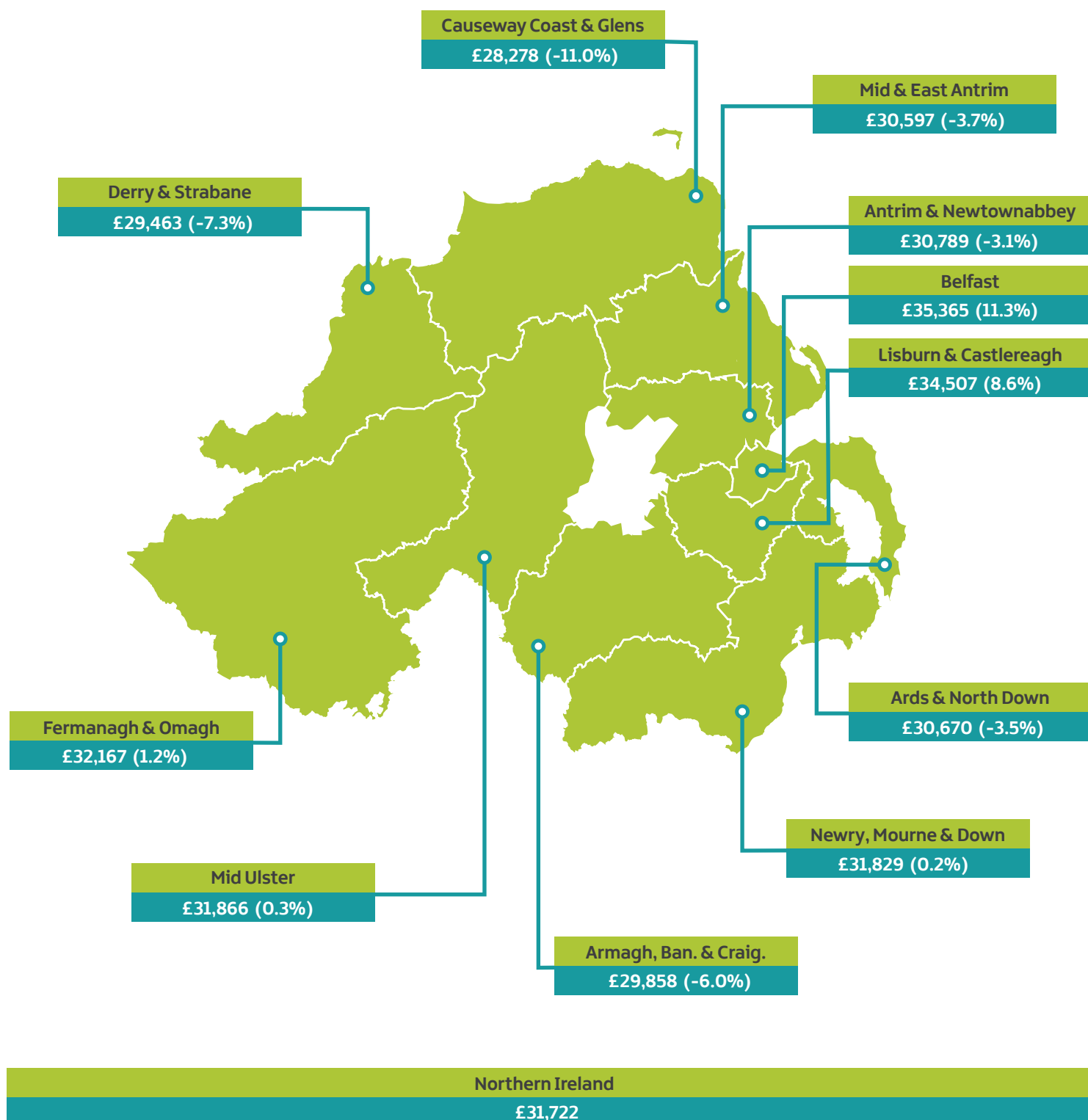


PRIVATE SECTOR MEDIAN WAGE 2025

Source: Annual Survey of Hours and Earnings (2025)



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

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 Insurance, pension schemes and voluntary deductions. Includes paid leave, maternity pay and sick pay.

and excludes:

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

- 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.

