Index of Average Earnings

June 2026

Introduction

The Index of Average Earnings (AEI) 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 2026 Index measures changes in average earnings paid between June 2025 and June 2026, on a full-time equivalent (FTE) basis.[1]

As outlined in the earnings statistics explainer, we now publish a more detailed Earnings Statistics report at the same time as this one. This newer 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 AEI is determined from earnings data collected from a large representative survey of employers and all Government of Jersey departments. This was the fourth year in which the survey was compulsory for employers to complete under the provisions contained within the Statistics and Census (Jersey) Law 2018.

Summary

In June 2026

- average earnings per full-time equivalent employee (FTE) were 4.1% higher than in June 2025
- after adjusting for inflation (the headline rate of inflation in Jersey in June 2026 was 2.8%),[2] average earnings increased in real terms by 1.2%
- over the long term (25 years), average earnings have increased in real terms by 0.4%
  - average earnings in the private sector increased by 1.2% in real terms
  - average earnings in the public sector decreased by 3.0% in real terms
- over the medium term (10 years), average earnings have decreased in real terms by 0.8%
  - average earnings in the private sector decreased by 0.8% in real terms
  - average earnings in the public sector were essentially unchanged in real terms
- over the short term (last 12 months):
  - average earnings in the private sector increased by 3.7% in nominal terms (before adjusting for inflation) and in real terms increased by 0.9%
  - average earnings in the public sector increased by 5.8% in nominal terms and in real terms increased by 2.9%
- on a sectoral basis:
  - the utilities and waste sector saw the lowest increase in average earnings (0.9% on an annual basis)
  - the miscellaneous business activities sector saw the highest annual increase, up 6.1% on an annual basis

[1] See the 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.

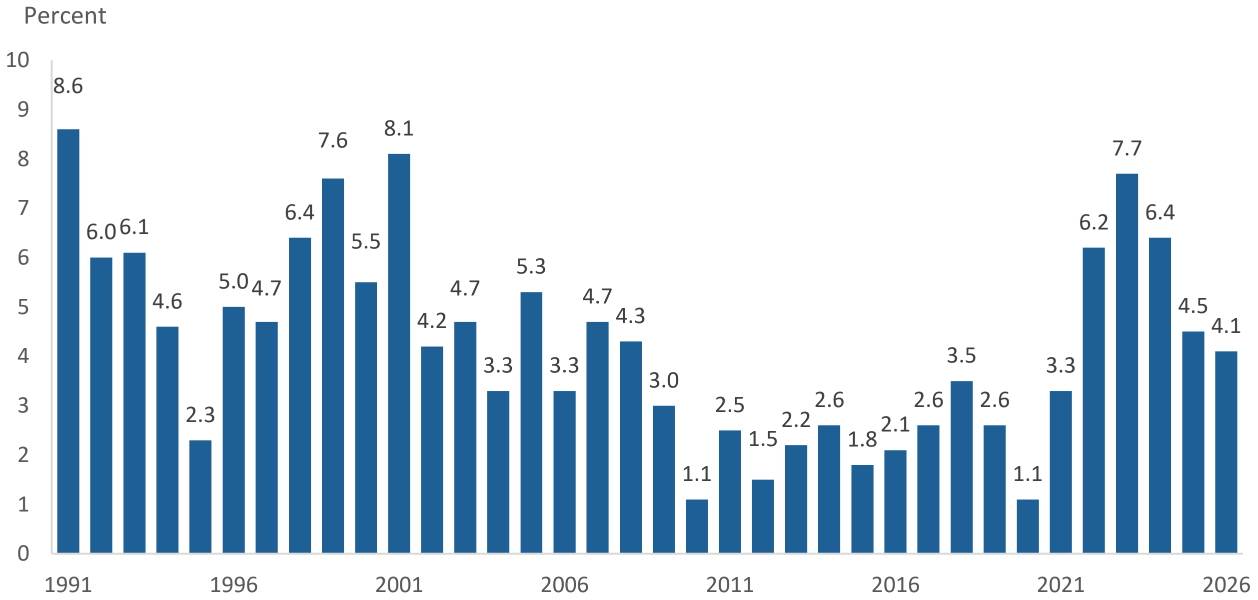
Index of Average Earnings

Figure 1 shows annual percentage changes in the Index of Average Earnings since 1991 in June of each year. In June 2026 all-sector average earnings were 4.1% higher than in June 2025.

The latest annual increase is 0.4 percentage points lower than that recorded over the previous 12-month period (4.5% to June 2025).

Figure 1: In the year to June 2026 earnings increased 4.1%

Annual percentage change in the Index of Average Earnings, 1991 to 2026



The latest increase is lower than the preceding five-year annual average of 5.6% per year, and slightly lower than the long-term annual average of 4.2% per year for 1991 to 2025.

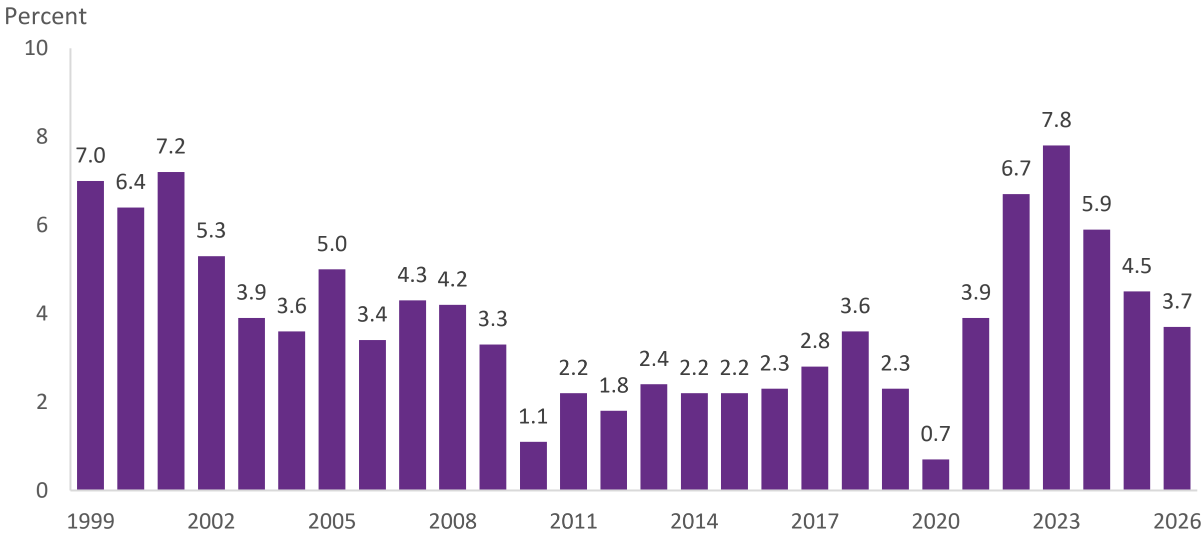
Private sector

Over the 12 months to June 2026, average earnings in the private sector overall increased by 3.7%.

This latest annual increase is below the preceding five-year annual average of 5.8% per year, and lower than the increase seen for the previous 12-month period (4.5% to June 2025).

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 2026 private sector earnings increased 3.7%
Private sector annual percentage change in average earnings from 1999 to 2026



Public sector

Average earnings in the public sector increased by 5.8% over the 12 months to June 2026. It should be noted that in 2026 the public sector saw a 3.8% headline pay award.

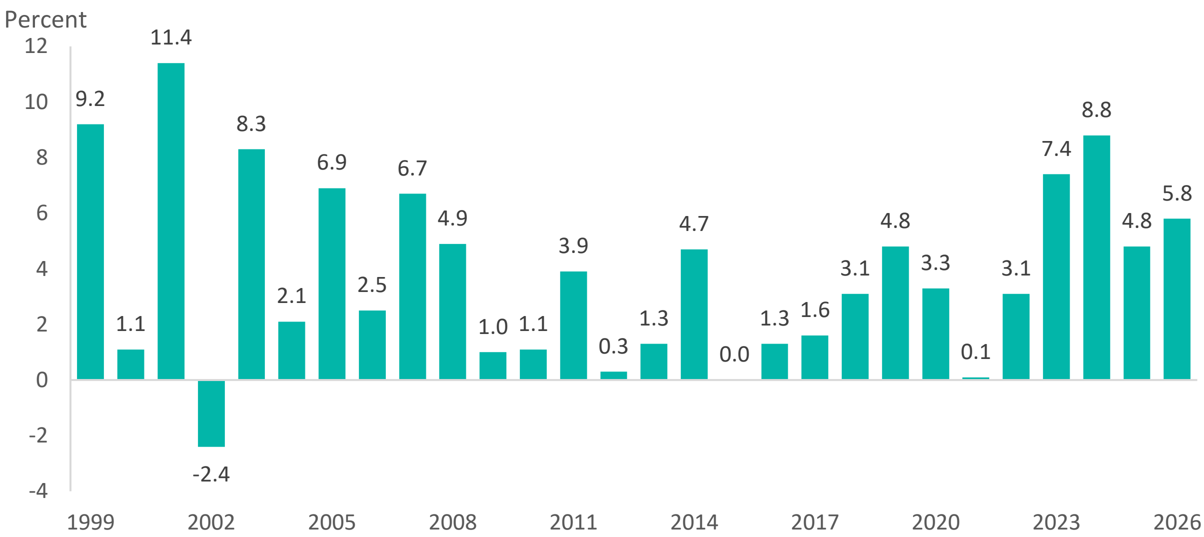
While annual changes in public sector pay are often higher than the headline pay award due to incremental progression linked to years of service, several other factors also contributed to the increase this year.

One factor was the introduction of the new Education Support Staff framework, which resulted in some previous roles being placed on higher salary scales and therefore increased average pay for this group. Another factor was an increase in the number of higher-paid roles, particularly doctors, employed by Health and Care Jersey, which contributed to pay growth above the headline pay award in some areas.

In some cases, these additional staff may not represent new positions but instead reflect the replacement of locum staff with permanent employees. Locum staff are not included in public sector workforce data as they are employed by private sector agencies.

Figure 3: In the year to June 2026 public sector earnings increased 5.8%

Public sector annual percentage change in average earnings from 1999 to 2026

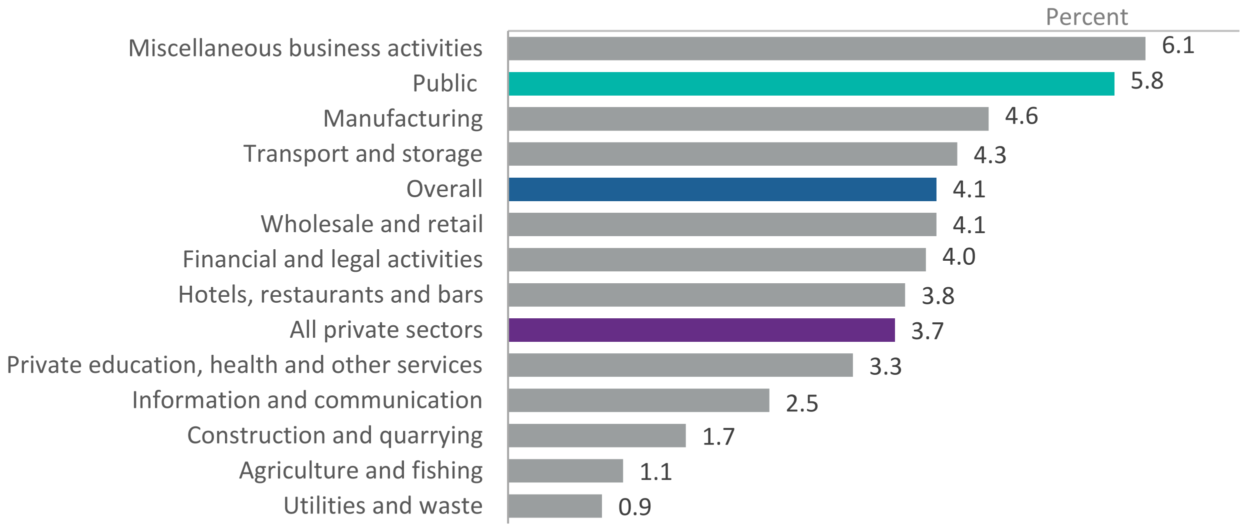


Industrial sectors

Figure 4 shows that the change in average earnings for the industrial sectors over the year to June 2026 ranged from an annual increase of 0.9% to an annual increase of 8.5%. Annual changes for each SIC 2007 sector since 2019 can be found in Table A2.

Figure 4: All sectors saw nominal increases in average earnings

Annual percentage change in average earnings by sector, June 2026



On a sectoral basis:

- the highest annual increase was in the miscellaneous business activities recorded an increase of 6.1% in average earnings; this was driven by some companies awarding higher-than-average pay increases to staff and more overtime being worked compared with June 2025
- average earnings in the wholesale and retail sector increased by 4.1% on an annual basis
- average earnings in the hotels, restaurants and bars sector increased by 3.8% on an annual basis
- average earnings (excluding bonuses) in the financial and legal sector rose by 4.0%; this was above the average increase in average earnings seen in non-finance private sectors (3.1%)
- the construction and quarrying sector saw the third lowest increase (1.7%), this was largely due to decreased hours worked within the sector

Average earnings in real terms

The change in average earnings may be considered in 'real terms', adjusting for retail price inflation.[3]

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 445.3%. After adjusting for inflation, average earnings have increased by 18.5% over this 36-year period.

Figure 5: Real-term earnings have increased by 18.5% since 1990

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

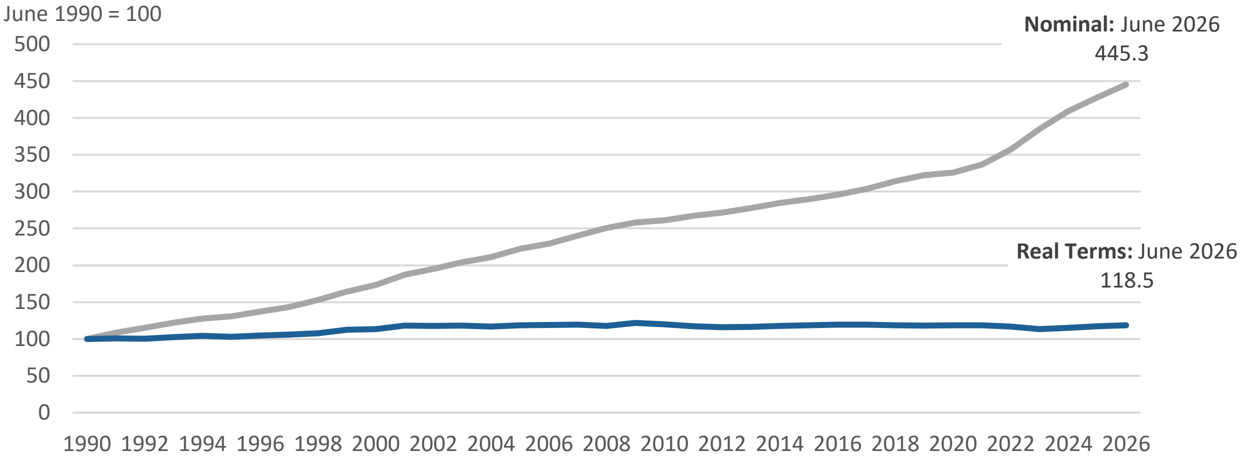


Figure 6 shows the Index of Average Earnings in real-terms. It is apparent that in Jersey there have been four periods of change in real-term average earnings:

- 1990 to 2001 saw real-term growth in earnings of more than a sixth (18%) over the 11-year period
- 2001 to 2020 saw earnings remain essentially flat in real terms, increasing by 0.7% over the 19-year period
- 2020 to 2023 saw earnings decrease in real terms, decreasing by 4.6% over the 3-year period
- more recently from 2023 to 2026, earnings have seen a real terms increase of 4.5% over the 3-year period, back to a similar level as seen in 2020; however, they were around 2.7% below the real-term highest point seen in June 2009

[3] 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 2026.

Figure 6: Real-term earnings have increased between 2025 and 2026

Index of Average Earnings in real terms from 1990 to 2026 (June 1990 = 100)

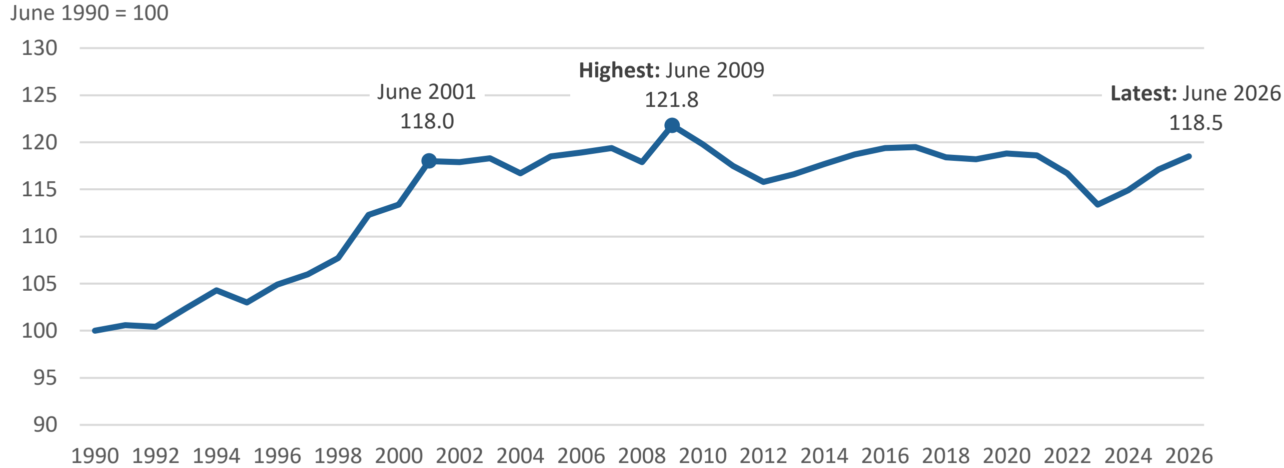
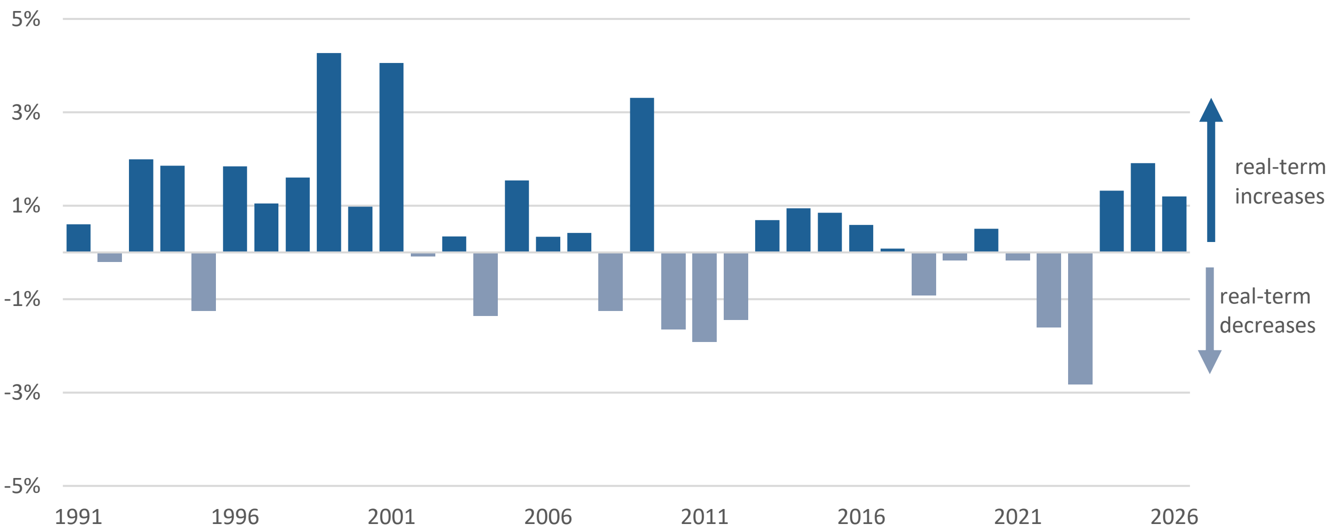


Figure 7 shows the real-term annual percentage change in average earnings for each year from 1991 to 2026.

Figure 7: Real-term earnings saw an increase of 1.2% in June 2026

Real-term annual percentage change in the Index of Average Earnings, 1991 to 2026



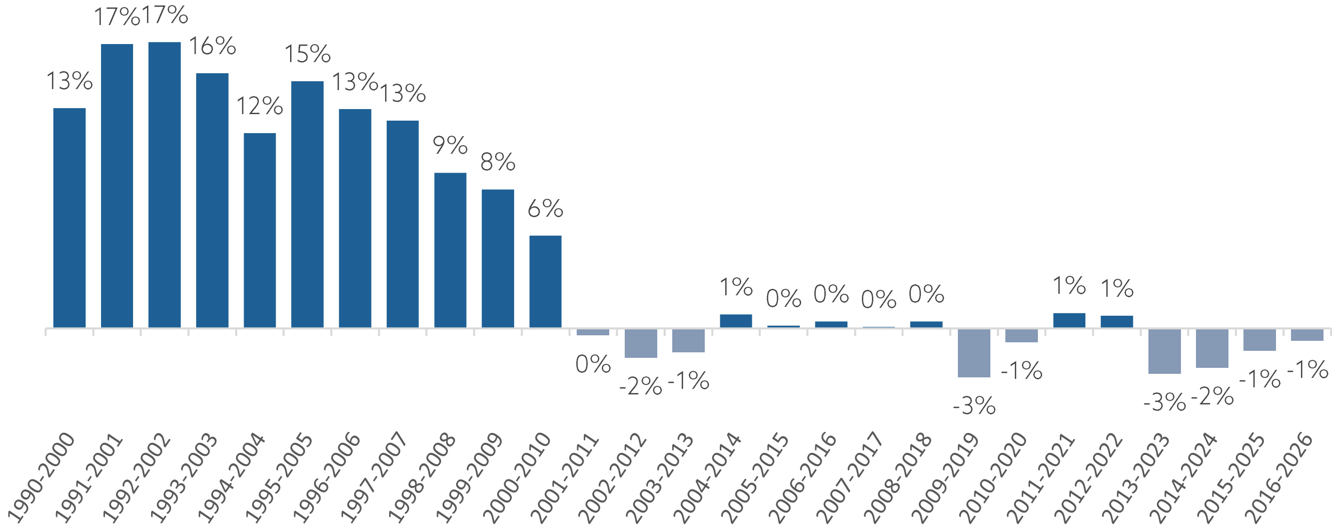
During the 12 months to June 2026 the Jersey RPI increased by 2.8%. Over the same period, average earnings increased by 4.1%, meaning that earnings increased by 1.2% in real terms.

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 2016 to 2026 average earnings have decreased by 0.8%[4] in real terms

Rolling 10-year total change in real-term average earnings



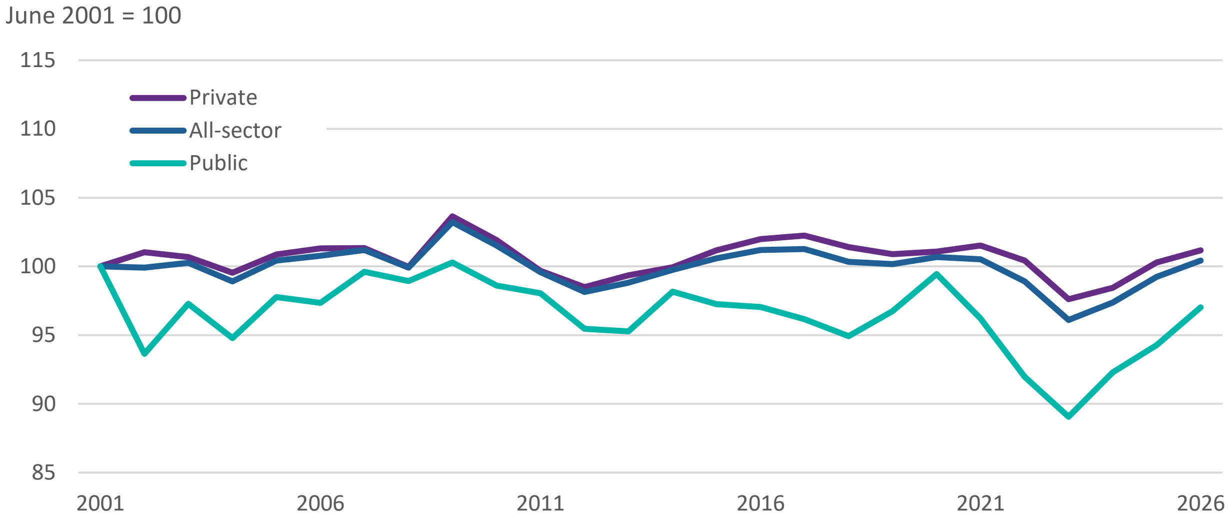
[4] Percentage changes are presented rounded to the nearest integer.

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 2026



All-sector earnings have increased by 0.4% in real terms over the last 25 years. Private sector earnings have increased by 1.2%, whilst public sector earnings have decreased by -3.0% over the same period.

During the latest 12-month period, average earnings in the public sector increased by 2.9%[5] in real terms and increased by 0.9% in real terms in the private sector.

Mean earnings[6]

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.

Additionally, due to the matched pair methodology used and the data being survey based, levels are revised each year. As such the level of mean average earnings presented should be considered as an indicative measure, particularly for comparing between sectors. For comparing the level of earnings over time and between sectors, the Earnings Statistics report is recommended.

[5] 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.

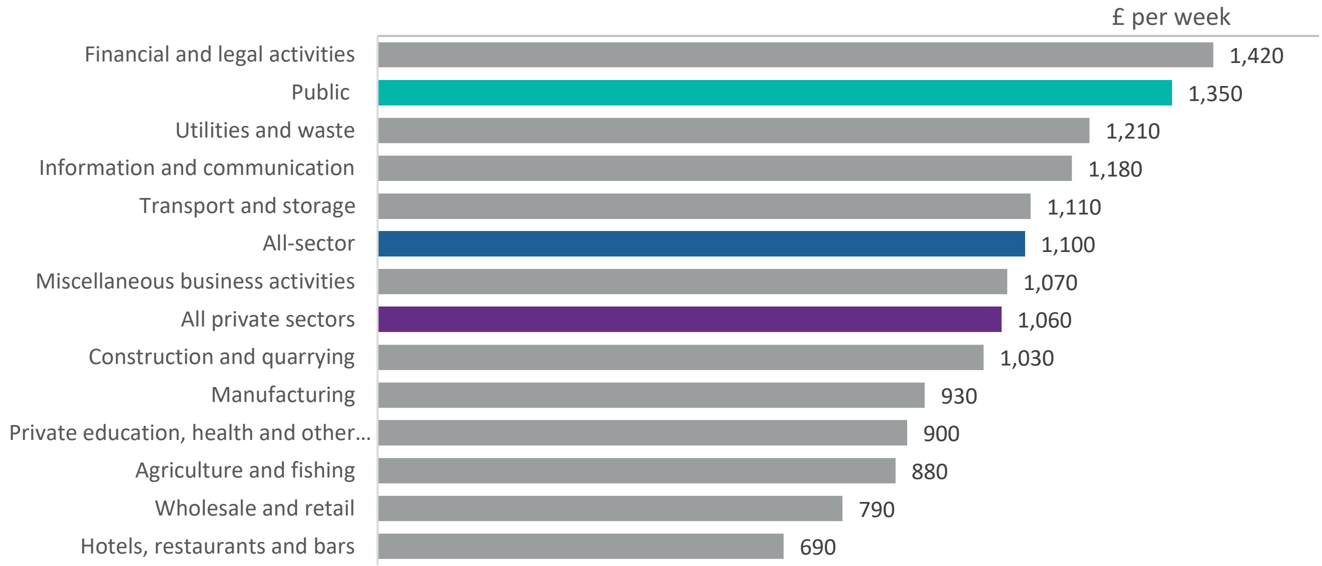
[6] Throughout the report monetary figures are rounded to the nearest £10, and all percentages and indices are rounded to one decimal place.

The mean average weekly earnings for full-time equivalent (FTE) employees in Jersey in June 2026 was £1,100 per week.[7]

At a sectoral level, average earnings per FTE (excluding bonuses) ranged from £690 per week in hotels, restaurants and bars to £1,420 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 2026



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 employer-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, and the Earnings Statistics report for median earnings by sector and employee demographics.

The Jersey Living Costs and Household Income Survey (LCHIS) carried out in 2021 to 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 2026 of £930 per week per FTE employee; see the methodology for more information.

[7] 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 to 2022 report.

Comparison with the UK

This report no longer compares with measures produced in the UK. The new methodology implemented in the Earnings Statistics 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.

Response rate and coverage

- 497 eligible employers were sent a survey questionnaire and around 408 completed questionnaires were received back, representing a response rate of 82%.
- Of the returned questionnaires, 70% 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 (54%) 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
2026	445.3	4.1	118.5	1.2

* 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 2026

	2019	2020	2021	2022	2023	2024	2025	2026
Agriculture and fishing	2.7	-11.8	-1.2	20.9	21.7	-2.7	13.4	1.1
Manufacturing	2.0	1.2	6.3	8.4	8.5	6.0	5.8	4.6
Construction and quarrying	1.4	0.7	4.5	4.6	12.0	4.0	-0.2	1.7
Utilities and waste	3.1	0.2	2.6	3.3	9.3	5.7	7.1	0.9
Wholesale and retail	2.0	0.8	1.4	9.3	8.4	7.4	5.4	4.1
Hotels, restaurants and bars	4.5	-10.4	15.6	11.5	7.7	7.3	5.1	3.8
Transport and storage	2.1	1.7	0.3	5.7	6.2	6.6	4.8	4.3
Information and communication	-0.2	4.9	-0.5	1.9	7.5	4.1	3.8	2.5
Financial and legal activities	1.1	2.3	2.6	4.4	7.1	5.9	3.1	4.0
Miscellaneous business activities	8.9	0.9	9.9	11.1	6.4	4.8	7.3	6.1
Private education, health and other services	2.3	2.3	3.7	9.3	4.2	8.5	8.0	3.3
Public sector	4.2	3.5	-0.2	3.2	7.6	8.8	4.8	5.8
All private sectors	2.4	0.7	4.0	6.7	7.8	5.9	4.5	3.7
All sector	2.6	1.1	3.3	6.2	7.7	6.4	4.5	4.1