

Earnings in Kent

Related documents

[Gross Disposable Household Income](#)

[Small Area Income Estimates](#)

NOTE: *within this bulletin 'Kent' refers to the Kent County Council (KCC) area which excludes Medway*

Further Information

Strategic Commissioning - Analytics
Kent County Council
Invicta House
Maidstone
Kent
ME14 1XX

Email:
research@kent.gov.uk

Tel: 03000 417444

This bulletin looks at resident and workplace based earnings during 2020 in Kent, its local authority districts and Medway. It also provides comparisons with the South East region and Great Britain

Kent Summary

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

- The median weekly full time earnings of Kent residents is £607.10, higher than the national average (£587.10) but lower than the South East average (£631.80)
- Male resident earnings are higher than female earnings in Kent (males £670.80, females £511.70)
- Kent resident earnings have increased by 47.4% since 2002 (+£195.30) however they have fallen slightly over the last year (-£9.20, -1.5%)

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

- The median weekly full time earnings of people who work in Kent is £545.70, Below both the national (£586.70) and regional (£608.60) averages
- Generally, workplace earnings in Kent are lower than resident earnings
- Earnings for males who work in Kent is higher than female workers (males £596.80, females £476.00)
- Kent workplace earnings have increased by 50.2% since 1998 (+£162.10) however they have fallen slightly over the last year (-£26.90, -4.7%)

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 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 is suppressed due to statistical unreliability.

This bulletin uses the latest estimates released in November 2020. This data is provisional and will be revised when the next years' data is released. This data includes revisions to 2019 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. 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 may reflect the different job types across each sector and the extent they have been impacted because of the coronavirus pandemic.

Resident based earnings

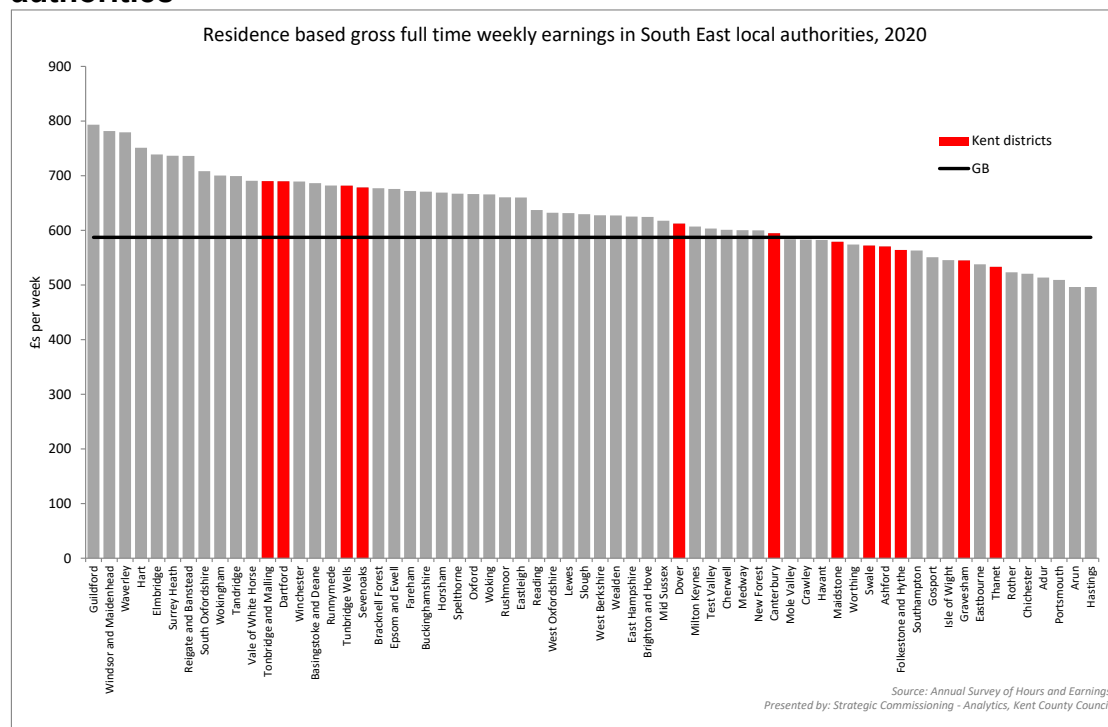
Resident based earnings show the amount a worker earns based on where they live.

In 2020 residents in Kent (£607.10) and the South East Region (£631.80) have higher weekly earnings than in Great Britain as a whole (£587.10).

Chart 1 shows that six local authorities (Maidstone, Swale, Ashford, Folkestone & Hythe, Gravesham and Thanet) have resident earnings below the national average. People living in Thanet district have the lowest weekly earnings of the Kent districts and is eighth lowest in the South East region.

The remaining six Kent local authorities have resident earnings above the national average. Tonbridge and Malling and Dartford have the highest resident earnings in Kent (£689.90 and £689.80 respectively).

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



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 Tonbridge & Malling, Dartford, Tunbridge Wells and Sevenoaks where resident earnings are within the top 20% in the country.

Map 1: Resident based weekly full-time earnings

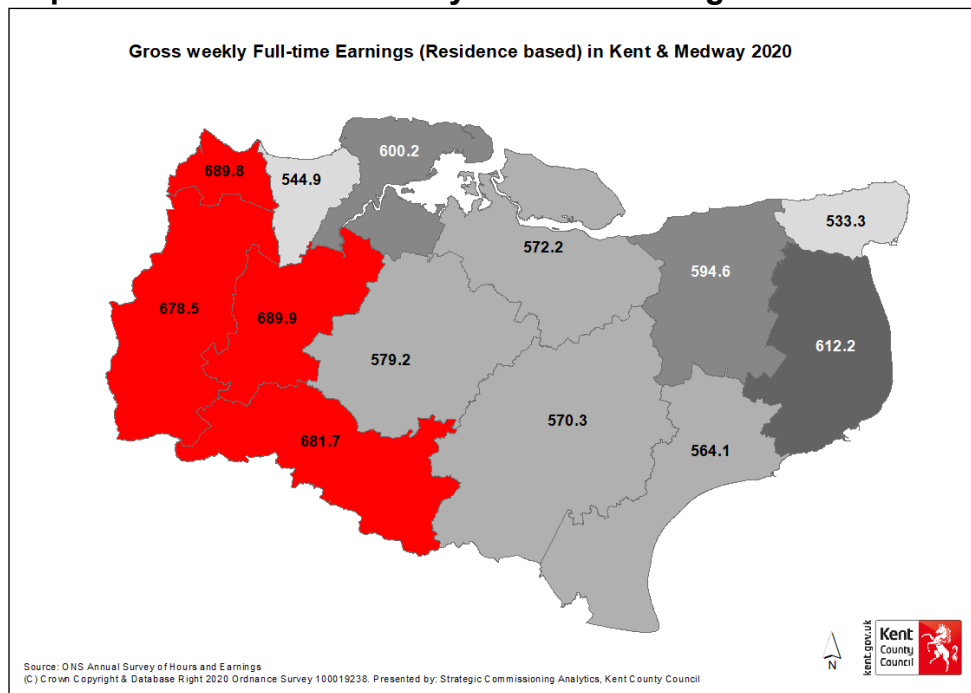


Chart 2 shows the median weekly earnings of residents in Kent local authority districts compared to the average for the South East and Great Britain as a whole. Residents in eight Kent districts have earnings below the average for the South East region (£631.8).

Chart 2: Median weekly resident earnings in the KCC area

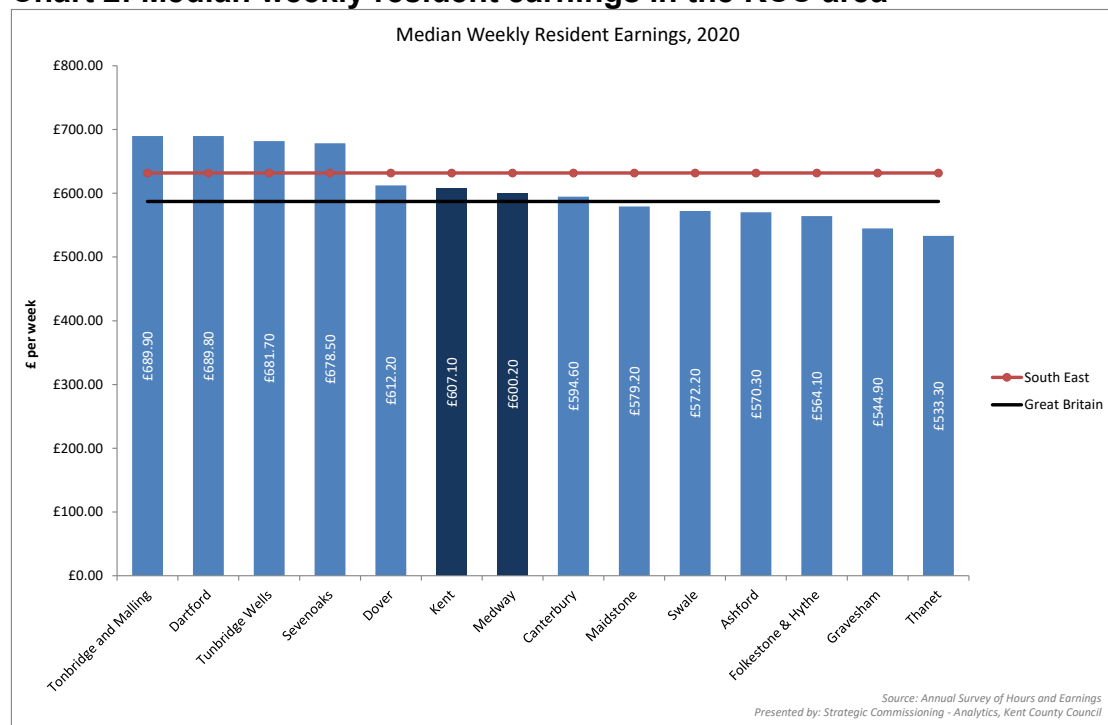


Table 1 shows the resident based full time and part time weekly earnings for male, female and total residents in Kent local authority districts.

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

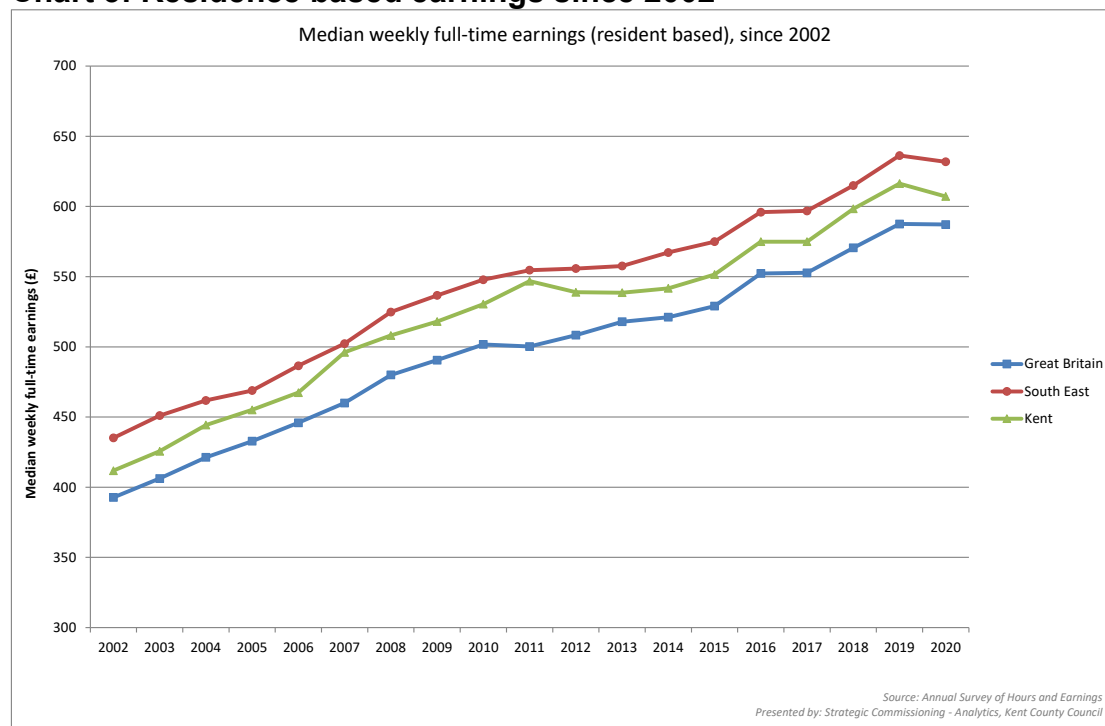
2020 Resident based weekly earnings	Total			Total Males			Total Females		
	All workers	Full Time Workers	Part Time Workers	All workers	Full Time Workers	Part Time Workers	All workers	Full Time Workers	Part Time Workers
Ashford	£450.60	£570.30	£181.00	£596.50	£648.50	~	£354.80	£434.30	~
Canterbury	£458.50	£594.60	£183.60	£569.30	£620.20	£184.40	£375.90	£500.40	£180.30
Dartford	£595.50	£689.80	~	£671.90	£710.90	~	£470.60	£651.10	~
Dover	£479.40	£612.20	~	£552.70	£636.50	~	£379.20	£588.30	~
Folkestone & Hythe	£439.90	£564.10	~	£574.90	£607.90	~	£360.40	£440.50	~
Gravesham	£474.40	£544.90	£205.70	£592.60	£629.60	~	£392.50	£451.60	~
Maidstone	£515.10	£579.20	£210.10	£630.40	£649.70	~	£415.90	£512.60	£222.90
Sevenoaks	£533.80	£678.50	£202.90	£661.10	£708.00	~	£395.40	£605.20	£225.30
Swale	£452.20	£572.20	£197.80	£568.00	£605.00	~	£386.70	£501.40	£197.70
Thanet	£421.20	£533.30	£214.90	£517.10	£575.50	~	£350.00	£455.60	£222.50
Tonbridge and Malling	£576.70	£689.90	£227.30	£691.30	£760.40	~	£447.40	£549.20	£223.10
Tunbridge Wells	£528.20	£681.70	£183.30	£670.20	£787.70	~	~	£602.20	~
Kent	£488.70	£607.10	£194.10	£606.70	£670.80	£194.40	£385.60	£511.70	£194.10
Medway	£502.90	£600.20	£197.90	£602.60	£639.90	£190.90	£376.60	£502.00	£210.20
South East	£511.70	£631.80	£205.90	£621.40	£683.70	£191.60	£409.50	£560.60	£212.00
Great Britain	£480.30	£587.10	£203.30	£574.90	£622.90	£192.50	£399.20	£544.30	£207.00

~ : 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: Strategic Commissioning - Analytics, Kent County Council

Overall earnings of people living in Kent have increased by 47.4% since 2002 equivalent to an increase of £195.30 per week.

Chart 3 overleaf shows that Kent resident earnings had increased at a similar rate over the last few years as was seen regionally and at a slightly higher rate than seen nationally. However, over the last year Kent has seen resident earnings fall to a greater extent than both the South East region and Great Britain. In Kent earnings fell over the last year by 1.5% (-0.7% in the South East and -0.1% in Great Britain).

Chart 3: Residence based earnings since 2002



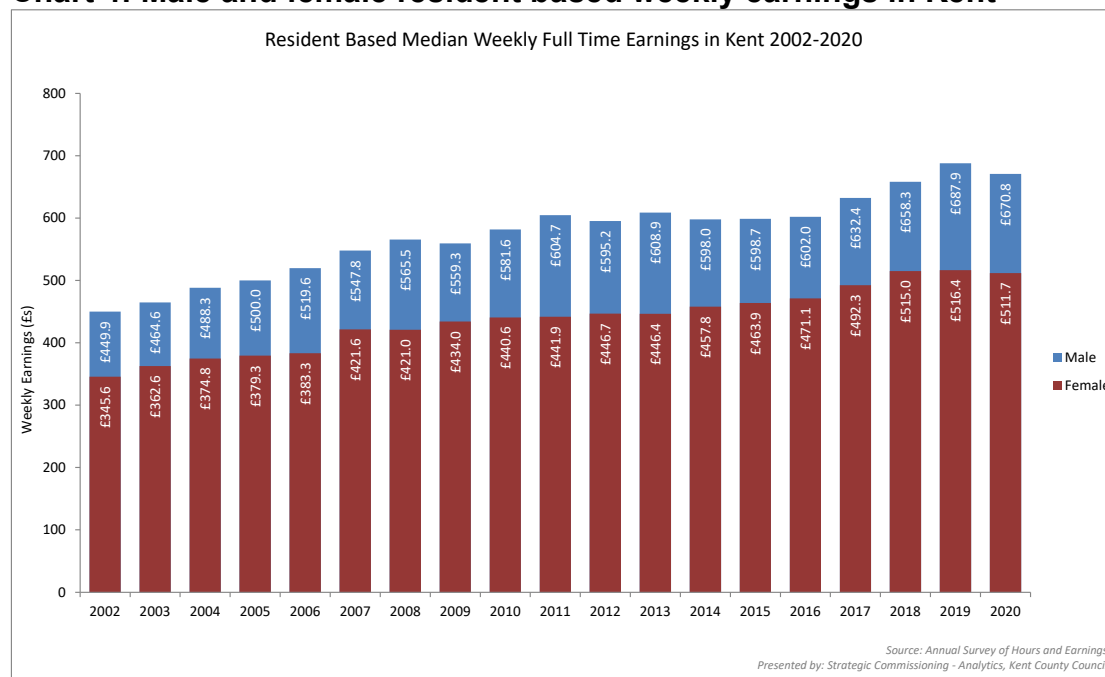
ASHE data can provide a comparison of male and female earnings. However, this does not show differences in rates of pay for comparable jobs. This is because they do not allow for the different employment characteristics of men and women, such as the proportion in different occupations and their length of time in jobs.

Earnings for all workers living in Kent have fallen over the previous year, however male earnings have fallen more than female earnings. Male earnings fell by 2.5% (-£17.10) while female earnings fell by 0.9% (-£4.70). This has resulted in the gap in pay falling slightly.

In 2020 male resident full time weekly earnings in Kent are 23.7% higher than female earnings, with men earnings £670.80 per week compared to females earning £511.70.

Chart 4 overleaf shows how male and female residence based weekly earnings have grown in the Kent area since 2002.

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



Workplace based earnings

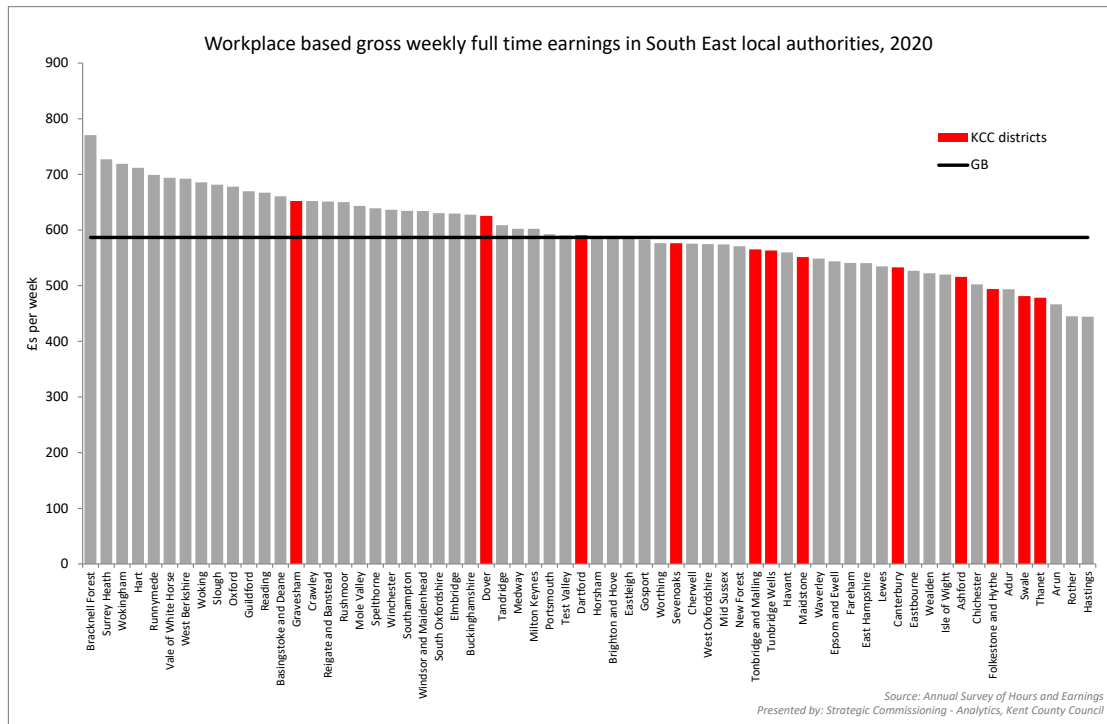
Workplace based earnings show the amount a worker earns based on where they work.

Kent has lower workplace earnings than seen both regionally and nationally. In Kent fulltime weekly workplace earnings are £545.70, in the South East region they are £608.6 and Great Britain £586.70.

Chart 5 overleaf shows the workplace based full time weekly earnings in 2020 in local authorities in the South East region and compares them to Great Britain as a whole. Of the twelve local authority districts in Kent, Gravesham, Dover, and Dartford have workplace earnings above the national average. Gravesham and Dover workplace earnings are within the top 20% in the country.

Folkestone & Hythe, Thanet and Swale have some of the lowest workplace earnings in the South East and are within the bottom 20% in the country.

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



Map 2 shows the weekly full-time workplace earnings in Kent and Medway. While workplace based earnings are generally higher in the west of the county, Gravesham and Dover have the highest overall workplace earnings.

Map 2: Workplace based full time weekly earnings

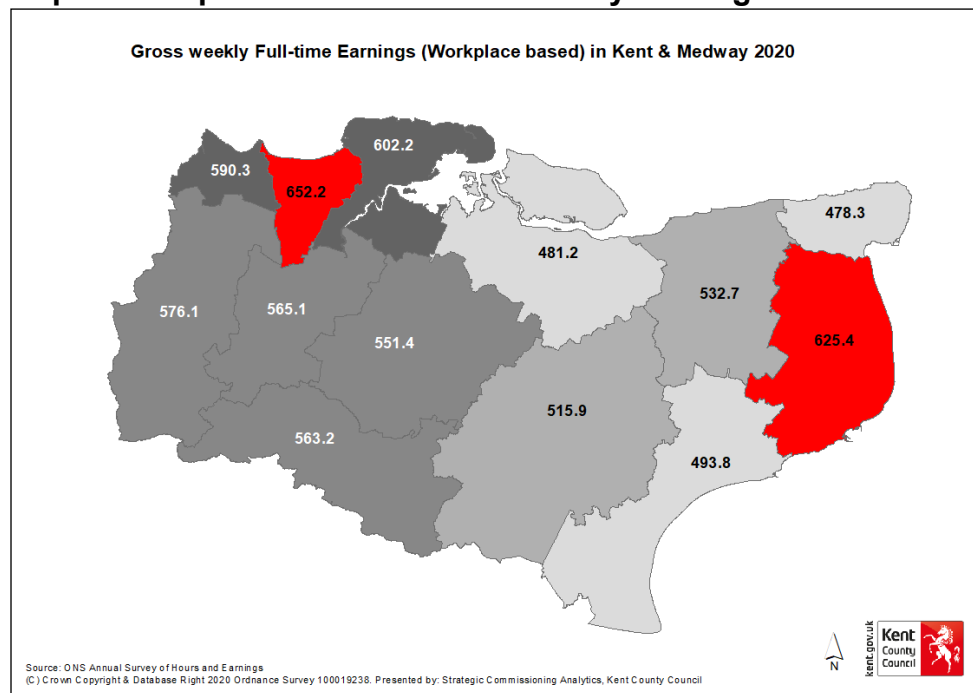


Chart 6 looks more closely at the earnings of people who work in Kent. The chart shows that all local authorities in Kent have workplace earnings below the South East average with the exception of Gravesham (£652.20) and Dover (£625.40). The lowest workplace earnings in Kent are in Thanet district, with weekly earnings of £478.30.

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

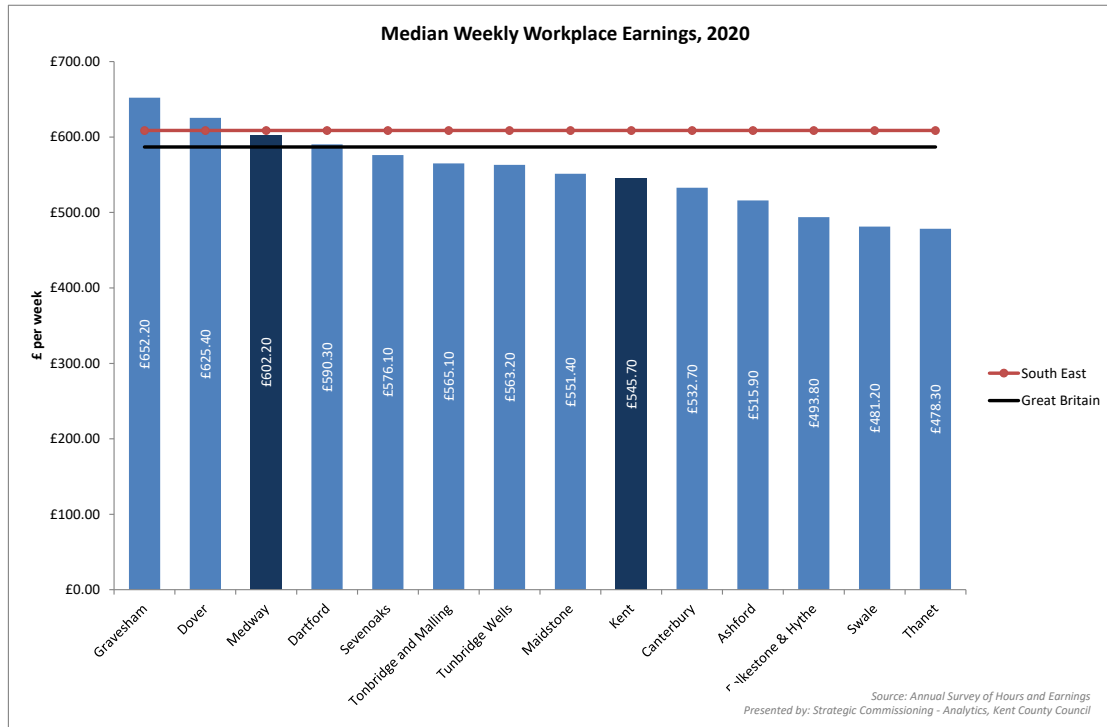


Table 2 overleaf shows the full time and part time weekly earnings of people working in Kent local authority districts as at 2020. This also includes male and female earnings.

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

Workplace based 2020	Total			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
Ashford	£431.10	£515.90	~	£485.70	£554.30	~	£393.40	£455.70	~
Canterbury	£402.10	£532.70	£170.40	£558.30	£579.90	~	£348.50	£460.40	£166.30
Dartford	£468.20	£590.30	£195.80	£551.60	£648.00	~	£395.30	£505.30	~
Dover	£527.50	£625.40	~	£592.90	£623.40	~	£452.40	£613.70	~
Folkestone & Hythe	£421.40	£493.80	~	£502.10	£574.90	~	£343.90	£422.50	~
Gravesham	£460.20	£652.20	£175.90	£762.20	£784.60	~	£265.30	£453.00	£160.30
Maidstone	£495.70	£551.40	£208.60	£597.20	£618.20	£208.30	£364.80	£473.40	£207.10
Sevenoaks	£460.80	£576.10	£190.50	£568.90	£608.90	~	£392.00	£476.50	~
Swale	£421.70	£481.20	£197.20	£462.20	£502.50	~	£326.10	£440.00	£202.10
Thanet	£383.20	£478.30	£215.90	£460.00	£537.60	~	£333.60	£452.30	£223.20
Tonbridge and Malling	£469.50	£565.10	£219.90	£576.40	£623.90	~	£401.10	£483.30	£199.00
Tunbridge Wells	£436.00	£563.20	£185.60	£507.80	£565.30	£183.50	£355.60	£544.90	~
Kent	£450.40	£545.70	£192.20	£545.50	£596.80	£193.50	£367.70	£476.00	£191.80
Medway	£472.40	£602.20	£198.70	£574.50	£619.80	£176.50	£349.50	£522.80	£215.20
South East	£498.30	£608.60	£205.50	£597.30	£658.90	£191.60	£400.30	£543.60	£210.80
Great Britain	£480.00	£586.70	£202.90	£574.90	£622.90	£191.90	£398.60	£544.00	£207.00

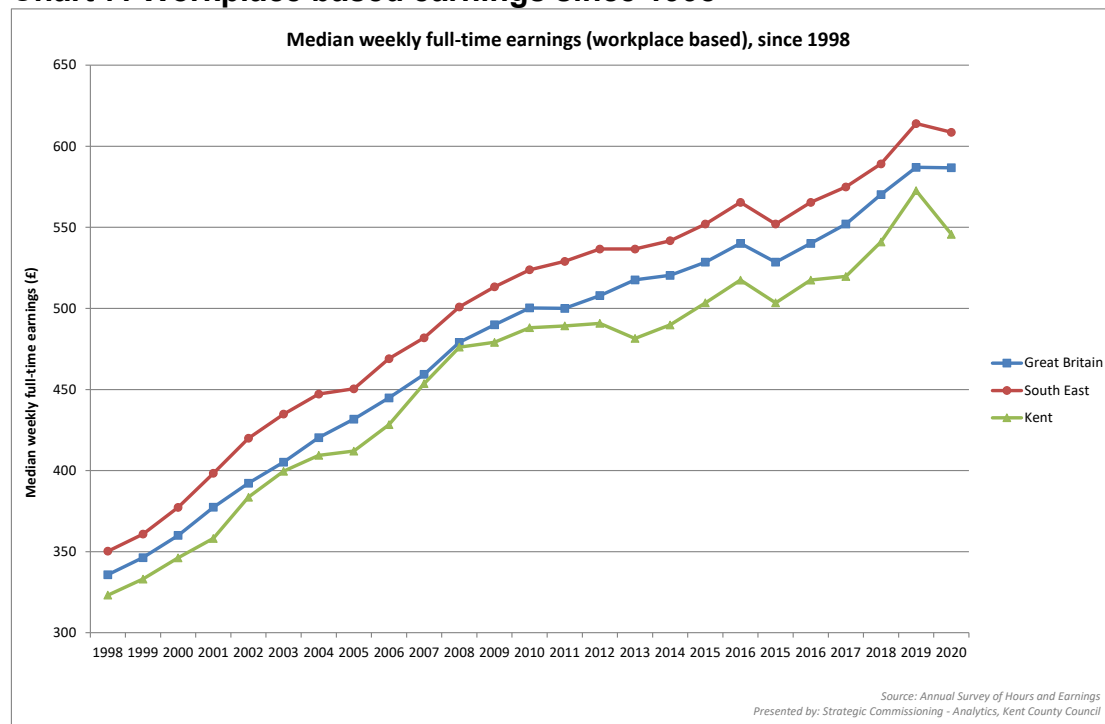
~ : Figures are not available due to either suppression because of statistical unreliability or the figures are missing from original data set

Source: Annual Survey of Hours and Earnings - workplace analysis Office for National Statistics (ONS) © Crown Copyright

Presented by: Strategic Commissioning - Analytics, Kent County Council

Chart 7 shows how workplace earnings have grown since 1998. Kent workplace earnings have always been below the national and regional average, however over the last year earnings have fallen. Kent has seen a greater fall than seen in the South East and in Great Britain as a whole. Workplace earnings have fallen by 4.7% in Kent over the previous year (South East -0.9%, Great Britain -0.1%)

Chart 7: Workplace based earnings since 1998

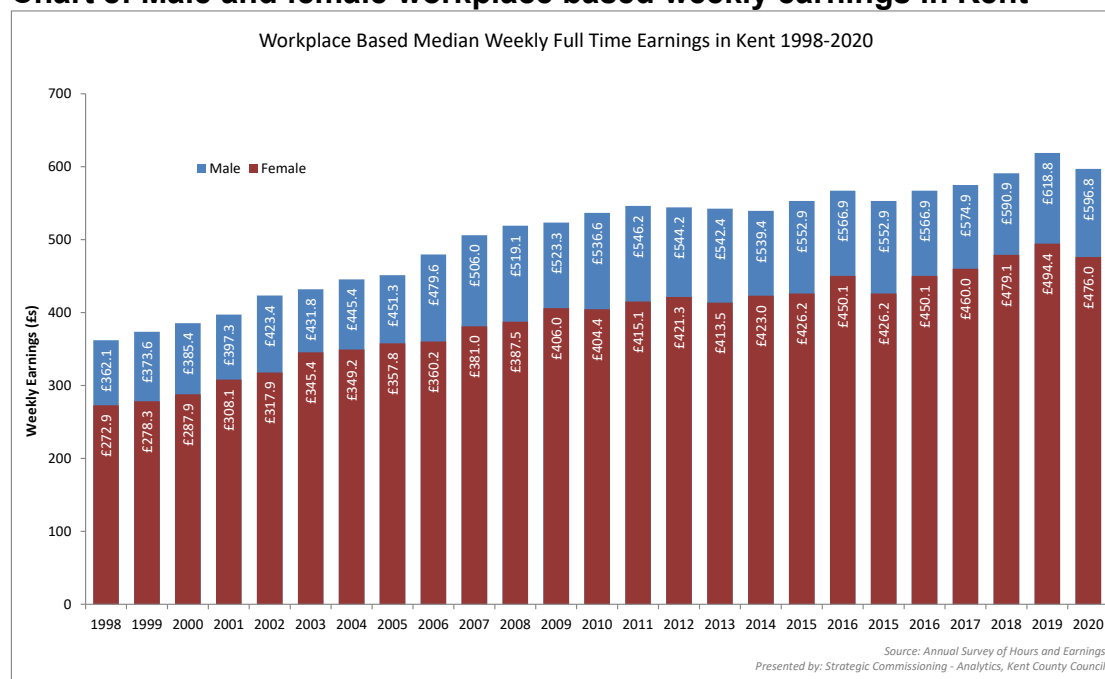


Source: Annual Survey of Hours and Earnings
Presented by: Strategic Commissioning - Analytics, Kent County Council

Chart 8 shows how male and female workplace based full time weekly earnings have changed in Kent since 1998. Male earnings have grown by 47.9% (+£173.40) and female earnings by 57.9% (£158.10) since 1998. However, over the last year workplace earnings have fallen 3.6% (-£22 per week) for males and 3,7% (-£18.40 per week) for females.

The difference between the earnings for males and females working in Kent has fluctuated since 1998. The difference between male and female full-time weekly earnings in 1998 was £89.20, males being paid 24.6% more than females. In 2020 male earnings are 20.2% higher than female earnings, equivalent to £120.80 per week difference.

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 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 £61.40 or 10.1% 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 18.1% lower (£124.80) than resident earnings.

There are, however, two local authorities which have higher workplace than resident earnings. Gravesham has workplace earnings £107.30 higher than

resident earnings (+19.7%) and Dover has workplace earnings which are £13.20 (+2.2%). This is shown in table 3.

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

2020	Resident	Workplace	Difference (£s)	Difference (%)
Ashford	£570.30	£515.90	-£54.40	-9.5%
Canterbury	£594.60	£532.70	-£61.90	-10.4%
Dartford	£689.80	£590.30	-£99.50	-14.4%
Dover	£612.20	£625.40	£13.20	2.2%
Shepway	£564.10	£493.80	-£70.30	-12.5%
Gravesham	£544.90	£652.20	£107.30	19.7%
Maidstone	£579.20	£551.40	-£27.80	-4.8%
Sevenoaks	£678.50	£576.10	-£102.40	-15.1%
Swale	£572.20	£481.20	-£91.00	-15.9%
Thanet	£533.30	£478.30	-£55.00	-10.3%
Tonbridge and Malling	£689.90	£565.10	-£124.80	-18.1%
Tunbridge Wells	£681.70	£563.20	-£118.50	-17.4%
Kent	£607.10	£545.70	-£61.40	-10.1%
Medway	£600.20	£602.20	£2.00	0.3%
South East	£631.80	£608.60	-£23.20	-3.7%
Great Britain	£587.10	£586.70	-£0.40	-0.1%

Source: ONS - Annual Survey of Hours and Earnings

Presented by: Strategic Commissioning - Analytics, Kent County Council