

Earnings ... in brief

December 2021

At £554 per week, in 2021 full-time workplace-based earnings in the county are among the lowest in the South East region, but after 2 years of declining pay in 2019 and 2020, the county saw the highest annual increase (11.2%) of all counties/UAs in the region. This data comes from the Annual Survey of Hours and Earnings (ASHE).

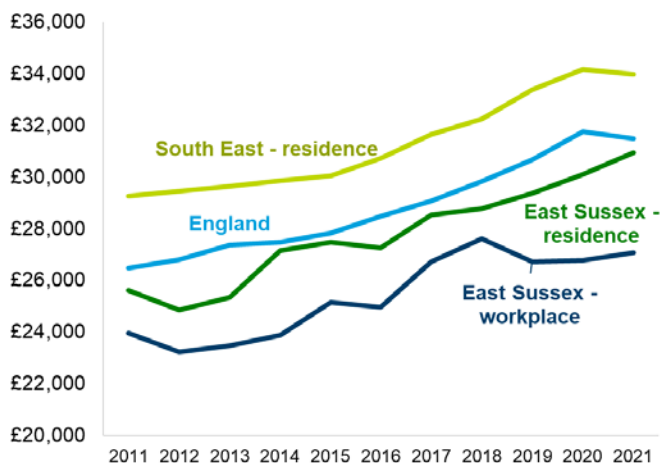
The ONS have recently released experimental monthly estimates of payrolled employees and their pay from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) data. Using this measure, median monthly pay for all employees resident in East Sussex was £1,818 in August 2021 which is equivalent to £418 per week. This compares to £455 in the UK as a whole, and contrasts with the residence-based data for all employees resident in the county from ASHE, of £479 per week.

ASHE and other earnings estimates for 2021 are subject to more uncertainty than usual as a result of the challenges faced in collecting the data under government-imposed public health restrictions. More information is available in the '[Measuring the data](#)' part of the ONS earnings data bulletin.

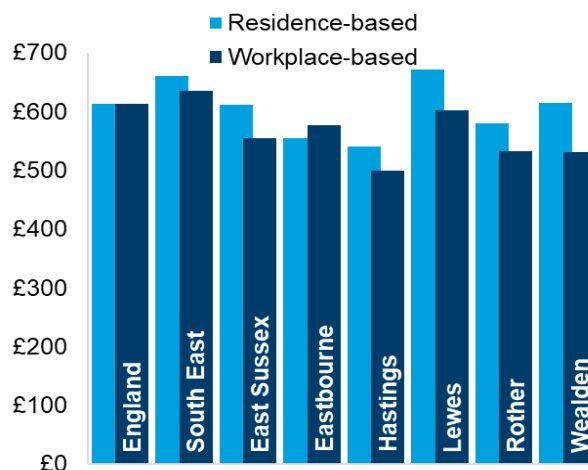
Annual Survey of Hours and Earnings (ASHE) data

- In April 2021 the gross average (median) wage for a full-time job in East Sussex was £554 per week ('workplace-based'). This is 13% lower than the South East average of £635 and 10% lower than the figure for England (£613 pw).
- The gross average pay for full-time workers who live in East Sussex ('residence-based') was £612 per week, 10% higher than workplace-based pay, reflecting relatively high levels of out-commuting to better paid jobs in some districts (see chart below). Residence-based full-time pay is just below the national average of £613.
- Annual pay is calculated slightly differently. In 2021 annual earnings for people who work in the county full-time was £27,090, and for residents who work full-time, the figure was £30,949.
- The increase of 11.2% in workplace-based weekly full-time pay between 2020 and 2021 reverses the declines in pay seen in 2018-19 and 2019-20. Weekly pay is now 5.6% higher than it was in 2018. However, in that time, prices have increased by more, and in October 2021, annual CPI inflation was 4.2%.
- Full-time females working in the county earn £518 per week, which is 10% lower than the earnings of their male counterparts (£575), but this gender pay gap in weekly pay is considerably lower than the national average pay gap (16%), although hourly gender pay gap the same as England at 9.7%.

Change since 2011 – workplace- and residence-based full-time annual pay



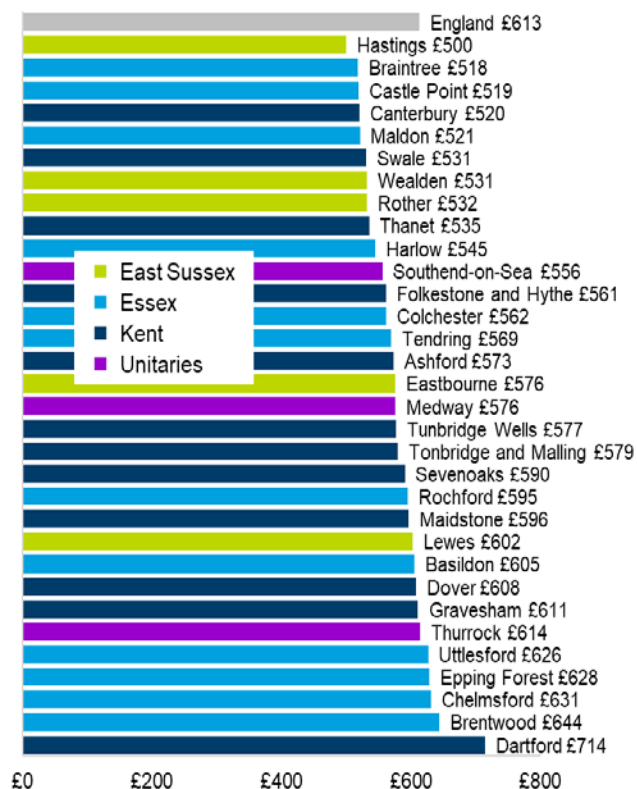
Workplace-based compared to residence-based full-time weekly pay in 2021



Workplace based wages (ASHE)



Median full-time weekly pay in 2021, workplace based, SELEP districts



- At £554 per week, median earnings for full-time jobs in East Sussex are second lowest of any county or unitary authority in the region, after the Isle of Wight and lowest in the South East Local Enterprise Partnership (SE LEP).
- Across East Sussex workplaces, pay varies considerably with district. Full-time earnings are highest in Lewes at £602 per week, but this is still below the average for England (£613). Hastings has the 14th lowest full-time workplace pay of all districts and unitary authorities in England and lowest in the SELEP at £500 per week, but this was a 12% rise on the 2020 figure. Full-time workplace pay in Rother has improved the most, up by 23% in the year to 2021, from £434 to £532 per week, but remains well below the national average. The smallest increase was seen in Wealden where full-time workplace pay rose by just 3%, to £531. Wealden now has the second lowest full-time workplace-based pay in the county, just lower than Rother (£532).
- Annual pay is calculated in a slightly different way but at £27,090, full-time pay for jobs in the county is still second lowest in the South East after the Isle of Wight.

Residence based wages (ASHE)



- East Sussex residents' wages for all jobs (full-time and part-time) at £479 per week, are the second lowest of any county or unitary authority in the region.
- Residents who work full-time earn more (£612 per week), and this is the sixth lowest earnings in the region, but average for England as a whole (£613 pw).
- Among full-time employees resident in East Sussex, Lewes residents earn the most at £671 per week. Hastings residents have the lowest full-time pay, at £540 pw. And in Eastbourne, residents working full-time earn less than the average wage paid to workers in the borough, with full-time working residents earning £554 per week compared to full-time jobs in the borough, which pay on average £576 per week (see chart on page 1).

Gender pay gap

Female

Hourly workplace
Full-time

£13.45

England: £14.85

Male

Hourly workplace
Full-time

£14.89

England: £16.44

Gender pay gap

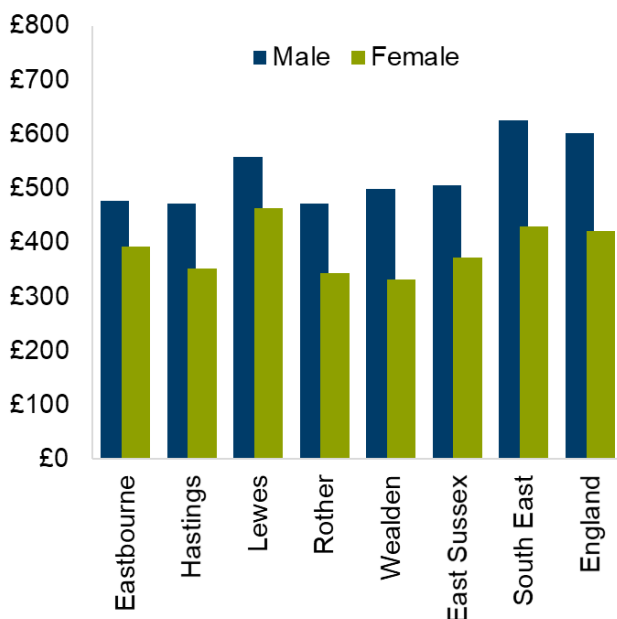
% difference in hourly pay
Full-time

9.7%

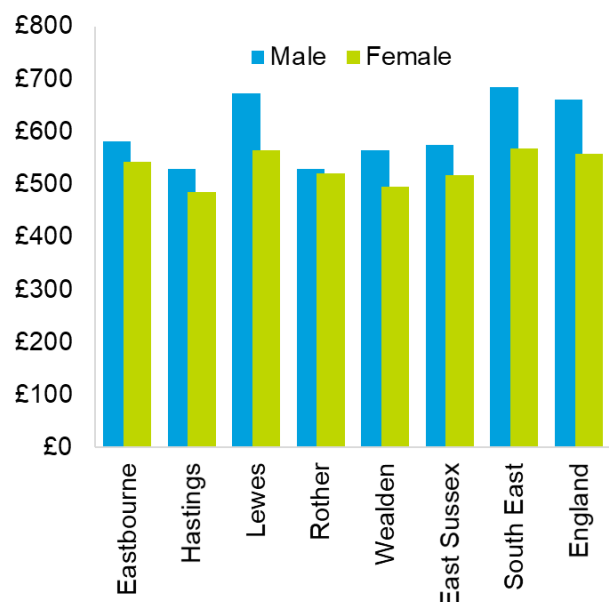
England: 9.7%

- The gender pay gap in weekly workplace full-time pay in most districts in the county is somewhat smaller than the national average (see chart below). Workplace-based female pay is lower than for males – with women full-time workers earning 90% of their male counterparts – compared to 84% in England.
- Wide variations exist between districts, with female weekly pay for all jobs in Rother being considerably lower than male pay (72.7%) but females earning 83.3% of male pay for all jobs in Lewes. However, this contrasts with the situation with full-time workers: women in full-time jobs in the county earn 90.1% of male full-time pay, and in Rother, full-time female pay is 98.3% of male pay, whereas in Lewes there is little difference between all and full-time workers – among the latter women earn 83.7% of median male full-time pay.

Median weekly pay by sex, all workers and full-time workers, East Sussex, 2021



All workers



Full-time workers

- The ONS' preferred measure for the gender pay gap is hourly full-time pay, because it better accounts for the fact that men work on average more hours than women. They have published a useful [bulletin](#) examining the national picture and variation across sectors and employment types.
- At county level, the gender difference with workplace hourly pay is similar to weekly pay, with males working full-time in East Sussex earning £14.89 per hour, compared to females who earn £13.45 (90.3% of male hourly full-time pay). This compares to a national average of £16.44 for males and £14.85 for females (also 90.3% of male pay).
- In Rother, the situation with full-time hourly workplace pay is similar to full-time weekly pay – females earn £13.42, compared to £13.46 for males, so in 2021 there was no difference in average pay rates between the sexes.
- However in Lewes, the gender pay gap is more pronounced when looking at full-time hourly workplace pay, with females, on £14.55 per hour earning 81.7% of male pay – but hourly rates in Lewes are much higher than average for males, with full-time males earning an average of £17.81, compared to the national average of £16.44 per hour.

Full-time and part-time pay

Full time

Median hourly workplace pay
East Sussex
£14.24
England: £15.77

Part-time

Median hourly workplace pay
East Sussex
£10.60
England: £10.66

Pay gap

% difference
East Sussex
25.6%
England: 32.4%

- The hourly rate of pay of part-time workers is 26% less than that of full-time workers in the county, but this is considerably lower than the difference in England as a whole, where part time workers earn just two-thirds of full-time hourly pay. Note that the proportion of people working part-time work in East Sussex, at 36.8%, is somewhat higher than the regional (32.5%) and national (31.9%) figures (BRES 2020 data).
- There is little difference in part-time pay for jobs in the districts, with the highest rates of part-time workplace pay seen in Lewes (£10.81) and the lowest in Eastbourne (£10.11). But the gap between full- and part-time pay is considerably more variable. In Hastings, full-time hourly pay is just £12.74, which compares to £10.62 for part-time jobs (83.4%) whereas in Eastbourne, part-time jobs pay just 65.6% of full-time hourly rates (£15.42).

Hourly pay for full- and part-time workers (workplace-based), 2021



Earnings and employment from PAYE

The ONS have recently released experimental monthly estimates of payrolled employees and their pay from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) data. This provides a useful measure to examine earnings for all jobs, based on the place of residence of the employee.

East Sussex

Median monthly residents pay
August 2021
£1,818
Weekly equivalent: £418

South East

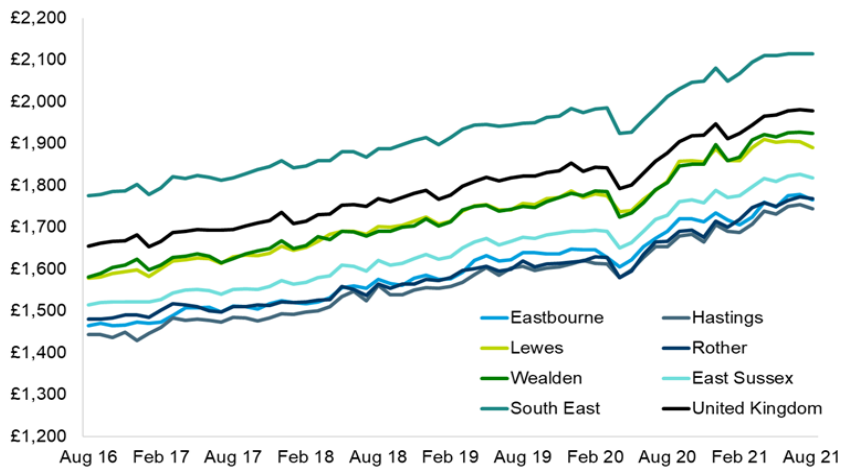
Median monthly residents pay
August 2021
£2,114
Weekly: £487

England

Median monthly residents pay
August 2021
£1,979
Weekly: £455

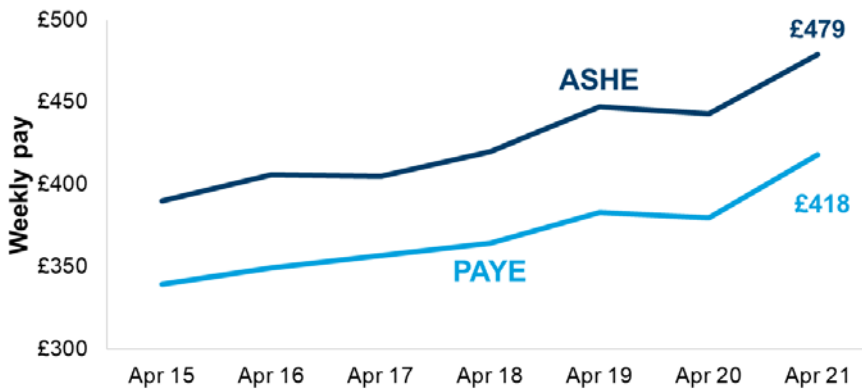
- In August 2021, employees resident in East Sussex earned an average of £1,818 per calendar month, according to the latest PAYE data from the ONS.

Monthly pay from PAYE data, August 2016-2021, districts, East Sussex and comparators



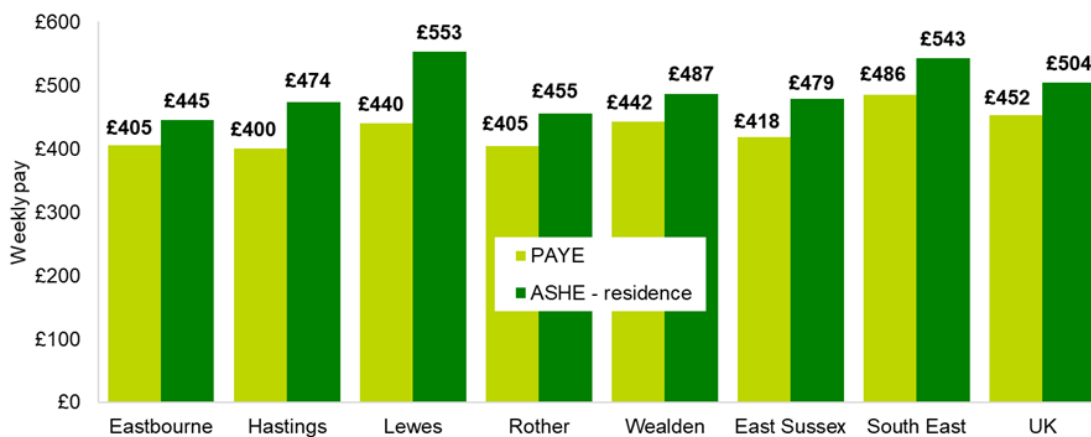
- Average pay measured using PAYE for April 2021 (the reference date for ASHE) at £418 pw is 15% lower than residence-based pay (£479 pw) for all workers in East Sussex from the ASHE.
- PAYE measured pay increased by 10.1% in the year to April 2021, compared to the increase of 8.1% in ASHE-measured weekly earnings.
- Patterns of changes in PAYE pay are similar to ASHE pay data, although somewhat lower.

Comparing PAYE and ASHE data in East Sussex – April PAYE data (weekly) compared to residence-based weekly ASHE data for all workers, 2015-2021 (note y-axis does not start at zero)



- At district level, there is much variation. In Lewes, average weekly pay for all residents measured using ASHE is £553 pw, more than £110 per week more than the PAYE data suggests (£440 pw), whereas in Eastbourne PAYE pay at £405 pw is just £40 less than the ASHE result (£445 pw). At £442 Wealden has the highest PAYE earnings in the county, just higher than Lewes (£440).

Comparing PAYE and ASHE data for districts of East Sussex – April 2021 PAYE data (weekly) compared to residence-based weekly 2021 ASHE data for all workers



Further information

The Annual Survey of Hours and Earnings (ASHE) is based on a sample of employee jobs taken from HM Revenue & Customs PAYE records. Information on earnings and hours is obtained in confidence from employers. ASHE does not cover the self-employed nor does it cover employees not paid during the reference period. Most district level and especially detailed data for sex and full- or part-time working has a 10-20% coefficient of variation. This may be due to small sample sizes or proportionate non-response rates from some survey respondents. This means that district level results should be treated with caution. In addition, ONS state that the 2021 results are provisional.

There are temporary factors that have increased the headline growth rate in earnings above the underlying rate. Changes in earnings have been sharply affected by the Covid-19 pandemic, so ONS have published an interesting [blog post](#) discussing how to interpret average earnings data.

Median pay is determined by ranking all wages in ascending order. The median is the mid-point of this ranking with 50 per cent of wages below the median and 50 per cent above. The median is accepted as the best average to use as mean average may be skewed by a small number of very large figures for income. Data on mean incomes from ASHE are also available on East Sussex in Figures.

Resident earnings in East Sussex exceed employee earnings as a result of out-commuting – people travelling to work outside the county to secure higher wages.

- For more information about ASHE data visit the [ONS website](#).
- East Sussex in Figures has detailed data about [workplace-based](#) and [residence-based](#) earnings from ASHE.
- PAYE data for the number of employees and monthly earnings data are now available on [ESiF](#), and for the whole country from the [ONS](#), and are updated quarterly.
- For information about Benefit claimants and unemployment, see our latest briefing analysing the latest Claimant Count and benefits data, published in October 2021, also available on [ESiF](#).

Contact details

The Research and Intelligence Team, Governance Services provides demographic and socio-economic data, intelligence and insight to support East Sussex County Council and other East Sussex Partners. The Team also manages East Sussex in Figures (ESiF), the Local Information System for East Sussex.

For further information about earning and income, and other labour market data please contact Lenna Santamaría by email mariahelena.santamaria@eastsussex.gov.uk.

ESiF is a web-based information system that contains detailed, up-to-date and reliable information on a very wide range of topics. It is free and very easy to use and puts individual users in control. ESiF lets you specify exactly what data you want to see (for the places and time periods you are interested in) and how you want to view it (as a table, chart or map).

Visit www.eastsussexinfigures.org.uk or e-mail esif@eastsussex.gov.uk for more information.