Main points

Annual Summary

In the 12 months to December 2025:

- median earnings increased by an average of 4.6% in nominal terms compared with the previous 12 months
- median earnings increased by an average of 2.0% in real terms compared with the previous 12 months
- the sum of median earnings on a full-time equivalency basis was £44,210
- the sum of mean earnings on a full-time equivalency basis was £60,820
- March saw the highest level of earnings inequality, driven by a large single month increase in earnings for the financial and legal activities sector, likely as a result of bonuses
- the number of dependently employed jobs were highest in July, at 58,920

Monthly Summary

In December 2025:

- overall median earnings for the month were £3,900
- the approximate median hourly rate paid was £23.07
- the median earnings index (see methodology document) saw a nominal annual increase of 6.1% from December 2024, which was a 3.2% increase in real terms (adjusting for inflation)
- median earnings were highest in the 50 to 54 age group (£4,780)
- the highest median earnings were in the financial and legal activities sector (£5,480)
- the lowest median earnings were in the hotels, restaurants and bars sector (£2,710)

- median earnings for jobs where the employee had a long-term illness or disability were £3,260; around £660 less than those who did not have a long-term illness or disability
- *mean* earnings were £5,490
- there were 56,990 dependently employed jobs;
  - a higher number were worked by males (28,770) than females (28,220)
  - a 2.8% increase from December 2024 (1,550 additional jobs)
- the financial and legal activities sector was the largest sector, with 13,900 jobs
- the manufacturing sector was the smallest sector, with 650 jobs
- the most frequent contracted hours in the financial and legal activities sector was 35 per week, the lowest of all sectors, despite this sector seeing the highest earnings

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Things you need to know

This report presents estimates of gross employment earnings in Jersey for those dependently employed. Full-time equivalency adjustments and pay period adjustments for weekly paid staff are made during the analysis to make jobs more comparable within and between sectors.

These statistics were produced using data already held by Government for administrative purposes, specifically:

- Income Tax Instalment Scheme (ITIS)
- Social Security contributions
- Manpower returns

They provide a greater level of detail and additional information than is currently available in our existing survey based earnings statistics.

The report presents both median and mean earnings levels on a full-time equivalent (FTE) employee basis. People with more than one dependently employed job will appear multiple times as all jobs which are dependently employed are included in this analysis. Medians are the main measure of earnings throughout the report. Employment and demographic information are linked by combining administrative data sources. This enables breakdowns by:

- industrial sector
- age
- sex
- self-declared nationality
- claimants of Long Term Incapacity Allowance and Short Term Incapacity Allowance whilst employed

All jobs are adjusted to a full-time basis, meaning that the earnings analysed are adjusted for what that individual would have earnt for that job if they worked full-time for the full month. This is done by adjusting the earnings of a job based on the ratio of its contracted hours to the most frequent contracted hours in that sector. As such, changes in overall earnings should be measured using the median earnings index, as this accounts for variation in the most frequent hours worked in a sector. A detailed description of the methodology can be found in the methodology document.

It should be noted that administrative changes were made to the processing of contributions data by the Government of Jersey from July 2024 onwards. These changes resulted in some dependent second jobs held by individuals who are also self-employed no longer appearing in the contributions data. Where possible these jobs are identified from ITIS and reintroduced into the dataset. Despite this, dependently employed jobs were reduced by around 0.4% and median earnings were reduced by 0.9% due to this administrative change. This is adjusted for throughout the report, so all values presented are on the current basis.

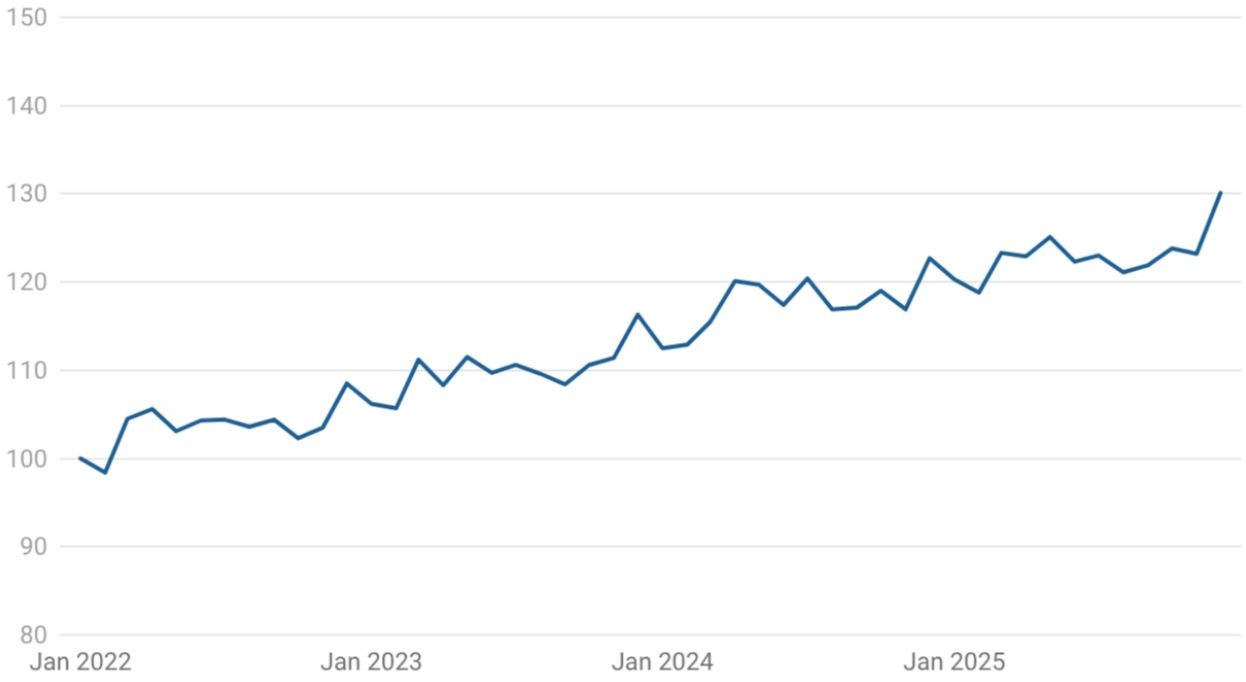
In this report, earnings refers to employment earnings. For statistics on household income, including earned and unearned income, see our household income distribution report.

Overall earnings

Amounts in this section are nominal, that is, the amount received by individuals at the time. Real-term comparisons (adjusted for inflation) are described later in this report.

Figure 1: Median earnings in December 2025 changed by 6.1% compared with a year earlier, in nominal terms

Median Earnings Index, January 2022 to December 2025 (January 2022 = 100)

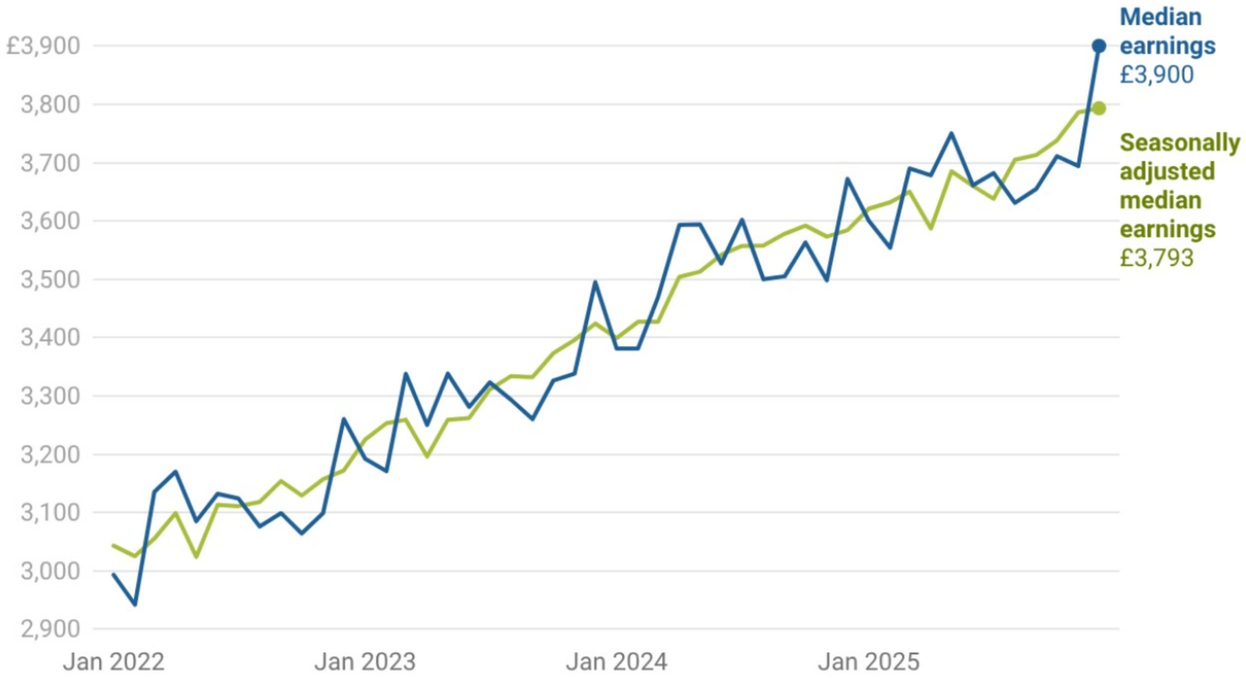


Source: Statistics Jersey • Created with Datawrapper

In the 12 months to December 2025 median earnings increased by an average of 4.6% in nominal terms compared with the previous 12 months.

Figure 2: Earnings have increased by £910 in nominal terms since January 2022

Median earnings, January 2022 to December 2025



Source: Statistics Jersey • Created with Datawrapper

Table 1: Median Earnings Index, annual percentage changes, median earnings and hourly rates

January 2022 to December 2025

Month ▼	Earnings Index	Annual percentage change	Median	Hourly rate
Dec, 2025	130.1	6.1%	£3,900	£23.07
Nov, 2025	123.2	5.5%	£3,690	£22.54
Oct, 2025	123.8	4.0%	£3,710	£21.94
Sep, 2025	121.9	4.1%	£3,660	£22.29
Aug, 2025	121.1	3.6%	£3,630	£21.44
Jul, 2025	123.0	2.2%	£3,680	£21.73
Jun, 2025	122.3	4.2%	£3,660	£22.28
May, 2025	125.1	4.5%	£3,750	£22.09
Apr, 2025	122.9	2.4%	£3,680	£22.47
Mar, 2025	123.3	6.8%	£3,690	£21.72
Feb, 2025	118.8	5.3%	£3,550	£23.30
Jan, 2025	120.3	6.9%	£3,600	£21.34
Dec, 2024	122.7	5.5%	£3,670	£21.70
Nov, 2024	116.9	4.9%	£3,500	£21.37
Oct, 2024	119.0	7.6%	£3,560	£21.07
Sep, 2024	117.1	8.0%	£3,500	£21.35
Aug, 2024	116.9	6.7%	£3,500	£20.66
Jul, 2024	120.4	8.9%	£3,600	£21.27
Jun, 2024	117.4	7.1%	£3,530	£21.42
May, 2024	119.7	7.3%	£3,590	£21.16

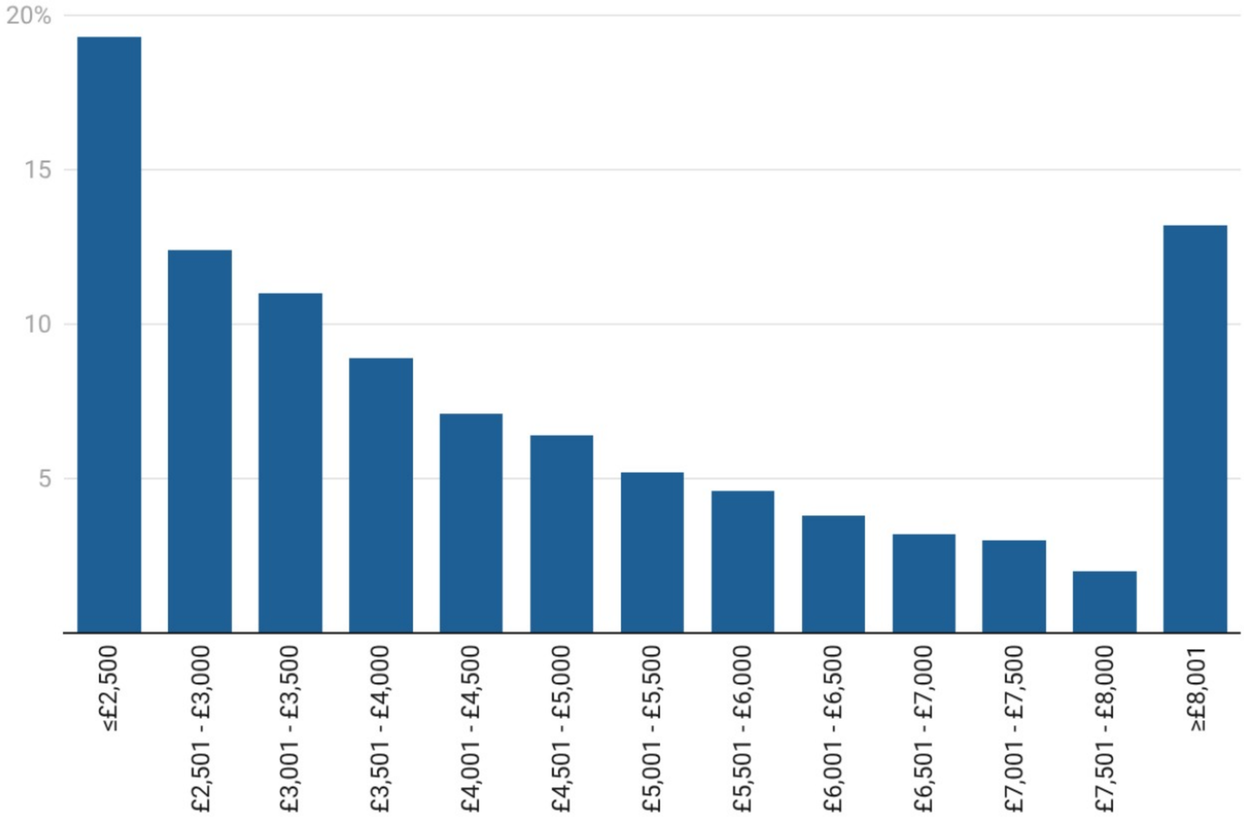
Additional 28 rows not shown.

Source: Statistics Jersey • Created with Datawrapper

In December 2025 earnings were around £3,900 per month, or £23.07 per hour. Some months each year see large increases in earnings, in particular March and December. This is primarily due to the financial and legal activities sector and is likely as a result of bonuses in the sector.

Figure 3: Around 19% of jobs were earning £2,500 or less per month on an FTE basis

Distribution of monthly earnings, December 2025



Source: Statistics Jersey • Created with Datawrapper

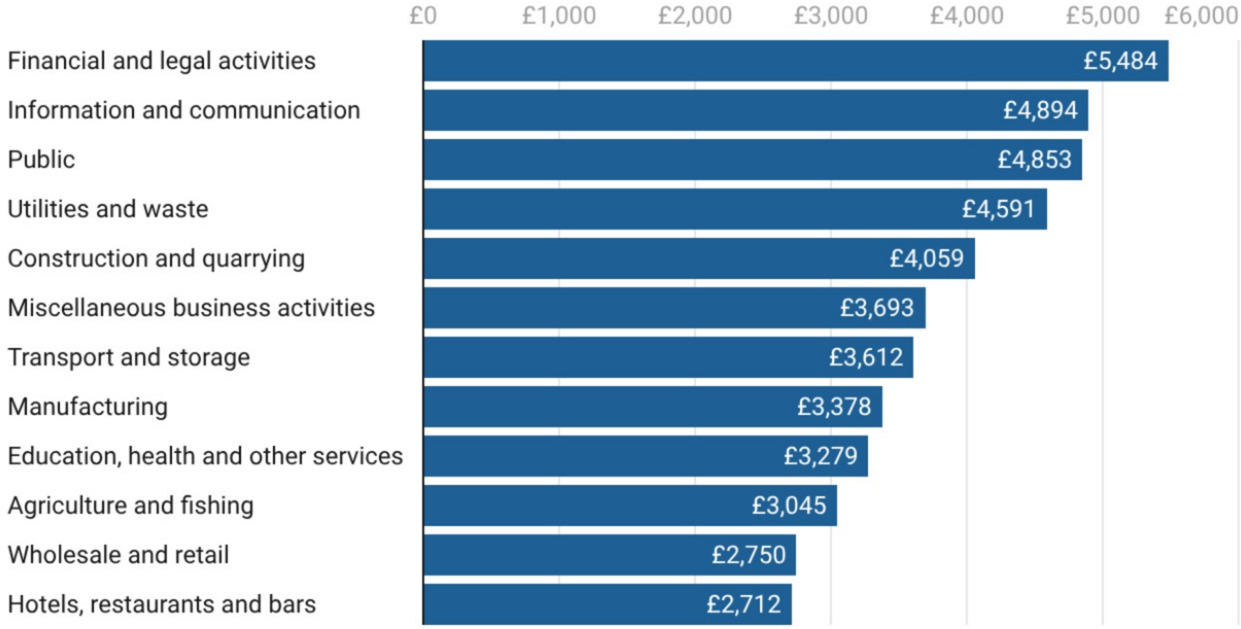
Earnings by sector

Using the Standard Industrial Classification 2007 (SIC 2007) the median earnings of an employee, on an FTE basis, can be calculated by the sector of employment. Note that this is the sector of their employer, which may differ from the sector of the individual's occupation.

The public sector consists of all Government of Jersey employees, including teachers and nurses. Some other organisations such as Jersey's 12 parishes are also in the public sector. The education, health and other services sector includes teachers and healthcare employees who work in the private sector but does not include any public sector jobs.

Figure 4: Earnings were highest in the financial and legal activities sector

Median earnings by sector, December 2025



Source: Statistics Jersey • Created with Datawrapper

In the 12 months to December 2025 median earnings increased by an average of 4.6% in nominal terms, from £3,520 to £3,680, compared with the previous 12 months. However this was not equal across all sectors of employment.

Table 2: 12-month average monthly median earnings by sector

January 2024 to December 2024 and January 2025 to December 2025

Sector	January 2024 to December 2024	January 2025 to December 2025	12-month average change
Financial and legal activities	£5,100	£5,270	3.4%
Information and communication	£4,580	£4,800	4.9%
Public	£4,550	£4,780	5.2%
Utilities and waste	£3,840	£4,090	6.5%
Construction and quarrying	£3,520	£3,680	4.4%
Miscellaneous business activities	£3,280	£3,450	5.2%
Transport and storage	£3,320	£3,330	0.5%
Manufacturing	£2,960	£3,150	6.1%
Education, health and other services	£3,000	£3,130	4.3%
Agriculture and fishing	£2,790	£3,020	8.4%
Wholesale and retail	£2,530	£2,650	4.6%
Hotels, restaurants and bars	£2,390	£2,560	7.2%

Source: Statistics Jersey • Created with Datawrapper

In April 2025 the minimum wage increased by 11.7%, from £11.64 to £13.00. This particularly influenced the increases seen in the agriculture and fishing, and hotels, restaurants and bars sectors.

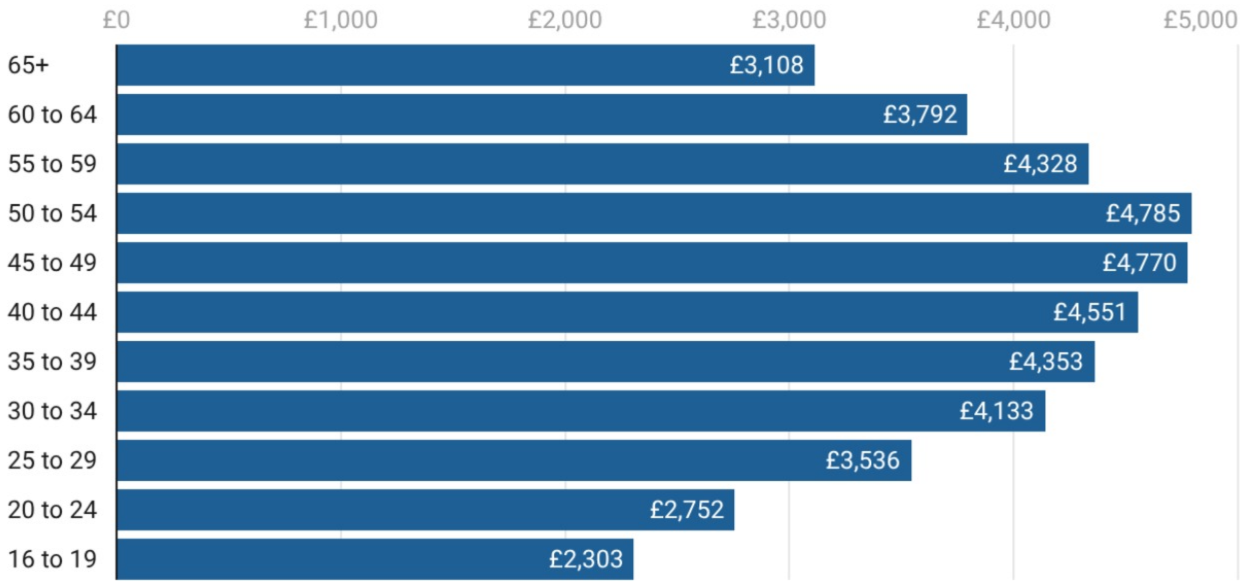
Detailed results for individual sectors are available on opendata.

Earnings by age

The median level of earnings can also be analysed by the age of the employee.

Figure 5: Earnings were highest in the 50 to 54 age group

Median earnings by age group, December 2025



Source: Statistics Jersey • Created with Datawrapper

The lowest median earnings are seen in the 16 to 19 age group. However, it should be noted that the majority of individuals in this age group will still be in full-time education. Median earnings then increase until reaching the highest level at the 50 to 54 age group (£4,780), after which they decrease with age.

Earnings by nationality

Using self-reported nationality from administrative data, it is possible to calculate median earnings by the nationality of the employee. To ensure estimates are robust, results are presented only for nationalities with more than 100 individuals.

Figure 6: Earnings were highest for those of South African nationality

Median earnings by nationality, December 2025

Source: Statistics Jersey • Created with Datawrapper

When analysing by nationality the highest median earnings were seen for South African employees (£5,410), while the lowest median earnings were seen for Thai employees (£2,820).

Over half of South African employees (52%) worked in the highest paid sector, finance and legal activities. Whereas around two thirds (67%) of Thai employees worked in two lower paying sectors; education, health and other services or hotels, restaurants and bars.

Earnings by illness or disability

Earnings can also be broken down by whether the employee was claiming Short Term Incapacity Allowance (STIA) or Long Term Incapacity Allowance (LTIA). These benefits are claimed when someone has an illness or disability, with STIA for a maximum of up to one year and LTIA being where an illness or disability has been ongoing for at least six months.

STIA payments are based upon the number of days someone is unable to work due to illness or injury.

LTIA is claimed as a proportion of a maximum LTIA rate, with the proportion dependent on the individuals illness or disability.

In December 2025, those claiming STIA and in employment:

- had median earnings of around £3,340
- earnt £590 less than the median earnings of those who did not claim STIA (£3,940)
- claimed STIA for an average of 16 days
- received an average of £680 in STIA payments in addition to their earnings

In December 2025, those claiming LTIA and in employment:

- had median earnings of around £3,260
- earnt £660 less than the median earnings of those who did not claim LTIA (£3,920)
- claimed for an average of 47% of the maximum LTIA rate
- received an average of £560 in LTIA payments in addition to their earnings

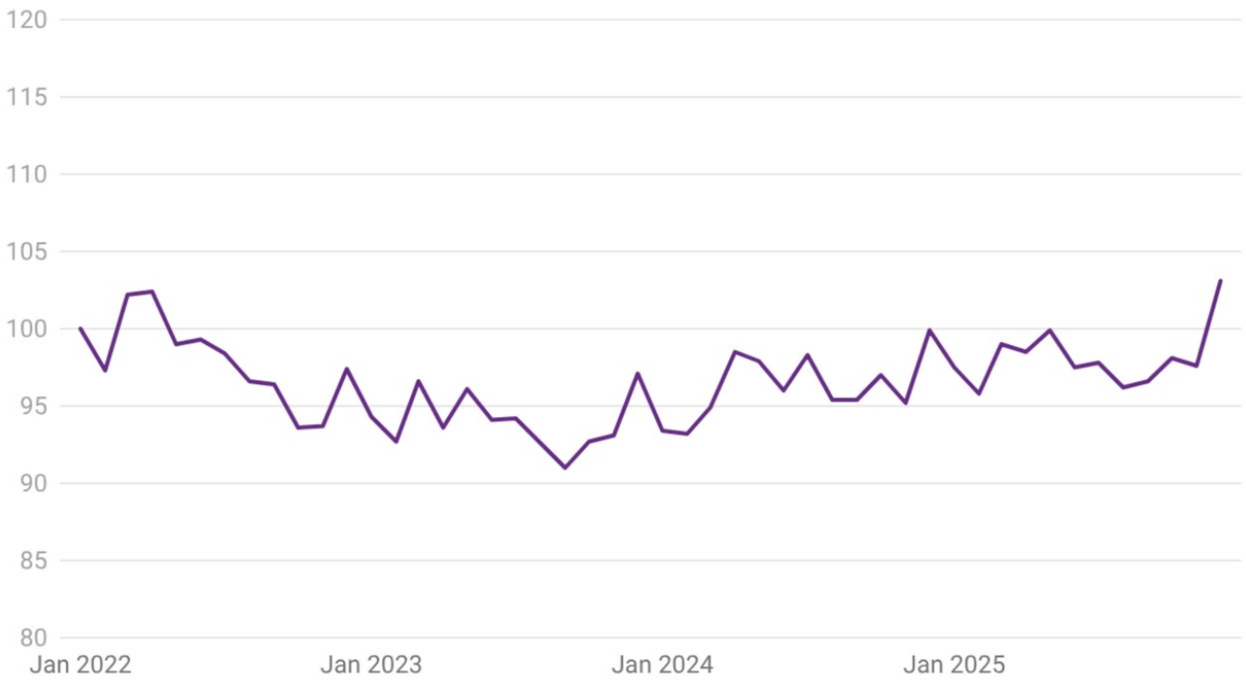
Real-term earnings

Nominal earnings discussed earlier in this report can be adjusted using the Retail Prices Index (RPI) to provide real-term values. As the RPI is only produced quarterly, the index has to be interpolated between points. Quarterly changes in the RPI are split evenly across the three months of the quarter.

All values in this real-term earnings section are in December 2025 prices.

Figure 7: Real-term earnings in December 2025 changed by 3.2% compared with a year earlier, in nominal terms

Real-terms Median Earnings Index, January 2022 to December 2025 (January 2022 = 100)



Source: Statistics Jersey • Created with Datawrapper

It should be noted that December often sees a single month increase in earnings, likely due to bonuses within certain sectors. So real term levels are higher each December, when compared with the previous and next month.

In the 12 months to December 2025, median earnings increased by an average of 2.0% in real terms compared with the previous 12 months.

In December 2025, real-terms median earnings were £3,900, a 3.2% increase in real terms compared with December 2024.

These real-term earnings values can also be examined by employment sector.

Table 3: 12-month average monthly real term median earnings by sector

January 2024 to December 2024 and January 2025 to December 2025

Sector	January 2024 to December 2024	January 2025 to December 2025	12-month real-terms average change
Financial and legal activities	£5,270	£5,310	0.8%
Information and communication	£4,730	£4,840	2.3%
Public	£4,700	£4,810	2.5%
Utilities and waste	£3,970	£4,120	3.8%
Construction and quarrying	£3,640	£3,710	1.8%
Miscellaneous business activities	£3,390	£3,480	2.5%
Transport and storage	£3,430	£3,350	−2.1%
Manufacturing	£3,060	£3,170	3.4%
Education, health and other services	£3,100	£3,150	1.6%
Agriculture and fishing	£2,880	£3,040	5.6%
Wholesale and retail	£2,620	£2,670	1.9%
Hotels, restaurants and bars	£2,470	£2,580	4.4%

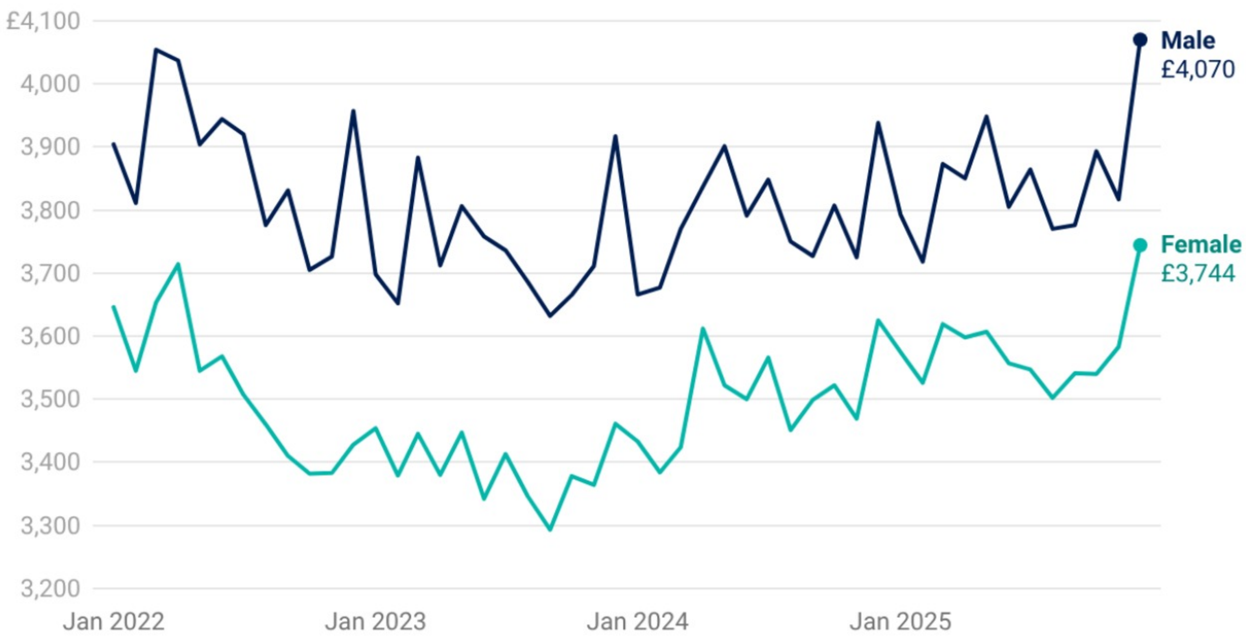
Source: Statistics Jersey • Created with Datawrapper

On average in the period January 2025 to December 2025, 11 of the 12 sectors saw real-term increases in earnings. The largest real terms increase was seen for the agriculture and fishing sector (5.6%). The largest real terms decrease was seen for the transport and storage sector (-2.1%).

The difference between earnings of males and females can also be examined on a real-terms basis.

Figure 8: Whilst nominal earnings have increased, real-term earnings were generally lower in 2025 than in January 2022

Real-term median earnings by sex, January 2022 to December 2025, (December 2025 prices)



Source: Statistics Jersey • Created with Datawrapper

We produce an annual Gender Pay Gap Report which goes into more detail and breakdowns on pay differences between males and females.

Gini coefficient

Measures of average earnings provide an indication of the typical level of earnings but do not show how earnings are distributed between jobs. To provide additional insight into the spread of earnings recorded in this dataset, a Gini coefficient has been calculated.

The Gini coefficient is a widely used measure of the distribution of income or earnings. In this report, it is used specifically to measure how employment earnings are distributed between different jobs. This is not a measure of household income inequality, nor does it measure overall inequality within Jersey. The results reflect only the distribution of employment earnings captured by this dataset.

The Gini coefficient summarises differences in earnings across jobs as a single value between 0 and 1:

- a value of 0 indicates that all jobs have the same earnings
- a value of 1 indicates that earnings are received by a single job

Figure 9: March sees the highest level of earnings inequality in each year

Gini coefficient of employment earnings, January 2022 to December 2025

Source: Statistics Jersey • Created with Datawrapper

Each March saw the highest level of earnings inequality. This month annually sees a significant, usually single month, increase in the financial and legal activities sector, suggesting that bonuses have impacted both the sectors' earnings and the overall level of earnings inequality in Jersey.

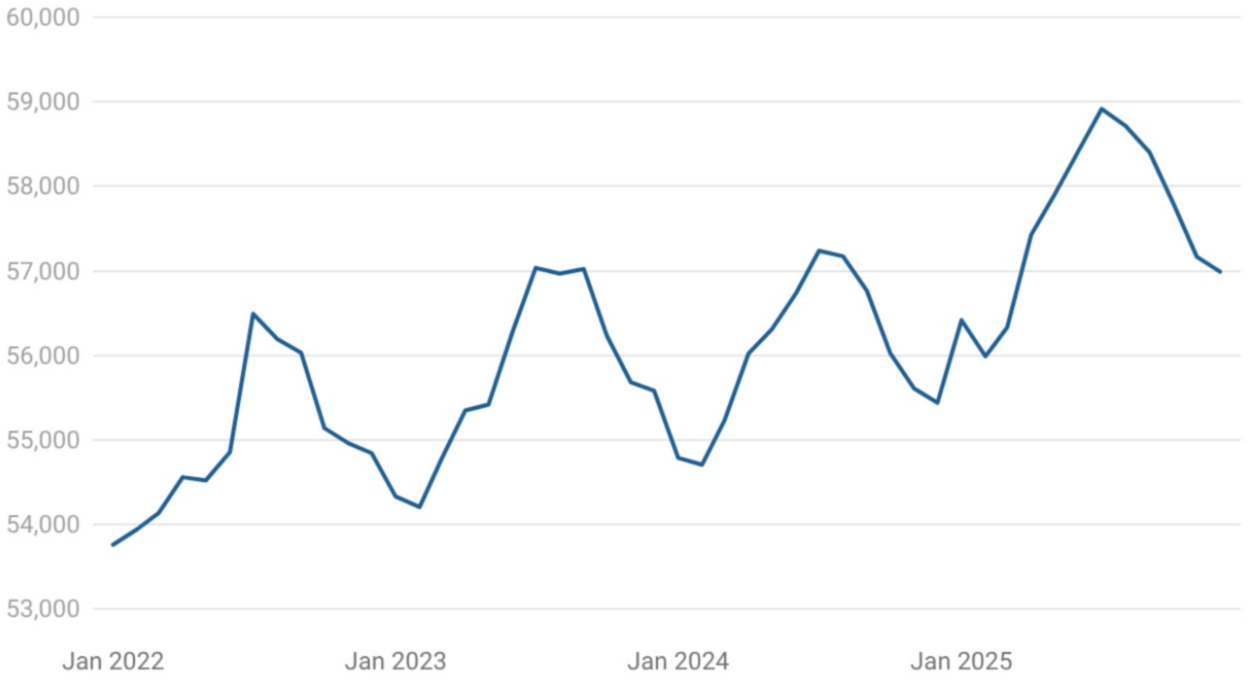
Over the last three years, the 12-month rolling average Gini coefficient has decreased by 0.014, from 0.373 for 2022 to 0.359 for 2025. This indicates that earnings inequality has slightly lessened over this time period.

Dependently employed jobs

The number of jobs are important to consider when looking at earnings. Sectors vary in the number of jobs between each other and over time. Certain sectors also see large differences in the number of employed males and females.

Figure 10: The number of jobs was higher in summer months

Dependently employed jobs, January 2022 to December 2025



Source: Statistics Jersey • Created with Datawrapper

Seasonal peaks in the number of jobs are seen in these sectors:

- hotels, restaurants and bars
- education, health and other services
- agriculture and fishing
- wholesale and retail

The hotels, restaurants and bars sector has the largest impact on the overall seasonality in jobs seen in Jersey.

Each year sees the highest level of jobs in July. It should be noted that this is only dependently employed jobs; job changes do not account for individuals moving between self-employment and dependent employment. Such changes are accounted for in our Employment statistics report.

Table 4: Job counts by sector, overall and by sex

Dependently employed jobs December 2025

Sectors	Male	Female	Total
Agriculture and fishing	540	220	760
Construction and quarrying	4,260	480	4,740
Education, health and other services	2,000	5,500	7,500
Financial and legal activities	6,410	7,490	13,900
Hotels, restaurants and bars	2,780	1,920	4,690
Information and communication	1,060	380	1,440
Manufacturing	460	190	650
Miscellaneous business activities	2,410	2,140	4,550
Public	3,590	6,430	10,020
Transport and storage	1,400	370	1,770
Utilities and waste	580	180	760
Wholesale and retail	3,280	2,930	6,210
All sectors	28,770	28,220	56,990

Source: Statistics Jersey • Created with Datawrapper

The level of employment, both overall and by sex, varies between sectors. For example, the construction and quarrying sector is predominately male, whereas the education, health and other services sector is predominately female.

Comparison with the UK

The Office for National Statistics (ONS) and HM Revenue and Customs (HMRC) also produce median earnings statistics using a similar administrative data methodology. This means that we can directly compare annual average percentage changes in the UK and in Jersey, both overall and by sector.

Table 5: Annual average percentage change in Jersey and the UK by sector

January 2025 to December 2025

Sectors	Jersey	UK
Agriculture and fishing	8.4%	6.3%
Construction and quarrying	4.4%	4.2%
Education, health and other services	4.3%	5.6%
Financial and legal activities	3.4%	5.8%
Hotels, restaurants and bars	7.2%	8.4%
Information and communication	4.9%	4.6%
Manufacturing	6.1%	4.9%
Miscellaneous business activities	5.2%	4.7%
Public	5.2%	4.0%
Transport and storage	0.5%	5.1%
Utilities and waste	6.5%	4.9%
Wholesale and retail	4.6%	7.3%
All sectors	4.6%	5.5%

Source: Statistics Jersey • Created with Datawrapper

All sector earnings increased by less in Jersey (4.6%), compared with the UK (5.5%), in the period January 2025 to December 2025.

7 out of 12 sectors saw nominal earnings increase by more in Jersey than in the UK over the same period.

Both Jersey and the UK saw increases to the minimum wage in April 2025. In Jersey the increase was 11.7%, whereas in the UK it was 6.7%. In Jersey this particularly influenced the increases seen in the agriculture and fishing, and hotels, restaurants and bars sectors.

Data sources and methods

Data tables and supplementary information associated with this release can be found on our open data site: Earnings in Jersey – Datasets – Open Data.

Full details of the methodology used in this administrative data approach can be found in the Earnings in Jersey Methodology report.

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