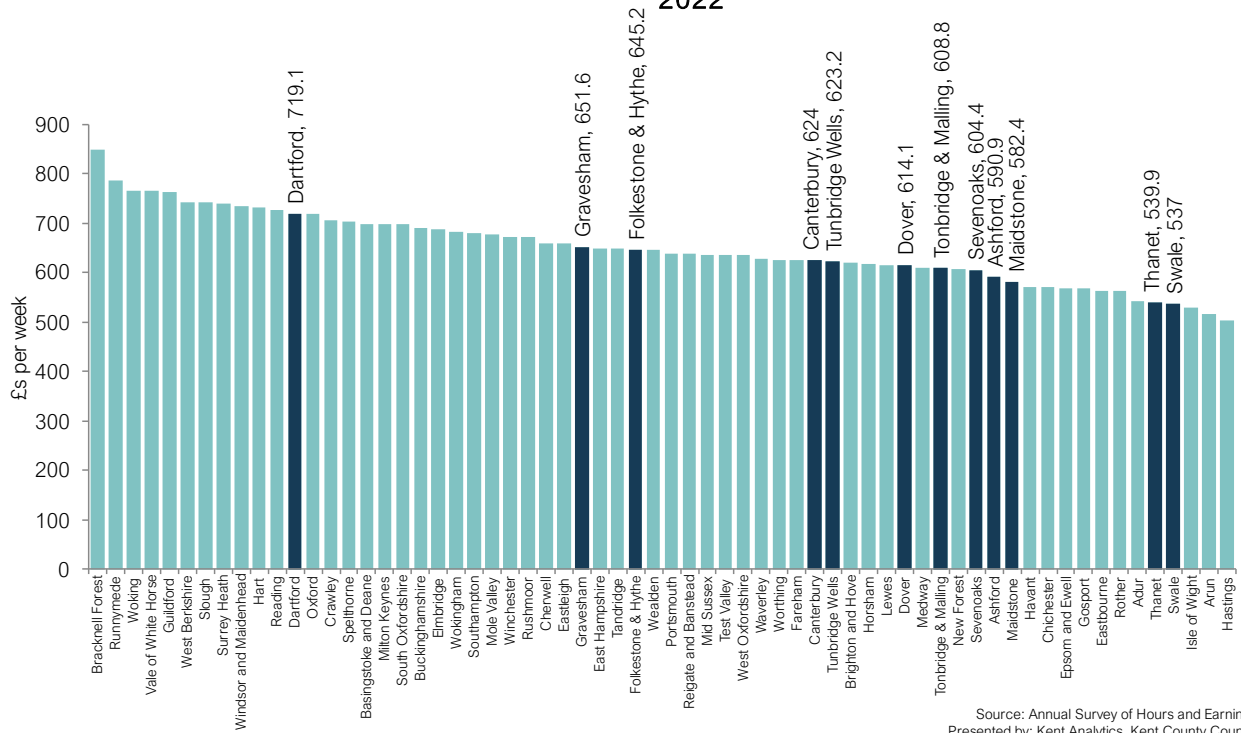
Chart 4 overleaf shows the workplace based full-time weekly earnings in 2022 in local authorities in Kent and compares them to other local authorities in the South East. A table showing the workplace based gross full-time weekly earnings in all South East local authorities in 2022 can be found in table 7 in the appendix at the end of this bulletin.

Dartford had the highest workplace earnings in Kent (£719.10) and ranked 12th highest in the region. It is the only district in Kent to have workplace earnings above the regional average.

Thanet and Swale had some of the lowest workplace earnings in the South East, ranking 60th and 61st out of 64 South East local authorities.

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

Workplace based gross weekly full time earnings in South East local authorities, 2022



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 live in Dartford. In Dartford is within the top 10% of local authorities in the country with highest workplace-based earnings (£708.40 and above).

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

Gross weekly full-time earnings (Workplace based) 2022

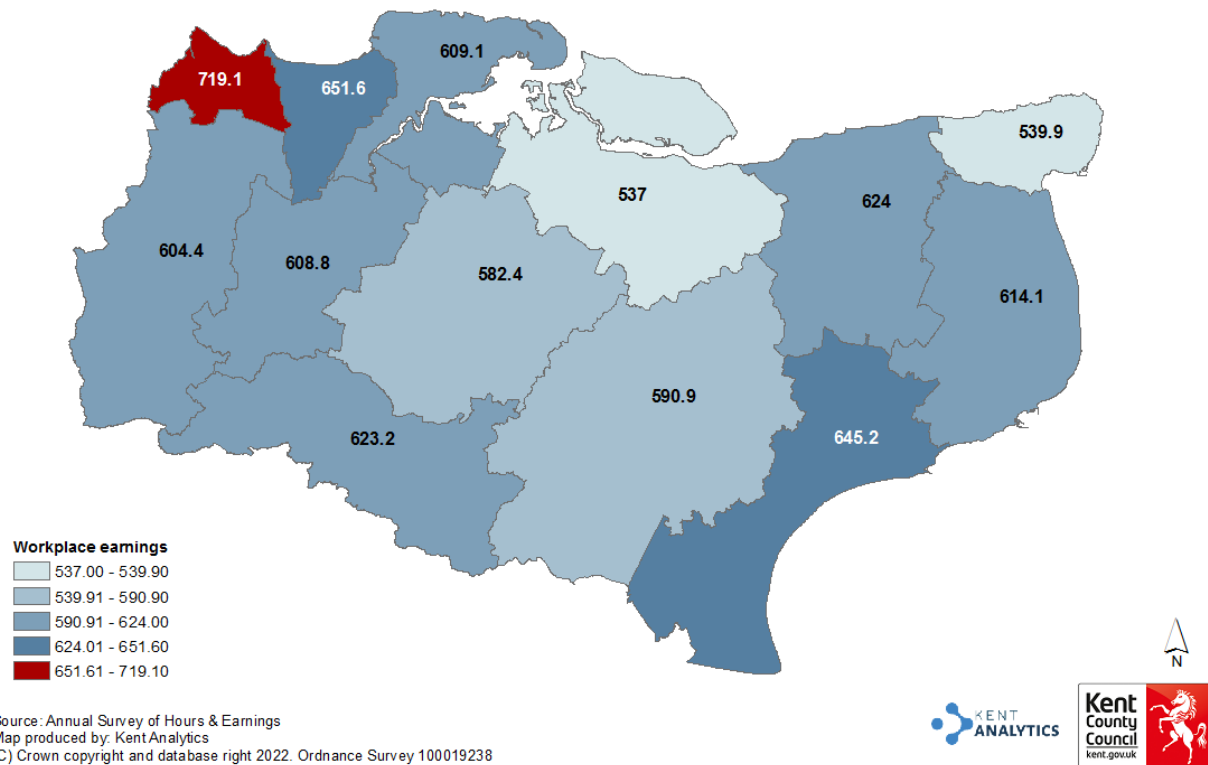


Table 3 shows the full time and part time weekly earnings of people working in Kent local authority districts in 2022.

Of the twelve local authority districts in Kent, Dartford (£719.10), Gravesham (£651.60), and Folkestone & Hythe (£645.20) had the highest workplace earnings and were the only Kent districts to have workplace earnings above the national average of £642 per week. Dartford was the only Kent district to also have workplace earnings above the regional average of £664.30 and was within the top 10% in Great Britain with highest workplace earnings (those with full-time weekly earnings of £708.40 and above).

Thanet (£539.90) and Swale (£537.00) had the lowest workplace earnings in Kent. They were also within the 10% of authorities in the country with lowest workplace earnings (those with earnings of £543.60 per week or less).

Table 3: Workplace based weekly earnings

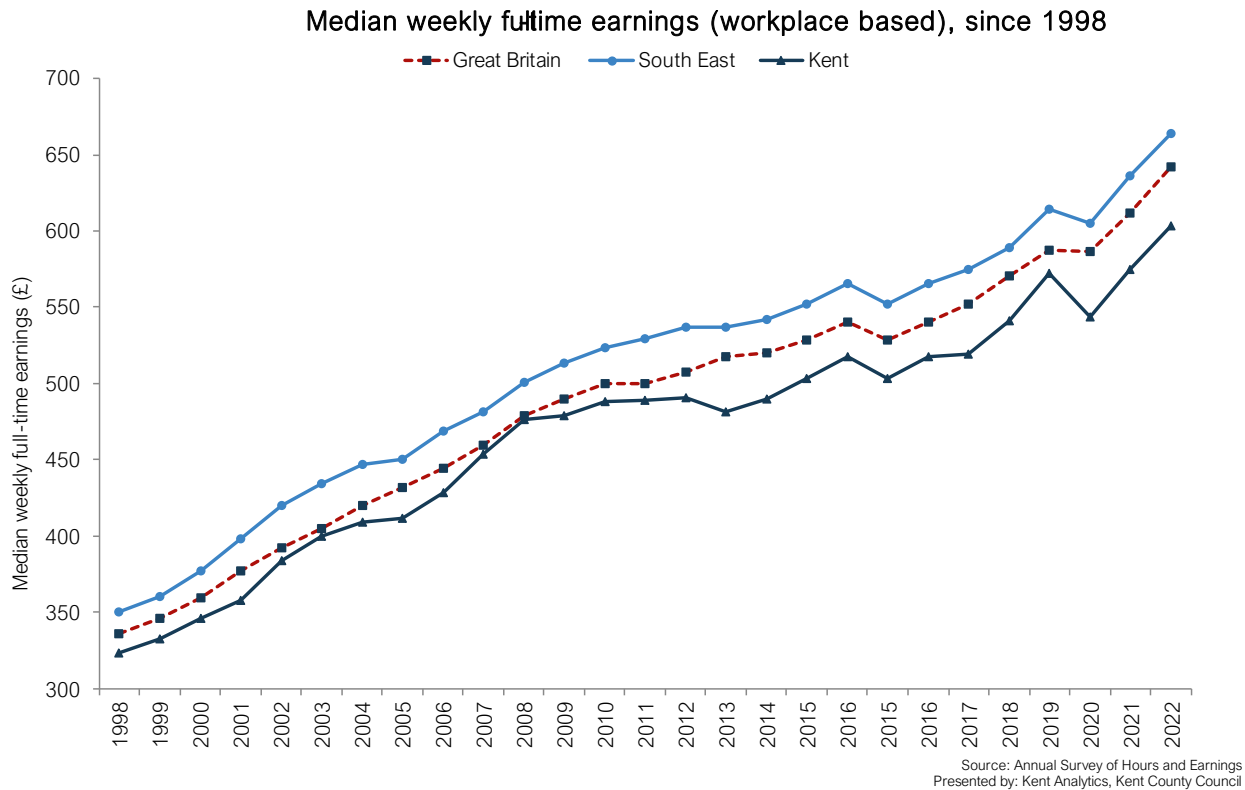
Workplace based 2022	All Workers	All Full Time Workers	All Part Time Workers
Ashford	519.5	590.9	217.3
Canterbury	479.3	624	204.4
Dartford	585.3	719.1	259.3
Dover	515.9	614.1	229.4
Folkestone & Hythe	479.4	645.2	230.8
Gravesham	490.5	651.6	-
Maidstone	529.3	582.4	220.5
Sevenoaks	521	604.4	227.4
Swale	466.7	537	210.3
Thanet	439.8	539.9	229.9
Tonbridge and Malling	529.3	608.8	228.8
Tunbridge Wells	547.1	623.2	210
Kent	513.1	603.7	222.2
Medway	515.2	609.1	245.8
South East	549.9	664.3	230
Great Britain	534.5	642	228

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, and growth since 1998 has been slightly slower (+68.1% growth) than seen regionally (+69.8%) and nationally (74.4%). In real terms workplace-based earnings grew by £220.10 for people working in Kent since 1998, whereas they increased by an average of £244.40 in the South East Region and by £249.80 in Great Britain.

Over the last year Kent has shown a slightly higher percentage increase in workplace-based earnings (+5.0%) than in the South East (+4.5%) and Great Britain (+4.9%). In real terms this equates to an average increase of £28.80 in Kent compared to an increase of £28.50 in the South East and £30.10 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 2022. In 2022 male workplace-based full time weekly earnings in Kent were 18.5% higher (equivalent to £123.40 higher) than female earnings, with males earning £666.80 per week compared to females earning of £543.40. In the South East male workplace full time weekly earnings were 16.2% higher than females (£708.90 for males compared to £593.80 for females) and in Great Britain 14.9% higher than for females (£686.70 for males compared to £584.50 for females).

Within Kent the biggest difference between male and female full-time resident-based earnings was in Gravesham where males earned £284 more than females, a difference of 36.8%.

Thanet and Tunbridge Wells districts were the only districts within Kent where female full-time weekly workplace earnings were higher than males. In Thanet female earnings were £32 (6.2%) higher and Tunbridge Wells they were £22.50 (3.7%) higher than males.

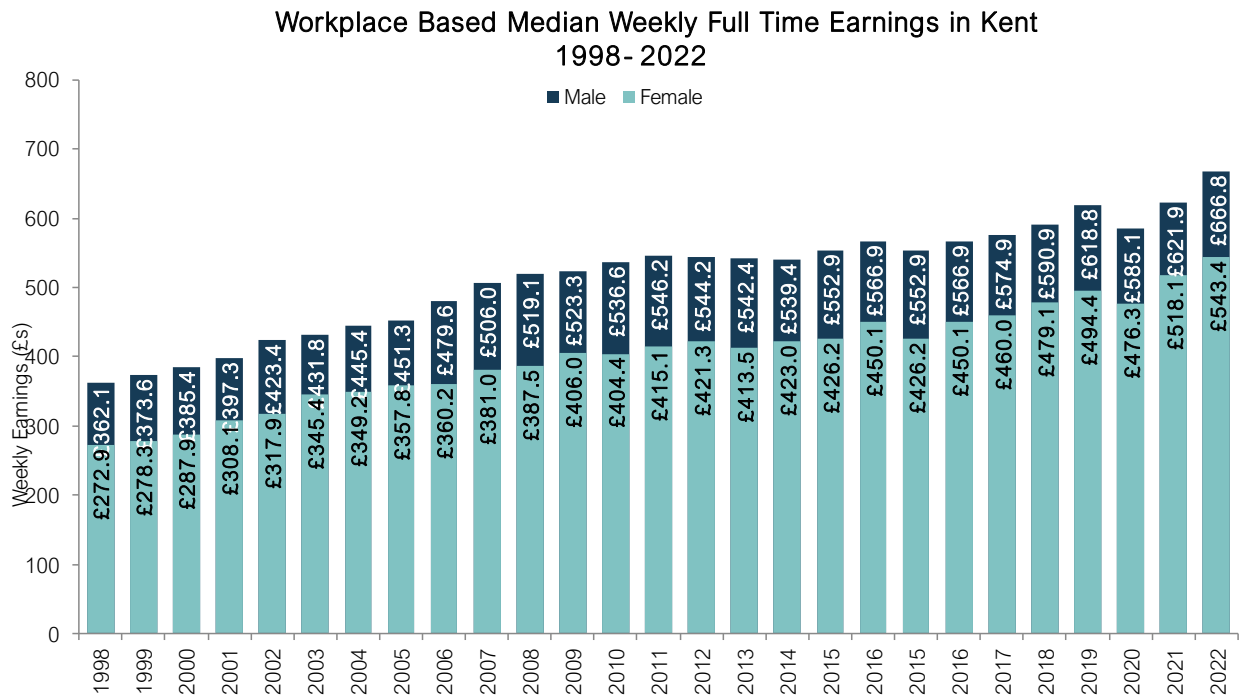
Table 4: Male & female workplace weekly earnings

Workplace based 2022	All Male Workers	Male Full Time Workers	Male Part Time Workers	All Female Workers	Female Full Time Workers	Female Part Time Workers
Ashford	564.9	627	-	463.6	573.4	267.3
Canterbury	554.7	694.3	174.3	424.5	574.4	238.1
Dartford	766.6	810.1	-	446.8	559	265.9
Dover	600.4	624.5	-	464.7	559.8	233.7
Folkestone & Hythe	628	698.3	-	423.3	542	-
Gravesham	727.1	771.7	-	397.6	487.7	-
Maidstone	596.5	627.6	-	478.2	528.7	238
Sevenoaks	604.3	701.2	203.7	440.6	523.1	230.1
Swale	549.4	571.2	-	361.9	482	219.5
Thanet	449.1	515.5	-	430.4	547.5	280.7
Tonbridge and Malling	615.1	676.9	185.9	455.4	515.2	258
Tunbridge Wells	576.6	605.3	-	497.4	627.8	213
Kent	596.4	666.8	189.8	443.8	543.4	241.8
Medway	614.9	705.5	240.8	420.7	530.2	250.2
South East	649.4	708.9	196.4	460	593.8	240.9
Great Britain	627	686.7	211.4	450.1	584.5	233.3

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 2022 female earnings grew at a faster rate than for males. Female workplace earnings grew by 82.6% (£225.50) while male earnings grew by 67.2% (+£243.40).

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 £132.10 more than females (24.6% more). In 2022 male earnings were 18.5% higher than female earnings, equivalent to £123.40 per week difference.

Chart 6: Male and female workplace-based full-time weekly earnings in Kent



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 have full time weekly earnings which are 9.8% lower than for those who live in the county. In Kent local authority districts, the biggest percentage difference can be seen in Swale district where workplace earnings are 19.0% lower (£126.30) than resident earnings. In monetary terms Sevenoaks had the biggest difference with workplace earnings £127.50 lower than resident earnings.

The smallest difference in resident versus workplace earnings was in Gravesham where workplace earnings were 1.4% lower than resident earnings, a difference of £9.30. This is shown in table 5.

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

2022	Resident	Workplace	Difference (£s)	Difference (%)
Ashford	£668.40	£590.90	-£77.50	-11.6%
Canterbury	£658.80	£624.00	-£34.80	-5.3%
Dartford	£732.10	£719.10	-£13.00	-1.8%
Dover	£670.30	£614.10	-£56.20	-8.4%
Shepway	£684.30	£645.20	-£39.10	-5.7%
Gravesham	£660.90	£651.60	-£9.30	-1.4%
Maidstone	£615.10	£582.40	-£32.70	-5.3%
Sevenoaks	£731.90	£604.40	-£127.50	-17.4%
Swale	£663.30	£537.00	-£126.30	-19.0%
Thanet	£591.80	£539.90	-£51.90	-8.8%
Tonbridge and Malling	£703.60	£608.80	-£94.80	-13.5%
Tunbridge Wells	£676.70	£623.20	-£53.50	-7.9%
Kent	£669.30	£603.70	-£65.60	-9.8%
Medway	£601.70	£609.10	£7.40	1.2%
South East	£685.30	£664.30	-£21.00	-3.1%
Great Britain	£642.20	£642.00	-£0.20	0.0%

Appendix

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

Local authority name	Local authority code	Resident based full-time weekly earnings 2022
Surrey Heath	E07000214	821.4
Guildford	E07000209	815.1
Elmbridge	E07000207	810
Hart	E07000089	808.4
Wokingham	E06000041	801.5
Runnymede	E07000212	767.3
Tandridge	E07000215	766.6
Windsor and Maidenhead	E06000040	759.1
Epsom and Ewell	E07000208	756.7
Reigate and Banstead	E07000211	754.2
Waverley	E07000216	753.9
South Oxfordshire	E07000179	752.5
Winchester	E07000094	748.7
Mid Sussex	E07000228	747.7
Woking	E07000217	736.5
Dartford	E07000107	732.1
Sevenoaks	E07000111	731.9
Bracknell Forest	E06000036	729
Vale of White Horse	E07000180	726
Basingstoke and Deane	E07000084	720
Buckinghamshire	E06000060	717.3
Spelthorne	E07000213	708.7
Tonbridge & Malling	E07000115	703.6
Horsham	E07000227	702.4
Mole Valley	E07000210	698.9
Reading	E06000038	698.7
Test Valley	E07000093	698
East Hampshire	E07000085	696.4
Eastleigh	E07000086	690
Cherwell	E07000177	689.9
Milton Keynes	E06000042	689.9
West Berkshire	E06000037	686.5
Folkestone & Hythe	E07000112	684.3
Fareham	E07000087	683.2
Oxford	E07000178	681.7
Tunbridge Wells	E07000116	676.7
West Oxfordshire	E07000181	676.2
Wealden	E07000065	675.7

Local authority name	Local authority code	Resident based full-time weekly earnings 2022
Lewes	E07000063	670.8
Crawley	E07000226	670.7
Dover	E07000108	670.3
Ashford	E07000105	668.4
Rushmoor	E07000092	666.4
Swale	E07000113	663.3
Gravesham	E07000109	660.9
Canterbury	E07000106	658.8
Slough	E06000039	657.5
Chichester	E07000225	645
Southampton	E06000045	642.8
Brighton and Hove	E06000043	640.5
Eastbourne	E07000061	630.6
Portsmouth	E06000044	621.9
Gosport	E07000088	619.2
Maidstone	E07000110	615.1
New Forest	E07000091	613.3
Rother	E07000064	610.1
Worthing	E07000229	606.8
Medway	E06000035	601.7
Thanet	E07000114	591.8
Havant	E07000090	574.6
Adur	E07000223	567.3
Arun	E07000224	546.5
Isle of Wight	E06000046	534.8
Hastings	E07000062	532

Table 7: Workplace-based gross weekly full-time earnings in South East local authorities in 2022 – sorted from highest to lowest

Local authority name	Local authority code	Workplace based full-time weekly earnings 2022
Bracknell Forest	E06000036	847.3
Runnymede	E07000212	786.3
Woking	E07000217	766.6
Vale of White Horse	E07000180	765
Guildford	E07000209	763.5
West Berkshire	E06000037	743.1
Slough	E06000039	741.5
Surrey Heath	E07000214	738.9
Windsor and Maidenhead	E06000040	734.6
Hart	E07000089	732.6
Reading	E06000038	727.1
Dartford	E07000107	719.1
Oxford	E07000178	718.1
Crawley	E07000226	707
Spelthorne	E07000213	703.2
Basingstoke and Deane	E07000084	699
Milton Keynes	E06000042	697.3
South Oxfordshire	E07000179	696.8
Buckinghamshire	E06000060	690.9
Elmbridge	E07000207	686.6
Wokingham	E06000041	682.4
Southampton	E06000045	679.6
Mole Valley	E07000210	677.7
Winchester	E07000094	670.8
Rushmoor	E07000092	670.7
Cherwell	E07000177	660.1
Eastleigh	E07000086	659.9
Gravesham	E07000109	651.6
East Hampshire	E07000085	649.1
Tandridge	E07000215	649
Folkestone & Hythe	E07000112	645.2
Wealden	E07000065	645
Portsmouth	E06000044	639.5
Reigate and Banstead	E07000211	638.4
Mid Sussex	E07000228	635.9
Test Valley	E07000093	635.2
West Oxfordshire	E07000181	634.8
Waverley	E07000216	629
Worthing	E07000229	625.3
Fareham	E07000087	625.2
Canterbury	E07000106	624
Tunbridge Wells	E07000116	623.2
Brighton and Hove	E06000043	619.7
Horsham	E07000227	618
Lewes	E07000063	614.5

Local authority name	Local authority code	Workplace based full-time weekly earnings 2022
Dover	E07000108	614.1
Medway	E06000035	609.1
Tonbridge & Malling	E07000115	608.8
New Forest	E07000091	606
Sevenoaks	E07000111	604.4
Ashford	E07000105	590.9
Maidstone	E07000110	582.4
Havant	E07000090	570.6
Chichester	E07000225	570.6
Epsom and Ewell	E07000208	568.7
Gosport	E07000088	567.3
Eastbourne	E07000061	563.1
Rother	E07000064	562.3
Adur	E07000223	541.7
Thanet	E07000114	539.9
Swale	E07000113	537
Isle of Wight	E06000046	529.5
Arun	E07000224	517.2
Hastings	E07000062	502.6

Related documents

Further information about the Kent economy can be found on our [Economy and Employment](#) webpages.