

Earnings in Kent

Related documents

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[Small Area Income Estimates](#) – presents total household income and net income before and after housing costs for small areas in Kent.

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This bulletin looks at resident and workplace based earnings during 2019 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 2019, the full-time weekly earnings for workers living in Kent was £615.90. This was above the national figure of £587 but below the South East regional figure of £636
- The weekly full-time earnings for males living in Kent was £686.20 and for females was £515.90
- People living in the west of Kent have higher earnings than in the east. The highest earners live in Tunbridge Wells district and have average weekly full-time earnings of £693.70
- Residents in Thanet district have the lowest median weekly full-time earnings at £507.70
- Median weekly earnings for Kent residents have increased by £204.10 since 2002, an increase of 49.6%. This is higher than regional increase (+46.2%) and just above the national increase (+49.5%)

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

- The weekly full-time earnings for people who work in Kent was £572.50. This is below the regional average of £613.50 and the national average of £586.50
- People who work in Gravesham district have the highest weekly earnings of all the districts in Kent at £679.40
- Folkestone & Hythe have the lowest workplace earnings at £496

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 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 figures for part-time workers is suppressed due to statistical unreliability.

This bulletin uses the latest estimates released in October 2019. This data is provisional and will be revised when the next years' data is released. This data includes revisions to 2018 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.

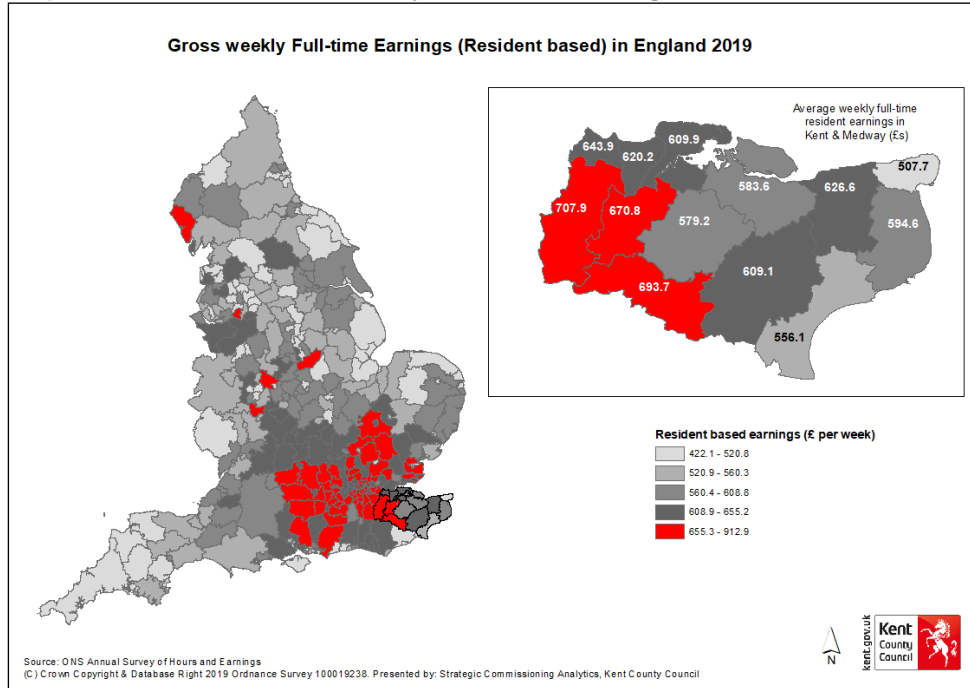
Resident based earnings

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 of England, mainly around the London area. There are no local authorities in the south west or the north east 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 Tunbridge Wells and Tonbridge & Malling and Sevenoaks where resident earnings are 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



Residents in Kent (£615.90) and the South East Region (£636) have higher weekly earnings than in Great Britain as a whole (£587). The chart shows that three Kent districts, Maidstone, Thanet and Folkestone & Hythe, have resident weekly earnings below the national average. Thanet has the lowest resident earnings in the county and 2nd lowest in the whole of the South East. This is shown in chart 1.

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

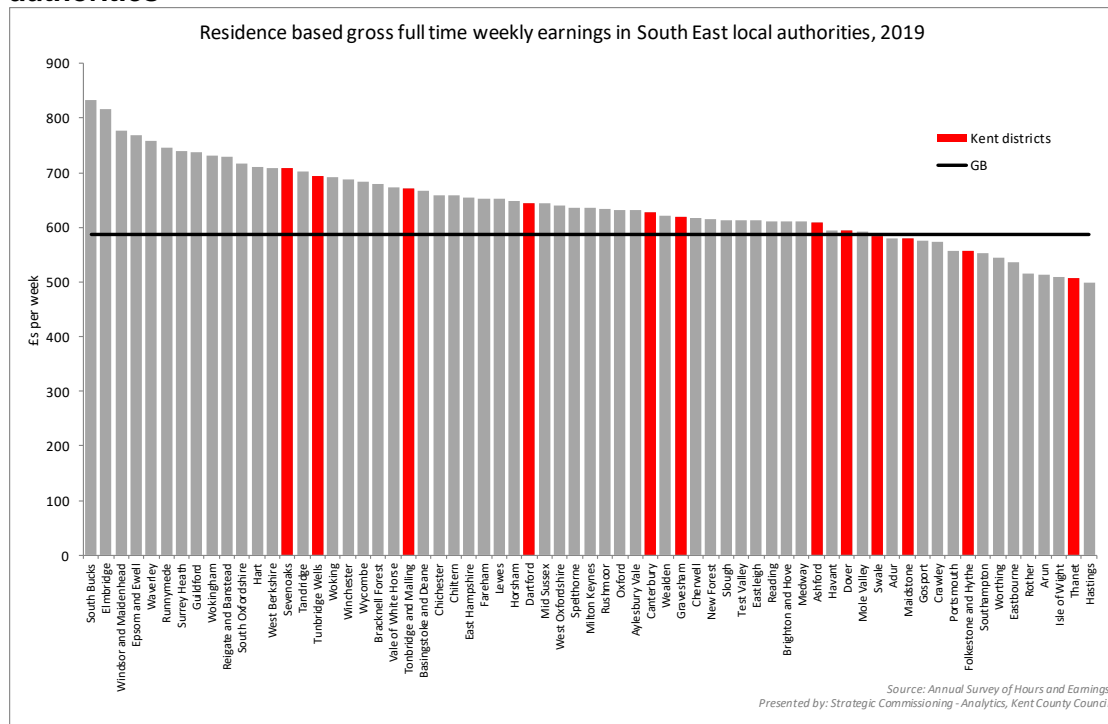


Chart 2 shows the median weekly earnings of residents in Kent local authority districts compared to the average for the South East and Great Britain as a whole. Residents in eight Kent districts have earnings below the average for the South East region.

Chart 2: Median weekly resident earnings in the KCC area

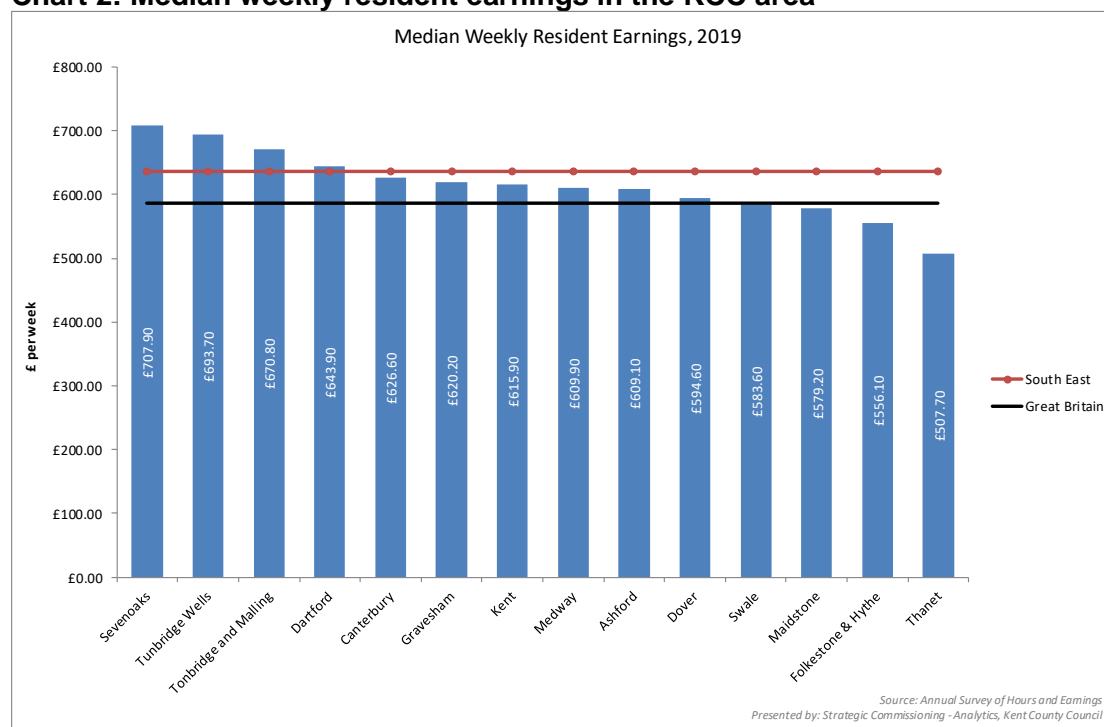


Table 1 shows the resident based full time and part time weekly earnings of male and female residents in Kent local authority districts.

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

2019 Resident based weekly earnings	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	£498.30	£609.10	£209.30	£674.00	£707.60	#	£391.40	£494.30	£219.80
Canterbury	£461.50	£626.60	£192.50	£630.20	£761.20	£199.90	£359.60	£500.30	£186.90
Dartford	£544.40	£643.90	£187.10	£669.80	£705.80	#	£424.40	£499.80	£185.50
Dover	£493.40	£594.60	£209.40	£515.80	£630.70	#	£461.90	£574.10	#
Folkestone & Hythe	£466.50	£556.10	£198.80	£556.40	£628.40	£210.60	£404.20	£471.90	£198.60
Gravesham	£483.60	£620.20	£171.10	£656.90	£693.30	#	£349.90	£466.20	£173.50
Maidstone	£486.00	£579.20	£196.60	£575.40	£637.00	#	£398.50	£535.50	£203.80
Sevenoaks	£574.40	£707.90	£198.10	£735.60	£818.70	#	£435.50	£574.90	£209.60
Swale	£490.50	£583.60	£217.50	£575.10	£600.90	#	£361.70	£535.80	£219.60
Thanet	£393.20	£507.70	£221.10	£494.40	£546.80	#	£346.20	£463.10	£214.40
Tonbridge and Malling	£560.90	£670.80	£229.20	£719.50	£762.00	#	£429.70	£570.20	£229.50
Tunbridge Wells	£538.20	£693.70	£182.20	£608.50	£748.30	£171.90	£449.30	£649.80	#
Kent	£498.10	£615.90	£203.60	£616.80	£686.20	£199.10	£396.10	£515.90	£205.50
Medway	£517.30	£609.90	£182.00	£613.20	£644.60	£223.40	£373.90	£508.10	£172.00
South East	£515.00	£636.00	£199.20	£632.50	£689.90	£181.00	£407.70	£555.40	£205.40
Great Britain	£479.10	£587.00	£197.00	£575.20	£632.00	£185.10	£389.20	£528.90	£201.90

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

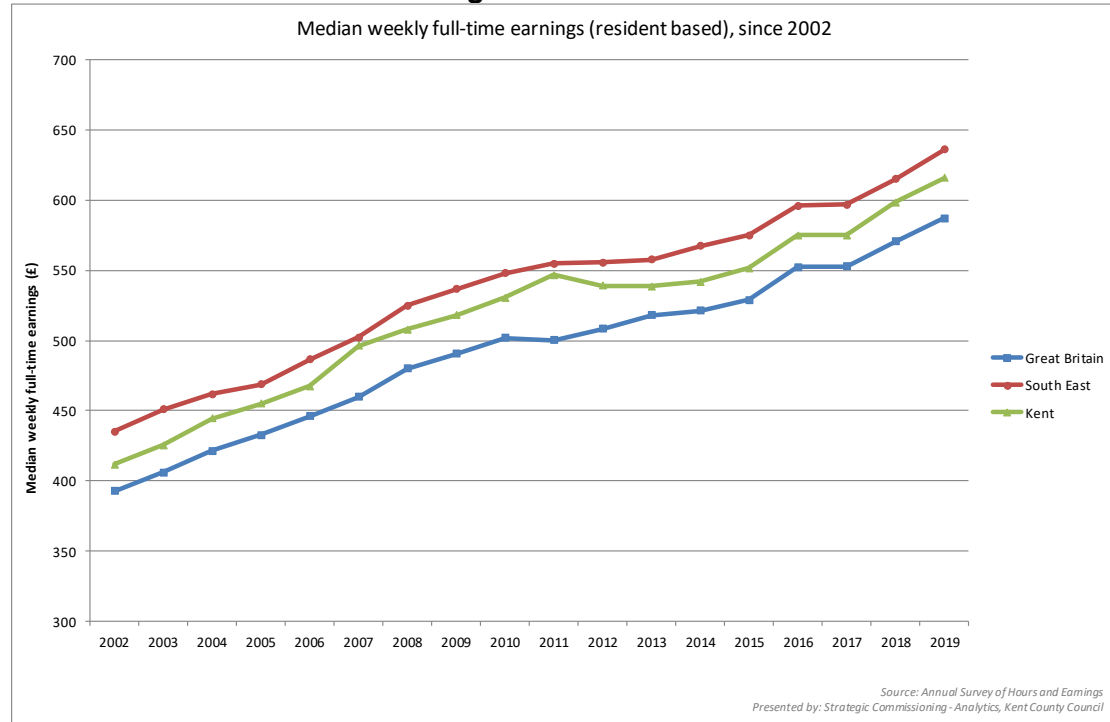
Source: Annual Survey of Hours and Earnings - resident analysis

Presented by: Strategic Commissioning - Analytics, Kent County Council

Overall earnings of people living in Kent have increased by 45.2% since 2002 equivalent to an increase of £186.30 per week. This is shown in chart 3.

The chart shows that Kent resident earnings have increased at a similar rate over the last year (+2.9%) as was seen nationally but at a lower rate than was seen regionally (+3.4%).

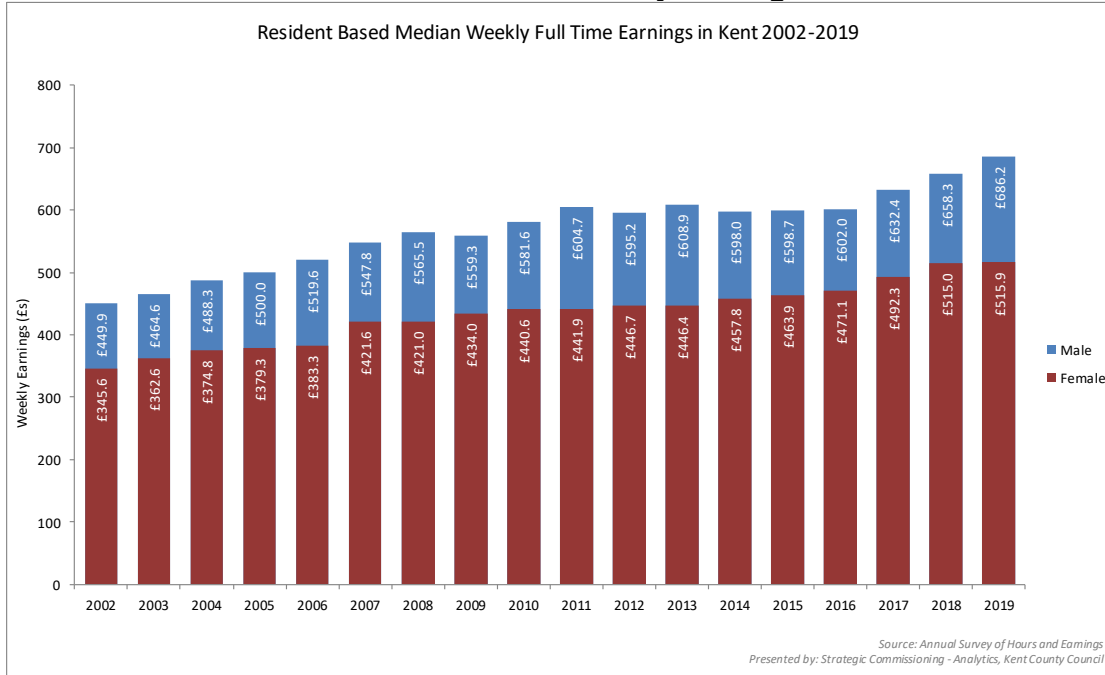
Chart 3: Residence based earnings since 2002



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 not changed greatly since 2002. Male earnings have always been higher than female earnings. This gap has gradually reduced both nationally and regionally however in Kent the gap between male and female earnings of Kent residents has changed very little since 2002. Male full-time weekly earnings in 2002 were £104.30 greater than female earnings and £170.30 higher in 2019. In percentage terms male earnings were 23.2% higher than female earnings in 2002. In 2019 they were 24.8% higher. Nationally male earnings were 23.5% higher than females in 2002 and 16.3% higher in 2019.

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

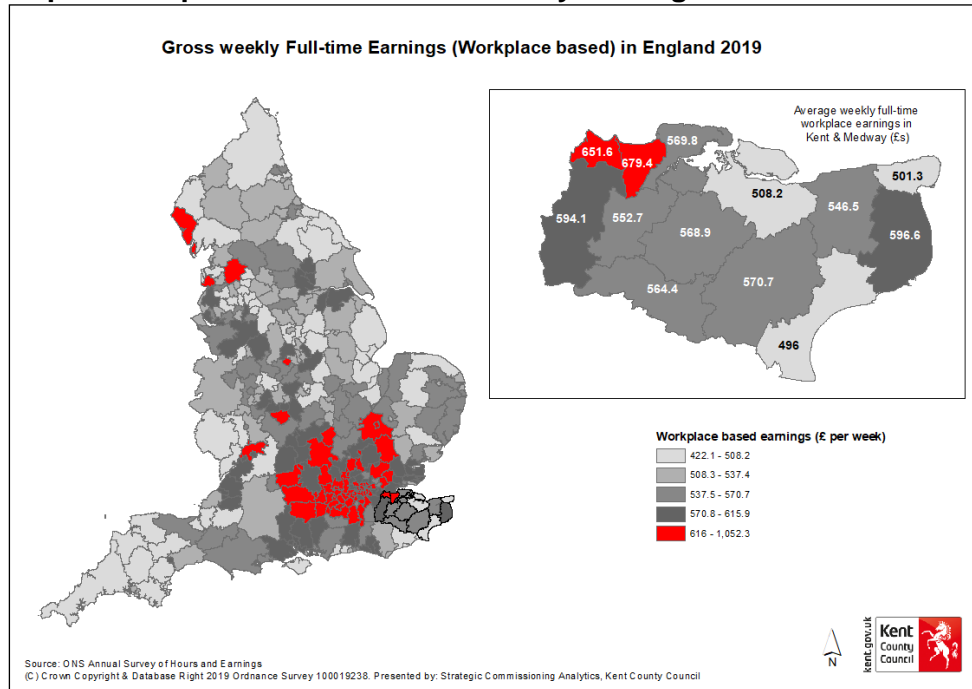


Workplace based earnings

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

Map 2 shows the weekly full-time workplace 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 Dartford and Gravesham districts have workplace earnings within the top 20% in the country, while Thanet, Swale and Folkestone & Hythe are within the lowest 20%

Chart 5 shows the workplace based full time weekly earnings in 2019 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 Dartford, Gravesham, Dover and Sevenoaks have workplace earnings above the national average. Folkestone & Hythe, Thanet and Swale have the fourth, sixth and seventh lowest workplace earnings in the South East respectively.

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

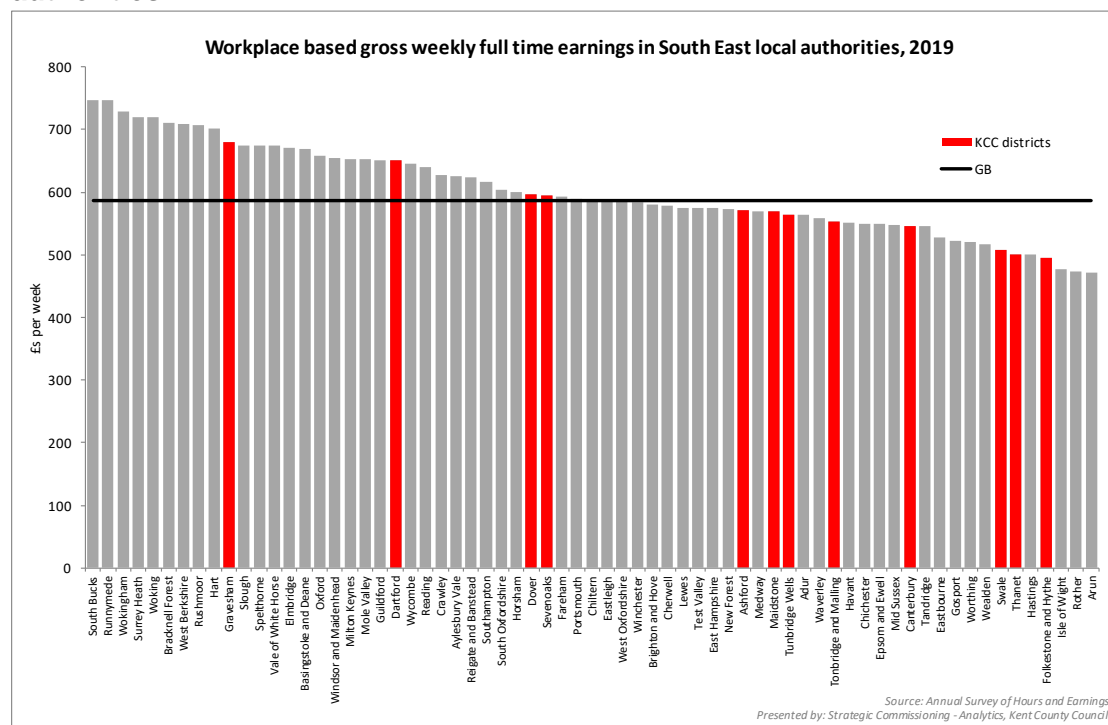


Chart 6 looks more closely at the earnings of people who work in Kent. People who work in Kent have average weekly full-time earnings of £572.50. This is below the national earnings of £586.50 and the South East earnings of £613.50. The chart shows that two Kent districts, Gravesham (£679.40) and Dartford (£651.60), have workplace weekly earnings above the national level. The lowest workplace earnings in Kent are in Folkestone & Hythe district, with weekly earnings of £496.00.

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

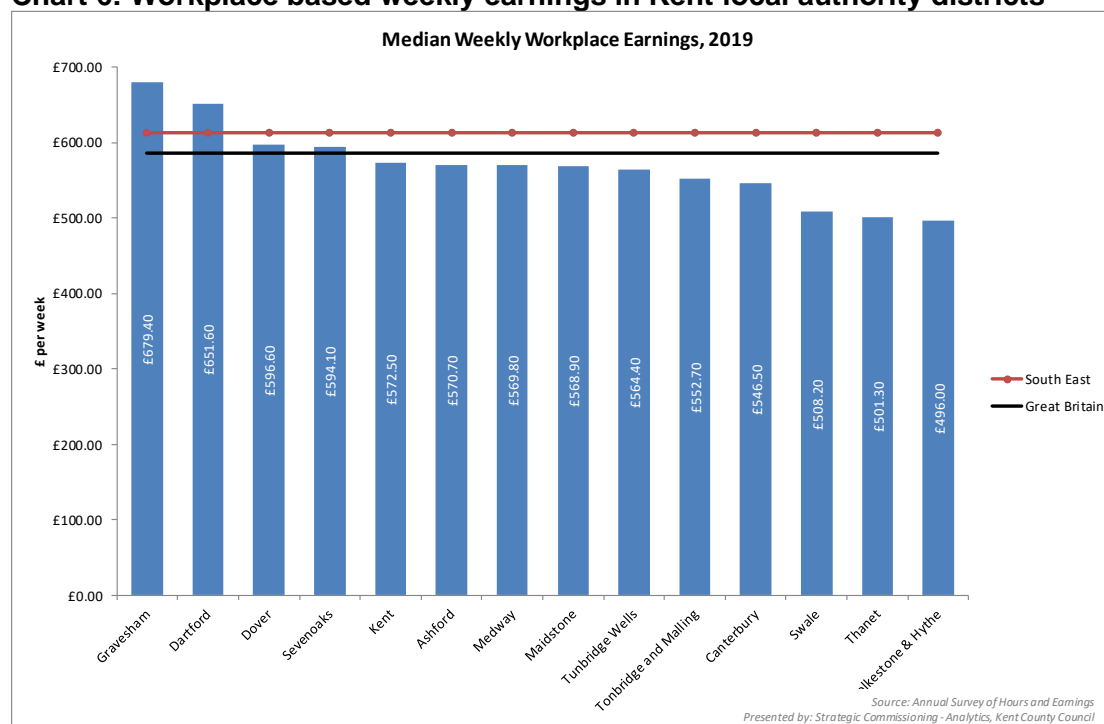


Table 2 shows the full time and part time weekly earnings of males and females working in Kent local authority districts.

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

Workplace based 2019	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	£490.30	£570.70	£208.90	£549.50	£634.50	#	£462.00	£516.60	£216.00
Canterbury	£399.70	£546.50	£188.80	£492.10	£600.80	#	£357.00	£470.30	£188.50
Dartford	£524.00	£651.60	£218.10	£660.80	£702.50	#	£362.70	£505.70	£226.40
Dover	£498.30	£596.60	£199.70	£586.30	£631.50	#	£413.10	£535.80	#
Folkestone & Hythe	£442.80	£496.00	£198.60	£545.70	£639.00	£206.40	£345.80	£434.50	#
Gravesham	£446.60	£679.40	£176.00	£741.40	£785.00	#	£317.60	£461.60	£163.60
Maidstone	£484.50	£568.90	£174.90	£566.10	£598.30	#	£395.10	£504.90	£176.00
Sevenoaks	£453.50	£594.10	£186.50	£519.20	£613.60	#	£382.40	£552.30	£187.80
Swale	£438.60	£508.20	£254.00	£521.10	£549.40	#	£343.50	£420.60	£222.70
Thanet	£377.90	£501.30	£212.70	£468.80	£527.90	#	£334.10	£463.30	£215.00
Tonbridge and Malling	£498.40	£552.70	£215.30	£548.60	£578.10	#	£421.70	£527.20	£220.80
Tunbridge Wells	£472.20	£564.40	£164.00	£519.50	£594.00	#	£430.90	£485.90	#
Kent	£464.30	£572.50	£199.00	£563.80	£618.80	£191.40	£381.00	£493.70	£203.40
Medway	£460.30	£569.80	£171.60	£565.70	£623.70	£189.10	£338.30	£489.10	£170.70
South East	£498.30	£613.50	£196.80	£607.40	£666.70	£176.90	£395.50	£536.80	£203.90
Great Britain	£479.10	£586.50	£197.00	£574.90	£631.70	£184.80	£388.80	£528.20	£201.50

~: 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

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Chart 7 shows how workplace earnings have grown since 1998. Kent workplace earnings have always been below the national and regional average. Kent (+5.8%) saw higher growth in weekly earnings since 2018 than both the South East (+4.1%) and Great Britain (+2.9%).

Chart 7: Workplace based earnings since 1998

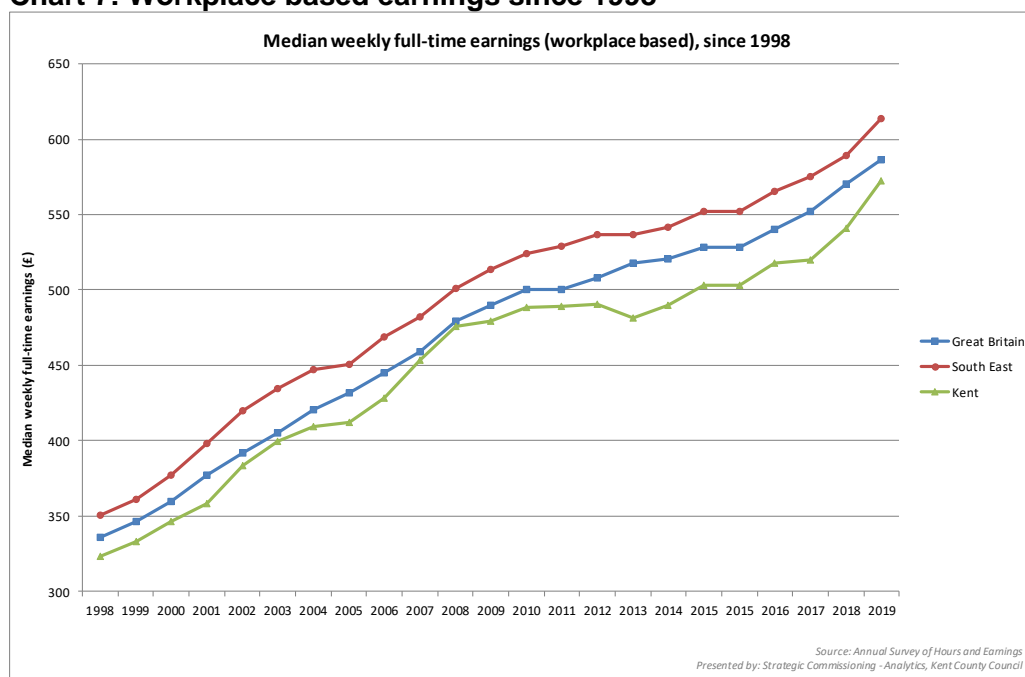
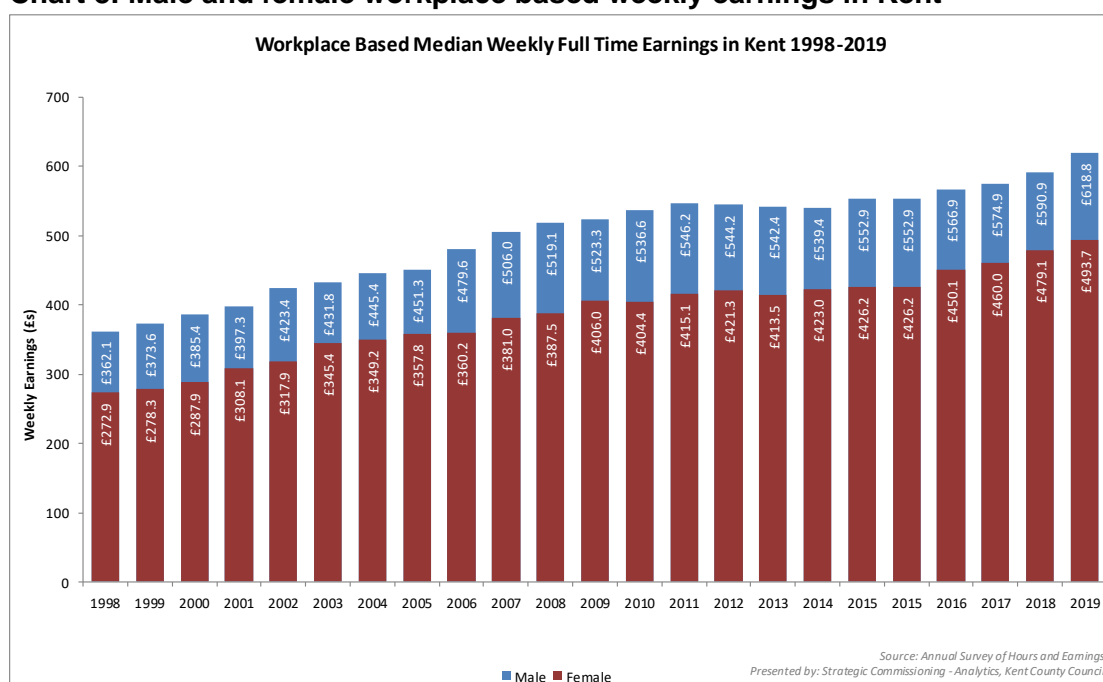


Chart 8 shows how male and female workplace based full time weekly earnings have grown in Kent as a whole since 1998. Male earnings have grown by 54.0% (+£195.40) and female earnings by 64.4% (£175.80).

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 2019 male earnings were 20.2% higher than female earnings, equivalent to £125.10 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 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 £43.40 or 7.0% lower than for those who live in the county. In Kent local authority districts the biggest difference can be seen in Tunbridge Wells district where workplace earnings are 18.6% lower (£129.30) than resident earnings. This is shown in table 3.

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

2019	Resident	Workplace	Difference (£s)	Difference (%)
Ashford	£609.10	£570.70	-£38.40	-6.3%
Canterbury	£626.60	£546.50	-£80.10	-12.8%
Dartford	£643.90	£651.60	£7.70	1.2%
Dover	£594.60	£596.60	£2.00	0.3%
Shepway	£556.10	£496.00	-£60.10	-10.8%
Gravesham	£620.20	£679.40	£59.20	9.5%
Maidstone	£579.20	£568.90	-£10.30	-1.8%
Sevenoaks	£707.90	£594.10	-£113.80	-16.1%
Swale	£583.60	£508.20	-£75.40	-12.9%
Thanet	£507.70	£501.30	-£6.40	-1.3%
Tonbridge and Malling	£670.80	£552.70	-£118.10	-17.6%
Tunbridge Wells	£693.70	£564.40	-£129.30	-18.6%
Kent	£615.90	£572.50	-£43.40	-7.0%
Medway	£609.90	£569.80	-£40.10	-6.6%
South East	£636.00	£613.50	-£22.50	-3.5%
Great Britain	£587.00	£586.50	-£0.50	-0.1%

Source: ONS - Annual Survey of Hours and Earnings

Presented by: Strategic Commissioning - Analytics, Kent County Council

The next update to the Annual Survey of Hours and Earnings is due in autumn 2020 and this bulletin will be revised accordingly.