Statistics Jersey

Index of Average Earnings

June 2025

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Introduction

The Index of Average Earnings in Jersey measures the annual change in average[1] earnings (gross wages and salaries) that have occurred and been paid to workers in Jersey. It includes overtime payments, but excludes bonuses, employers' insurance contributions, holiday pay and benefits in kind (such as free accommodation or meals). The 2025 Index measures changes in average earnings paid between June 2024 and June 2025, on a full-time equivalent (FTE) basis.[1]

As outlined in the earnings statistics explainer, we have published a new Earnings in Jersey report at the same time as this one. The new report's method provides more detail than this report, such as results for each month rather than just one month per year. Our long-term aim is to replace the current annual Average Earnings Index report with a new series of quarterly earnings reports based on this new administrative data based methodology.

The index is determined from earnings data collected from a large representative survey of firms in the private sector and from all Government of Jersey departments. This was the third year in which the survey was compulsory for businesses to complete under the provisions contained within the Statistics and Census (Jersey) Law 2018.

Summary

In June 2025

- average earnings per full-time equivalent employee (FTE) were 4.5% higher than in June 2024
- after adjusting for inflation (the headline rate of inflation in Jersey in June 2025 was 2.6%),[2] average earnings increased in real terms by 1.9%
- over the last 10 years, average earnings have decreased in real terms by 1.4%
    - average earnings in the private sector decreased by 0.9% in real terms
    - average earnings in the public sector decreased by 3.1% in real terms
- over the last 12 months:
    - average earnings in the private sector increased by 4.5% in nominal terms (before adjusting for inflation) and in real terms increased by 1.9%
    - average earnings in the public sector increased by 4.8% in nominal terms and in real terms increased by 2.2%
- on a sectoral basis:
    - the construction and quarrying sector was the only sector to record a decrease in average earnings (decreased 0.2% on an annual basis)
    - the agriculture and fishing sector saw the highest annual increase, up 13.4% on an annual basis; this was driven by increased hours worked and the increase in the minimum wage
- median average earnings of full-time equivalent employees was £890[3] per week
- mean average earnings of full-time equivalent employees was £1,040 per week

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[1] See methodology for more information

[2] As measured by the annual change in the Jersey Retail Prices Index (RPI). The real-term change in average earnings is calculated from the respective indices, which are published rounded to one decimal place.

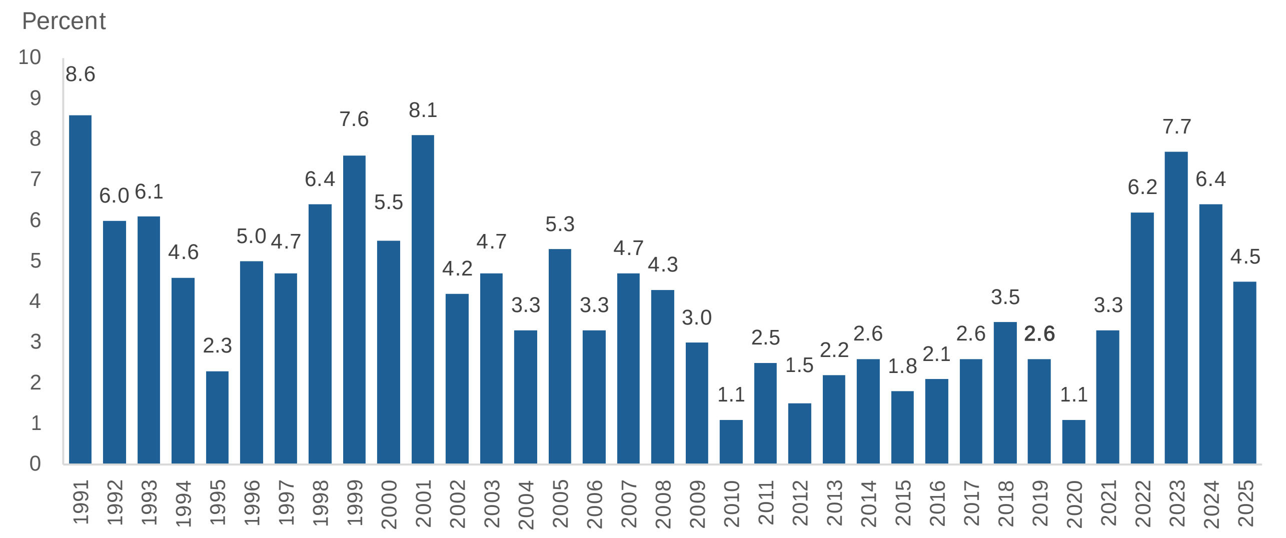
[3] Throughout the report monetary figures are rounded to the nearest £10, and all percentages and indices are rounded to one decimal place.

Index of Average Earnings

Figure 1 shows annual percentage changes in the Index of Average Earnings since 1991 in June of each year. In June 2025 all-sector average earnings were 4.5% higher than in June 2024.

The latest annual increase is 1.9 percentage points lower than that recorded over the previous 12-month period (6.4% to June 2024).

Figure 1: In the year to June 2025 earnings increased 4.5%
Annual percentage change in the Index of Average Earnings, 1991 to 2025



The latest increase is lower than the preceding five-year annual average of 5.6% per year, and slightly higher than the long-term annual average of 4.3% per year for 1991 to 2024.

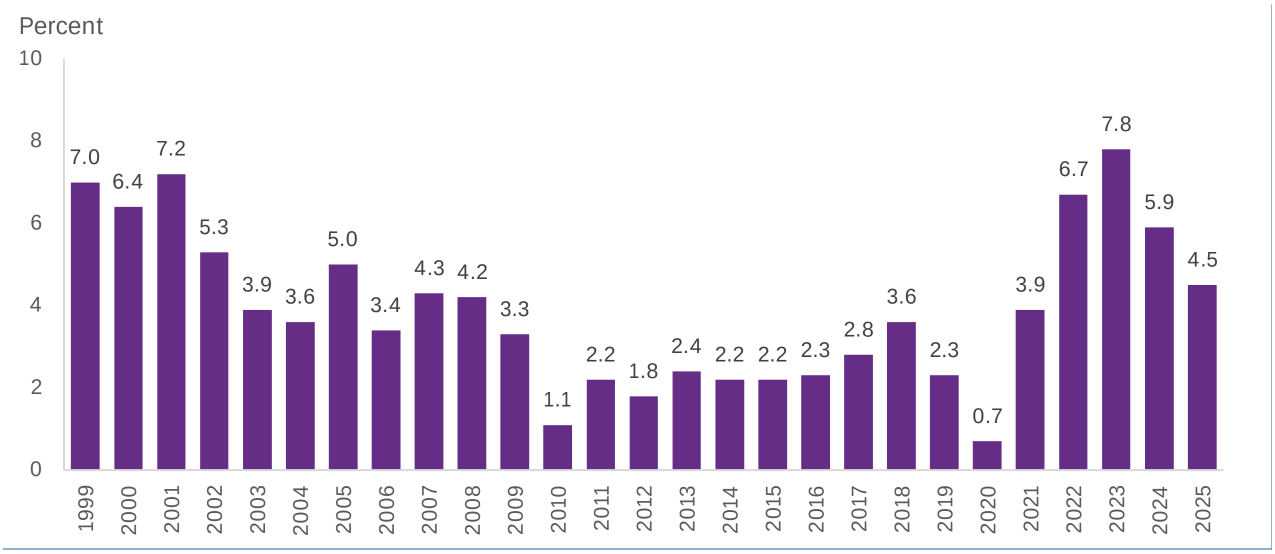
Private sector

Over the 12 months to June 2025, average earnings in the private sector overall increased by 4.5%.

This latest annual increase is slightly below the preceding five-year annual average of 5.0% per year, and lower than the increase seen for the previous 12-month period (5.9% to June 2024).

Between 1999 and 2008, earnings in the private sector had increased at an average annual rate of 4.8% per year. For the subsequent 13-year period, from 2009 to 2022, the average annual increase was 2.7% per year.

Figure 2: In the year to June 2025 private sector earnings increased 4.5%
Private sector annual percentage change in average earnings from 1999 to 2025

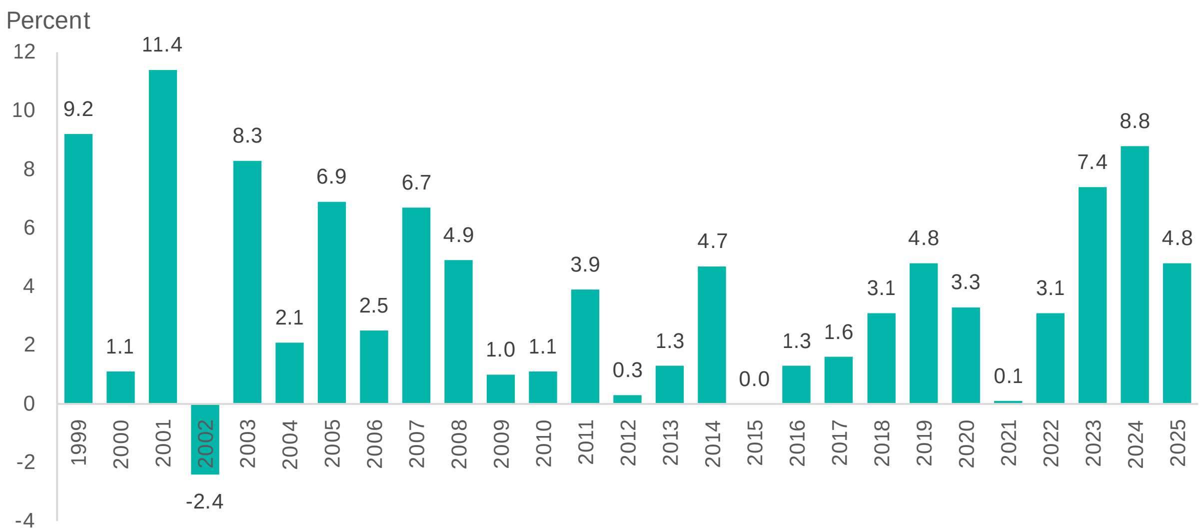


Public sector

Average earnings in the public sector increased by 4.8% over the 12 months to June 2025. It should be noted that in 2025 the public sector saw a 4.0% headline pay award.

Between 1999 and 2008, earnings in the public sector had increased at an average annual rate of 5.1% per year. For the subsequent 13-year period, from 2009 to 2022, the average annual increase was 2.1% per year.

Figure 3: Public sector annual percentage change in average earnings since 1999

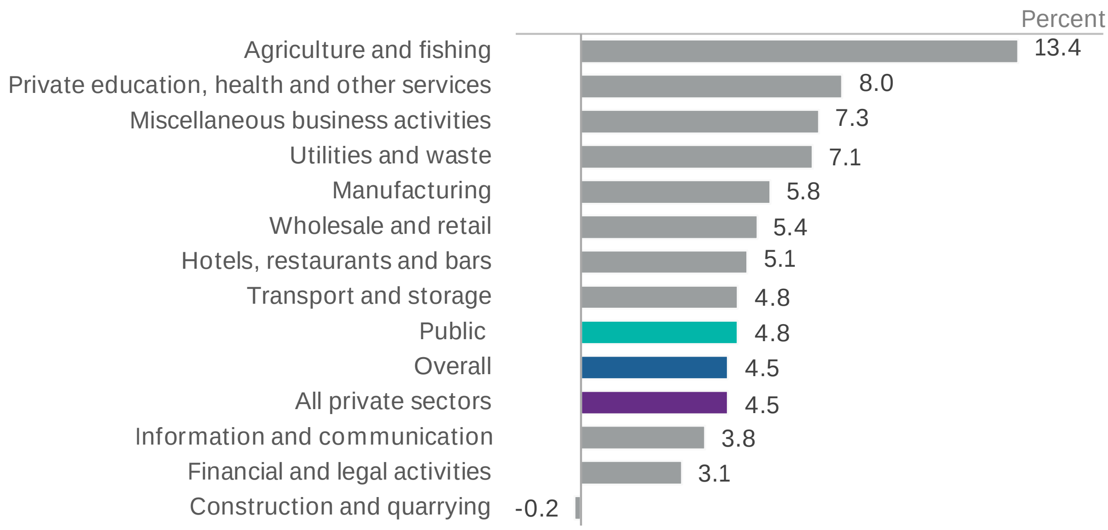


Individual business sectors

Figure 4 shows that the change in average earnings for the individual business sectors over the year to June 2025 ranged from an annual decrease of 0.2% to an annual increase of 13.4%. Annual changes for each SIC 2007 sector since 2019 can be found in Table A2.

Figure 4: 11 out of 12 sectors saw nominal increases in average earnings

Annual percentage change in average earnings by sector, June 2025



On a sectoral basis:

- the highest annual increase was in the agriculture and fishing sector, up 13.4% on an annual basis; this was driven by increased hours worked and the increase in the minimum wage
- private education, health and other services recorded an increase of 8.0% in average earnings; this was driven by some companies awarding substantial pay increases to staff and more overtime being worked compared with June 2024
- average earnings in the wholesale and retail sector increased by 5.4% on an annual basis; this was driven by the increase in the minimum wage
- average earnings in the hotels, restaurants and bars sector increased by 5.1% on an annual basis; this was driven by the increase in the minimum wage
- average earnings (excluding bonuses) in the financial and legal sector rose by 3.1%; this was below the overall increase in average earnings
- the construction and quarrying sector was the only sector to record a decrease in average earnings (decreased 0.2% on an annual basis)

Average earnings in real terms

The change in average earnings may be considered in 'real terms', adjusting for retail price inflation.[4]

Figure 5 shows the Index of Average Earnings since 1990 in nominal (not adjusted for inflation) and in real terms (adjusted by the Jersey Retail Prices Index, RPI). In nominal terms, since 1990 average earnings in Jersey have more than quadrupled, increasing by 327.8%. After adjusting for inflation, average earnings have increased by 17.1% over this 35-year period.

Figure 5: Real-term earnings have seen little change since 1990

Index of Average Earnings in nominal and real terms (June 1990 = 100)

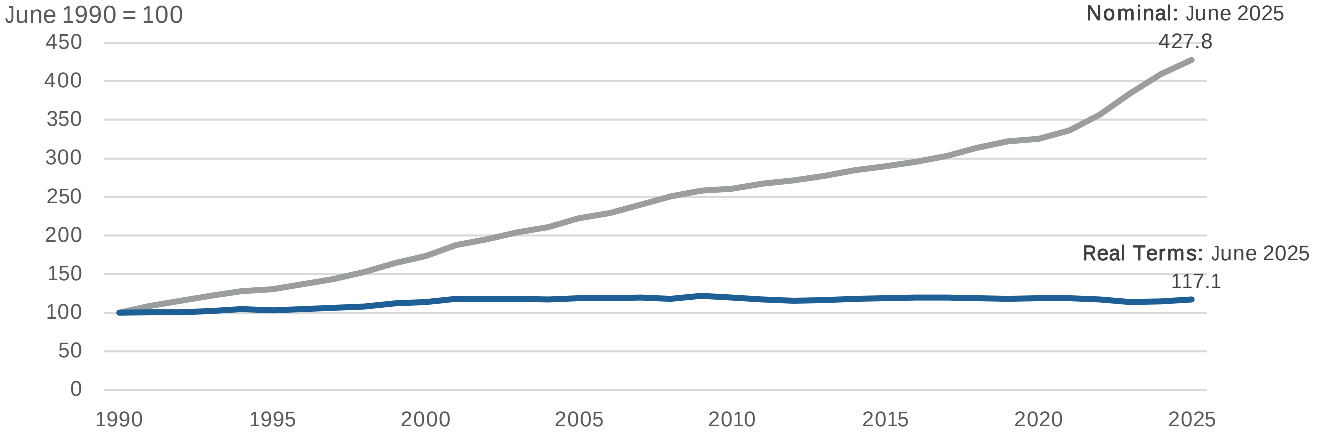


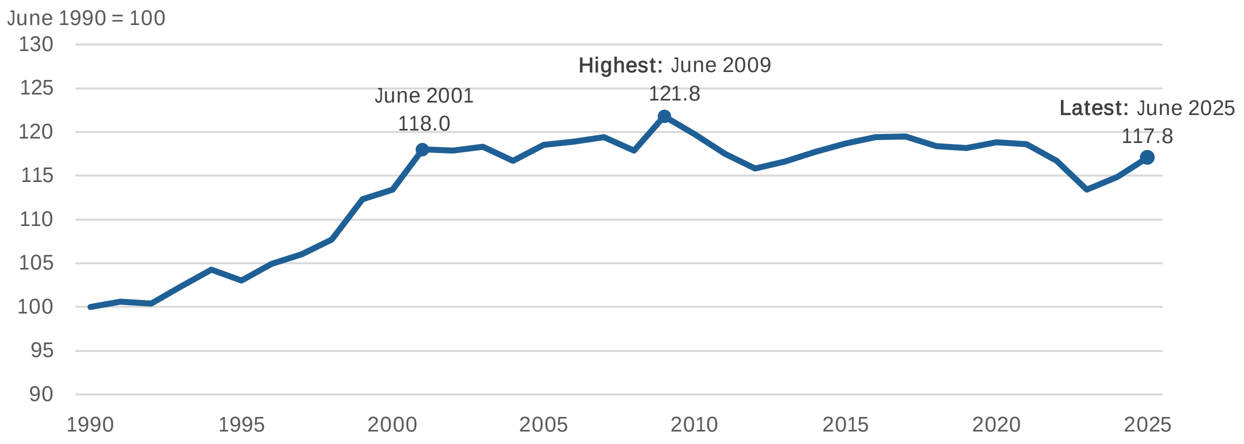
Figure 6 shows the Index of Average Earnings in real terms since 1990. It is apparent that in Jersey there have been three periods of change in real-term average earnings:

- 1990 to 2001 saw real-term growth in earnings of more than a sixth (18%) over the period
- 2001 to 2020 saw earnings remain essentially flat in real terms, increasing by 0.7% over the 19-year period
- 2020 to 2024 saw earnings decrease in real terms, decreasing by 3.3% over the 4-year period

As of 2025, earnings have seen an increase, but remains below the level seen in June 2009

Figure 6: Real-term earnings slightly increased between 2024 and 2025

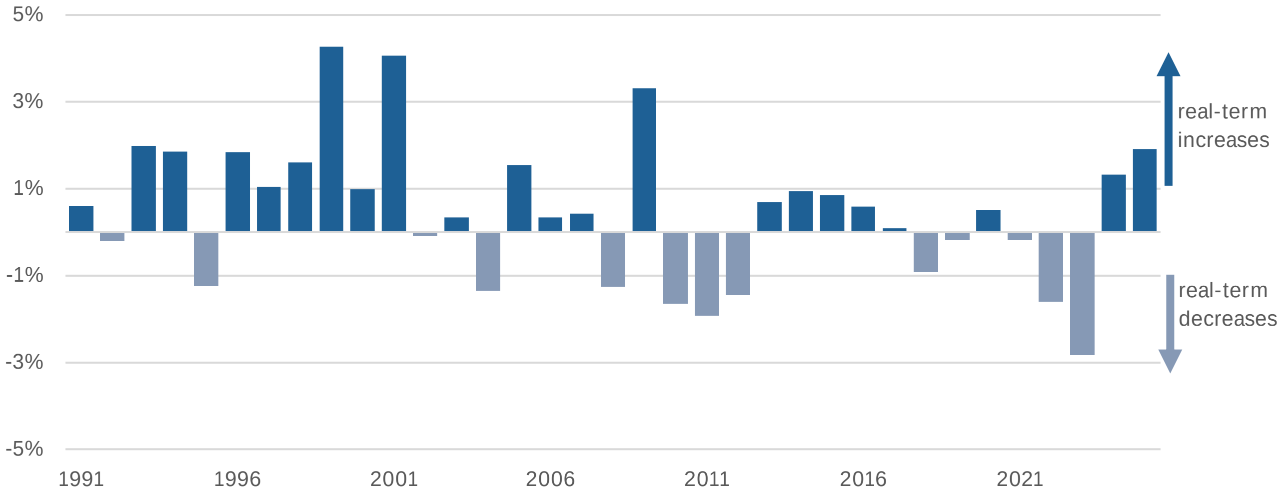
Index of Average Earnings in real terms from 1990 to 2025 (June 1990 = 100)



[4] The increases in retail prices used in this analysis are based on the indices in June of each year and can be found in the Jersey Retail Prices Index report – June 2025.

Figure 7 shows the real-term annual percentage change in average earnings for each year from 1991 to 2025.

Figure 7: Real-term earnings saw an increase of 1.9% in June 2025
Real-term annual percentage change in the Index of Average Earnings, 1991 to 2025

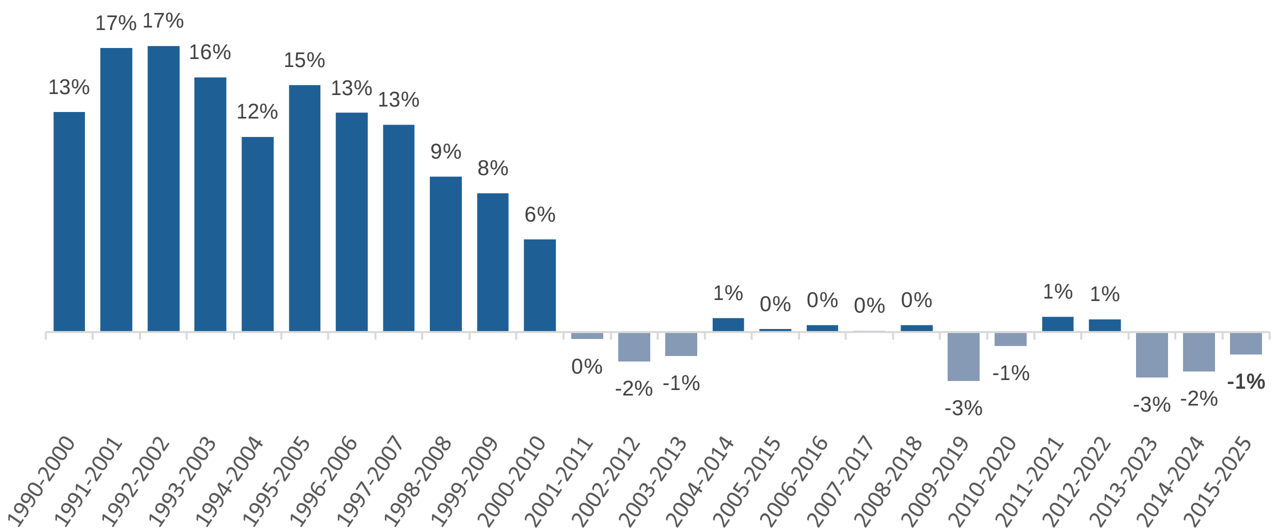


During the 12 months to June 2025 the Jersey RPI increased by 2.6%. Over the same period, average earnings increased by 4.5%, meaning that earnings increased by 1.9% in real terms.

The real-term earnings may also be considered over a longer time period than simply the annual change. Figure 8 shows 10-year total changes in real-term earnings since the decade ending 2000; where distinct periods of earnings change are apparent:

- prior to the decade ending 2010, the average 10-year real-term increase in average earnings was around 13%
- since 2011, there has been essentially no change in real-term earnings in each of the subsequent 10-year periods

Figure 8: From 2015 to 2025 average earnings have decreased by 1.4%[5] in real terms
Rolling 10-year total change in real-term average earnings

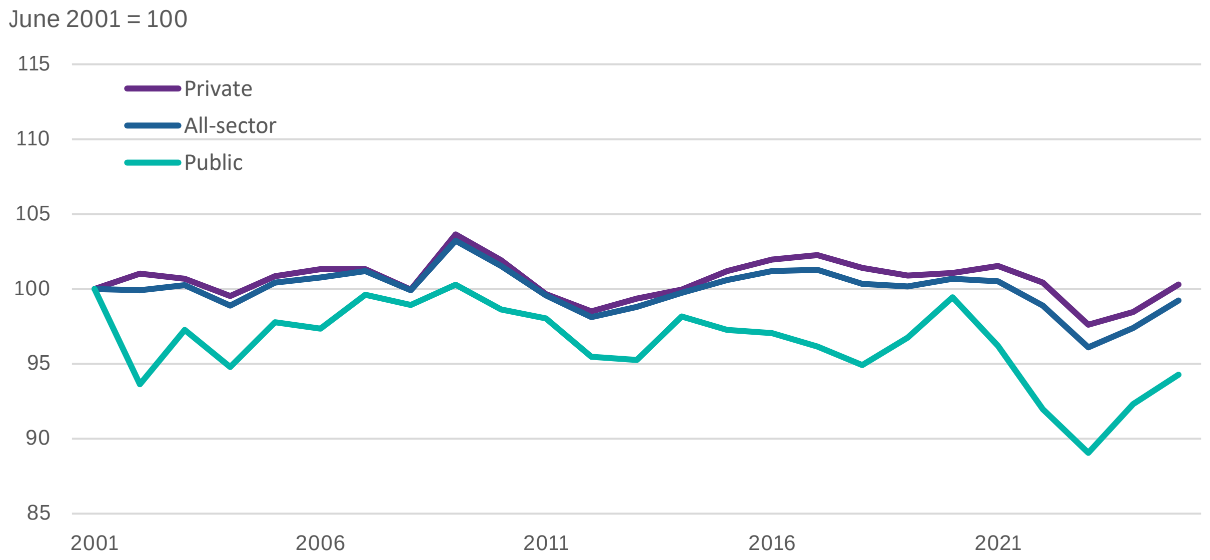


[5] Percentage changes are presented rounded to the nearest integer.

Public and private sectors in real terms

Figure 9 shows real-term average earnings for the public and private sectors separately since 2001, expressed as indices.

Figure 9: Public sector earnings have decreased more than in the private sector since 2001
Index of Average Earnings in real terms for the public and private sectors from 2001 to 2025



All-sector earnings have decreased by -0.8% in real terms since 2001. Private sector earnings have increased by 0.3% whilst public sector earnings have decreased by -6.9% over the same period.

During the latest 12-month period, average earnings in the public sector increased by 2.2%[6] in real terms and increased by 1.9% in real terms in the private sector.

Level of earnings

The methodology used to compile the Index of Average Earnings is specifically designed to measure the change in average earnings. However, the data collected also provides information on the level of earnings in June: the mean average weekly earnings per full-time equivalent (FTE) employee.

On an FTE basis, part-time staff are converted into full-time equivalents based on the number of hours worked. Part-time workers will, therefore, actually earn a fraction of the weekly averages presented, depending on the proportion of a full-time week worked.

It should be noted when interpreting these results that as a consequence of the earnings distribution being asymmetric (skewed towards higher values), the mean provides a higher measure of average earnings than the median.

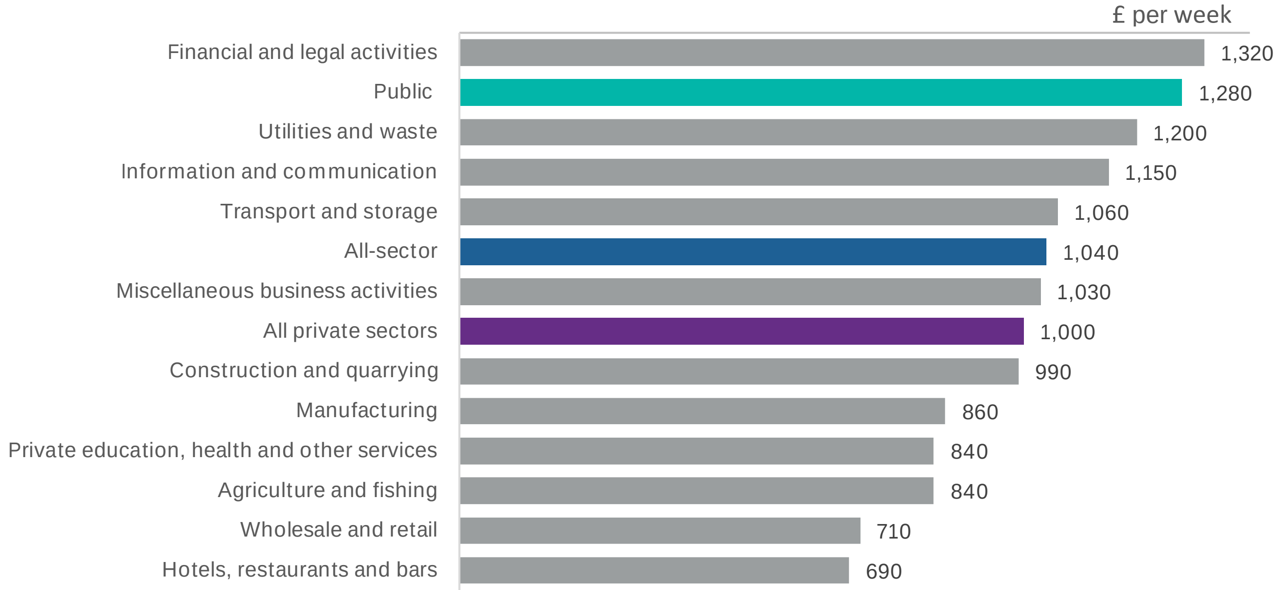
Analysis of the distribution of incomes from the Jersey Income Distribution Survey (IDS) indicates that around two-thirds of workers earn less than the mean earnings. The level of average earnings derived from this survey should therefore be considered as an indicative measure, particularly for comparisons between sectors.

[6] Real-term change is calculated using published, rounded indices for the AEI and RPI. As such it is not directly calculable from the rounded percentage changes of these indices.

The mean average weekly earnings for full-time equivalent (FTE) employees in Jersey in June 2024 was £1,040 per week.[7]

At a sectoral level, average earnings per FTE (excluding bonuses) ranged from £690 per week in hotels, restaurants and bars to £1,320 per week in financial and legal activities.

Figure 10: Financial and legal activities was the sector with highest average earnings
Average weekly earnings by sector (£ per week per FTE), June 2025



Average weekly earnings reflect how much is actually earned by the employees in the reference period (either the final week of June or the whole month of June depending on how frequently staff are paid). Therefore, it is subject to fluctuations in the number of hours actually worked by full time staff during that period.

Median earnings

A median average cannot be calculated from the company-level data collected for the Index of Average Earnings, since this requires earnings at an individual employee level, see the earnings statistics explainer for more details.

The Jersey Living Costs and Household Income Survey (LCHIS) carried out in 2021/2022 collected information on individual employment earnings, enabling an estimate of median employment earnings to be determined. The most recently published estimate[8] was £730 for March 2022.

The results derived from the LCHIS data have been up-rated from the survey period using the Index of Average Earnings to provide an estimate of median earnings in June 2025 of £890 per week per FTE employee (see the appendix for methodology).

[7] The figures for the levels of weekly earnings shown in figure 10 should be considered as estimates with a 95% confidence interval of approximately ±£20.

[8] Jersey Household Income Distribution 2021/2022 report

Comparison with the UK

This report no longer compares with measures produced in the UK. The new methodology implemented in the Earnings in Jersey report provides for more comparable figures to the UK. The earnings statistics explainer provides a more detailed breakdown between the differences in the average earnings index and the new approach.

Minimum wage[9]

Every three years the survey includes additional questions regarding employees on the minimum wage or near the minimum wage. Respondents to the survey were asked the number of employees near to the minimum wage (£14.30 an hour or less) and the number of employees on exactly the minimum wage.

The headcount of employees at or near the minimum wage are then totalled for each sector and are scaled up within each sector to provide labour market sectoral and overall estimates for both the measures.

This is compared with the total headcount for each sector from the June 2024 Labour Market to produce an estimated proportion of each sector which are at or near to the minimum wage.

Between June 2022 and June 2025, the minimum wage has increased from £9.22 per hour to £13 per hour. This represents an increase of 41% in the minimum wage over the three-year period.

It should be noted that in June 2022 the value for those low paid was the minimum wage plus 5%, while in June 2025 the minimum wage plus 10% was used instead. This change was requested by Government of Jersey policy officers.

Table 1: Proportion of each sector on low pay[10], June 2025 and June 2022

	June 2025		June 2022	
	Headcount	**Proportion of sector low paid, % (min. wage + 10%)**	Headcount	Proportion of sector low paid, % (min. wage + 5%)
Agriculture and fishing	1,120	70	1,130	38
Construction and quarrying	6,320	6	6,400	1
Private education, health and other services	9,040	10	8,450	2
Financial and legal activities	13,770	1	13,560	~
Hotels, restaurants and bars	6,350	57	5,420	16
Information and communication	1,800	4	1,850	~
Manufacturing	920	7	940	2
Miscellaneous business activities	6,310	23	6,080	1
Transport and storage	2,160	1	1,890	~
Utilities and waste	780	1	720	~
Wholesale and retail	6,920	47	7,300	2
All private sectors	55,490	19	53,740	3

~ signifies where less than 1% of the sector are on low pay.

[9] Figures have been updated to a SIC2007 basis. Results for SIC2007 sectors are not directly comparable with previously published figures that used SIC2003 sectors.

[10] Defined as £14.30 or less in June 2025 and £9.68 or less in June 2022.

Table 2: Proportion of each sector on the minimum wage[11], June 2025 and June 2022

	June 2025		June 2022	
	Headcount	Proportion of sector on minimum wage, %	Headcount	Proportion of sector on minimum wage, %
Agriculture and fishing	1,120	49	1,130	21
Construction and quarrying	6,320	2	6,400	~
Private education, health and other services	9,040	3	8,450	1
Financial and legal activities	13,770	~	13,560	~
Hotels, restaurants and bars	6,350	31	5,420	8
Information and communication	1,800	~	1,850	~
Manufacturing	920	1	940	~
Miscellaneous business activities	6,310	3	6,080	1
Transport and storage	2,160	~	1,890	~
Utilities and waste	780	~	720	~
Wholesale and retail	6,920	17	7,300	1
All private sectors	55,490	8	53,740	2

~ signifies where less than 1% of the sector are on the minimum wage.

[11] £13 in June 2025 and £9.22 in June 2022.

Appendix – methodology

The Index of Average Earnings in Jersey is determined from earnings data collected from a large representative sample of firms in the private sector and from all Government of Jersey departments. This was the third year in which the survey was made compulsory under the provisions of the Statistics and Census (Jersey) Law 2018.

The Index of Average Earnings is compiled annually, using a "matched pair" approach. The main purpose of the Index is to provide a measure of the change in earnings.

Sampled firms report earnings paid in June if paid monthly, or in the final week of June if paid weekly. This includes the total gross wages and salaries paid to employees before any deductions are made for tax, employees' social security contributions, employees' contributions to pension funds, and so on. The reported figures are to include any Jersey weighting allowances, non-contractual gifts and commission. Redundancy pay, directors' fees and employers' contributions to insular insurance and pension schemes are not included; bonus payments, holiday pay and back pay are also excluded.

Companies are also asked to provide the number of staff covered by the earnings payments reported. Part-time staff are converted into full-time equivalents (FTEs) according to numbers of hours worked. In this way the overall measured change is less susceptible to changes in the proportions of full-time and part-time employees in the workforce.

From the information collected, the average weekly earnings is calculated for each respondent company, salaries paid monthly or four-weekly having been converted into weekly figures. The average weekly earnings for each company is then compared with that of the previous year in order to calculate an annual percentage change. Only companies with a "matched pair" of earnings for the current and previous years are included in the final calculation of the index.

Mean average earnings are aggregated for each sector, in order to calculate a measure of average weekly earnings by sector. These sectoral averages are then weighted together according to the sectoral share of total employment to give the overall average weekly earnings and hence percentage change between one year and the next.

This survey is designed to measure changes in average earnings by matching records in consecutive years from sampled firms. Hence, the figures for the levels of weekly earnings should be considered as estimates with a 95% confidence interval of approximately ±£20. However, the change in average earnings overall is unaffected by the changes in level.

An estimate of median employment earnings has been produced using data from the 2021/2022 Jersey Living Costs and Household Income Survey. This approach uses gross earnings of employees and the self-employed (excluding bonuses) to derive an hourly rate, which is then uprated to a full-time equivalent. Earnings data are weighted according to industry, to ensure the sample of jobs is representative of employment in Jersey.

Response rate and coverage

- 505 eligible firms in the private sector were sent a survey questionnaire and around 442 completed questionnaires were received back, representing a response rate of 88%.
- Of the returned questionnaires, 75% were matched with a return from the previous year and were subsequently validated and used in the final compilation of the Index.
- The number of employees whose earnings are used to calculate the Index of Average Earnings represents around half (53%) of all workers in Jersey.

Appendix – data tables

Table A1: Index of Average Earnings for Jersey in nominal (headline) and real terms, index values and annual percentage changes (June of each year)

	Nominal (headline)		Real terms*	
	Index	% change	Index	% change
1990	100.0		100.0	
1991	108.6	8.6	100.6	0.6
1992	115.1	6.0	100.4	-0.2
1993	122.1	6.1	102.4	2.0
1994	127.7	4.6	104.3	1.9
1995	130.6	2.3	103.0	-1.2
1996	137.1	5.0	104.9	1.8
1997	143.5	4.7	106.0	1.0
1998	152.7	6.4	107.7	1.6
1999	164.3	7.6	112.3	4.3
2000	173.4	5.5	113.4	1.0
2001	187.4	8.1	118.0	4.1
2002	195.2	4.2	117.9	-0.1
2003	204.3	4.7	118.3	0.3
2004	211.1	3.3	116.7	-1.4
2005	222.2	5.3	118.5	1.5
2006	229.5	3.3	118.9	0.3
2007	240.2	4.7	119.4	0.4
2008	250.6	4.3	117.9	-1.3
2009	258.0	3.0	121.8	3.3
2010	260.9	1.1	119.8	-1.6
2011	267.3	2.5	117.5	-1.9
2012	271.4	1.5	115.8	-1.4
2013	277.4	2.2	116.6	0.7
2014	284.5	2.6	117.7	0.9
2015	289.7	1.8	118.7	0.8
2016	295.8	2.1	119.4	0.6
2017	303.4	2.6	119.5	0.1
2018	314.0	3.5	118.4	-0.9
2019	322.3	2.6	118.2	-0.2
2020	325.8	1.1	118.8	0.5
2021	336.5	3.3	118.6	-0.2
2022	357.2	6.2	116.7	-1.6
2023	384.8	7.7	113.4	-2.8
2024	409.3	6.4	114.9	1.3
2025	427.8	4.5	117.1	1.9

* The real terms Index of Average Earnings is calculated as the nominal (headline) Index of Average Earnings divided by the Jersey All Items Retail Prices Index (RPI) for June each year.

Table A2: Annual percentage change in average earnings by SIC 2007 sector, 2019 to 2025

	2019	2020	2021	2022	2023	2024	2025
Agriculture and fishing	2.7	-11.8	-1.2	20.9	21.7	-2.7	13.4
Manufacturing	2.0	1.2	6.3	8.4	8.5	6.0	5.8
Construction and quarrying	1.4	0.7	4.5	4.6	12.0	4.0	-0.2
Utilities and waste	3.1	0.2	2.6	3.3	9.3	5.7	7.1
Wholesale and retail	2.0	0.8	1.4	9.3	8.4	7.4	5.4
Hotels, restaurants and bars	4.5	-10.4	15.6	11.5	7.7	7.3	5.1
Transport and storage	2.1	1.7	0.3	5.7	6.2	6.6	4.8
Information and communication	-0.2	4.9	-0.5	1.9	7.5	4.1	3.8
Financial and legal activities	1.1	2.3	2.6	4.4	7.1	5.9	3.1
Miscellaneous business activities	8.9	0.9	9.9	11.1	6.4	4.8	7.3
Private education, health and other services	2.3	2.3	3.7	9.3	4.2	8.5	8.0
Public sector	4.2	3.5	-0.2	3.2	7.6	8.8	4.8
All private sectors	2.4	0.7	4.0	6.7	7.8	5.9	4.5
All sector	2.6	1.1	3.3	6.2	7.7	6.4	4.5