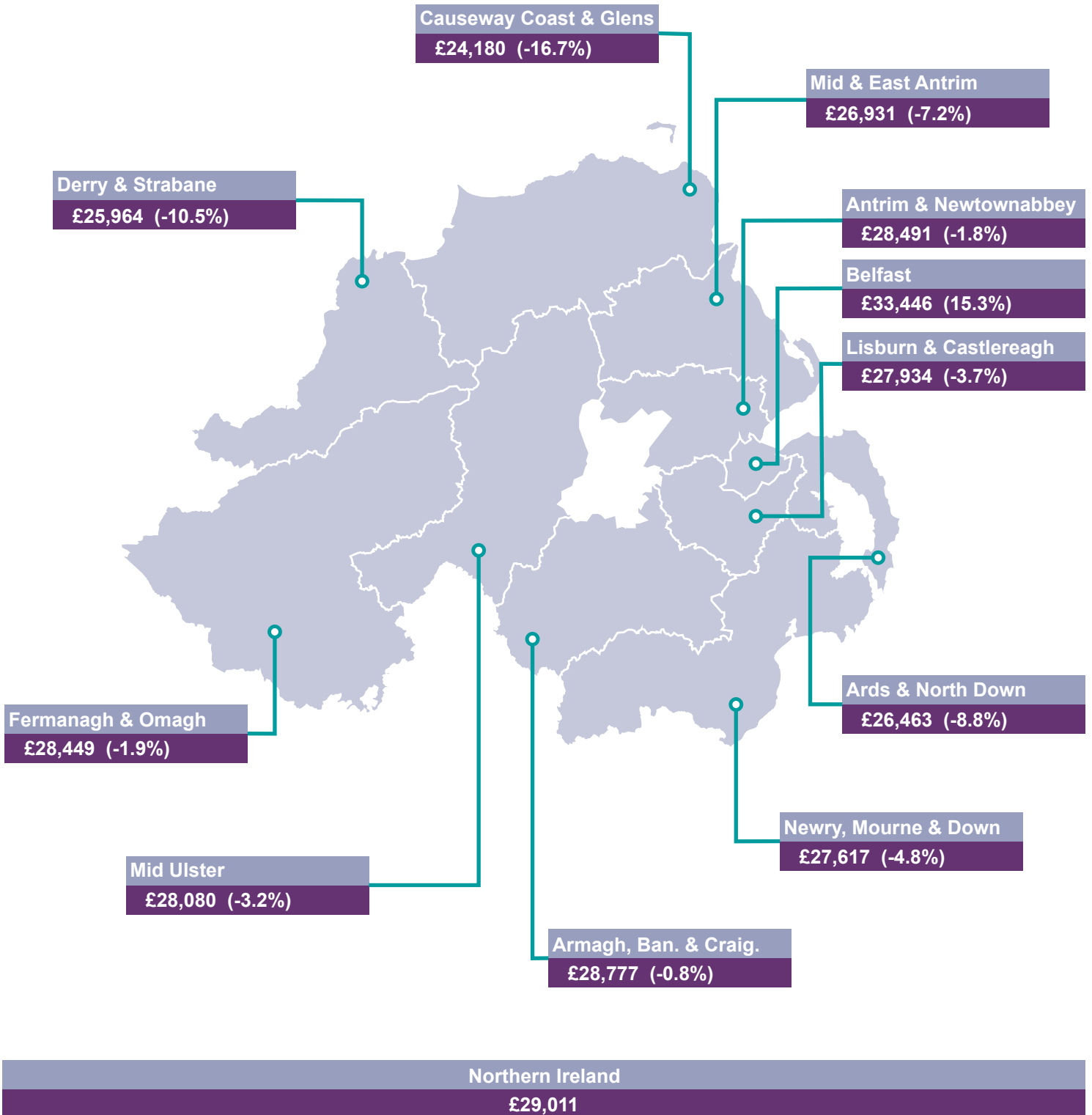


Private Sector Median Wage 2023

Source: Annual Survey of Hours and Earnings, 2023



Note: the figure in brackets is the percentage difference to the NI PSM figure.

Private Sector Median Wage 2023

Source: Annual Survey of Hours and Earnings, 2023

The **Private Sector Median Wage** is taken from the [Annual Survey of Hours and Earnings \(ASHE\)](#) and relates to the **basic average (median) annual** earnings for full-time private sector workers in Northern Ireland. This is the benchmark against which Invest NI measures job quality performance.

Basic pay is the amount paid to an employee **before any extras are added or taken off**, such as reductions because of salary sacrifice schemes or an increase due to overtime or a bonus.

Basic Pay includes:

All basic pay relating to the pay period, before deductions for PAYE, National Insurance¹, pension schemes and voluntary deductions. Include paid leave, maternity pay and sick pay.

and excludes:

Pay that relates to a different pay period, shift premium pay², bonus or incentive pay³, any overtime pay⁴, travel and subsistence expenses, employer National Insurance¹ contributions.

- *Because Basic pay is calculated before National Insurance contributions are subtracted, employee contributions would be included in these definitions while employer contributions would not; because the employee never actually receives this payment, it is just paid by the employer on their behalf.*
- *Shift premium pay is the extra amount paid to an employee as a result of working a non-regular shift, such as a weekend or night shift.*
- *Incentive pay is the amount paid to an employee as a result of meeting a performance/productivity objective, including profit sharing, bonus, piecework and commission payments.*
- *Overtime pay is the amount paid to an employee as a result of working overtime hours.*