

## 2009 Annual Survey of Hours and Earnings



**Date:** 12 November 2009

**Coverage:** United Kingdom **Theme:** Labour Market

### Summary

In April 2009 median gross weekly earnings for full-time employees were £489, up 2.0 per cent from £479 in 2008. For men, full-time earnings were £531, up 1.8 per cent, compared with £426 for women, up 3.4 per cent. Figures are based on employees on adult rates of pay, whose earnings were not affected by absence.

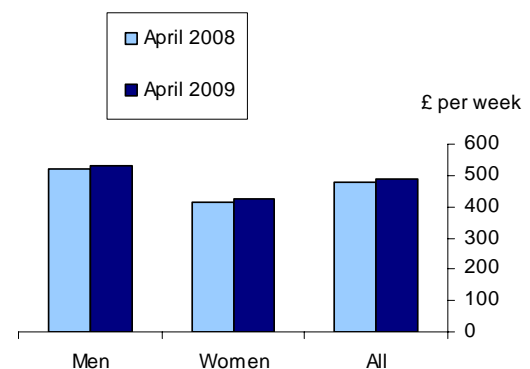
Median gross weekly earnings for all employees were £397, up 2.2 per cent from £389 in 2008.

Median gross annual earnings for full-time employees (including those whose pay was affected by absence) were £25,800, an increase of 2.6 per cent from 2008.

Between 2008 and 2009 the hourly earnings, excluding overtime, for full-time employees of the bottom decile grew by 4.4 per cent to £6.90 per hour compared with growth of 3.1 per cent in the top decile to £25.88 per hour.

Median gross hourly earnings, excluding overtime, for full-time employees were £12.34, up 3.9 per cent from £11.88 in 2008. The median hourly earnings of men were £12.97, an increase of 3.8 per cent, compared with £11.39 for women, an increase of 4.3 per cent.

**Median full-time gross weekly earnings**  
(Full-time employees on adult rates, pay unaffected by absence)



## Weekly earnings

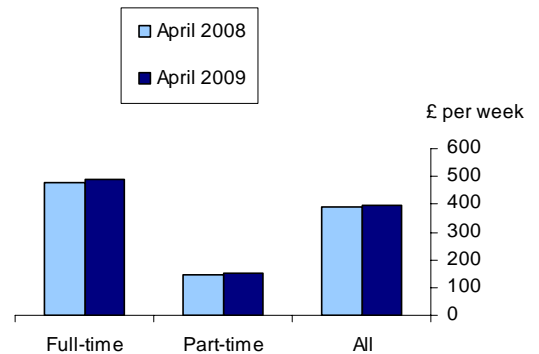
Median gross weekly earnings for full-time employees were £489, up 2.0 per cent from £479 in 2008.

Men's median full-time weekly earnings increased by 1.8 per cent to £531 in the year to April 2009, compared with growth of 3.4 per cent for women to £426.

Part-time median weekly earnings were £153, up by 4.0 per cent. For women, part-time median weekly earnings were £156, compared with £144 for men.

The median gross weekly earnings for all employee jobs, regardless of whether the employee was full-time or part-time, were £397, an increase of 2.2 per cent compared with £389 in 2008.

Median full-time gross weekly earnings (Employees on adult rates, pay unaffected by absence)



### Median gross weekly earnings

		Employee jobs paid at adult rates and not affected by absence		
		Full-time	Part-time	All
<i>£ per week</i>				
<b>April 2008</b>				
	Men	522.0	136.6	484.5
	Women	412.4	149.9	299.4
	All	479.1	147.0	388.8
<b>April 2009</b>				
	Men	531.1	143.6	491.0
	Women	426.4	155.6	309.8
	All	488.7	152.9	397.3
<b>Per cent change</b>				
	Men	1.8	5.1	1.4
	Women	3.4	3.8	3.5
	All	2.0	4.0	2.2

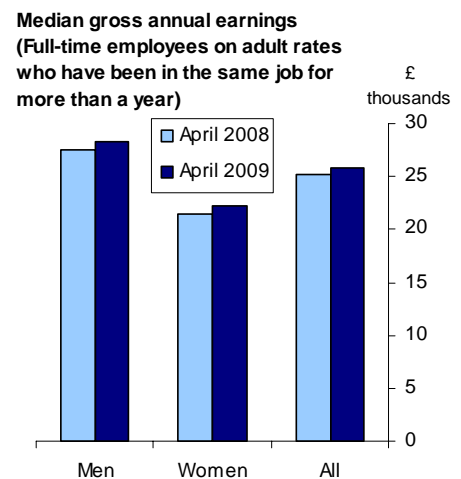
## Annual earnings

For the tax year ending 5 April 2009 the median gross annual earnings for full-time employees were £25,800, an increase of 2.6 per cent compared with £25,200 in 2008. The median gross annual earnings for men were £28,300, up 2.7 per cent from 2008 and for full-time women were £22,200, up 3.1 per cent.

### Median gross annual earnings for full-time employees

(Employees on adult rates who have been in the same job for at least 12 months, including those whose pay was affected by absence)

	Men	Women	All
<i>£ thousands</i>			
<b>April 2008</b>	27.5	21.5	25.2
<b>April 2009</b>	28.3	22.2	25.8
<b>Per cent change</b>	2.7	3.1	2.6



## Hourly earnings, excluding overtime

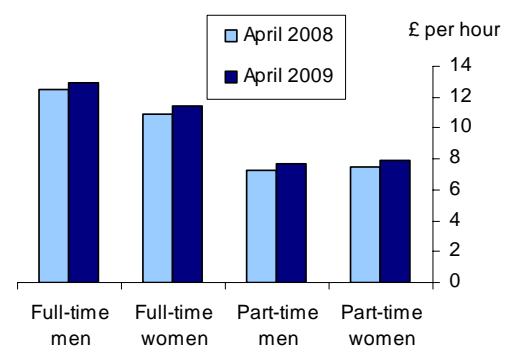
Excluding overtime, median hourly earnings of full-time employees on adult rates of pay whose earnings were not affected by absence were £12.34 per hour in April 2009, up 3.9 per cent on 2008. The median hourly earnings of men increased by 3.8 per cent compared with an increase of 4.3 per cent for women.

### Median gross hourly earnings, excluding overtime

Employees on adult rates, whose pay was unaffected by absence

	Full-time	Part-time	All
<i>£ per hour</i>			
<b>April 2008</b>			
Men	12.50	7.25	11.97
Women	10.92	7.51	9.28
All	11.88	7.50	10.54
<b>April 2009</b>			
Men	12.97	7.71	12.42
Women	11.39	7.86	9.68
All	12.34	7.83	10.99
<b>Per cent change</b>			
Men	3.8	6.3	3.7
Women	4.3	4.6	4.3
All	3.9	4.4	4.2

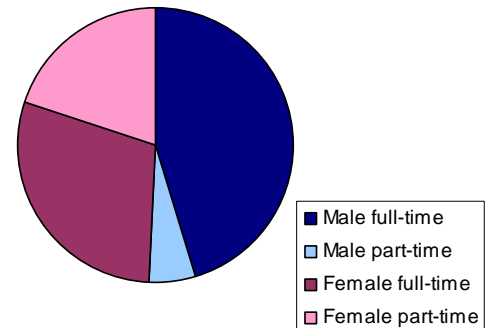
**Median hourly earnings excluding overtime**  
(Employees on adult rates, pay unaffected by absence)



## Gender pay differences

The earnings of women relative to men vary according to whether an employee is full-time or part-time. Median hourly earnings, excluding overtime, of part-time employees were 36.5 per cent less than the earnings of full-time employees in April 2009. At the same time the UK workforce consisted of approximately 12.7 million males (51 per cent of workforce) and 12.3 million females (49 per cent of workforce). For male employees, 89 per cent worked full-time and 11 per cent worked part-time, while the comparable figures for female employees were 59 per cent and 41 per cent respectively. This emphasises that women work part-time more than men and consequently are more likely to receive lower hourly rates of pay.

Total workforce composition



Workforce composition of males / females and full-time / part-time employees						
	Male		Female		All	
	000's	%	000's	%	000's	%
Full-time	11,297	88.9	7,251	59.1	18,547	74.3
Part-time	1,409	11.1	5,010	40.9	6,419	25.7
<i>Workforce</i>	<i>12,705</i>		<i>12,261</i>		<i>24,966</i>	

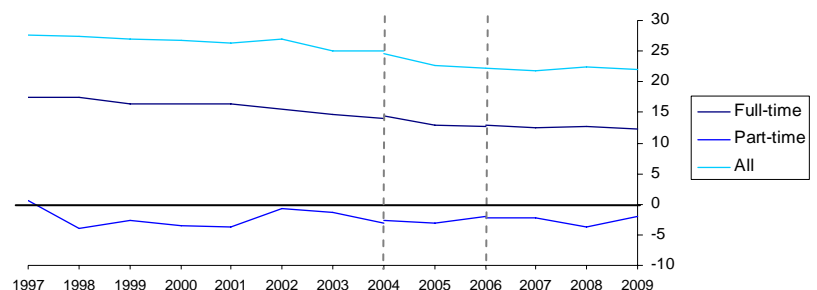
\*Estimates of the composition of the workforce have been taken from the Labour Force Survey results for the period Mar-May 2009

## Median hourly earnings, excluding overtime

### Full-time

In 2009 men's median hourly earnings grew by 3.8 per cent to £12.97, up from £12.50 in 2008, while women's hourly earnings were £11.39, a 4.3 per cent increase compared with £10.92. The gender pay gap has therefore decreased to 12.2 per cent from 12.6 per cent in 2008.

Pay difference between women's and men's median hourly earnings excluding overtime (Employees on adult rates, pay unaffected by absence)



Vertical line represents discontinuities in 2004 and 2006 ASHE result

### Part-time

For part-time employees, men's median hourly earnings excluding overtime were £7.71, up 6.3 per cent from £7.25 in 2008, compared with women's hourly earnings of £7.86, an increase of 4.6 per cent from £7.51. The negative gender pay difference for part-time employees has therefore narrowed to -2.0 per cent, compared with -3.7 per cent in 2008.

*All*

The gender pay comparison based on median hourly earnings for all employees decreased to 22.0 per cent from 22.5 per cent in 2008.

**Men’s and women’s hourly rates of pay with gender pay difference for median hourly earnings excluding overtime**

Employees on adult rates, whose pay for the survey period was unaffected by absence

Year	Men’s hourly earnings			Women’s hourly earnings			Pay difference (Women / Men)		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
2008	12.50	7.25	11.97	10.92	7.51	9.28	12.6	-3.7	22.5
2009	12.97	7.71	12.42	11.39	7.86	9.68	12.2	-2.0	22.0

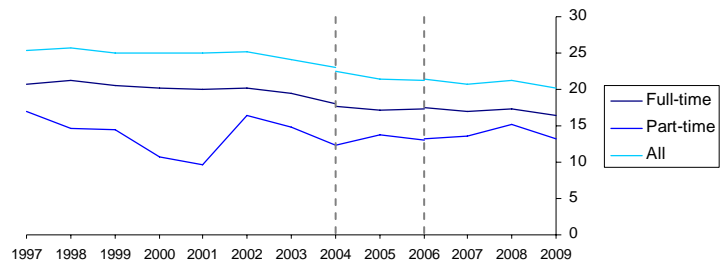
**Mean hourly earnings, excluding overtime**

Although ONS’s headline estimates of gender pay differences are based on median hourly earnings (excluding overtime), mean hourly earnings provide a useful supplementary measure.

*Full-time*

Men’s mean hourly earnings were £16.07, up 2.8 per cent from £15.63 in 2008. Women’s mean hourly earnings increased by 4.0 per cent to £13.43 compared with £12.92 in 2008. This means that the gender pay difference narrowed to 16.4 per cent.

Pay difference between women’s and men’s mean hourly earnings excluding overtime (Employees on adult rates, pay unaffected by absence)



Vertical line represents discontinuities in 2004 and 2006 ASHE result

*Part-time*

For part-time employees, men’s mean hourly earnings excluding overtime were £11.98, up from £11.62 in 2008, compared with women’s hourly earnings of £10.40, up from £9.86. The gender pay comparison for part-time employees has therefore narrowed to 13.2 per cent, down 2.0 percentage points from 15.2 per cent in 2008.

*All*

The gender pay difference based on the mean for all employees has decreased to 20.2 per cent from 21.3 per cent in 2008.

**Men’s and women’s hourly rates of pay with gender pay difference for mean hourly earnings excluding overtime**

Employees on adult rates, whose pay for the survey period was unaffected by absence

Year	Men’s hourly earnings			Women’s hourly earnings			Pay difference (Women / Men)		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
2008	15.63	11.62	15.42	12.92	9.86	12.14	17.4	15.2	21.3
2009	16.07	11.98	15.84	13.43	10.40	12.64	16.4	13.2	20.2

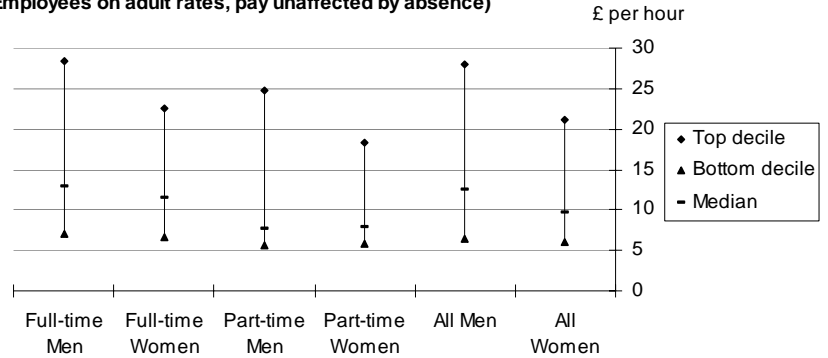
### Distribution of hourly earnings, excluding overtime

Between 2008 and 2009 the hourly earnings for full-time employees of the bottom decile grew by 4.4 per cent compared with growth of 3.1 per cent for the top decile. The comparable figures for part-time employees were 3.8 per cent and 6.0 per cent respectively.

In 2009 10 per cent of full-time employees earned less than £6.90 per hour, while 10 per cent earned more than £25.88 per hour.

The hourly earnings of the top decile of full-time employees were 210 per cent of the median while the hourly earnings of the bottom decile were 56 per cent of the median.

Distribution of median hourly earnings, excluding overtime (Employees on adult rates, pay unaffected by absence)



Distribution of median hourly earnings excluding overtime Employees on adult rates, whose pay was unaffected by absence

	Full-time	Part-time	All
<b>Men</b>			
10 per cent earned less than	7.14	5.73	6.53
50 per cent earned less than	12.97	7.71	12.42
10 per cent earned more than	28.35	24.79	27.97
<b>Women</b>			
10 per cent earned less than	6.60	5.75	6.00
50 per cent earned less than	11.39	7.86	9.68
10 per cent earned more than	22.62	18.35	21.12
<b>Men and women</b>			
10 per cent earned less than	6.90	5.73	6.19
50 per cent earned less than	12.34	7.83	10.99
10 per cent earned more than	25.88	19.64	24.53

### Gender pay differences

The gender pay difference in 2009 for full-time employees was largest for the top decile at 20.2 per cent.

For part-time employees, the gender pay gap was negative for both the bottom decile and the median, while the gender pay comparison for the top decile was 26.0 per cent.

For all employees, the gender pay difference was smallest in the bottom decile at 8.1 per cent and largest in the top decile at 24.5 per cent.

Gender pay difference by distribution of median hourly earnings excluding overtime Employees on adult rates, whose pay was unaffected by absence

	Full-time	Part-time	All
bottom decile	7.6	-0.3	8.1
median	12.2	-2.0	22.0
top decile	20.2	26.0	24.5

## Public and private sector pay

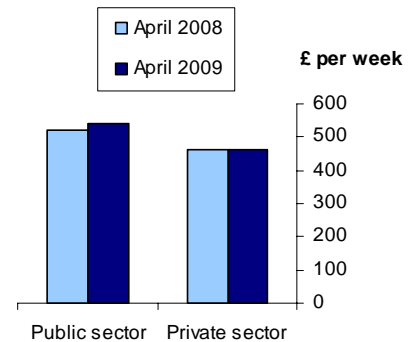
The median gross weekly pay of full-time employees in the public sector was £539 in 2009, up 3.1 per cent from £523 in 2008. For the private sector the comparable figure was £465, up 1.0 per cent from £460 in 2008.

### Median gross weekly earnings for full-time employees

Employees on adult rates, whose pay was unaffected by absence

	Public sector	Private sector
<i>£ per week</i>		
<b>April 2008</b>	522.6	460.0
<b>April 2009</b>	538.9	464.7
<b>Per cent change</b>	3.1	1.0

Median gross weekly earnings  
(Employees on adult rates, pay unaffected by absence)



## Gender pay differences

For full-time employees the gender pay comparison increased from 11.2 per cent in 2008 to 11.6 per cent in 2009 in the public sector, compared to an increase of 0.9 percentage points in the private sector to 20.8 per cent from 19.9 per cent.

For part-time employees, the gender pay difference in the public sector was 18.3 per cent, up from 17.9 per cent in 2008, compared to 0.4 per cent in the private sector, a change from the negative gender pay gap in 2008 of -1.1 per cent.

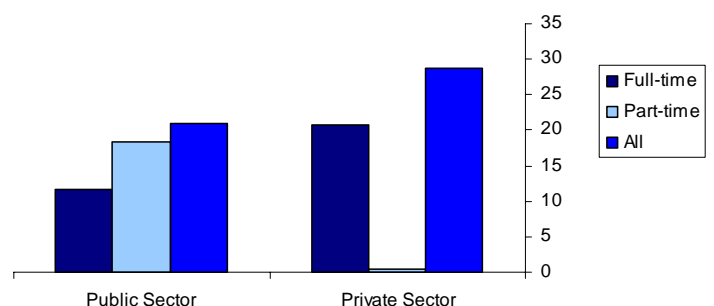
For all employees, the public sector saw a decrease in the gender pay difference to 21.0 per cent from 22.0 per cent in 2008, while the gender pay comparison for the private sector widened by 0.7 percentage points to 28.8 per cent, up from 28.1 per cent in the previous year.

### Gender pay difference for median hourly earnings excluding overtime by Public / Private Sector

Employees on adult rates, whose pay for the survey period was unaffected by absence

	Pay difference ( Women / Men )		
	Full-time	Part-time	All
Public Sector	11.6	18.3	21.0
Private Sector	20.8	0.4	28.8

Pay difference between women's and men's median hourly earnings excluding overtime by Public / Private Sector  
(Employees on adult rates, pay unaffected by absence)



## Earnings by age group

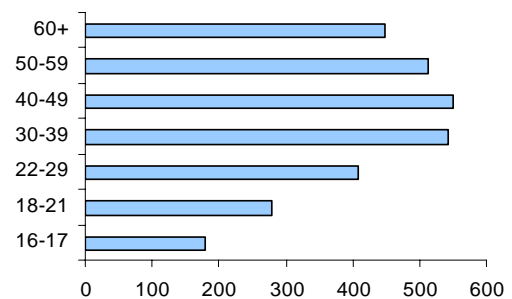
In April 2009 the distribution of median gross weekly earnings for full-time employees showed that earnings for 40 to 49-year olds were highest at £551. Median gross weekly earnings increased until employees reached this age band and steadily decreased thereafter.

### Median gross weekly earnings by age

All employees aged 16-17 and employees on adult rates, whose pay was unaffected by absence

April 2009	Full-time		All
	Men	Women	
£ per week			
16-17	175.2	189.2	178.2
18-21	285.5	268.3	277.7
22-29	421.6	392.9	407.5
30-39	571.1	497.5	541.7
40-49	605.9	457.7	550.6
50-59	569.7	434.1	514.1
60+	470.5	383.2	447.4

Median Gross Weekly Earnings (Full-time employees on adult rates, pay unaffected by absence)



## Gender pay differences

In 2009 the largest gender pay comparison for full-time employees was for 40-49 year olds at 18.4 per cent. The negative gender pay difference for 16 to 17 year olds widened to -12.6 per cent from -8.8 per cent in 2008.

For part-time employees, the gender pay difference was largest for 40 to 49 year olds, increasing by 6.8 percentage points from 16.9 per cent in 2008 to 23.7 per cent in 2009. The gender pay gap for 22 to 29 year olds was 0.2 per cent in 2009, an increase of 2.6 percentage points from -2.4 per cent in 2008.

The largest gender pay difference for all employees was again for 40 to 49 year olds at 29.5 per cent in 2009. The negative gender pay difference for 16 to 17 year olds narrowed in 2009 to -0.8 per cent compared with -1.6 per cent in 2008. The gender pay gap for 22 to 29 year olds widened in 2009 to 6.8 per cent, an increase of 1 percentage point from 5.8 per cent in 2008.

### Gender pay difference for median hourly earnings excluding overtime by age

Employees on adult rates, whose pay for the survey period was unaffected by absence

	Pay difference (Women / Men)		
	Full-time	Part-time	All
<b>All employees</b>	<b>12.2</b>	<b>-2.0</b>	<b>22.0</b>
16-17*	-12.6	1.3	-0.8
18-21	1.7	0.4	2.2
22-29	0.7	0.2	6.8
30-39	6.2	5.8	17.4
40-49	18.4	23.7	29.5
50-59	16.9	19.7	27.8
60+	9.2	10.0	20.3

\* Figures for 16 to 17 year olds include employees not on adult rates of pay.



## Regional earnings

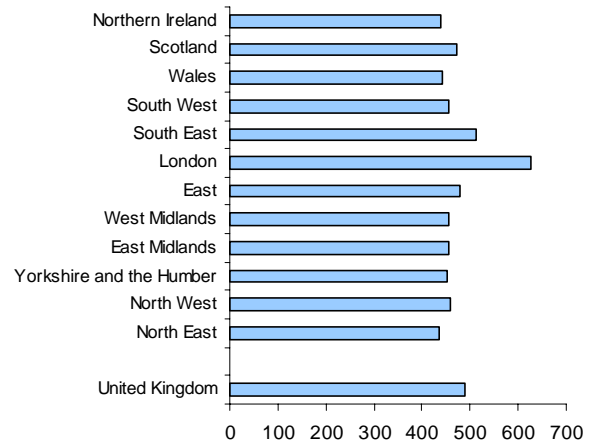
In April 2009 median gross weekly earnings for full-time employees were highest in London at £627 (28 per cent higher than the national median) and lowest in the North East at £436 (11 per cent lower than the national medium).

### Median gross weekly earnings by government office region

Employees on adult rates, whose pay was unaffected by absence

April 2009	Full-time		
	Men	Women	All
£ per week			
<b>United Kingdom</b>	<b>531.1</b>	<b>426.4</b>	<b>488.7</b>
North East	478.8	384.1	435.9
North West	497.7	407.5	460.0
Yorkshire and the Humber	487.9	395.6	450.8
East Midlands	500.0	388.7	456.6
West Midlands	493.9	393.1	456.4
East	524.3	409.4	479.1
London	689.9	565.1	627.4
South East	566.8	439.8	513.6
South West	498.3	386.5	453.8
Wales	478.7	383.3	440.8
Scotland	510.3	421.5	473.6
Northern Ireland	460.9	406.5	439.1

Median Gross Weekly Earnings (Full-time employees on adult rates, pay unaffected by absence)



### Gender pay differences

For full-time employees the gender pay difference was highest for the South East at 16.1 per cent and lowest for Northern Ireland at 3.5 per cent

The gender pay comparison for part-time employees was negative in over half of the Government Office Regions. The gender pay gap for the South East was -9.9 per cent, a change of 1.6 percentage points from -8.3 per cent in 2008.

For all employees, the gender pay comparison was again largest for the South East at 24.9 per cent, down from 25.2 per cent in 2008.

### Gender pay differences for median hourly earnings excluding overtime by Government Office Region

Employees on adult rates, whose pay for the survey period was unaffected by absence

	Pay difference (Women / Men)		
	Full-time	Part-time	All
<b>United Kingdom</b>	<b>12.2</b>	<b>-2.0</b>	<b>22.0</b>
North East	12.6	2.9	20.1
North West	10.2	0.2	21.0
Yorkshire and The Humber	10.3	0.7	20.4
East Midlands	14.4	-0.2	23.5
West Midlands	13.3	-5.1	22.2
East	14.2	2.7	22.7
London	13.3	-8.4	17.6
South East	16.1	-9.9	24.9
South West	15.0	1.0	21.5
Wales / Cymru	12.6	-1.8	19.9
Scotland	8.5	-5.5	18.0
Northern Ireland	3.5	-4.4	12.7

## Earnings by occupation

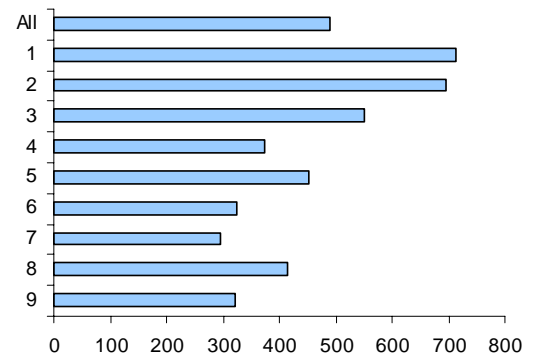
In April 2009 median gross weekly earnings for full-time employees were highest for Managers and Senior Officials at £713 (46 per cent higher than weekly earnings for all employees) and lowest for Sales and Customer Service occupations at £296 (39 per cent lower than weekly earnings for all employees).

### Median gross weekly earnings by occupation

Employees on adult rates, whose pay was unaffected by absence

April 2009	Full-time		
	Men	Women	All
£ per week			
<b>All - All employees</b>	<b>531.1</b>	<b>426.4</b>	<b>488.7</b>
1 - Managers and Senior Officials	773.4	602.7	712.9
2 - Professional	733.1	655.1	695.6
3 - Associate Professional and Technical	581.5	516.0	551.1
4 - Administrative and Secretarial	409.3	363.6	373.7
5 - Skilled Trades	459.7	323.0	452.1
6 - Personal Service	364.6	316.8	325.8
7 - Sales and Customer Service	311.0	285.9	296.2
8 - Process, Plant and Machine Operatives	427.8	305.7	414.0
9 - Elementary occupations	344.0	271.3	322.5

Median Gross Weekly Earnings (Full-time employees on adult rates, pay unaffected by absence)



### Gender pay differences

For full-time employees the gender pay difference was highest for Skilled Trades occupations at 26.2 per cent and lowest for Professional occupations at 3.8 per cent.

The largest gender pay comparison for part-time employees was for Skilled Trades occupations at 22.7 per cent.

For Sales and Customer Service occupations the gender pay difference in 2009 was zero.

For all employees, the gender pay comparison was again largest for Skilled Trades occupations at 31.2 per cent, and lowest for Associate Professional and Technical occupations at 6.6 per cent.

### The 2009 gender pay difference for median hourly earnings excluding overtime by occupation

Employees on adult rates, whose pay for the survey period was unaffected by absence

	Pay difference (Women / Men)		
	Full-time	Part-time	All
<b>All - All employees</b>	<b>12.2</b>	<b>-2.0</b>	<b>22.0</b>
1 - Managers and Senior Officials	20.2	16.4	22.9
2 - Professional	3.8	7.3	2.4
3 - Associate Professional and Technical	7.3	-6.5	6.6
4 - Administrative and Secretarial	8.4	-6.2	10.0
5 - Skilled Trades	26.2	22.7	31.2
6 - Personal Service	8.4	1.4	8.1
7 - Sales and Customer Service	5.8	0.0	7.5
8 - Process, Plant and Machine Operatives	20.8	11.7	21.5
9 - Elementary occupations	14.8	-3.0	14.8

## The make-up of earnings

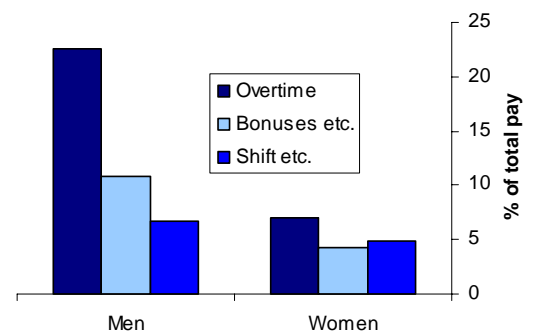
Additional payments accounted for 5 per cent of mean full-time gross weekly earnings in April 2009. For male employees additional earnings accounted for 6 per cent of mean total weekly earnings compared with 3 per cent for women.

### Components of full-time mean weekly earnings

Employees on adult rates, whose pay was unaffected by absence

	Mean (including zero responses)				Sub total
	Gross Pay	Overtime	Bonuses/ Commission	Shift etc	
<i>£ per week</i>					
<b>April 2009</b>					
Men	643.0	22.5	10.9	6.7	40.1
Women	501.2	7.0	4.2	4.8	16.1
All	587.3	16.5	8.3	5.9	30.7

Components of full time mean gross weekly pay  
(Full-time employees on adult rates, pay unaffected by absence)



## Total weekly and overtime paid hours

Mean total weekly paid hours of full-time employees were 39.0 hours in April 2009. Mean part-time paid hours were 18.2 hours in April 2009.

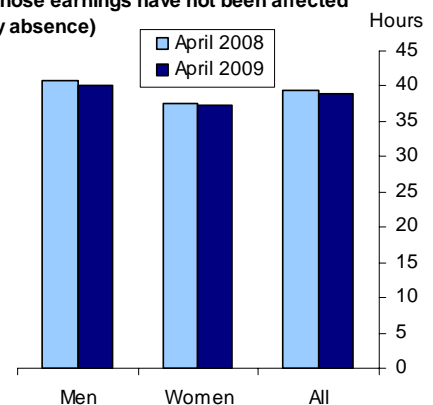
For full-timers, men's paid hours decreased by 0.6 hours since April 2008 whereas women's paid hours have shown a decrease of 0.2 hours.

### Mean weekly paid hours of work

Employees on adult rates, whose pay was unaffected by absence

		Mean weekly paid hours		
		Full-time	Part-time	All
<i>Hours per week</i>				
<b>April 2008</b>				
	Men	40.7	17.7	38.1
	Women	37.6	18.5	29.7
	All	39.5	18.3	33.9
<b>April 2009</b>				
	Men	40.1	17.6	37.3
	Women	37.4	18.4	29.4
	All	39.0	18.2	33.4

Mean weekly paid hours  
(Full-time employees on adult rates whose earnings have not been affected by absence)



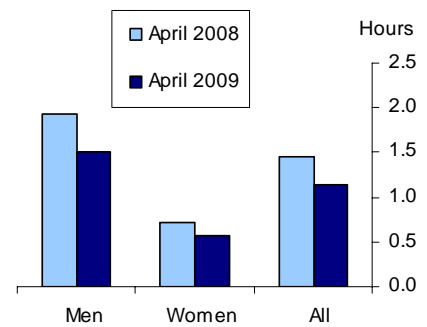
The percentage of full time employees working paid overtime in 2009 was 18.8 per cent, down 3.5 percentage points compared with 22.3 percent in 2008. The mean number of paid overtime hours for full time employees was 1.1 in 2009. The percentage of men working paid overtime has fallen to 22.5 per cent and for women the comparable figure has decreased to 12.9 per cent.

**Paid overtime hours: percentage who worked overtime and mean hours worked**

Employees on adult rates, whose pay was unaffected by absence

		Full-time		Part time	
		Per cent	Hours	Per cent	Hours
<b>April 2008</b>					
	Men	27.0	1.9	19.4	1.2
	Women	15.0	0.7	18.6	0.8
	All	22.3	1.5	18.8	0.9
<b>April 2009</b>					
	Men	22.5	1.5	17.2	1.1
	Women	12.9	0.6	17.0	0.7
	All	18.8	1.1	17.1	0.8

**Mean paid overtime hours:**  
(Full-time employees on adult rates,  
pay unaffected by absence)



## BACKGROUND NOTES

1. This bulletin contains provisional results from the 2009 survey and revised results from the 2008 survey. More detailed information is available on the National Statistics web site at: [www.statistics.gov.uk/StatBase/Product.asp?vlnk=13101](http://www.statistics.gov.uk/StatBase/Product.asp?vlnk=13101)

### Survey details

2. The Annual Survey of Hours and Earnings (ASHE) is based on a one per cent sample of employee jobs taken from HM Revenue & Customs (HMRC) PAYE records. Information on earnings and hours is obtained from employers and treated confidentially. ASHE does not cover the self-employed nor does it cover employees not paid during the reference period. In 2009 information related to the pay period which included 22 April.

### Basic Quality Information

#### Key issues specific to this release

3. In 2009 the 1 per cent sample of employees whose employers had registered PAYE schemes was restored, following two years in which the sample size was reduced by 20 per cent.
4. ASHE includes breakdowns by public and private sector according to the legal status of the employers. Between 2008 and 2009 Lloyds Banking Group, the Royal Bank of Scotland Group and HBOS PLC were reclassified from the private sector to the public sector. Interpretation of public / private sector movements is therefore more difficult between 2008 and 2009.

#### Link to Summary Quality Report

5. A Summary Quality Report for the 2009 survey can be found at <http://www.ons.gov.uk/about-statistics/methodology-and-quality/quality/qual-info-economic-social-and-bus-stats/quality-reports-for-business-statistics/index.html>  
This report describes, in detail, the intended uses of the statistics presented in this publication, their general quality and the methods used to produce them.

### Common pitfalls in interpreting the series

6. The headline statistics for ASHE are based on the median rather than the mean. The median is the value below which 50 per cent of employees fall. It is ONS's preferred measure of average earnings as it is less affected by a relatively small number of very high earners and the skewed distribution of earnings. It therefore gives a better indication of typical pay than the mean.
7. Various methods can be used to measure the earnings of women relative to men. ONS's headline estimates of the gender pay gap are for hourly earnings excluding overtime. Including overtime can distort the picture as men work relatively more overtime than women. Although median and mean hourly pay excluding overtime provide useful comparisons of men's and women's earnings, they do not reveal differences in rates of pay for comparable jobs. This is because such measures 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.

### Relevance

8. The earnings information presented relates to gross pay before tax, National Insurance or other deductions, and excludes payments in kind. With the exception of annual earnings, the results are restricted to earnings relating to the survey pay period and so exclude payments of arrears from another period made during the survey period; any payments due as a result of a pay settlement but not yet paid at the time of the survey will also be excluded.
9. For particular groups of employees, changes in median earnings between successive surveys may be affected by changes in the timing of pay settlements, in some cases reflecting more than one settlement and in others no settlement at all.
10. Most of the published ASHE analyses (i.e. excluding annual earnings) relate to full-time employees on adult rates whose earnings for the survey pay period were not affected by absence. They do not include the earnings of those who did not work a full week, and whose earnings were reduced for other reasons, such as sickness. Also, they do not include the earnings of employees not on adult rates of pay, most of whom will be young people. More information on the earnings of young people and part-time employees is available in the main survey results. 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.

## Accuracy

### *Revisions*

11. In line with normal practice this release contains revised estimates from the 2008 survey results which were published on 14 November 2008. These results take account of some corrections to the original 2008 data that were identified during the validation of the results for 2009, as well as late returns. Both the 2009 ASHE results and the revised estimates for 2008 ASHE will be made available from 12 November 2009.

### *Coefficient of Variation*

12. The coefficient of variation (CV) is the ratio of the standard error of an estimate to the estimate, expressed as a percentage. The smaller the CV, the higher the quality of the estimate. The CVs for 2009 ASHE estimates are shown in the table below:

**Coefficients of variation for estimates of median gross weekly earnings and hourly earnings excluding overtime, of men and women**

	Full-time	Part-time
Median gross weekly earnings		
Men	0.3	1.3
Women	0.4	0.5
All	0.2	0.5
Median hourly earnings, excluding overtime		
Men	0.2	1.0
Women	0.4	0.4
All	0.2	0.4

### *Response*

13. The 2009 ASHE is based on approximately 177,000 returns.

## Coherence

14. The monthly Average Earnings Index, based on the Monthly Wages and Salaries Survey of about 9,000 employers, provides information on changes in mean earnings for broad industrial sectors. No information is available on occupation, hours worked, and other characteristics of the workforce.

15. The Labour Force Survey (LFS) collects information on the earnings and normal and actual hours worked of about 15,000 people aged 16 and over each quarter. In addition it collects data on a wide range of personal characteristics, including education level and ethnic origin. This enables the preparation of statistics on levels and distribution of earnings similar to the ASHE but with lower precision due to the much smaller sample size.

#### Notes on tables

16. The percentage changes of constituent items in tables may not always agree exactly with the values shown due to rounding.

#### Publication policy

17. Details of the policy governing the release of new data are available from the media office. Also available is a list of the names of those given prepublication access to the contents of this release.
  18. **National Statistics** are produced to high professional standards set out in the National Statistics Code of Practice. They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from political interference. © Crown copyright 2009.
- 

**Next publication:** November 2010

**Issued by:** Office for National Statistics, Government Buildings, Cardiff Road, Newport NP10 8XG

#### Media contact:

Tel **Media Relations Office 0845 6041858**

**Emergency on-call 07867 906553**

E-mail **press.office@ons.gsi.gov.uk**

#### Statistical contact:

Tel **Mark Williams 01633 456728**

E-mail **earnings@ons.gov.uk**

#### Website:

**www.statistics.gov.uk**