

# Earnings in Kent

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

## Further Information

Kent Analytics  
Kent County Council  
Invicta House  
Maidstone  
Kent  
ME14 1XQ

Email:  
[research@kent.gov.uk](mailto:research@kent.gov.uk)

Tel: 03000 417444

**This bulletin looks at resident and workplace-based earnings during 2021 in Kent and Kent districts. It 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 are £631.90, above the national average (£613.10) but below the regional average (£660.10)
- Male resident earnings (£690.10) are higher than female earnings (£557.60)
- Kent resident earnings have increased by £220.10 since 2002 (+53.4%)

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

- The median weekly full-time earnings of people who work in Kent is £574.90, below both the regional (£635.00) and national (£612.80) averages.
- Workplace earnings in most areas of Kent are lower than resident earnings except for in Dartford district where workplace earnings are slightly higher.
- Kent workplace earnings have increased by 59.2% since 1998 (+191.30)

## 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 October 2021. This data is provisional and will be revised when the next years' data is released. The latest data includes revisions to 2020 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 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.

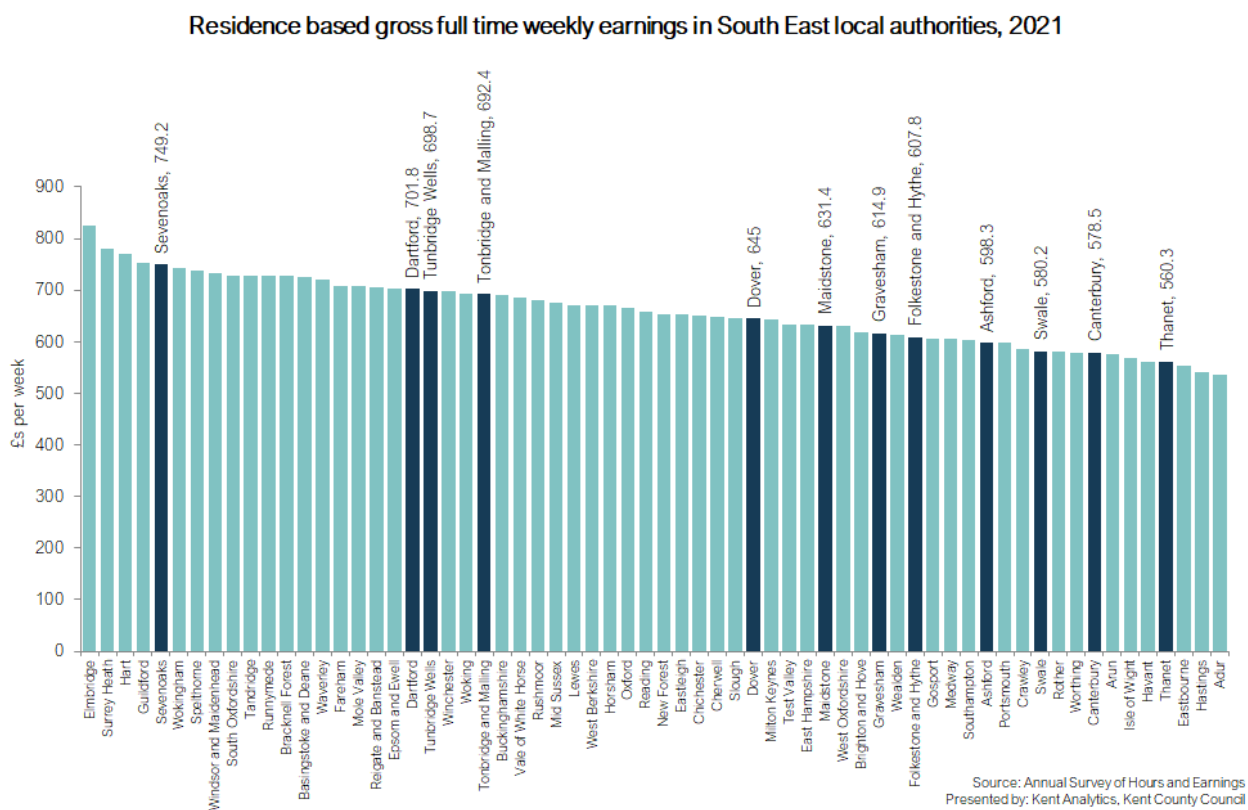
## Resident based earnings

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

In 2021 residents in Kent (£631.90) and the South East Region (£660.10) have higher full-time weekly earnings than in Great Britain as a whole (£613.10).

Chart 1 shows the resident earnings of Kent districts compared to other local authorities in the South East.

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



Five local authorities (Folkestone & Hythe, Ashford, Swale, Canterbury & Thanet) have resident earnings below the national average. People living in Thanet district have the

lowest weekly earnings of the Kent districts (£560.30) and is fourth lowest in the South East region.

Sevenoaks has the highest resident earnings in Kent (£749.20).

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, Tunbridge Wells and Tonbridge & Malling. In these authorities, resident earnings are within the top 20% in the country (£677.60 and above).

### Map 1: Resident based weekly full-time earnings

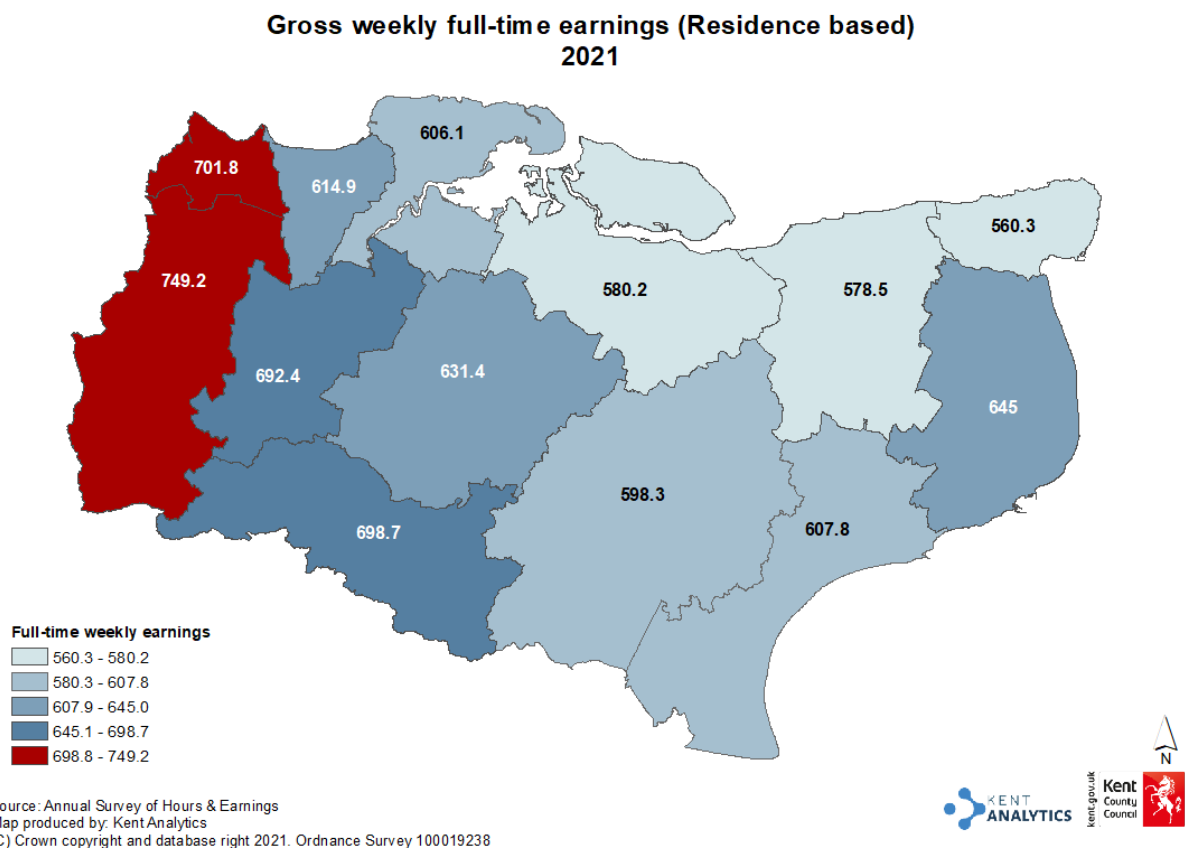


Chart 2 shows the median weekly earnings of residents in Kent local authority districts compared to the average for the South East and Great Britain as a whole. Residents in eight Kent districts have earnings below the average for the South East region (£660.10). Five also have earnings below the national average (£613.10).

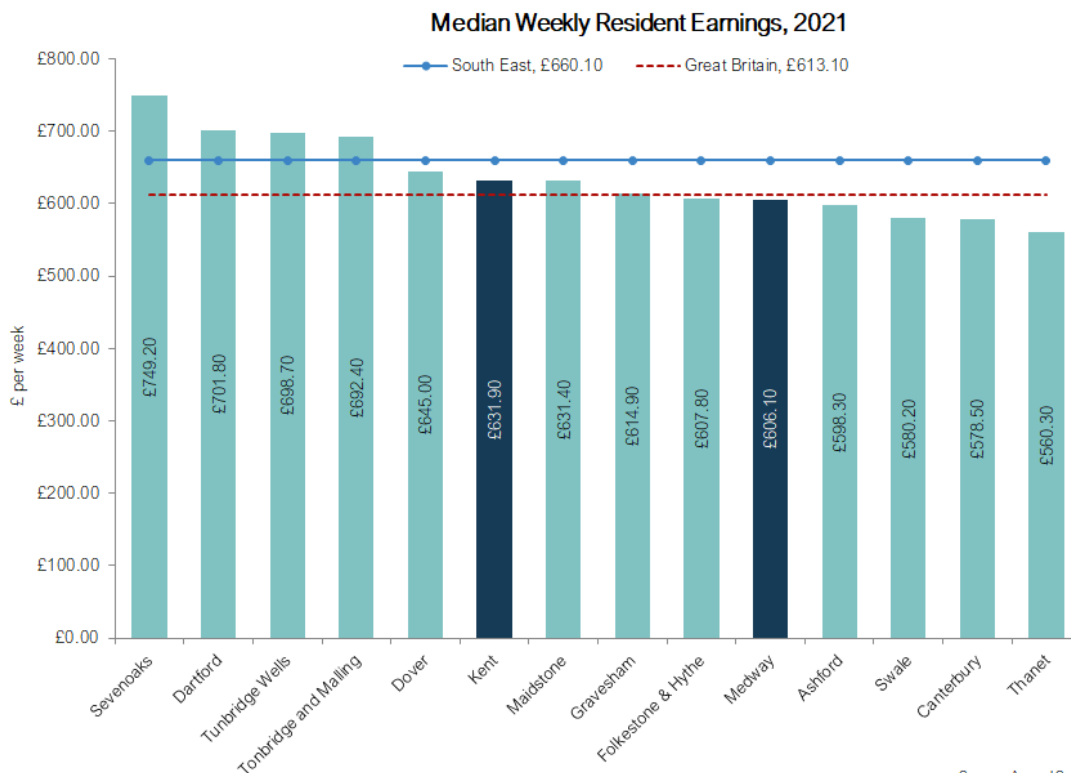
**Chart 2: Median weekly resident earnings in the KCC area**


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**

2021 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	£512.60	£598.30	£207.10	£603.30	£669.20	~	£422.00	£545.30	~
Canterbury	£488.40	£578.50	£196.60	£574.90	£704.50	~	£401.40	£491.70	£202.50
Dartford	£574.90	£701.80	£206.00	£706.70	£737.30	~	£507.40	£576.70	£206.10
Dover	£490.30	£645.00	£195.40	£597.60	£653.10	~	£434.00	£565.40	£179.40
Folkestone & Hythe	£504.00	£607.80	£206.30	£618.50	£654.90	~	£398.20	£477.70	£227.80
Gravesham	£527.10	£614.90	~	£600.90	£654.60	~	£376.80	£536.70	~
Maidstone	£549.50	£631.40	£226.40	£672.20	£764.10	~	£465.60	£565.80	£229.20
Sevenoaks	£574.90	£749.20	£212.80	£690.10	£801.80	~	£470.70	£628.10	£200.20
Swale	£480.10	£580.20	£245.20	£547.10	£584.50	~	£386.10	£556.00	£243.80
Thanet	£459.40	£560.30	£184.20	£532.90	£575.00	~	£387.40	£528.40	£203.60
Tonbridge and Malling	£592.00	£692.40	£182.70	£688.30	£750.80	~	£485.10	£599.10	£223.30
Tunbridge Wells	£590.60	£698.70	£183.70	£681.10	£734.60	~	£447.20	£552.40	~
<b>Kent</b>	<b>£531.40</b>	<b>£631.90</b>	<b>£212.80</b>	<b>£626.20</b>	<b>£690.10</b>	<b>£200.10</b>	<b>£435.80</b>	<b>£557.60</b>	<b>£216.10</b>
<b>Medway</b>	<b>£524.60</b>	<b>£606.10</b>	<b>£194.40</b>	<b>£649.30</b>	<b>£700.20</b>	<b>£169.90</b>	<b>£435.40</b>	<b>£513.00</b>	<b>£215.40</b>
<b>South East</b>	<b>£543.00</b>	<b>£660.10</b>	<b>£223.80</b>	<b>£650.60</b>	<b>£709.10</b>	<b>£213.10</b>	<b>£444.80</b>	<b>£584.60</b>	<b>£227.80</b>
<b>Great Britain</b>	<b>£506.70</b>	<b>£613.10</b>	<b>£216.20</b>	<b>£597.50</b>	<b>£655.50</b>	<b>£208.60</b>	<b>£421.60</b>	<b>£558.10</b>	<b>£220.00</b>

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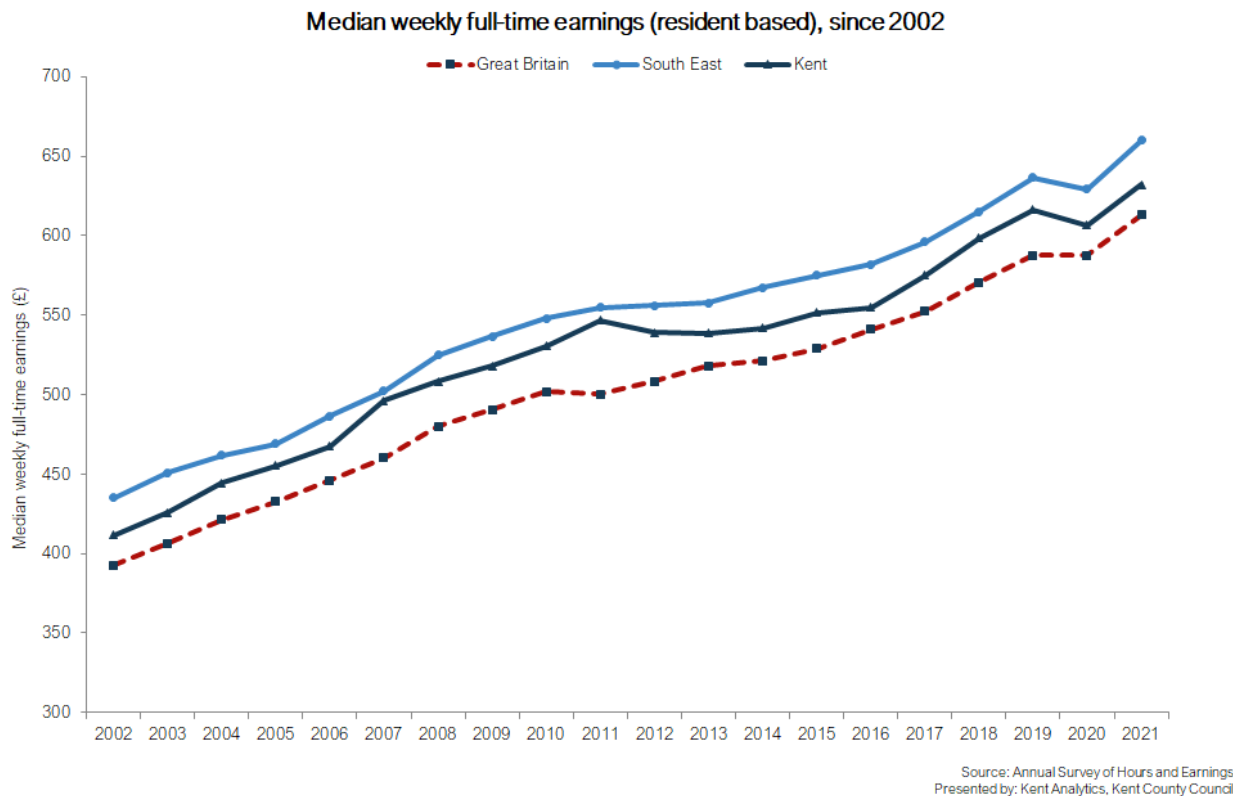
Source: Annual Survey of Hours and Earnings - resident analysis

Presented by: Kent Analytics, Kent County Council

Overall earnings of people living in Kent have increased by 53.4% since 2002 equivalent to an increase of £220.10 per week.

Chart 3 shows that Kent resident earnings have increased at a similar rate since 2002 as was seen regionally and nationally.

### Chart 3: Residence based earnings since 2002

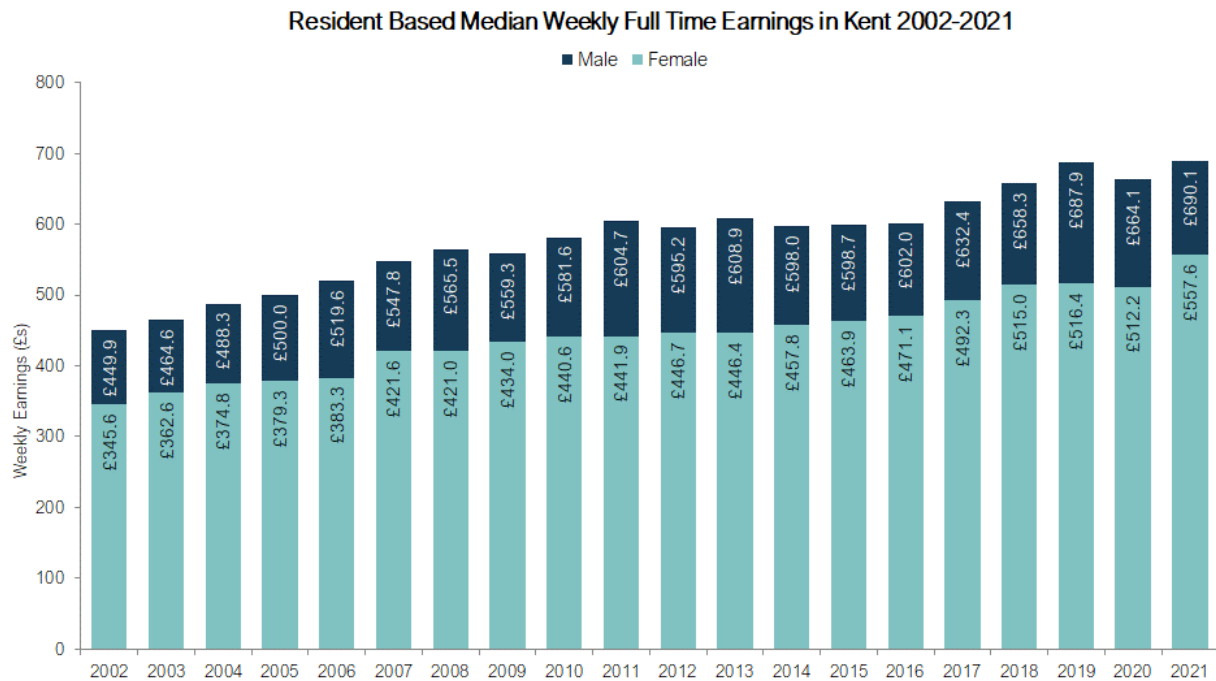


ASHE data can provide a comparison of male and female earnings. However, this does not show differences in rates of pay for comparable jobs. This is because they do not allow for the different employment characteristics of men and women, such as the proportion in different occupations and their length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

In 2021 male resident full time weekly earnings in Kent are 19.2% higher than female earnings, with men earnings £690.10 per week compared to females earning £557.60.

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



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

## Workplace based earnings

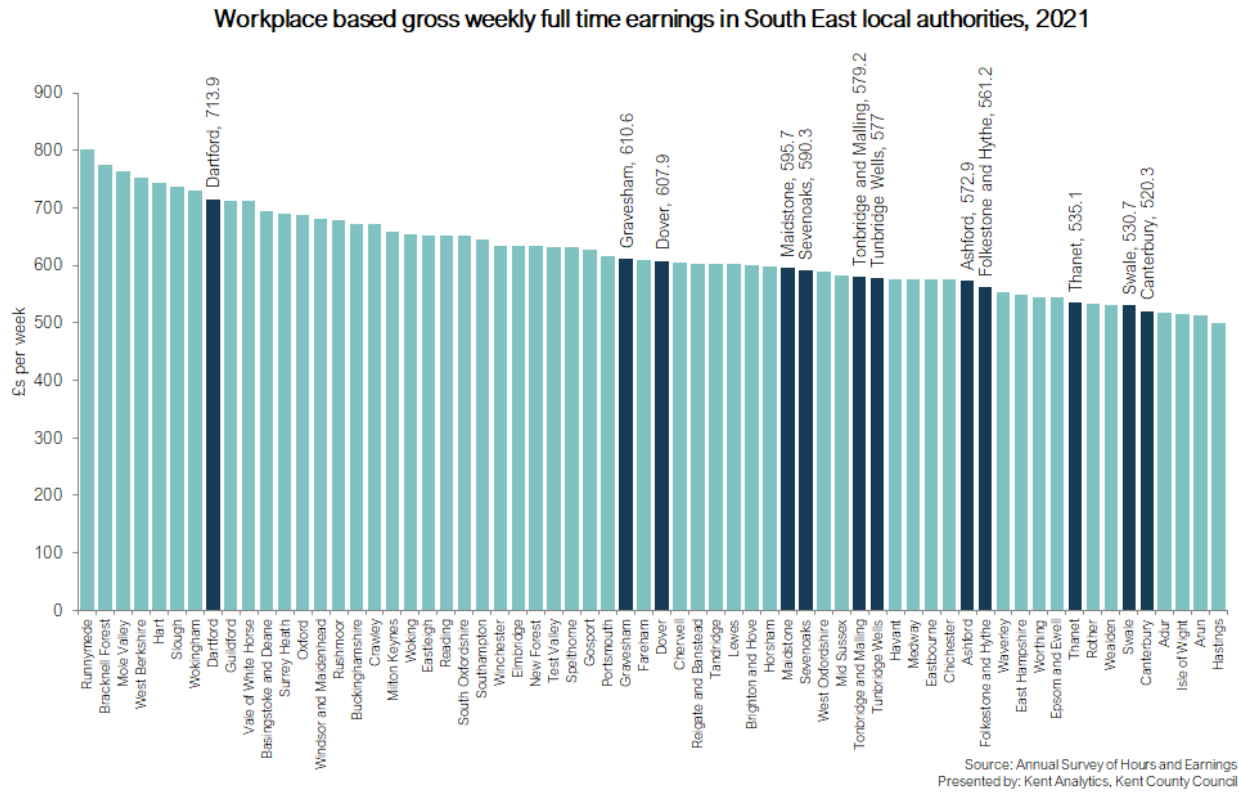
Workplace based earnings show the amount a worker earns based on where they work.

Kent has lower workplace earnings than seen both regionally and nationally. In Kent fulltime weekly workplace earnings are £574.90, in the South East region they are £635.00 and Great Britain £612.80.

Chart 5 overleaf shows the workplace based full time weekly earnings in 2021 in local authorities in Kent and compares them to other local authorities in the South East.

Dartford has the highest workplace earnings in Kent (£713.90) and is eighth highest in the region. It is the only district in Kent to have workplace earnings above the regional average of £635.00 and the national average of £612.80.

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



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



## Map 2: Workplace based full time weekly earnings

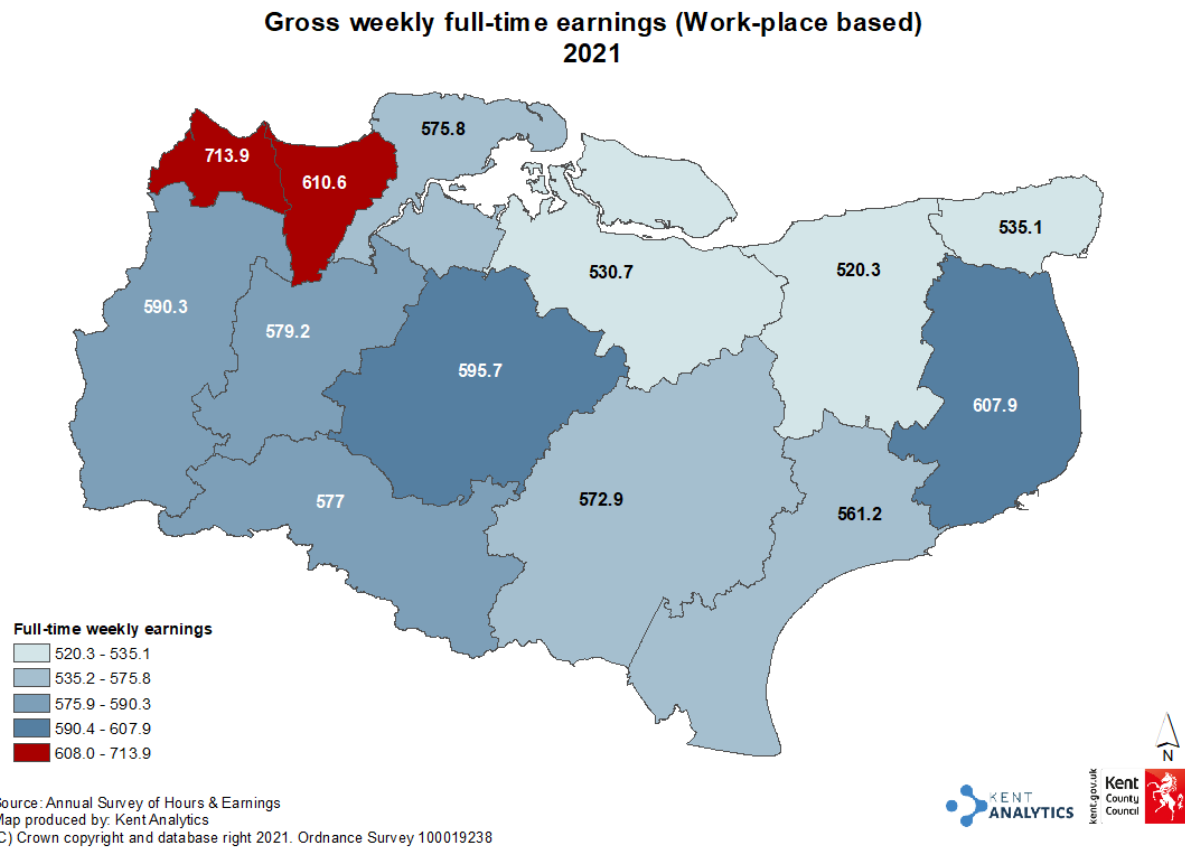


Chart 6 looks more closely at the earnings of people who work in Kent.

Of the twelve local authority districts in Kent, Dartford, Gravesham, and Dover have the highest workplace earnings. Dartford is the only Kent district to have workplace earnings above the national average and is within the top 20% in the country with highest workplace earnings.

Canterbury, Thanet, and Swale have some of the lowest workplace earnings in the South East and are within the 20% of authorities in the country with lowest workplace earnings (those below £535.70).

The chart shows that all local authorities in Kent have workplace earnings below the South East and national average except for Dartford. The lowest workplace earnings in Kent are in Canterbury district, with weekly earnings of £520.30.

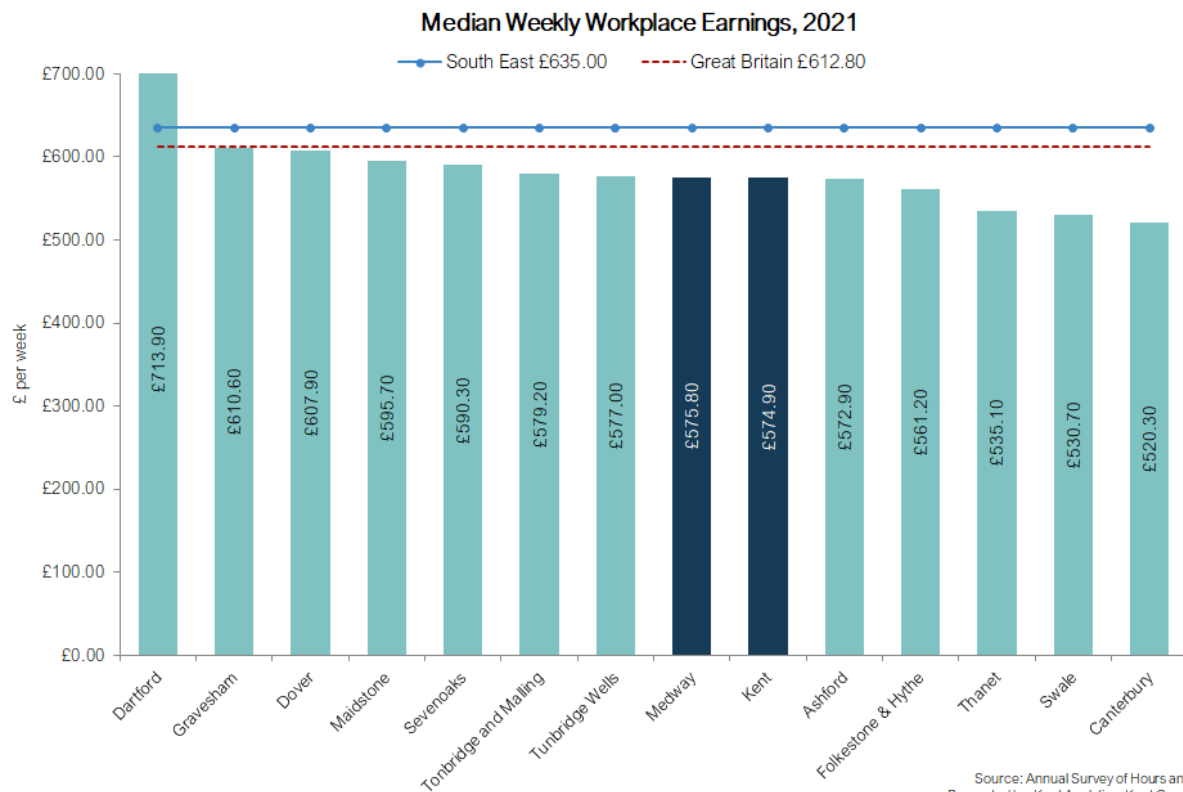
**Chart 6: Workplace based weekly earnings in Kent local authority districts**


Table 2 shows the full time and part time weekly earnings of people working in Kent local authority districts in 2021. This also includes male and female earnings.

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

Workplace based 2021	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	£572.90	£572.90	~	£485.70	£629.30	£156.80	£438.70	£555.70	~
Canterbury	£520.40	£520.30	£207.30	£558.30	£557.90	~	£378.00	£463.90	£215.50
Dartford	£776.50	£713.90	£183.90	£551.60	£817.50	£169.30	£479.90	£520.60	£205.80
Dover	£557.40	£607.90	£196.30	£592.90	£648.80	~	£479.70	£568.40	~
Folkestone & Hythe	£596.80	£561.20	£213.70	£502.10	£620.90	~	£361.80	£470.80	£227.80
Gravesham	£650.80	£610.60	~	£762.20	£700.50	~	£365.60	£499.40	~
Maidstone	£606.60	£595.70	£205.30	£597.20	£640.40	~	£421.40	£524.30	£218.50
Sevenoaks	£555.80	£590.30	£201.00	£568.90	£614.90	~	£370.40	£511.10	£202.70
Swale	£528.40	£530.70	£238.90	£462.20	£550.00	~	£368.90	£473.30	£232.20
Thanet	£464.70	£535.10	£182.70	£460.00	£544.70	~	£330.30	£529.20	£184.10
Tonbridge and Malling	£581.90	£579.20	£199.60	£576.40	£617.10	£191.30	£442.50	£529.20	£207.50
Tunbridge Wells	£487.80	£577.00	£168.90	£507.80	£575.50	~	£383.30	£584.10	£172.20
<b>Kent</b>	<b>£574.40</b>	<b>£574.90</b>	<b>£205.00</b>	<b>£545.50</b>	<b>£626.20</b>	<b>£187.30</b>	<b>£396.80</b>	<b>£520.10</b>	<b>£206.80</b>
<b>Medway</b>	<b>£575.70</b>	<b>£575.80</b>	<b>£195.00</b>	<b>£574.50</b>	<b>£634.60</b>	<b>£181.40</b>	<b>£419.90</b>	<b>£524.60</b>	<b>£205.80</b>
<b>South East</b>	<b>£625.70</b>	<b>£635.00</b>	<b>£219.90</b>	<b>£597.30</b>	<b>£685.30</b>	<b>£209.30</b>	<b>£430.30</b>	<b>£568.50</b>	<b>£223.60</b>
<b>Great Britain</b>	<b>£596.70</b>	<b>£612.80</b>	<b>£215.80</b>	<b>£574.90</b>	<b>£654.30</b>	<b>£208.30</b>	<b>£420.80</b>	<b>£558.10</b>	<b>£219.40</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: Kent 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, and growth has been slightly slower at 59.2% than seen regionally (+61.4%) and nationally (65.7%).

### Chart 7: Workplace based earnings since 1998

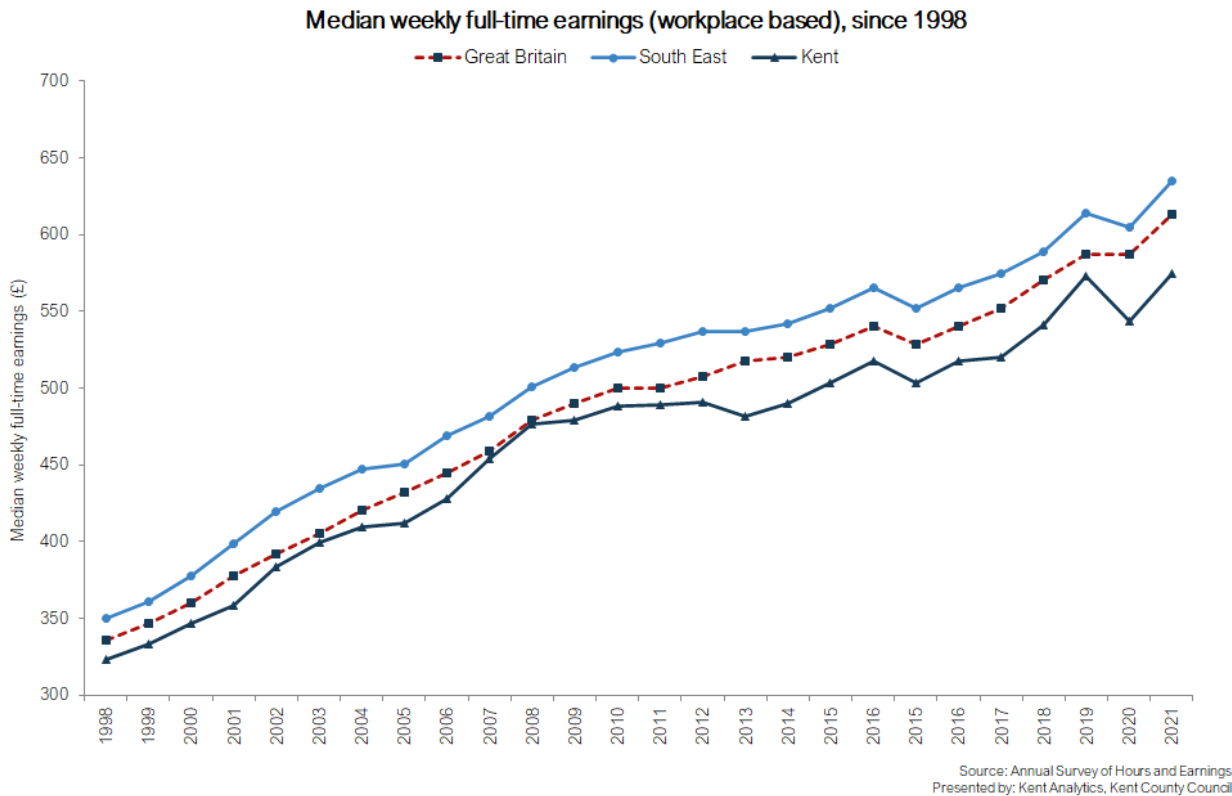
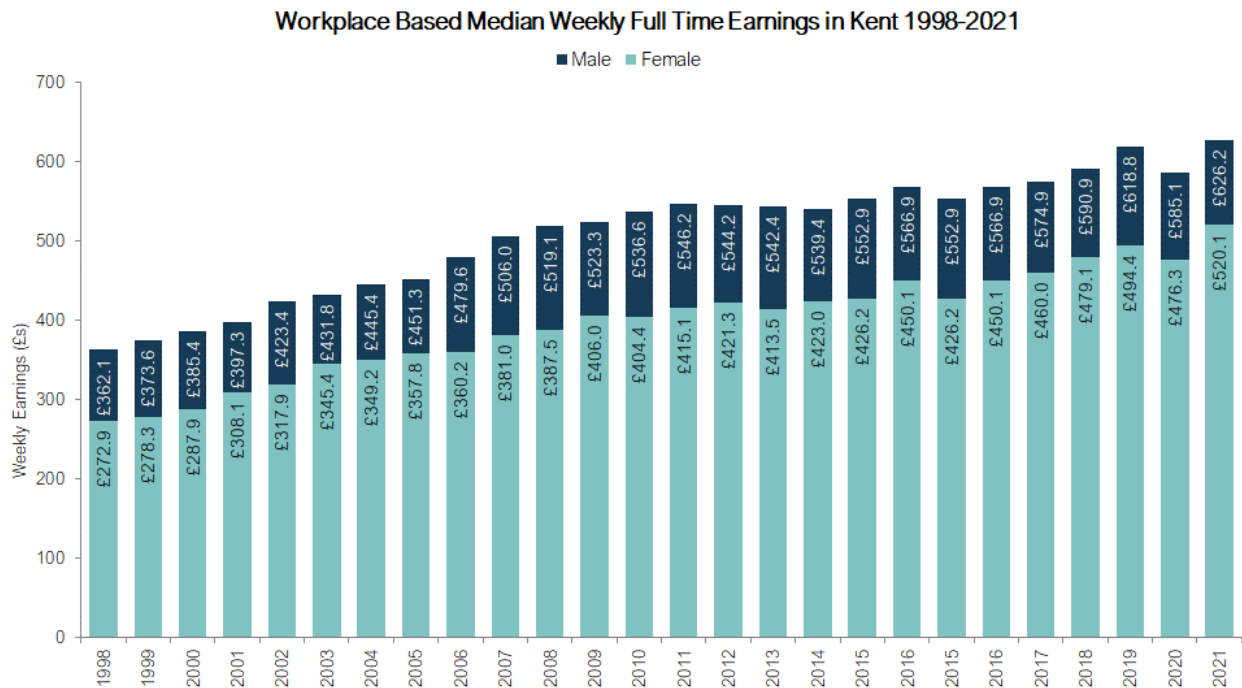


Chart 8 shows how male and female workplace based full time weekly earnings have changed in Kent since 1998. Male earnings have grown by 56.0% (+£202.80) and female earnings by 74.1% (£202.20) since 1998.

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 2021 male earnings are 16.9% higher than female earnings, equivalent to £106.10 per week difference.

## Chart 8: Male and female workplace based 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 9.0% 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 are 21.2% lower (£158.90) than resident earnings.

There is one local authority in Kent which has higher workplace than resident earnings. Dartford has workplace earnings £12.10 higher than resident earnings (+1.7%). This is shown in table 3.

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

2021	Resident	Workplace	Difference (£s)	Difference (%)
Ashford	£598.30	£572.90	-£25.40	-4.2%
Canterbury	£578.50	£520.30	-£58.20	-10.1%
Dartford	£701.80	£713.90	£12.10	1.7%
Dover	£645.00	£607.90	-£37.10	-5.8%
Shepway	£607.80	£561.20	-£46.60	-7.7%
Gravesham	£614.90	£610.60	-£4.30	-0.7%
Maidstone	£631.40	£595.70	-£35.70	-5.7%
Sevenoaks	£749.20	£590.30	-£158.90	-21.2%
Swale	£580.20	£530.70	-£49.50	-8.5%
Thanet	£560.30	£535.10	-£25.20	-4.5%
Tonbridge and Malling	£692.40	£579.20	-£113.20	-16.3%
Tunbridge Wells	£698.70	£577.00	-£121.70	-17.4%
<b>Kent</b>	£631.90	£574.90	<b>-£57.00</b>	<b>-9.0%</b>
Medway	£606.10	£575.80	-£30.30	-5.0%
<b>South East</b>	£660.10	£635.00	<b>-£25.10</b>	<b>-3.8%</b>
<b>Great Britain</b>	£613.10	£612.80	<b>-£0.30</b>	<b>0.0%</b>

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

