

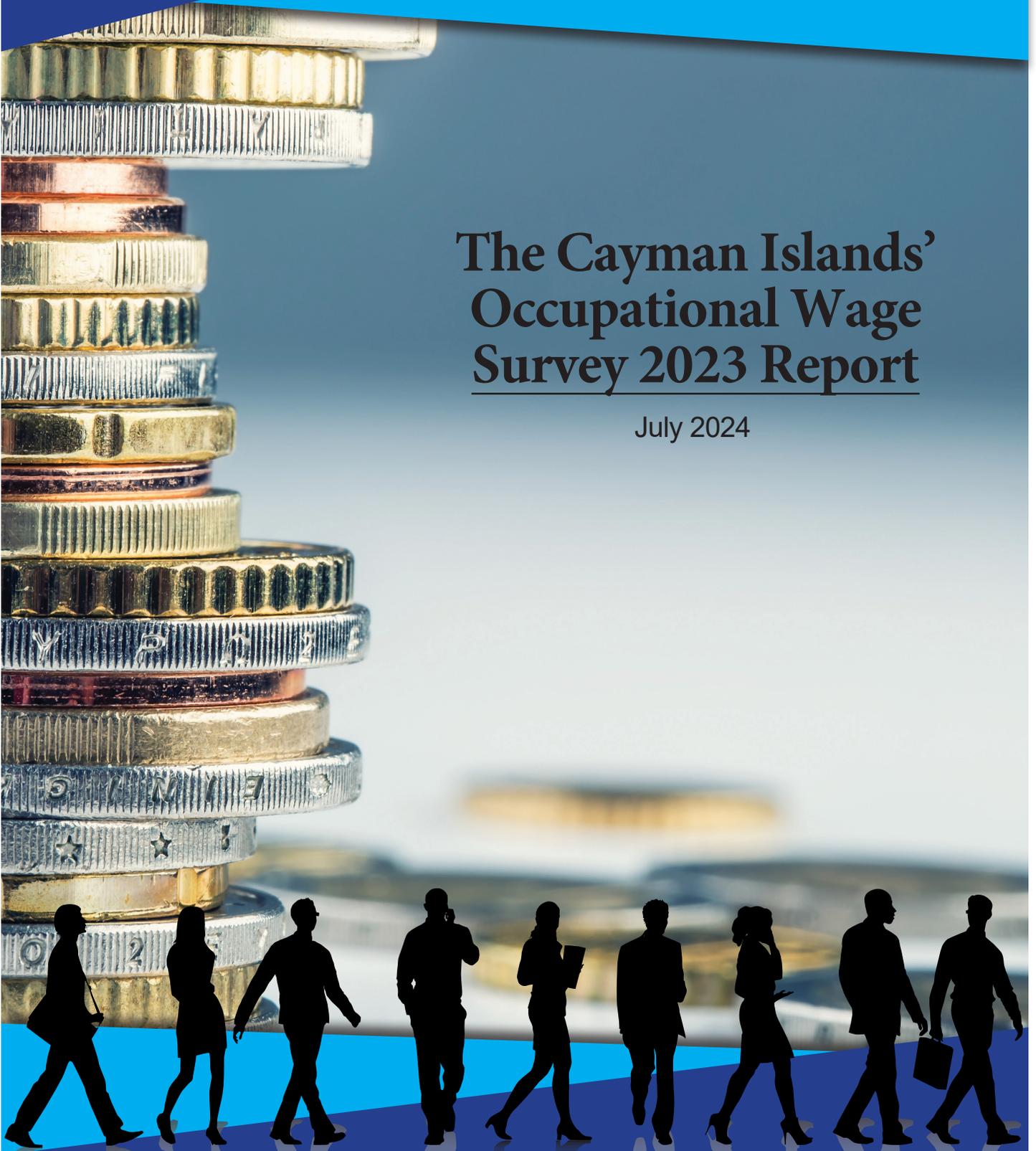


CAYMAN ISLANDS  
GOVERNMENT

**ESO**  
The Economics and Statistics Office

# The Cayman Islands' Occupational Wage Survey 2023 Report

July 2024





## Table of Contents

ACKNOWLEDGEMENT .....	4
ACRONYMS .....	4
1. INTRODUCTION .....	5
1.1 Cabinet Mandate .....	5
1.2 Purpose of OWS 2023 .....	5
1.3 Previous Occupational Wage Surveys .....	6
1.4 Organization of the Report .....	6
2. SUMMARY OF RETURNS AND HIGHLIGHTS .....	7
3. METHODOLOGY .....	9
3.1 Survey research and development .....	9
3.2 Survey Design .....	9
3.3 Confidentiality of OWS data .....	10
3.4 Response rate .....	10
3.5 Data Processing .....	11
3.6 Key concepts and definitions used in the tabulation of results .....	12
3.7 Descriptive Statistics .....	13
3.8 Occupation and industry codes and titles .....	13
3.9 Limitations and general caveats .....	13
4. MAIN FINDINGS: BASIC EARNINGS .....	14
4.1 Average basic earnings by industry .....	14
4.2 Number of employees by average basic earnings .....	15
4.3 Average basic earnings of Caymanian employees .....	15
4.4 Average Basic Earnings of Non-Caymanians .....	16
4.5 Average earnings and employment by sex .....	16
4.6 Average monthly basic earnings by age .....	17
4.7 Employment and average basic earnings by firm size .....	17
5. MAIN FINDINGS: TOTAL COMPENSATION .....	19
5.1 Average total compensation by industry .....	19
5.2 Number of employees by average total compensation .....	20
5.3 Average total compensation of Caymanians .....	20
5.4 Average Total Compensation of Non-Caymanians .....	20
5.5 Average total compensation and employment by sex .....	21
5.6 Average total compensation by age .....	23
5.7 Average total compensation by firm size .....	23
6. PROVISION OF ALLOWANCES AND BENEFITS .....	25
APPENDIX TABLES .....	27
Table A1: Average Monthly Basic Earnings by Sex and Industry .....	28
Table A2: Average Monthly Total Compensation by Sex and Industry .....	29
Table A3: Average Monthly Basic Earnings by Status and Industry .....	30



# OCCUPATIONAL WAGE SURVEY 2023

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Table A4: Average Monthly Total Compensation by Status and Industry.....	31
Table A5: Average Monthly Basic Earnings by Industry.....	32
Table A6: Average Monthly Total Compensation by Industry .....	33
Table A7: Average Monthly Basic Earnings and Total Compensation by Industry .....	34
Table A8: Average Monthly Earnings and Total Compensation, and Standard Deviation by Occupation .....	35
Table A9: Average Monthly Earnings by Occupation in Alphabetical Order.....	48
Table A10: Average Monthly Total Compensation by Occupation in Alphabetical Order .....	60
Table A11: Average Monthly Earnings by Occupation for Core Government, SAGCs and the Private Sector .....	72
Table A12: Average Monthly Total Compensation by Occupation for Core Government, SAGCs and the Private Sector .....	87



## ACKNOWLEDGEMENT

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## ACRONYMS

**ISCO** – International Standard Classification of Occupations (2008 Revisions)

**CISCO** – Cayman Islands Standard Classification of Occupations

**ISIC** - International Standard Industry Classification of All Economic Activities (Revision 4)

**ILO** - International Labour Organization

**LFS** - Labour Force Survey

**MWAC** – Minimum Wage Advisory Committee

**SAGCs** – Statutory Authorities and Government-owned Companies



## 1. INTRODUCTION

This Report presents the results of the Occupational Wage Survey (OWS) 2023. The Economics and Statistics Office (ESO) conducted the OWS 2023, covering all types of establishments from October 2023 to February 2024 and households with employees from October to December 2023. The data for this Report was supplied by 745 respondents to the OWS 2023, representing a total of 16,694 employees.

This Report mainly shows the average and other statistical description of (i) monthly basic earnings (basic salary and wages including overtime pay during the reference month, which is October 2023 for most respondent employers) and (ii) monthly total compensation comprising of basic earnings and other compensation types during the reference month (acting or duty allowance, commission, bonus, gratuities and tips). These are shown for each 4-digit occupation code in the International Standard Classification of Occupations (2008 Revision) by industry.

### 1.1 Cabinet mandate

The conduct of the Occupational Wage Survey (OWS) 2017 was first approved by the Cabinet on September 19, 2017, in accordance with the Statistics Act (2016 Revision) and continued with OWS 2023. The conduct of such a survey is part of a broad set of recommendations for the “Implementation of the Minimum Wage Regime for the Cayman Islands 2015.” The recommendation was derived from the Minimum Wage Advisory Committee’s (MWAC) Report that “new wage data collection methods should be introduced.”

Specifically, the MWAC Report concluded that data on wages are “best collected in establishment surveys and censuses because establishments can draw upon business records when reporting.” The only available data on current wages in the country are not from establishments but from households, as reported in the Labour Force Surveys (LFS).

### 1.2 Purpose of OWS 2023

The purpose of OWS 2023 is to continue the development of an Island-wide baseline database of employment and compensation in public and private sectors for all occupations. It is intended for the following uses:

- a) reviewing the structure of employment and occupation by nationality status (Caymanian, Permanent Resident with Rights to Work, Non-Caymanian) in the various industries<sup>1</sup>;
- b) reviewing employee compensation and benefits across industries and occupations, and
- c) estimating the labour cost by industry or sub-industries.

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<sup>1</sup> The original design of the OWS was to classify all employees into four nationality status: Caymanian; Non-Caymanian Married to Caymanian/Residency and Employment Rights Certificate (RERC) Holder; Permanent Resident (PR); and Non-Caymanian. However, there were many occupation codes with too few RERC and PR employees to classify further across industries. These were, therefore, combined with the Non-Caymanian group.



## 1.3 Previous Occupational Wage Surveys

The OWS 2023 is the second OWS that has as its scope all types of employers in the Cayman Islands: core government, statutory authorities and government-owned companies, private sector (profit and non-profit) entities and households as employers.

However, previous OWS covered samples of the business establishments in the private sector. In 2003, the Caribbean Labour Market Information System (CLMIS) project was launched as an initiative spearheaded by the International Labour Organization (ILO) to build and enhance the capacity for producing and using labour market information in the English-speaking Caribbean. Through the successful implementation of this project, countries can be in a better position to generate reliable, timely, and internationally comparable labour market information (LMI) for use at various national, regional, or international levels. The Cayman Islands, though not included in the original project scope, participated by conducting the first survey – the Occupational Wage Survey in 2003 - as a component of this project. This was conducted by the former Department of Employment Relations. The reference month was August 2003. The target sample included approximately 263 local businesses, and data was received from 232 establishments, yielding a response rate of 90.6 per cent. The second OWS was conducted in 2005, with September 2005 as the reference period for the survey among salaried workers. The survey among wage earners had the 24th to 30th September 2005 as the reference period and covered 280 establishments of the targeted sample of 300 establishments with a response rate of 93.3 per cent.

## 1.4 Organization of the Report

Section 2 of this report presents a summary and highlights the survey returns. Section 3 presents the methodology, including survey design, key concepts, definitions, statistical descriptions, limitations and general caveats in using the data. Section 4 provides the main findings on basic earnings, and Section 5 comprises the main findings on total compensation. Section 6 summarises the findings on the provision of employer allowances and benefits. Section 7 provides a list of the occupations in alphabetical order and their respective 4-digit ISCO codes, which is intended to assist readers in searching for the tables of their interest. The Appendix presents the detailed basic earnings and total compensation for all occupations.



## 2. SUMMARY OF RETURNS AND HIGHLIGHTS

- 1.1 There were 16,694 employees whose compensation data were received from employers and were processed for inclusion in this Report, of which 7,498 were Caymanians, and 8,014 were Non-Caymanians<sup>2</sup>; 8,309 were males, and 7,726 were females. The OWS employees represented 28.1 percent of the total employment estimated from the Labour Force Survey Fall 2023.
- 1.2 There were 16,694 employees whose compensation data were received from the following groups of employers and were processed for inclusion in the Report (see page 7 of the Report):
- ✚ Core government – 4,574
  - ✚ Statutory authorities and government-owned companies – 1,536
  - ✚ Private sector (profit and non-profit) – 10,584

### Average monthly basic earnings

- 1.3 The average monthly basic earnings (comprising salary or wages and overtime pay only) in the Cayman Islands was \$4,679.
- 1.4 The average basic earnings for Caymanian employees was \$4,968, while the average for non-Caymanian employees was \$4,200.
- 1.5 Male employees had an average monthly basic earnings of \$4,752, while female employees had \$4,671.
- 1.6 Employees from the following industries had the highest average monthly basic earnings:
- ✚ Professional, scientific and technical activities (mainly legal and accounting) – \$8,860
  - ✚ Financial and insurance activities – \$7,485
- 1.7 Employees from the following industries had the lowest average monthly basic earnings:
- ✚ Accommodation \$1,789
  - ✚ Restaurants and Mobile Food Services Activities \$1,850
- 1.8 The median monthly basic earnings was \$4,000; this is lower than the average monthly basic earnings, indicating that most employees (58%) had earnings less than the average basic earnings of \$4,679.

### Average total compensation

- 1.9 The average monthly total compensation (comprising basic earnings plus commissions, bonuses, gratuities, tips, and acting/duty allowances) in the Cayman Islands was \$5,043.

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<sup>2</sup> Some employees had no indicated nationality status



## OCCUPATIONAL WAGE SURVEY 2023

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- 1.10 The average total compensation for Caymanian employees was \$5,335, while the corresponding average for non-Caymanian employees was \$4,615.
- 1.11 Male employees had an average monthly total compensation of \$5,155, while female employees had \$5,012.
- 1.12 Employees from the following industries had the highest average monthly total compensation:
- ✚ Professional, scientific and technical activities (mainly legal and accounting) – \$9,743
  - ✚ Financial and insurance activities – \$8,954
- 1.13 Employees from the following industries had the lowest average monthly total compensation:
- ✚ Accommodation - \$2,491
  - ✚ Restaurants and Mobile Food Services Activities - \$2,513
- 1.14 The median monthly total compensation was \$4,100; this is lower than the average monthly total compensation, indicating that most employees (62%) had total compensation less than the average of \$5,043 monthly.



## 3. METHODOLOGY

### 3.1 Survey research and development

Based on ESO Social Statistics Unit research, occupational wage surveys in other countries followed the recommended methodology of the International Labour Organization (ILO). The preparation of the OWS 2023 follows the OWS 2017, which was guided by the occupational wage survey forms that followed the ILO methodology, including those for Trinidad and Tobago, the Cayman Islands Occupational Wage Survey 2005 by the Department of Employment Relations, and Barbados' Survey of Employment, Earnings and Hours, Labour Cost, and Occupational Wage Rates.

The OWS 2023 survey used the OWS 2017 forms and definitions, which were reviewed by the Caribbean regional office of the ILO. Revisions to the draft forms were introduced after consultations with officials of the Ministry of Human Resources, officials of the Ministry of Education who were previously involved with the MWAC, and a few private sector representatives who attended the consultation at the Chamber of Commerce conference for the 2017 survey.

### 3.2 Survey design

The OWS was administered among all establishments in the private and public sectors of the Islands, as listed in the ESO Business Register. The establishment results were augmented by the Labour Force Survey Fall 2023 results to obtain data on households with employees generated from the ESO household databases.

The establishments had two Forms, with the following set of questions.

Form A: Summary of Employment, Allowances and Benefits. This is a summary sheet of the establishment's total employment as of the reference period (October 2023 for all establishments with hotels and restaurants reference period of July and October 2023), categorised by sex, nationality status, type of compensation (salaried or wage earner); and terms of contract (open-ended; fixed; or temporary); allowances and benefits.

#### Form B: Employee Characteristics, Work Hours, Remuneration and Benefits

This form was filled up for each employee as of the end of the reference month and comprises questions on:

- i) employee characteristics, i.e., nationality status, age, sex;
- ii) highest education or training;
- iii) occupation or job title and main description; and
- iv) compensation, benefits and work hours.

The Forms were filled up and returned using one of the following methods:

- a) manual – paper forms mailed to establishments were manually filled and hand-delivered or mailed;



- b) electronic – forms were sent via email or downloaded from the ESO website and returned to the ESO electronically with several layers of electronic security; and
- c) interview—ESO officers completed some forms as requested by the establishment based on an interview with the respondent (s).

Most respondents provided their returns or were interviewed by March 2024.

The Portfolio of Civil Service provided the consolidated returns for the central government Ministries and Departments, the Legislature and the Judiciary.

### 3.3 Confidentiality of OWS data

A major concern among respondents was the confidentiality of their employees' data. Hence, employee names were not requested; the responding establishment was asked to use a simple self-administered anonymous ID/numbering system. Establishments were also not identified in their forms by their corporate names but by an anonymous ID system assigned by ESO, which is confidential in accordance with the Statistics Act.

As in all surveys of ESO, individual data from OWS 2023 is handled in accordance with the Statistics Act: these are confidential and should be used exclusively for statistical purposes; they cannot be provided to third parties outside of ESO, and they are exempt from Freedom of Information (FOI) requests. Only the aggregate data representation is reported and published in this report. Multiple layers of security protect the ESO databases from third-party access. ESO computer systems are also protected from malicious activities through cybersecurity screening of transmitted data in accordance with the Cayman Islands Computer Misuse Act (2015 Revision) and the Information and Communications Technology Act (2017 Revision).

### 3.4 Response rate

Returns to the survey came from 907 entities, of which 745 (or 10.5%) supplied the employee data; of the surveyed entities were struck off as they were no longer in business or had no employees or with self-employed owners. The total number of employees from the returns was 16,449; the response rate and employee count were classified by industry<sup>3</sup> are shown in Table 3.1. Despite the low overall response to the survey, the number of employees accounted for approximately 28.1 percent of the employed labour force as estimated by Labour Force Survey Fall 2023.

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<sup>3</sup> The industry classification is based on the International Standard Industry Classification of All Economic Activities (ISIC) (Revision 4). This is the international reference classification of productive activities. Its main purpose is to provide a set of activity categories that can be utilized for the collection and reporting of statistics according to such activities. ISIC has provided guidance to countries in developing national activity classifications and has become an important tool for comparing statistical data on economic activities at the international level.



# OCCUPATIONAL WAGE SURVEY 2023

**Table 3.1: OWS 2023 Response Rates and Employee Count**

Industries	Number of Entities	Entities with OWS Returns	Response Rate (%)	Employee Count
<b>Total</b>	<b>7,113</b>	<b>907</b>	<b>12.8</b>	<b>16,694</b>
Agriculture, Forestry And Fishing	32	6	18.8	71
Mining And Quarrying	10	7	70.0	150
Manufacturing	197	27	13.7	156
Electricity, Gas, Steam And Air Conditioning Supply	4	3	75.0	287
Water Supply; Sewerage, Waste Management And Remediation Activities	24	7	29.2	94
Construction	1,145	188	16.4	1,442
Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	965	178	18.4	2,401
Transportation And Storage	260	42	16.2	460
Accommodation And Food Service Activities	474	79	16.7	1,901
Information And Communication	373	20	5.4	211
Financial And Insurance Activities	448	69	15.4	1,238
Real Estate Activities	380	67	17.6	663
Professional, Scientific And Technical Activities	761	95	12.5	927
Administrative And Support Service Activities	859	59	6.9	309
Public Administration And Defence; Compulsory Social Security	1	1	100.0	3,311
Education	180	11	6.1	1,358
Human Health And Social Work Activities	174	4	2.3	1,212
Arts, Entertainment And Recreation	297	18	6.1	258
Other Service Activities	518	26	5.0	245
Activities Of Households As Employers	3	-	-	-

### 3.5 Data processing

The survey returns were processed internally by ESO staff members. Some data capture was entered directly into Microsoft Excel and emailed to the ESO. The mailed or hand-delivered data was entered by ESO staff using an Excel-based data entry program developed internally by ESO staff. Coding of occupations and industries was also conducted internally using the 6-digit Cayman Islands Classification of Occupations (CISCO), the base of which is derived from the International Standard Classification of Occupations (ISCO) 2008 and the International Standard Industrial Classification (ISIC) (Rev 4), respectively. Edit checks were conducted using Microsoft Excel and verified through follow-up phone calls and emails to respondents. Verification was also done statistically by comparing actual individual data with the computed mean<sup>4</sup> for specific occupation and industry categories; outlier returns were then further verified. The use of multiple

<sup>4</sup> Means, median and the standard deviation were calculated using only employees with reported income; therefore, the employees count differs from the employees with reported income.



verification methods ensures the quality and accuracy of the data. Some occupation titles were not too clear and required further research.

A merged data file was created with information from all households, public and private sector organisations, and not-for-profit organisations. Indicators were generated from this merged data file using a combination of Microsoft Excel functions and advanced statistical software like SPSS, ensuring a robust data analysis process. The final tables presented in this Report were prepared using Microsoft Excel and SPSS.

### 3.6 Key concepts and definitions used in the tabulation of results

**a. Employees** – respondents were asked to include all employees (full-time and part-time) as of the reference month stated in Section 3.2. Employees are those workers who hold explicit (written or oral) or implicit employment contracts that give them basic remuneration (i.e. cash or in-kind). Such persons typically work under direct supervision of or according to the guidelines set by the owner(s) or persons in the owners' employment. The following are excluded from this definition:

- Working proprietors;
- Silent or inactive partners;
- Non-salaried Board of Directors;
- Directors and managerial staff who are remunerated predominantly by a share of profits;
- Unpaid family workers;
- Consultants and sub-contracted workers not on the company's payroll; and
- Workers with employment contracts but are on no-pay leave (e.g. extended sick leave without pay)

The following are included as employees:

- Salaried directors and management not predominantly remunerated by a share of profits;
- Probationary workers;
- Part-time, casual and temporary workers;
- Paid apprentices and trainees;
- Persons on paid vacation, sick, maternity and other leave;
- Persons working away from the establishment (overseas) but paid by and under its control; and
- Workers with employment contracts but are on required leave with pay. Required leaves arise from the employer's decision to investigate or discipline the employee.

Employees may have the following terms of contracts:

- **Full-time employees with open-ended (no time limit)** – these are regular employees for whom the contracts specify no particular termination date.
- **Full-time employees with fixed-term contracts** – employees who have contracts (or succession of contracts) for one year or more as of 30th September 2023.
- **Part-time employees** including



- a) employees in seasonal employment who hold explicit or implicit contracts of employment and
  - b) all other employees who hold explicit or implicit employment contracts with a duration period of less than one year or which is expected to have a duration period of less than one year.
- b. Monthly basic earnings** comprise basic salary and wages, including overtime pay during the reference month. Respondents were also asked to include the dollar value of basic salary in kind.
- c. Total compensation** comprises basic earnings and other compensation types during the reference month: acting or duty allowance, commission, bonus, gratuities and tips.

### 3.7 Descriptive statistics

Results of the OWS 2023 are presented in this Report in terms of **monthly basic earnings and total compensation** in CI dollars (\$) using the following statistical descriptions:

- (i) **Mean** or simple arithmetic average of the samples;
- (ii) **The lowest 10 per cent**, or lowest decile, represents the value below which the lowest 1/10 of the sample employees are grouped;
- (iii) **The 25<sup>th</sup> percentile** represents the dollar value below which the lowest 25 per cent of the samples belong;
- (iv) **Median** is the dollar value which divides the sample into two equal parts;
- (v) **The seventy-fifth (75<sup>th</sup>) percentile** represents the dollar value below which the lowest 75 per cent of the samples belong;
- (vi) **Standard deviation:** this is shown in some tables; it is a measure of the dispersion of the earnings/total compensation from the mean of the group

### 3.8 Occupation and industry codes and titles

Employers submitted thousands of specific job titles, which had to be classified into their closest 6-digit Cayman Islands Standard Classification of Occupation (CISCO).

### 3.9 Limitations and general caveats

- a. The arithmetic mean and other statistical description includes the earnings and total compensation of full-time and part-time employees.
- b. Tables and narratives which present annual earnings or compensation figures were generated by multiplying the monthly average of the indicators by twelve.
- c. The original design of the OWS was to classify all employees into four nationality statuses: Caymanian, Permanent Resident (PR), and Non-Caymanian. However, PR employees are classified and combined with the Non-Caymanian group.
- d. Data representing responses of less than three individuals in the survey are suppressed and represented by... . Where no data is available in a table cell, a ‘-’ is placed, indicating that no data was submitted, collected or calculated.



## 4. MAIN FINDINGS: BASIC EARNINGS

### 4.1 Average basic earnings by industry

Appendix Tables A1, A3, A5, A7, A9, and A11 show each occupation's average basic earnings and other statistical descriptions.

The surveyed employees' average basic earnings (salary, wages, and overtime pay) were \$4,679 monthly or \$56,148 annually. Professional, Scientific, and Technical Activities employees earned the highest, with an average of \$8,860 monthly, followed by Financial and Insurance Activities with \$7,485 monthly (see Table 4.1). On the other hand, the lowest-paid employees employed at entities (Accommodations) earned an average of \$1,789 per month.

The monthly median income was \$4,000 or \$48,000 annually.

**Table 4.1: Average Monthly Basic Earnings by Industry<sup>5</sup>**

	Employee Count	Average Monthly Basic Earnings				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
	#	CI Dollars				
Total	16,694	4,679	1,374	2,441	4,000	5,866
Agriculture, forestry and fishing	71	2,573	1,096	1,611	2,450	2,874
Mining and quarrying	150	4,146	1,956	2,520	3,465	4,869
Manufacturing	156	2,782	1,409	1,870	2,366	3,353
Electricity, gas, steam and air conditioning supply	287	6,661	3,333	4,418	5,895	8,533
Water supply; sewerage, waste management and remediation activities	94	4,681	2,205	2,621	3,662	5,658
Construction	1,442	3,456	1,170	2,028	2,973	4,112
Wholesale and retail trade; repair of motor vehicles	2,401	3,055	1,288	1,883	2,437	3,684
Transportation and storage	460	4,058	1,600	2,590	3,302	5,398
Accommodation	1,289	1,789	452	804	1,179	2,023
Restaurants and Mobile Food Services Activities	612	1,850	776	1,045	1,500	2,154
Information and communication	211	4,188	1,421	2,500	4,000	5,333
Financial and insurance activities	1,238	7,485	3,052	4,106	6,131	9,000
Real estate activities	663	6,758	2,541	3,756	5,747	8,220
Professional, scientific and technical activities	927	8,860	3,600	5,125	6,833	10,933
Administrative and support service activities	309	2,810	967	1,278	2,103	3,200
Public administration and defence; compulsory social security	3,311	5,124	3,121	3,817	4,653	6,107
Education	1,358	4,683	2,917	3,906	5,106	5,243
Human health and social work activities	1,212	5,952	3,050	3,795	5,970	6,940
Arts, entertainment and recreation	258	3,686	1,482	2,459	3,362	4,458
Other service activities	245	2,932	1,000	1,479	2,211	3,817

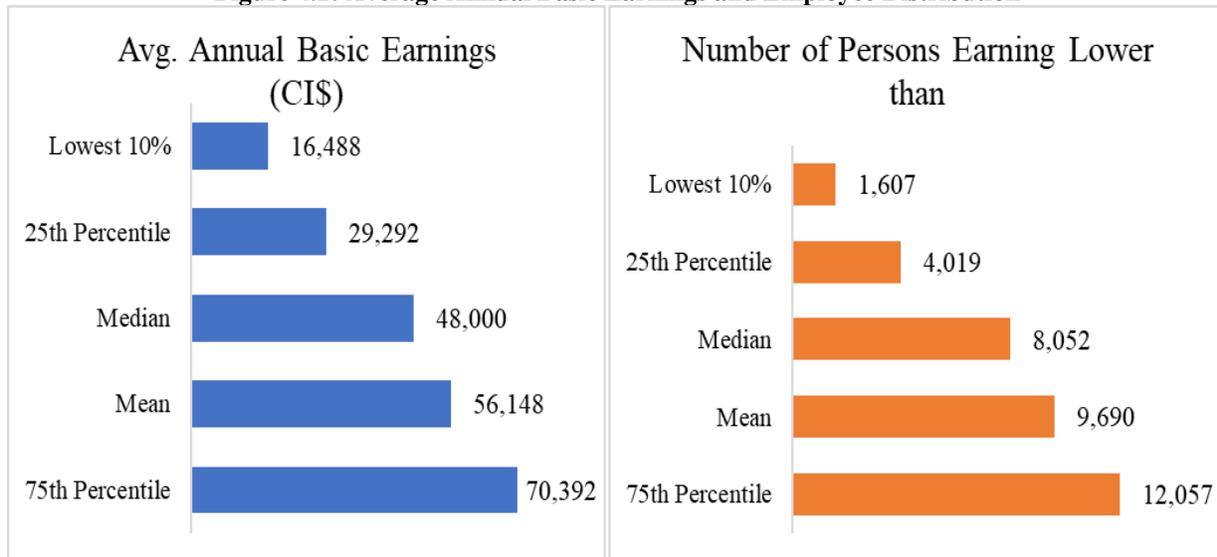
<sup>5</sup> Please read Section 3.6 for the definition of the statistical headings/description.



## 4.2 Number of employees by average basic earnings

Approximately 9,690 (or 58.0%) employees earned at most the average annual basic earnings of \$56,148, while some 4,637 employees earned greater than \$70,392 per annum (see Figure 4.1). The number of employees earning the lowest 25th percentile or less (\$29,292 annually) was 4,019, and another 1,607 earned the lowest 10 percent of average basic earnings (\$16,488 annually).

Figure 4.1: Average Annual Basic Earnings and Employee Distribution



## 4.3 Average basic earnings of Caymanian employees

Approximately 7,498 Caymanian employees had average earnings of \$59,616 annually or \$4,968 monthly. The highest average earnings (\$99,588 annually or \$8,299 per month) are shown among those employed in *Professional, Scientific and Technical Activities (mainly Legal and Accounting)*, followed by *Real Estate activities* with \$79,776 annually or \$6,648 per month (see Table 4.2). The other industries in the top five were *Financial and Insurance, Utilities (Electricity and Water), Human Health and Social Work Activities (including Medical Services)* and *Mining and Quarrying*.

**Table 4.2: Average Monthly Basic Earnings by Industry and Status**

	Total		Caymanian		Non Caymanian	
	Employee Count	Mean	Employee Count	Mean	Employee Count	Mean
	#	CI\$	#	CI\$	#	CI\$
<b>Total</b>	<b>16,694</b>	<b>4,679</b>	<b>7,498</b>	<b>4,968</b>	<b>8,014</b>	<b>4,200</b>
Agriculture, forestry and fishing	71	2,573	5	5,033	66	2,139
Mining and quarrying	150	4,146	55	5,090	95	3,600
Manufacturing	156	2,782	41	3,236	115	2,621
Electricity, gas, steam and air conditioning supply	287	6,661	230	6,469	57	7,428
Water supply; sewerage, waste management and remediation activities	94	4,681	61	5,127	33	3,845
Construction	1,442	3,456	354	4,133	1,085	3,236
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,401	3,055	823	3,445	1,576	2,851
Transportation and storage	460	4,058	373	4,301	86	2,905
Accommodation	1,289	1,789	354	1,860	935	1,765
Restaurants and Mobile Food Services Activities	612	1,850	85	1,956	525	1,825
Information and communication	211	4,188	138	3,763	73	5,003
Financial and insurance activities	1,238	7,485	870	6,595	366	9,615
Real estate activities	663	6,758	411	6,648	252	6,935
Professional, scientific and technical activities	927	8,860	358	8,299	559	9,216
Administrative and support service activities	309	2,810	70	3,048	239	2,739
Public administration and defence; compulsory social security	3,311	5,124	2,492	5,026	819	5,422
Education	1,358	4,683	513	4,362	845	4,880
Human health and social work activities	1,212	5,952	30	5,051	20	5,554
Arts, entertainment and recreation	258	3,686	165	4,115	93	2,935
Other service activities	245	2,932	70	3,693	175	2,628

#### 4.4 Average Basic Earnings of Non-Caymanians

The average earnings of non-Caymanian employees were \$50,400 annually or \$4,200 per month across all industries. The range in earnings among non-Caymanians was broader than that of Caymanians, as the highest-income earning sector (Financial and Insurance) averaged \$115,380 annually or \$9,615 per month. In contrast, the lowest-earning industry (*Accommodations*) averaged \$21,180 annually or \$1,765 monthly (see Table 4.2).

#### 4.5 Average earnings and employment by sex

There was a marginal disparity between the average basic earnings of males and females: the former exceeded the latter by \$964 annually. The average annual basic earnings paid to men were \$57,024, while women were paid \$56,052 (see Appendix Table A1).

**The highest-paying employment industries for males:** *professional, scientific, and technical activities (i.e. Legal and accounting services); financial and insurance activities; real estate activities; electricity, gas, steam, and air conditioning supply; and Human health and social work activities* (see Appendix Table A1).



**Female employees are employed in the highest-paying industries:** *professional, scientific, and technical activities (i.e. legal and accounting services); financial and insurance activities; electricity, gas, steam, and air conditioning supply; real estate activities; and human health and social work activities* (see Appendix Table A1).

#### 4.6 Average monthly basic earnings by age

The majority of the surveyed employees (75.3%) were in the age groups between 25 and 54. Employees in the groups between 40 and 65+ had average monthly basic earnings that were all higher than the overall mean. The lowest average monthly basic earnings were shown in the age groups 15 to 19 (see Table 4.3).

**Table 4.3: Age Distribution of Employees and Average Basic Earnings by Age**

	Employee Count	Distribution	Mean
<b>Total</b>	<b>16,694</b>	<b>100.0</b>	<b>4,679</b>
15 - 19	151	0.9	1,786
20 - 24	787	4.7	2,696
25 - 29	1,751	10.5	3,401
30 - 34	2,250	13.5	4,056
35 - 39	2,269	13.6	4,626
40 - 44	2,341	14.0	5,093
45 - 49	2,034	12.2	5,367
50 - 54	1,924	11.5	5,618
55 - 59	1,455	8.7	5,538
60 - 64	970	5.8	5,176
65+	475	2.8	4,904
DK/NS	287	1.7	3,703

#### 4.7 Employment and average basic earnings by firm size

719 firms submitted employee data for the OWS 2023; 45.3 percent or 326 firms had between 1 and 5 employees; another 136 had employee numbers ranging from 6 to 10. The smallest share was 62 firms with 50 or more employees (see Table 4.5).

The average monthly basic earnings were highest for firms with a workforce of 50 to 99, followed by firms with 11 to 24 employees.



# OCCUPATIONAL WAGE SURVEY 2023

Caymanians earned the highest average basic earnings from ‘medium-size firms,’ that is, firms with employees between 11 and 24. On the other hand, non-Caymanians had higher average basic earnings from large firms with 50 to 99 employees.

**Table 4.5 Average Monthly Basic Earnings by Firm Size**

	Firm Count	Total	Caymanian	Non Caymanian	Not Stated
<b>Total</b>	<b>719</b>	<b>4,679</b>	<b>4,968</b>	<b>4,200</b>	<b>5,991</b>
1 to 5	326	4,350	5,292	3,866	3,000
6 to 10	136	4,064	4,425	3,803	7,212
11 to 24	118	4,818	5,398	4,321	-
25 to 49	77	4,508	5,062	4,038	60
50 to 99	36	4,958	4,977	4,941	-
100+	26	4,725	4,861	4,050	5,985
Not Stated	-	-	-	-	-



## 5. MAIN FINDINGS: TOTAL COMPENSATION

### 5.1 Average total compensation by industry

Appendix Tables A2, A4, A6, A8, A10, and A12 provide each occupation's average total compensation and other statistical descriptions.

The average total compensation of employees in this survey, which comprised of the average basic earnings (salary, wages and overtime pay) and other compensation (acting/duty allowance, commissions, bonus, gratuities, and tips), stood at \$5,043 per month, or \$60,516 annually (see Table 5.1). Employees in *Professional Scientific and Technical Activities (mainly Legal and Accounting)* had the highest total compensation on the average of \$9,743 per month or \$116,916 annually, followed by *Financial and Insurance Activities* with \$8,954 monthly or \$107,448 per annum. The lowest-paid employees earned an average of \$2,491 monthly or \$29,892 annually in *Accommodation Services*.

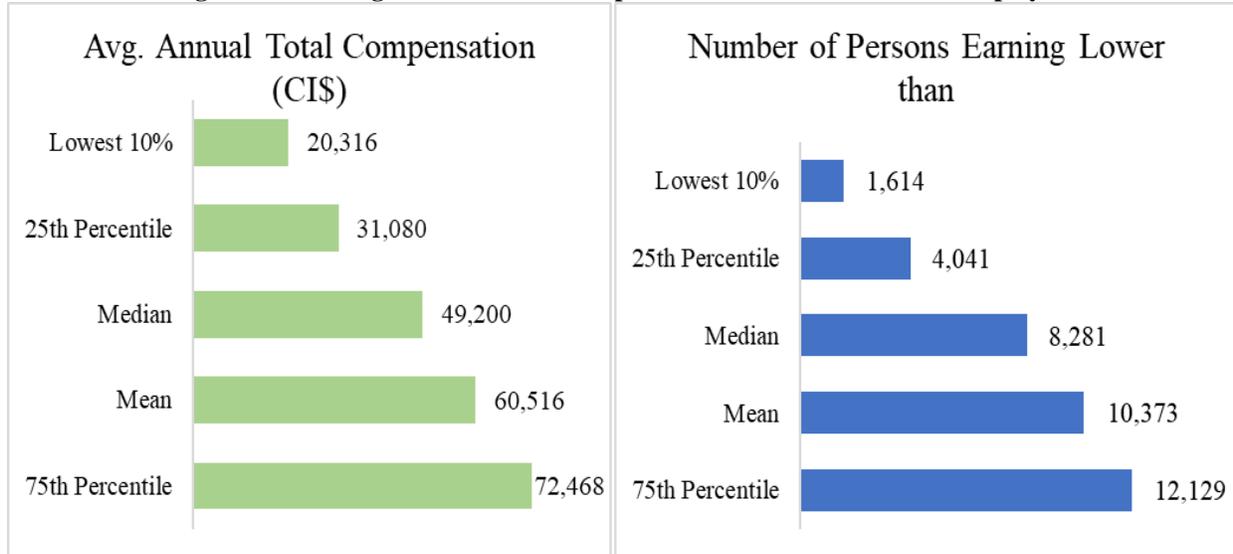
**Table 5.1: Monthly Average Total Compensation by Industry**

	Employee Count	Average Monthly Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
CI Dollars						
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Agriculture, forestry and fishing	71	2,580	1,096	1,626	2,450	2,898
Mining and quarrying	150	4,215	2,217	2,715	3,505	4,896
Manufacturing	156	2,850	1,409	1,870	2,406	3,414
Electricity, gas, steam and air conditioning supply	287	6,680	3,345	4,433	5,905	8,533
Water supply; sewerage, waste management and remediation activities	94	4,681	2,205	2,621	3,662	5,658
Construction	1,442	3,690	1,197	2,068	3,000	4,129
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,401	3,214	1,347	1,920	2,522	3,791
Transportation and storage	460	4,200	1,615	2,590	3,464	5,408
Accommodation	1,289	2,491	798	1,488	2,083	3,024
Restaurants and Mobile Food Services Activities	612	2,513	1,011	1,563	2,039	2,733
Information and communication	211	4,723	1,421	2,664	4,188	5,500
Financial and insurance activities	1,238	8,954	3,140	4,376	6,709	9,908
Real estate activities	663	7,842	2,592	3,833	5,833	8,463
Professional, scientific and technical activities	927	9,743	3,600	5,125	6,853	11,958
Administrative and support service activities	309	2,880	960	1,275	2,100	3,200
Public administration and defence; compulsory social security	3,311	5,222	3,127	3,817	4,705	6,231
Education	1,358	4,733	2,979	3,906	5,208	5,292
Human health and social work activities	1,212	5,979	3,050	3,810	5,970	6,961
Arts, entertainment and recreation	258	3,956	1,806	2,802	3,551	4,648
Other service activities	245	3,062	1,056	1,524	2,244	3,995

## 5.2 Number of employees by average total compensation

Approximately 12,129 (or 72.7%) employees earned at most the average annual total compensation of \$72,468, while some 6,321 employees earned greater than \$60,516 per annum (see Figure 5.1). The number of employees with average compensation of the lowest 25th percentile (\$31,080 annually) or less was 4,041, and another 1,614 earned the lowest 10 percent of average total compensation (\$20,316 annually).

**Figure 5.1: Average Annual Total Compensation and Distribution of Employees**



## 5.3 Average total compensation of Caymanians

Caymanians, on average, had a compensation of \$64,020 annually or \$5,335 per month (see Table 5.2). The highest paying industries in terms of total compensation for Caymanians were *Professional, Scientific and Technical Activities (mainly Legal and Accounting)*, with \$9,319 per month or \$111,828; Real Estate Activities were \$8,192 or \$98,304 per annum. *Finance and Insurance Activities* with \$7,630 per month or \$91,560 annually. Among the top five industries in terms of compensation were *Utilities (Electricity and Water)* and *Public Administration*.

## 5.4 Average Total Compensation of Non-Caymanians

The average earnings of non-Caymanian employees were \$55,380 annually or \$4,615 per month across all industries. The range in compensation among non-Caymanians was broader than that of Caymanians, as the highest-income earning sector (Financial and Insurance Activities) averaged \$145,464 annually or \$12,122 per month. In contrast, the lowest-earning industry (Agriculture, forestry and fishing) averaged \$25,764 annually or \$2,147 monthly.



# OCCUPATIONAL WAGE SURVEY 2023

**Table 5.2: Average Monthly Total Compensation by Industry and Status**

	Total		Caymanian		Non Caymanian	
	Employee Count	Mean (CI\$)	Employee Count	Mean (CI\$)	Employee Count	Mean (CI\$)
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>7,498</b>	<b>5,335</b>	<b>8,014</b>	<b>4,615</b>
Agriculture, forestry and fishing	71	2,580	5	5,033	66	2,147
Mining and quarrying	150	4,215	55	5,203	95	3,643
Manufacturing	156	2,850	41	3,311	115	2,686
Electricity, gas, steam and air conditioning supply	287	6,680	230	6,481	57	7,473
Water supply; sewerage, waste management and remediation activities	94	4,681	61	5,127	33	3,845
Construction	1,442	3,690	354	4,212	1,085	3,521
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,401	3,214	823	3,638	1,576	2,994
Transportation and storage	460	4,200	373	4,417	86	3,164
Accommodation	1,289	2,491	354	2,349	935	2,539
Restaurants and Mobile Food Services Activities	612	2,513	85	2,486	525	2,513
Information and communication	211	4,723	138	4,166	73	5,789
Financial and insurance activities	1,238	8,954	870	7,630	366	12,122
Real estate activities	663	7,842	411	8,192	252	7,278
Professional, scientific and technical activities	927	9,743	358	9,319	559	10,025
Administrative and support service activities	309	2,880	70	3,075	239	2,823
Public administration and defence; compulsory social security	3,311	5,222	2,492	5,129	819	5,506
Education	1,358	4,733	513	4,415	845	4,928
Human health and social work activities	1,212	5,979	30	5,098	20	5,542
Arts, entertainment and recreation	258	3,956	165	4,232	93	3,469
Other service activities	245	3,062	70	3,820	175	2,763

## 5.5 Average total compensation and employment by sex

The average annual total compensation paid to male employees was \$61,860, while female employees were paid \$60,144 (see Table 5.3).

The industries paying the highest average total compensation to men were *Finance and Insurance Activities, Professional, Scientific and Technical Activities (Legal and Accounting), Real Estate Activities, Electricity, gas and air conditioning and Human Health and Social Work Activities*.

The industries paying the highest average compensation to women were *professional, scientific, and technical activities (Legal and accounting), finance and insurance activities, and Real Estate*.



# OCCUPATIONAL WAGE SURVEY 2023

**Table 5.2: Average Monthly Total Compensation by Industry and Sex**

	Total		Male		Female	
	Employee Count	Mean (CI\$)	Employee Count	Mean (CI\$)	Employee Count	Mean (CI\$)
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>8,309</b>	<b>5,155</b>	<b>7,726</b>	<b>5,012</b>
Agriculture, forestry and fishing	71	2,580	48	3,164	22	2,166
Mining and quarrying	150	4,215	140	4,146	10	5,187
Manufacturing	156	2,850	109	3,093	36	2,074
Electricity, gas, steam and air conditioning supply	287	6,680	224	6,807	63	6,223
Water supply; sewerage, waste management and remediation activities	94	4,681	79	4,623	14	5,005
Construction	1,442	3,690	1,082	3,554	150	4,784
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,401	3,214	1,268	3,582	1,042	2,780
Transportation and storage	460	4,200	319	4,402	129	3,946
Accommodation	1,289	2,491	711	2,638	577	2,307
Restaurants and Mobile Food Services Activities	612	2,513	338	2,451	228	2,693
Information and communication	211	4,723	122	4,692	84	4,800
Financial and insurance activities	1,238	8,954	426	11,967	766	7,431
Real estate activities	663	7,842	325	8,619	313	7,254
Professional, scientific and technical activities	927	9,743	437	10,845	445	8,669
Administrative and support service activities	309	2,880	147	2,680	81	3,206
Public administration and defence; compulsory social security	3,311	5,222	1,649	5,196	1,662	5,248
Education	1,358	4,733	282	5,050	1,066	4,630
Human health and social work activities	1,212	5,979	364	6,650	848	5,688
Arts, entertainment and recreation	258	3,956	151	3,973	101	3,911
Other service activities	245	3,062	88	3,473	89	2,888

## 5.6 Average total compensation by age

Employees between 40 and 65+ years had average total compensations above the overall mean. The lowest average monthly total compensations were earned by those aged 15 to 19 and 20 to 24 (see Table 5.3).

**Table 5.3: Age Distribution of Employees and Average Compensation by Age**

	Employee Count	Distribution (%)	Mean (CI\$)
<b>Total</b>	<b>16,694</b>	<b>100.0</b>	<b>5,043</b>
15 - 19	151	0.9	1,840
20 - 24	787	4.7	2,811
25 - 29	1,751	10.5	3,552
30 - 34	2,250	13.5	4,300
35 - 39	2,269	13.6	4,877
40 - 44	2,341	14.0	5,465
45 - 49	2,034	12.2	5,670
50 - 54	1,924	11.5	6,187
55 - 59	1,455	8.7	6,106
60 - 64	970	5.8	5,376
65+	475	2.8	5,096
DK/NS	287	1.7	6,782

**Table 5.5: Average Monthly Total Compensation by Firm Size**

	Firm Count	Total	Caymanian	Non Caymanian	Not Stated
		CI Dollars			
<b>Total</b>	<b>719</b>	<b>5,043</b>	<b>5,335</b>	<b>4,615</b>	<b>6,020</b>
1 to 5	326	4,622	5,395	4,222	3,000
6 to 10	136	4,706	4,732	4,635	7,433
11 to 24	118	5,790	6,279	5,369	-
25 to 49	77	4,734	5,244	4,307	60
50 to 99	36	5,298	5,327	5,273	-
100+	26	4,971	5,195	4,272	6,012

## 5.7 Average total compensation by firm size

Caymanian and non-Caymanian employees earned the highest average total compensation from ‘medium-size firms’, that is, firms with employees between 11 and 24. Among these firms,



## OCCUPATIONAL WAGE SURVEY 2023

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Caymanians had an average total compensation of \$5,335, while non-Caymanians earned an average of \$4,615 monthly (See Table 5.5).

## 6. PROVISION OF ALLOWANCES AND BENEFITS

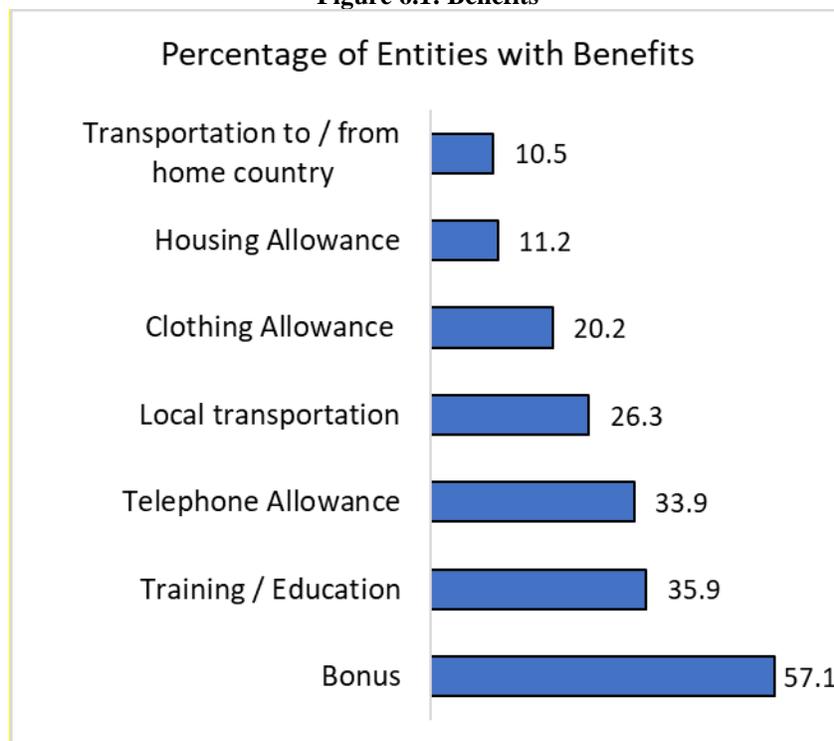
Figures 6.1 and 6.2 show the percentage of employers (excluding households as employers) who indicated providing the various benefits and allowances.

35.9 percent of establishments offered employee allowances for training and education, followed by telephone allowance (33.9%), local transportation (26.3%), and housing allowance (11.2%).

Paid vacation and sick leaves were pervasive among establishments, with 91.0 percent and 91.2 percent provision rates, respectively. Three of every five establishments offered employees compassionate and bereavement leave. Maternity and paternity leaves are offered by 62.4 percent and 53.2 percent, respectively. 93.7 percent offer health insurance to employees.

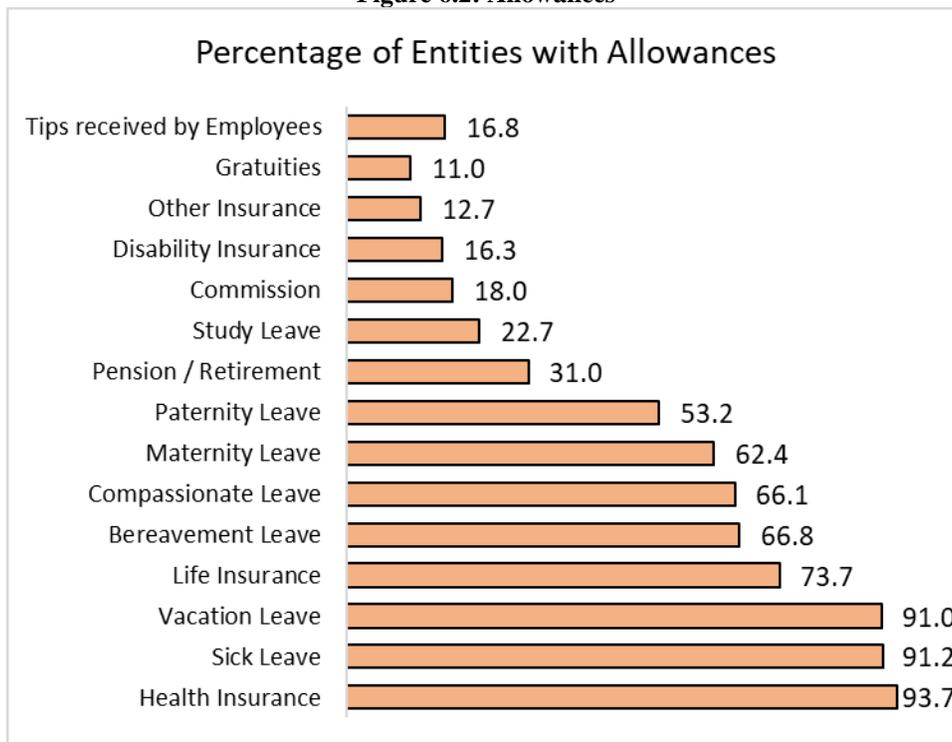
Those providing pension coverage comprised approximately 31.0 percent of the respondent employers.

**Figure 6.1: Benefits**





**Figure 6.2: Allowances**





## APPENDIX TABLES

**Table A1: Average Monthly Basic Earnings by Sex and Industry**

	Total		Male		Female		Not Stated	
	Employee Count	Mean (CI\$)						
<b>Total</b>	<b>16,694</b>	<b>4,679</b>	<b>8,309</b>	<b>4,752</b>	<b>7,726</b>	<b>4,671</b>	<b>659</b>	<b>3,808</b>
Agriculture, forestry and fishing	71	2,573	48	3,158	22	2,157	1	1,472
Mining and quarrying	150	4,146	140	4,088	10	4,957	-	-
Manufacturing	156	2,782	109	2,999	36	2,066	11	2,941
Electricity, gas, steam and air conditioning supply	287	6,661	224	6,784	63	6,220	-	-
Water supply; sewerage, waste management and remediation activities	94	4,681	79	4,623	14	5,005	1	-
Construction	1,442	3,456	1,082	3,428	150	3,507	210	3,567
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,401	3,055	1,268	3,399	1,042	2,675	91	2,661
Transportation and storage	460	4,058	319	4,253	129	3,811	12	1,387
Accommodation	1,289	1,789	711	1,870	577	1,687	1	1,399
Restaurants and Mobile Food Services Activities	612	1,850	338	1,894	228	1,755	46	2,053
Information and communication	211	4,188	122	4,250	84	4,105	5	4,100
Financial and insurance activities	1,238	7,485	426	9,137	766	6,626	46	6,620
Real estate activities	663	6,758	325	7,446	313	6,174	25	5,238
Professional, scientific and technical activities	927	8,860	437	10,086	445	7,676	45	8,841
Administrative and support service activities	309	2,810	147	2,670	81	3,180	81	2,718
Public administration and defence; compulsory social security	3,311	5,124	1,649	5,102	1,662	5,145	-	-
Education	1,358	4,683	282	4,993	1,066	4,582	10	6,637
Human health and social work activities	1,212	5,952	364	6,610	848	5,667	-	-
Arts, entertainment and recreation	258	3,686	151	3,744	101	3,560	6	4,262
Other service activities	245	2,932	88	3,441	89	2,671	68	2,621

**Table A2: Average Monthly Total Compensation by Sex and Industry**

	Total		Male		Female		Not Stated	
	Employee Count	Mean (CI\$)						
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>8,309</b>	<b>5,155</b>	<b>7,726</b>	<b>5,012</b>	<b>659</b>	<b>3,964</b>
Agriculture, forestry and fishing	71	2,580	48	3,164	22	2,166	1	1,472
Mining and quarrying	150	4,215	140	4,146	10	5,187	-	-
Manufacturing	156	2,850	109	3,093	36	2,074	11	2,950
Electricity, gas, steam and air conditioning supply	287	6,680	224	6,807	63	6,223	-	-
Water supply; sewerage, waste management and remediation activities	94	4,681	79	4,623	14	5,005	1	-
Construction	1,442	3,690	1,082	3,554	150	4,784	210	3,585
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,401	3,214	1,268	3,582	1,042	2,780	91	3,120
Transportation and storage	460	4,200	319	4,402	129	3,946	12	1,387
Accommodation	1,289	2,491	711	2,638	577	2,307	1	1,910
Restaurants and Mobile Food Services Activities	612	2,513	338	2,451	228	2,693	46	2,039
Information and communication	211	4,723	122	4,692	84	4,800	5	4,157
Financial and insurance activities	1,238	8,954	426	11,967	766	7,431	46	6,641
Real estate activities	663	7,842	325	8,619	313	7,254	25	5,238
Professional, scientific and technical activities	927	9,743	437	10,845	445	8,669	45	9,819
Administrative and support service activities	309	2,880	147	2,680	81	3,206	81	2,935
Public administration and defence; compulsory social security	3,311	5,222	1,649	5,196	1,662	5,248	-	-
Education	1,358	4,733	282	5,050	1,066	4,630	10	6,637
Human health and social work activities	1,212	5,979	364	6,650	848	5,688	-	-
Arts, entertainment and recreation	258	3,956	151	3,973	101	3,911	6	4,262
Other service activities	245	3,062	88	3,473	89	2,888	68	2,751

**Table A3: Average Monthly Basic Earnings by Status and Industry**

	Total		Caymanian		Non Caymanian	
	Employee Count	Mean	Employee Count	Mean	Employee Count	Mean
	#	CI\$	#	CI\$	#	CI\$
<b>Total</b>	<b>16,694</b>	<b>4,679</b>	<b>7,498</b>	<b>4,968</b>	<b>8,014</b>	<b>4,200</b>
Agriculture, forestry and fishing	71	2,573	5	5,033	66	2,139
Mining and quarrying	150	4,146	55	5,090	95	3,600
Manufacturing	156	2,782	41	3,236	115	2,621
Electricity, gas, steam and air conditioning supply	287	6,661	230	6,469	57	7,428
Water supply; sewerage, waste management and remediation activities	94	4,681	61	5,127	33	3,845
Construction	1,442	3,456	354	4,133	1,085	3,236
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,401	3,055	823	3,445	1,576	2,851
Transportation and storage	460	4,058	373	4,301	86	2,905
Accommodation	1,289	1,789	354	1,860	935	1,765
Restaurants and Mobile Food Services Activities	612	1,850	85	1,956	525	1,825
Information and communication	211	4,188	138	3,763	73	5,003
Financial and insurance activities	1,238	7,485	870	6,595	366	9,615
Real estate activities	663	6,758	411	6,648	252	6,935
Professional, scientific and technical activities	927	8,860	358	8,299	559	9,216
Administrative and support service activities	309	2,810	70	3,048	239	2,739
Public administration and defence; compulsory social security	3,311	5,124	2,492	5,026	819	5,422
Education	1,358	4,683	513	4,362	845	4,880
Human health and social work activities	1,212	5,952	30	5,051	20	5,554
Arts, entertainment and recreation	258	3,686	165	4,115	93	2,935
Other service activities	245	2,932	70	3,693	175	2,628

**Table A4: Average Monthly Total Compensation by Status and Industry**

	Total		Caymanian		Non Caymanian		Not Stated	
	Employee Count	Mean (CI\$)						
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>7,498</b>	<b>5,335</b>	<b>8,014</b>	<b>4,615</b>	<b>1,182</b>	<b>6,020</b>
Agriculture, forestry and fishing	71	2,580	5	5,033	66	2,147	-	-
Mining and quarrying	150	4,215	55	5,203	95	3,643	-	-
Manufacturing	156	2,850	41	3,311	115	2,686	-	-
Electricity, gas, steam and air conditioning supply	287	6,680	230	6,481	57	7,473	-	-
Water supply; sewerage, waste management and remediation activities	94	4,681	61	5,127	33	3,845	-	-
Construction	1,442	3,690	354	4,212	1,085	3,521	3	2,852
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,401	3,214	823	3,638	1,576	2,994	2	3,000
Transportation and storage	460	4,200	373	4,417	86	3,164	1	8,217
Accommodation	1,289	2,491	354	2,349	935	2,539	-	-
Restaurants and Mobile Food Services Activities	612	2,513	85	2,486	525	2,513	2	3,530
Information and communication	211	4,723	138	4,166	73	5,789	-	-
Financial and insurance activities	1,238	8,954	870	7,630	366	12,122	2	-
Real estate activities	663	7,842	411	8,192	252	7,278	-	-
Professional, scientific and technical activities	927	9,743	358	9,319	559	10,025	10	9,008
Administrative and support service activities	309	2,880	70	3,075	239	2,823	-	-
Public administration and defence; compulsory social security	3,311	5,222	2,492	5,129	819	5,506	-	-
Education	1,358	4,733	513	4,415	845	4,928	-	-
Human health and social work activities	1,212	5,979	30	5,098	20	5,542	1,162	6,010
Arts, entertainment and recreation	258	3,956	165	4,232	93	3,469	-	-
Other service activities	245	3,062	70	3,820	175	2,763	-	-

**Table A5: Average Monthly Basic Earnings by Industry**

	Employee Count	Average Monthly Basic Earnings				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
	#	CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>4,679</b>	<b>1,374</b>	<b>2,441</b>	<b>4,000</b>	<b>5,866</b>
Agriculture, forestry and fishing	71	2,573	1,096	1,611	2,450	2,874
Mining and quarrying	150	4,146	1,956	2,520	3,465	4,869
Manufacturing	156	2,782	1,409	1,870	2,366	3,353
Electricity, gas, steam and air conditioning supply	287	6,661	3,333	4,418	5,895	8,533
Water supply; sewerage, waste management and remediation activities	94	4,681	2,205	2,621	3,662	5,658
Construction	1,442	3,456	1,170	2,028	2,973	4,112
Wholesale and retail trade; repair of motor vehicles	2,401	3,055	1,288	1,883	2,437	3,684
Transportation and storage	460	4,058	1,600	2,590	3,302	5,398
Accommodation	1,289	1,789	452	804	1,179	2,023
Restaurants and Mobile Food Services Activities	612	1,850	776	1,045	1,500	2,154
Information and communication	211	4,188	1,421	2,500	4,000	5,333
Financial and insurance activities	1,238	7,485	3,052	4,106	6,131	9,000
Real estate activities	663	6,758	2,541	3,756	5,747	8,220
Professional, scientific and technical activities	927	8,860	3,600	5,125	6,833	10,933
Administrative and support service activities	309	2,810	967	1,278	2,103	3,200
Public administration and defence; compulsory social security	3,311	5,124	3,121	3,817	4,653	6,107
Education	1,358	4,683	2,917	3,906	5,106	5,243
Human health and social work activities	1,212	5,952	3,050	3,795	5,970	6,940
Arts, entertainment and recreation	258	3,686	1,482	2,459	3,362	4,458
Other service activities	245	2,932	1,000	1,479	2,211	3,817

**Table A6: Average Monthly Total Compensation by Industry**

	Employee Count	Average Monthly Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
CI Dollars						
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Agriculture, forestry and fishing	71	2,580	1,096	1,626	2,450	2,898
Mining and quarrying	150	4,215	2,217	2,715	3,505	4,896
Manufacturing	156	2,850	1,409	1,870	2,406	3,414
Electricity, gas, steam and air conditioning supply	287	6,680	3,345	4,433	5,905	8,533
Water supply; sewerage, waste management and remediation activities	94	4,681	2,205	2,621	3,662	5,658
Construction	1,442	3,690	1,197	2,068	3,000	4,129
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,401	3,214	1,347	1,920	2,522	3,791
Transportation and storage	460	4,200	1,615	2,590	3,464	5,408
Accommodation	1,289	2,491	798	1,488	2,083	3,024
Restaurants and Mobile Food Services Activities	612	2,513	1,011	1,563	2,039	2,733
Information and communication	211	4,723	1,421	2,664	4,188	5,500
Financial and insurance activities	1,238	8,954	3,140	4,376	6,709	9,908
Real estate activities	663	7,842	2,592	3,833	5,833	8,463
Professional, scientific and technical activities	927	9,743	3,600	5,125	6,853	11,958
Administrative and support service activities	309	2,880	960	1,275	2,100	3,200
Public administration and defence; compulsory social security	3,311	5,222	3,127	3,817	4,705	6,231
Education	1,358	4,733	2,979	3,906	5,208	5,292
Human health and social work activities	1,212	5,979	3,050	3,810	5,970	6,961
Arts, entertainment and recreation	258	3,956	1,806	2,802	3,551	4,648
Other service activities	245	3,062	1,056	1,524	2,244	3,995

**Table A7: Average Monthly Basic Earnings and Total Compensation by Industry**

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Agriculture, forestry and fishing	2,573	2,450	1,544	2,580	2,450	1,543
Mining and quarrying	4,146	3,465	2,600	4,215	3,505	2,582
Manufacturing	2,782	2,366	1,546	2,850	2,406	1,559
Electricity, gas, steam and air conditioning supply	6,661	5,895	3,201	6,680	5,905	3,198
Water supply; sewerage, waste management and remediation activities	4,681	3,662	3,616	4,681	3,662	3,616
Construction	3,456	2,973	2,982	3,690	3,000	5,792
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,055	2,437	2,126	3,214	2,522	2,533
Transportation and storage	4,058	3,302	2,376	4,200	3,464	2,503
Accommodation	1,789	1,179	1,951	2,491	2,083	1,929
Restaurants and Mobile Food Services Activities	1,850	1,500	1,747	2,513	2,039	2,446
Information and communication	4,188	4,000	2,436	4,723	4,188	3,855
Financial and insurance activities	7,485	6,131	5,722	8,954	6,709	22,353
Real estate activities	6,758	5,747	4,993	7,842	5,833	15,221
Professional, scientific and technical activities	8,860	6,833	6,176	9,743	6,853	8,147
Administrative and support service activities	2,810	2,103	2,515	2,880	2,100	2,628
Public administration and defence; compulsory social security	5,124	4,653	2,112	5,222	4,705	2,221
Education	4,683	5,106	1,334	4,733	5,208	1,369
Human health and social work activities	5,952	5,970	2,777	5,979	5,970	2,815
Arts, entertainment and recreation	3,686	3,362	2,132	3,956	3,551	2,081
Other service activities	2,932	2,211	2,307	3,062	2,244	2,372

**Table A8: Average Monthly Earnings and Total Compensation, and Standard Deviation by Occupation**

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Accountants	7,472	6,402	4,043	7,671	6,492	4,277
Accounting and bookkeeping clerks	4,196	4,000	1,821	4,306	4,011	1,893
Accounting associate professionals	4,406	4,167	1,870	4,549	4,200	2,050
Administrative and executive secretaries	4,435	4,255	1,730	4,603	4,305	2,069
Advertising and marketing professionals	4,055	4,255	2,018	4,443	4,425	2,340
Advertising and public relations managers	6,790	6,664	1,686	7,093	6,667	2,353
Agricultural and forestry production managers	12,827	12,827	3,201	12,827	12,827	3,201
Agricultural and industrial machinery mechanics and repairers	4,533	3,720	2,572	4,562	3,835	2,575
Agricultural technicians	4,292	4,292	671	4,292	4,292	671
Air conditioning and refrigeration mechanics	3,574	3,510	1,463	3,596	3,510	1,436
Air traffic safety electronics technicians	3,846	3,846	-	3,846	3,846	-
Aircraft engine mechanics and repairers	8,269	8,235	1,098	8,519	8,689	1,312
Aircraft pilots and related associate professionals	7,635	7,475	658	7,717	7,475	686
Ambulance workers	6,060	5,822	1,721	6,065	5,822	1,716
Animal producers not elsewhere classified	2,145	2,145	338	2,395	2,395	692
Announcers on radio, television and other media	3,575	3,964	1,554	3,579	3,964	1,546
Apiarists and sericulturists	2,221	2,221	-	2,221	2,221	-
Applications programmers	6,371	6,435	563	6,496	6,639	603
Aquaculture and fisheries production managers	5,747	5,747	-	5,747	5,747	-
Aquaculture workers	3,892	3,557	1,525	3,925	3,557	1,488
Archivists and curators	5,619	5,115	3,124	5,619	5,115	3,124
Armed forces occupations, other ranks	3,360	3,360	-	3,360	3,360	-
Artistic and cultural associate professionals not elsewhere classified	10,249	10,249	-	7,625	7,625	3,712

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
Assemblers not elsewhere classified	2,523	2,172	738	2,603	2,360	705
Audiologists and speech therapists	5,757	5,374	1,220	5,972	5,507	1,336
Bakers, pastry-cooks and confectionery makers	2,287	2,381	761	2,348	2,438	818
Bank tellers and related clerks	3,746	3,281	1,353	4,334	3,670	2,280
Bartenders	1,485	997	1,916	3,010	1,867	4,271
Beauticians and related workers	1,996	1,373	1,963	2,654	2,203	1,889
Bicycle and related repairers	4,360	4,360	-	4,960	4,960	-
Biologists, botanists, zoologists and related professionals	6,428	6,771	2,216	6,473	6,771	2,151
Bricklayers and related workers	2,586	2,560	1,241	2,631	2,560	1,216
Broadcasting and audio-visual technicians	4,855	4,990	3,468	4,951	4,990	3,408
Building and related electricians	2,170	1,476	1,728	2,183	1,476	1,741
Building architects	6,398	5,733	2,863	6,732	5,733	3,931
Building caretakers	4,091	4,417	1,589	4,100	4,417	1,571
Building construction labourers	2,901	2,908	1,820	2,904	2,908	1,820
Building frame and related trades workers not elsewhere classified	2,847	2,733	1,333	2,991	2,779	1,204
Building structure cleaners	2,354	280	3,398	2,354	280	3,398
Bus and tram drivers	2,601	3,064	828	2,877	3,464	1,156
Business services agents not elsewhere classified	3,460	2,500	2,396	5,550	5,154	3,553
Business services and administration managers not elsewhere classified	7,874	6,923	4,205	8,537	7,208	5,967
Butchers, fishmongers and related food preparers	2,543	2,447	748	2,591	2,479	767
Buyers	4,366	4,134	1,736	4,434	4,299	1,791
Cabinet-makers and related workers	2,956	2,388	1,319	3,025	2,465	1,311
Car, taxi and van drivers	2,483	2,542	939	2,685	2,766	1,083
Carpenters and joiners	2,892	2,841	1,105	2,906	2,865	1,105
Cartographers and surveyors	4,988	4,360	1,806	7,461	4,680	8,798
Cashiers and ticket clerks	1,880	1,958	646	1,920	1,977	681
Cement, stone and other mineral products machine operators	6,532	5,413	2,891	6,532	5,413	2,891
Chefs	3,049	2,953	1,897	3,520	3,283	1,979

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Chemical and physical science technicians	4,070	3,964	994	4,092	3,964	1,024
Chemical engineers	5,689	4,292	2,811	5,689	4,292	2,811
Chemists	6,122	6,122	-	6,122	6,122	-
Child care service managers	4,505	5,000	1,496	5,205	6,000	2,074
Child care workers	2,404	2,526	1,187	3,111	2,526	2,840
Civil engineering labourers	2,883	3,121	941	3,257	3,121	1,743
Civil engineering technicians	5,603	5,243	2,252	5,678	5,243	2,227
Civil engineers	7,026	6,825	2,345	7,419	6,825	2,787
Cleaners and helpers in offices, hotels and other establishments	1,533	1,295	878	1,718	1,637	873
Cleaning and housekeeping supervisors in offices, hotels and other establishments	2,934	1,850	2,083	3,313	2,657	2,170
Clearing and forwarding agents	3,718	3,858	817	3,718	3,858	817
Clerical support workers not elsewhere classified	4,211	3,787	1,686	4,341	3,864	2,043
Client information workers not elsewhere classified	4,086	3,284	2,643	4,130	3,284	2,641
Coding, proof-reading and related clerks	4,750	4,750	707	4,750	4,750	707
Commercial sales representatives	5,102	4,760	3,112	5,576	5,000	3,153
Commissioned armed forces officers	7,853	7,853	-	7,853	7,853	-
Community health workers	3,276	3,370	364	3,276	3,370	364
Computer network and systems technicians	4,670	4,255	1,395	4,853	4,603	1,571
Computer network professionals	6,736	6,130	1,991	7,205	6,233	2,566
Concrete placers, concrete finishers and related workers	3,083	3,083	847	3,083	3,083	847
Conference and event planners	4,148	3,696	2,695	4,705	4,196	2,583
Construction managers	7,168	6,500	5,429	7,264	6,615	5,421
Construction supervisors	5,373	4,935	2,421	5,461	5,000	2,407
Contact centre information clerks	3,113	3,118	227	3,113	3,118	227
Contact centre salespersons	6,949	6,481	4,250	6,949	6,481	4,250
Cooks	1,989	2,023	862	2,404	2,500	897
Craft and related workers not elsewhere classified	2,618	2,400	862	2,731	2,400	1,190

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Crane, hoist and related plant operators	4,374	4,122	1,456	4,392	4,122	1,456
Creative and performing artists not elsewhere classified	4,000	4,000	-	4,000	4,000	-
Credit and loans officers	5,516	5,312	2,131	6,986	6,137	3,343
Crop farm labourers	2,412	2,526	1,076	2,646	2,526	841
Customs and border inspectors	5,190	5,000	1,120	5,205	5,047	1,132
Data entry clerks	3,496	3,000	1,231	3,675	3,122	1,741
Database and network professionals not elsewhere classified	6,061	6,006	1,743	5,884	5,932	2,003
Database designers and administrators	5,774	5,943	1,849	5,949	6,103	1,907
Debt collectors and related workers	4,297	4,011	2,120	4,862	4,011	3,913
Dental assistants and therapists	4,666	4,111	1,108	4,666	4,111	1,108
Dentists	10,171	10,003	994	10,369	10,003	1,461
Dieticians and nutritionists	6,530	6,600	323	6,530	6,600	323
DK/NS	4,569	3,004	4,104	4,561	3,004	4,266
Domestic cleaners and helpers	2,341	2,652	493	2,345	2,652	491
Domestic housekeepers	2,729	2,729	286	2,729	2,729	286
Door to door salespersons	568	439	450	1,170	895	958
Draughtspersons	1,222	1,028	669	1,222	1,028	669
Driving instructors	3,461	3,771	591	3,588	3,771	441
Early childhood educators	3,989	4,019	997	4,029	4,064	998
Earthmoving and related plant operators	3,568	3,500	1,805	3,694	3,729	1,868
Economists	5,511	5,338	1,351	5,511	5,338	1,351
Education managers	7,257	7,106	1,046	7,365	7,116	1,091
Education methods specialists	6,006	6,118	1,448	6,077	6,118	1,555
Electrical and electronic equipment assemblers	3,800	3,800	-	4,600	4,600	-
Electrical engineering technicians	4,220	3,881	2,205	4,604	4,359	2,023
Electrical engineers	7,436	5,813	2,578	7,436	5,813	2,578
Electrical line installers and repairers	5,327	5,113	2,546	5,403	5,113	2,544

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Electrical mechanics and fitters	3,856	3,326	2,420	6,941	3,326	15,314
Electronics engineering technicians	6,459	8,000	2,801	6,459	8,000	2,801
Electronics mechanics and servicers	4,031	4,200	1,630	4,031	4,200	1,630
Elementary workers not elsewhere classified	1,640	1,404	1,616	2,060	1,945	1,671
Employment agents and contractors	4,468	3,984	1,529	5,156	5,538	1,478
Engineering professionals not elsewhere classified	7,571	7,483	2,522	7,899	7,637	2,793
Enquiry clerks	3,576	3,370	1,315	3,734	3,370	1,613
Environmental and occupational health and hygiene professionals	5,858	6,064	1,440	5,858	6,064	1,440
Environmental and occupational health inspectors and associates	5,848	5,982	2,208	5,848	5,982	2,208
Environmental engineers	4,360	4,360	-	4,360	4,360	-
Environmental protection professionals	4,757	4,469	1,545	4,802	4,469	1,561
Farming, forestry and fisheries advisers	6,039	6,039	-	6,039	6,039	-
Field crop and vegetable growers	1,440	1,487	209	2,040	2,084	333
Filing and copying clerks	3,022	2,720	1,620	3,625	2,720	2,637
Finance managers	8,996	7,922	4,408	10,522	8,673	8,095
Financial analysts	6,918	6,008	3,385	14,788	6,250	76,125
Financial and insurance services branch managers	8,815	7,964	4,460	10,283	8,462	5,006
Financial and investment advisers	8,354	6,708	6,137	8,567	6,743	6,203
Fire fighters	5,017	4,767	1,406	5,154	4,880	1,516
Fishery and aquaculture labourers	3,276	3,087	326	3,276	3,087	326
Fitness and recreation instructors and program leaders	1,972	1,800	1,258	2,512	2,550	1,698
Floor layers and tile setters	2,528	1,945	1,344	2,528	1,945	1,344
Food and beverage tasters and graders	4,084	4,084	242	4,084	4,084	242
Food and related products machine operators	2,643	2,643	1,660	2,643	2,643	1,660
Food service counter attendants	1,837	1,963	642	1,898	1,994	666
Forestry labourers	2,024	2,024	-	2,024	2,024	-

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Forestry technicians	2,061	2,061	1,129	2,061	2,061	1,129
Freight handlers	2,842	2,848	1,127	2,864	2,887	1,141
Fumigators and other pest and weed controllers	4,740	4,206	1,205	4,765	4,206	1,237
Gallery, museum and library technicians	4,633	4,633	-	4,633	4,633	-
Garbage and recycling collectors	2,704	2,590	521	2,713	2,590	521
Garden and horticultural labourers	2,137	2,008	1,266	2,152	2,022	1,260
Gardeners, horticultural and nursery growers	3,025	2,500	1,786	3,098	2,555	1,751
General office clerks	3,000	3,121	1,283	3,066	3,146	1,326
Generalist medical practitioners	11,013	11,370	2,875	11,085	11,659	2,898
Geologists and geophysicists	6,015	5,747	808	6,015	5,747	808
Glass makers, cutters, grinders and finishers	2,100	1,800	520	2,100	1,800	520
Glaziers	3,107	2,835	1,629	3,107	2,835	1,629
Government licensing officials	3,411	3,100	717	3,461	3,253	699
Government regulatory associate professionals not elsewhere classified	5,126	4,417	2,409	5,152	4,417	2,408
Government social benefits officials	5,134	4,813	2,144	5,204	5,115	2,120
Government tax and excise officials	5,277	5,313	1,329	5,277	5,313	1,329
Graphic and multimedia designers	4,106	4,000	1,133	4,106	4,000	1,133
Hairdressers	3,128	3,128	2,930	3,278	3,278	3,142
Hand packers	1,937	1,962	557	1,966	1,962	584
Handicraft workers in textile, leather and related materials	810	810	-	810	810	-
Health associate professionals not elsewhere classified	5,070	5,152	1,012	5,070	5,152	1,012
Health care assistants	3,363	3,127	542	3,363	3,127	542
Health professionals not elsewhere classified	6,347	6,379	1,528	6,370	6,386	1,535
Health service managers	8,850	8,133	3,787	8,956	8,133	3,937
Heavy truck and lorry drivers	3,516	3,206	1,695	3,547	3,206	1,684
Home-based personal care workers	2,960	2,827	217	2,960	2,827	217
Hotel managers	5,798	4,987	3,444	5,930	5,200	3,340
Hotel receptionists	1,834	1,562	1,133	2,416	2,288	1,210

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Human resource managers	7,477	6,833	3,291	7,975	7,098	3,788
Incinerator and water treatment plant operators	3,438	3,058	1,276	3,438	3,058	1,276
Industrial and production engineers	5,779	5,500	1,836	5,779	5,500	1,836
Information and communications technology installers and servicers	4,524	3,945	2,596	4,804	4,194	2,780
Information and communications technology operations technicians	3,608	3,675	1,430	3,608	3,675	1,430
Information and communications technology sales professionals	3,693	3,692	1,094	3,693	3,692	1,094
Information and communications technology service managers	7,990	7,662	2,790	8,585	8,000	3,896
Information and communications technology user support technicians	5,226	4,952	2,138	5,422	5,004	2,167
Information technology trainers	5,977	5,865	1,418	5,977	5,865	1,418
Inland and coastal waters fishery workers	869	869	-	1,129	1,129	-
Insulation workers	4,060	4,418	1,719	4,060	4,418	1,719
Insurance representatives	6,187	5,918	2,935	6,275	5,929	3,081
Interior designers and decorators	5,329	5,337	3,329	5,405	5,337	3,290
Jewellery and precious metal workers	2,460	2,460	-	2,460	2,460	-
Journalists	4,774	4,667	1,341	4,851	4,667	1,453
Kitchen helpers	1,905	1,440	2,467	2,306	1,840	2,938
Landscape architects	6,732	6,242	3,001	6,732	6,242	3,001
Laundry machine operators	1,478	1,487	570	1,734	1,602	818
Lawyers	14,262	12,874	6,565	14,548	12,874	7,067
Legal and related associate professionals	5,574	5,000	1,919	5,607	5,055	1,915
Legal professionals not elsewhere classified	7,258	6,417	3,095	7,258	6,417	3,095
Legal secretaries	5,671	5,228	1,642	5,681	5,228	1,634
Legislators	13,109	11,289	3,579	13,468	11,908	3,604
Librarians and related information professionals	4,431	5,009	1,327	4,533	5,009	1,407
Library clerks	2,615	2,827	1,368	2,615	2,827	1,368
Life science technicians (excluding medical)	6,271	6,271	-	6,271	6,271	-
Lifting truck operators	4,777	4,700	1,712	4,789	4,700	1,726

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Livestock and dairy producers	1,381	1,381	56	1,381	1,381	56
Locomotive engine drivers	10,787	10,787	11,860	10,787	10,787	11,860
Mail carriers and sorting clerks	2,827	2,652	639	2,892	2,686	829
Management and organization analysts	7,575	6,079	4,053	7,692	6,833	4,033
Managing directors and chief executives	14,283	12,152	9,433	15,681	13,120	10,467
Manufacturing labourers not elsewhere classified	3,251	3,060	1,582	3,251	3,060	1,582
Manufacturing managers	6,975	6,614	2,205	7,006	6,614	2,172
Manufacturing supervisors	7,106	7,756	1,996	7,258	7,756	1,658
Mathematicians, actuaries and statisticians	9,290	5,918	10,513	9,320	5,918	10,500
Mechanical engineering technicians	4,296	3,448	2,679	4,309	3,448	2,704
Mechanical engineers	5,447	4,128	2,456	5,447	4,128	2,456
Medical and dental prosthetic technicians	5,448	5,448	190	5,448	5,448	190
Medical and pathology laboratory technicians	5,929	6,271	974	5,988	6,271	1,002
Medical assistants	4,537	4,648	730	4,537	4,648	730
Medical records and health information technicians	4,130	4,011	588	4,234	4,011	563
Medical secretaries	5,076	5,472	2,160	5,076	5,472	2,160
Messengers, package deliverers and luggage porters	2,238	2,300	1,127	2,399	2,332	945
Metal moulders and coremakers	3,975	4,058	625	4,288	4,308	980
Meteorologists	4,175	4,179	1,343	4,275	4,179	1,428
Meter readers and vending-machine collectors	5,552	3,797	3,642	5,552	3,797	3,642
Midwifery professionals	6,931	6,906	624	6,931	6,906	624
Mineral and stone processing plant operators	3,046	3,046	1,508	3,546	3,546	2,215
Miners and quarriers	3,734	3,350	1,030	3,734	3,350	1,030
Mining and quarrying labourers	3,139	2,692	1,406	3,139	2,692	1,406
Mining managers	8,234	8,000	1,257	8,234	8,000	1,257
Mining supervisors	6,750	6,750	1,061	6,750	6,750	1,061
Mixed crop and livestock farm labourers	2,587	2,587	511	2,617	2,617	511

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Mixed crop growers	1,353	1,520	627	1,429	1,520	701
Motor vehicle mechanics and repairers	3,678	3,711	1,489	3,756	3,730	1,544
Motorcycle drivers	1,201	1,166	448	1,524	1,730	588
Musicians, singers and composers	1,153	1,153	-	1,153	1,153	-
Non-commissioned armed forces officers	4,255	4,255	-	4,255	4,255	-
Nursing associate professionals	4,939	4,676	681	4,939	4,676	681
Nursing professionals	6,666	6,590	958	6,669	6,590	954
Odd job persons	1,938	1,600	1,442	2,201	1,916	1,479
Office supervisors	4,674	4,526	2,065	4,852	4,538	2,214
Other arts teachers	4,990	4,542	1,001	5,357	5,042	866
Other cleaning workers	1,226	994	972	1,571	1,638	995
Other language teachers	5,287	5,243	76	5,548	5,374	419
Other music teachers	4,774	4,729	1,020	4,841	4,729	1,012
Painters and related workers	2,860	2,682	1,086	2,879	2,781	1,081
Paramedical practitioners	10,002	11,375	3,043	10,109	11,375	3,115
Pawnbrokers and money-lenders	2,356	2,356	221	2,356	2,356	221
Payroll clerks	4,927	5,242	1,253	5,417	5,771	1,272
Personal care workers in health services not elsewhere classified	3,431	3,246	504	3,441	3,246	504
Personal services workers not elsewhere classified	4,363	4,581	506	4,463	4,583	601
Personnel and careers professionals	5,154	4,912	1,463	5,242	4,935	1,489
Personnel clerks	4,090	3,776	1,975	4,177	3,776	1,936
Pet groomers and animal care workers	3,037	2,344	1,931	3,166	3,126	1,856
Petroleum and natural gas refining plant operators	2,358	2,307	887	2,358	2,307	887
Pharmaceutical technicians and assistants	4,329	4,445	1,255	4,329	4,445	1,255
Pharmacists	4,822	5,715	2,475	4,850	5,715	2,517
Photographers	-	-	-	-	-	-
Physiotherapists	6,296	6,546	1,079	6,350	6,546	1,114

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Physiotherapy technicians and assistants	1,071	654	1,302	3,355	3,189	1,480
Plasterers	2,780	2,470	1,237	2,980	2,520	1,735
Plastic products machine operators	4,800	4,800	-	4,800	4,800	-
Plumbers and pipe fitters	3,327	2,973	1,455	3,337	2,973	1,446
Police inspectors and detectives	5,530	5,472	741	5,558	5,539	764
Police officers	4,300	4,317	795	4,312	4,317	799
Policy administration professionals	6,474	6,343	3,204	6,881	6,632	3,498
Policy and planning managers	9,530	8,361	9,373	10,530	8,883	10,171
Poultry producers	5,374	5,374	-	5,374	5,374	-
Power production plant operators	5,329	4,958	1,704	5,340	5,051	1,711
Pre-press technicians	2,331	1,966	814	2,436	2,280	762
Precision-instrument makers and repairers	6,385	6,385	-	6,385	6,385	-
Primary school teachers	5,185	5,243	602	5,246	5,243	635
Printers	4,017	3,814	2,345	4,017	3,814	2,345
Prison guards	4,594	4,607	603	4,671	4,607	648
Product graders and testers (except foods and beverages)	6,677	6,497	1,675	6,727	6,497	1,609
Production clerks	2,423	2,153	1,030	2,747	3,270	1,088
Professional services managers not elsewhere classified	6,255	6,429	2,721	6,611	6,592	3,475
Protective services workers not elsewhere classified	3,541	3,502	1,496	3,660	3,502	1,712
Psychologists	6,989	6,923	1,534	7,030	7,054	1,524
Public relations professionals	5,098	5,243	1,842	5,135	5,338	1,833
Railway brake, signal and switch operators	2,802	3,049	508	2,802	3,049	508
Real estate agents and property managers	6,909	5,586	6,172	14,503	5,941	39,284
Receptionists (general)	3,024	3,000	958	3,076	3,000	951
Refuse sorters	2,894	2,676	404	2,894	2,676	404
Religious professionals	4,038	3,333	1,220	4,038	3,333	1,220
Research and development managers	7,808	7,659	3,025	9,000	7,853	5,602

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Restaurant managers	3,974	3,465	2,343	4,230	3,935	2,245
Retail and wholesale trade managers	4,853	4,288	2,321	5,008	4,395	2,447
Roofers	2,516	2,796	794	2,516	2,796	794
Rubber products machine operators	2,025	1,900	640	2,125	2,000	532
Sales and marketing managers	6,087	6,072	2,665	7,197	6,458	4,889
Sales demonstrators	616	350	943	616	350	943
Sales workers not elsewhere classified	2,497	1,950	1,504	3,031	2,925	1,511
Scribes and related workers	400	400	-	400	400	-
Secondary education teachers	5,220	5,243	521	5,268	5,243	567
Secretaries (general)	4,769	4,108	3,578	4,818	4,161	3,544
Securities and finance dealers and brokers	11,614	7,442	10,821	11,614	7,442	10,821
Security guards	3,110	2,652	1,358	3,446	3,098	1,674
Senior government officials	9,296	9,286	2,995	9,713	9,520	3,167
Service station attendants	2,565	1,298	2,682	2,640	1,298	2,644
Services managers not elsewhere classified	7,586	7,107	4,456	10,754	7,107	10,568
Sewing, embroidery and related workers	429	429	-	1,409	1,409	-
Sheet metal workers	4,034	3,296	1,702	4,075	3,296	1,670
Shelf fillers	2,074	2,189	588	2,121	2,212	627
Ships' deck crews and related workers	1,985	1,926	522	2,211	2,006	763
Ships' deck officers and pilots	3,710	3,189	1,731	4,079	3,323	2,046
Shop sales assistants	2,551	2,230	1,480	3,139	2,761	2,058
Shop supervisors	2,993	2,788	1,220	3,115	2,805	1,262
Shopkeepers	5,419	5,838	1,820	5,419	5,838	1,820
Shotfirers and blasters	5,996	3,250	5,206	6,162	3,250	5,056
Social welfare managers	6,989	6,940	1,056	7,149	6,940	1,066
Social work and counselling professionals	5,208	5,338	1,361	5,237	5,338	1,381
Social work associate professionals	4,949	4,469	1,468	4,968	4,669	1,461

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Software and applications developers and analysts not elsewhere classified	6,522	6,429	570	6,546	6,429	580
Software developers	6,766	6,667	2,460	7,089	6,833	2,673
Special needs teachers	5,345	5,243	700	5,394	5,243	749
Specialist medical practitioners	11,741	11,656	2,027	11,782	12,202	2,261
Sports coaches, instructors and officials	4,331	4,583	1,231	4,375	4,583	1,115
Sports, recreation and cultural centre managers	4,865	4,448	2,829	5,162	4,506	2,864
Spray painters and varnishers	1,774	1,800	450	1,774	1,800	450
Statistical, finance and insurance clerks	4,741	4,350	1,634	4,944	4,443	1,965
Statistical, mathematical and related associate professionals	3,231	3,121	565	3,231	3,121	565
Stock clerks	2,888	2,827	1,275	2,987	2,827	1,245
Stonemasons, stone cutters, splitters and carvers	2,516	2,311	1,083	2,516	2,311	1,083
Structural metal preparers and erectors	3,012	2,940	1,366	3,053	2,940	1,308
Supply, distribution and related managers	5,556	5,000	2,718	5,662	5,005	2,819
Systems administrators	6,326	6,153	2,217	6,651	6,238	2,570
Systems analysts	6,371	6,231	1,360	6,874	6,500	2,061
Tailors, dressmakers, furriers and hatters	1,315	1,315	147	1,917	1,970	540
Teachers' aides	3,583	3,810	702	3,610	3,906	692
Teaching professionals not elsewhere classified	4,874	5,472	1,349	4,892	5,472	1,372
Technical and medical sales professionals (excluding ICT)	1,309	300	1,770	1,309	300	1,770
Telecommunications engineering technicians	5,285	5,285	667	5,285	5,285	667
Telecommunications engineers	5,612	5,612	148	5,812	5,812	431
Telephone switchboard operators	3,926	3,713	1,192	3,976	3,713	1,310
Tobacco preparers and tobacco products makers	2,328	2,124	483	2,328	2,124	483
Town and traffic planners	5,119	5,119	1,112	5,119	5,119	1,112
Trade brokers	2,350	2,350	778	2,350	2,350	778
Traditional and complementary medicine professionals	7,010	7,010	757	7,010	7,010	757
Training and staff development professionals	5,008	4,766	1,268	5,097	4,790	1,284

# Occupational Wage Survey 2023

	Total Basic Earnings (CI\$)			Total Compensation (CI\$)		
	Mean	Median	Standard Deviation	Mean	Median	Standard Deviation
<b>Total</b>	<b>4,679</b>	<b>4,000</b>	<b>3,657</b>	<b>5,043</b>	<b>4,100</b>	<b>7,901</b>
Transport clerks	4,043	4,255	1,567	4,122	4,255	1,559
Transport conductors	2,304	2,558	655	2,491	2,558	846
Travel consultants and clerks	2,939	2,925	1,084	2,954	2,940	1,067
Travel guides	3,555	2,526	3,114	3,656	2,533	3,047
Underwater divers	2,089	2,068	804	3,115	3,015	1,044
University and higher education teachers	7,764	7,758	358	7,964	7,951	567
Upholsterers and related workers	3,885	3,885	902	3,885	3,885	902
Valuers and loss assessors	6,350	5,374	2,591	6,792	5,604	3,210
Vehicle cleaners	1,968	1,906	169	1,715	1,875	686
Veterinarians	6,511	6,511	4,789	6,511	6,511	4,789
Veterinary technicians and assistants	3,069	3,069	1,194	3,069	3,069	1,194
Vocational education teachers	5,728	5,567	710	5,728	5,567	710
Waiters	1,137	980	744	2,150	2,075	1,039
Web and multimedia developers	4,250	4,250	-	4,250	4,250	-
Web technicians	2,917	3,650	2,304	3,084	4,150	2,400
Welders and flame cutters	3,094	2,737	1,536	3,104	2,820	1,533
Well drillers and borers and related workers	4,705	3,510	2,614	4,748	3,510	2,577

**Table A9: Average Monthly Earnings by Occupation in Alphabetical Order**

	Employee Count	Basic Earnings				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
CI Dollars						
<b>Total</b>	<b>16,694</b>	<b>4,679</b>	<b>1,374</b>	<b>2,441</b>	<b>4,000</b>	<b>5,866</b>
Accountants	466	7,472	4,333	5,243	6,402	8,217
Accounting and bookkeeping clerks	178	4,196	2,740	3,449	4,000	4,538
Accounting associate professionals	133	4,406	2,045	3,500	4,167	5,262
Administrative and executive secretaries	179	4,435	2,500	3,448	4,255	5,133
Advertising and marketing professionals	49	4,055	1,026	2,550	4,255	5,417
Advertising and public relations managers	35	6,790	4,870	5,417	6,664	7,933
Agricultural and forestry production managers	...	12,827	10,563	10,563	12,827	15,091
Agricultural and industrial machinery mechanics and repairers	76	4,533	2,091	2,955	3,720	5,565
Agricultural technicians	...	4,292	3,817	3,817	4,292	4,766
Air traffic safety electronics technicians	...	3,846	3,846	3,846	3,846	3,846
Aircraft engine mechanics and repairers	4	8,269	7,031	7,416	8,235	9,122
Aircraft pilots and related associate professionals	5	7,635	6,720	7,475	7,475	8,049
Ambulance workers	43	6,060	4,255	4,469	5,822	6,963
Animal producers not elsewhere classified	...	2,145	1,906	1,906	2,145	2,384
Apiarists and sericulturists	...	2,221	2,221	2,221	2,221	2,221
Aquaculture and fisheries production managers	...	5,747	5,747	5,747	5,747	5,747
Aquaculture workers	6	3,892	2,408	2,561	3,557	4,809
Archivists and curators	5	5,619	2,143	3,206	5,115	8,343
Armed forces occupations, other ranks	10	3,360	3,360	3,360	3,360	3,360
Artistic and cultural associate professionals not elsewhere classified	...	10,249	10,249	10,249	10,249	10,249
Assemblers not elsewhere classified	11	2,523	2,000	2,160	2,172	2,563
Audiologists and speech therapists	16	5,757	4,633	5,243	5,374	5,788
Bakers, pastry-cooks and confectionery makers	66	2,287	1,112	2,025	2,381	2,649
Bank tellers and related clerks	89	3,746	2,725	2,997	3,281	4,286
Bartenders	96	1,485	522	847	997	1,426
Bicycle and related repairers	...	4,360	4,360	4,360	4,360	4,360
Biologists, botanists, zoologists and related professionals	14	6,428	3,501	4,766	6,771	7,853

# Occupational Wage Survey 2023

	Employee Count	Basic Earnings				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>4,679</b>	<b>1,374</b>	<b>2,441</b>	<b>4,000</b>	<b>5,866</b>
Bricklayers and related workers	166	2,586	750	1,920	2,560	3,404
Broadcasting and audio-visual technicians	15	4,855	300	883	4,990	7,813
Building and related electricians	66	2,170	945	1,000	1,476	3,218
Building architects	24	6,398	4,000	4,980	5,733	7,617
Building caretakers	63	4,091	1,800	2,926	4,417	5,115
Building construction labourers	109	2,901	1,285	1,920	2,908	3,549
Building frame and related trades workers not elsewhere classified	84	2,847	1,031	1,900	2,733	3,709
Building structure cleaners	5	2,354	280	280	280	2,827
Bus and tram drivers	38	2,601	1,300	2,025	3,064	3,064
Business services agents not elsewhere classified	18	3,460	1,893	2,500	2,500	4,083
Business services and administration managers not elsewhere classified	200	7,874	3,800	5,507	6,923	9,097
Butchers, fishmongers and related food preparers	55	2,543	1,739	2,099	2,447	2,935
Buyers	52	4,366	2,500	3,084	4,134	5,050
Cabinet-makers and related workers	8	2,956	1,710	2,160	2,388	3,594
Car, taxi and van drivers	82	2,483	1,007	2,150	2,542	3,064
Carpenters and joiners	184	2,892	1,440	2,166	2,841	3,537
Cartographers and surveyors	14	4,988	3,121	3,945	4,360	5,600
Cashiers and ticket clerks	286	1,880	1,183	1,506	1,958	2,130
Cement, stone and other mineral products machine operators	7	6,532	3,182	3,549	5,413	9,566
Chefs	73	3,049	1,125	1,793	2,953	4,100
Chemical and physical science technicians	14	4,070	3,121	3,148	3,964	4,439
Chemists	...	6,122	6,122	6,122	6,122	6,122
Child care service managers	5	4,505	2,899	3,127	5,000	5,000
Child care workers	7	2,404	240	2,165	2,526	2,526
Civil engineering labourers	23	2,883	1,710	2,240	3,121	3,202
Civil engineering technicians	38	5,603	3,333	3,817	5,243	6,201
Civil engineers	29	7,026	4,469	5,807	6,825	8,189

# Occupational Wage Survey 2023

	Employee Count	Basic Earnings				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>4,679</b>	<b>1,374</b>	<b>2,441</b>	<b>4,000</b>	<b>5,866</b>
Cleaners and helpers in offices, hotels and other establishments	504	1,533	567	945	1,295	2,276
Cleaning and housekeeping supervisors in offices, hotels and other establishments	31	2,934	1,260	1,494	1,850	4,379
Clearing and forwarding agents	15	3,718	2,561	3,517	3,858	4,255
Clerical support workers not elsewhere classified	44	4,211	2,526	3,084	3,787	4,855
Client information workers not elsewhere classified	21	4,086	3,050	3,127	3,284	3,627
Coding, proof-reading and related clerks	...	4,750	4,250	4,250	4,750	5,250
Commissioned armed forces officers	...	7,853	7,853	7,853	7,853	7,853
Community health workers	72	3,276	3,127	3,127	3,370	3,449
Computer network and systems technicians	43	4,670	3,410	3,906	4,255	5,566
Computer network professionals	16	6,736	4,306	5,393	6,130	8,571
Concrete placers, concrete finishers and related workers	...	3,083	2,484	2,484	3,083	3,682
Conference and event planners	33	4,148	1,351	2,529	3,696	4,897
Construction managers	104	7,168	2,838	3,816	6,500	8,500
Construction supervisors	125	5,373	3,165	4,000	4,935	6,250
Contact centre information clerks	3	3,113	2,883	2,883	3,118	3,337
Contact centre salespersons	4	6,949	2,335	3,954	6,481	9,945
Cooks	326	1,989	927	1,325	2,023	2,615
Craft and related workers not elsewhere classified	10	2,618	2,020	2,227	2,400	2,408
Creative and performing artists not elsewhere classified	...	4,000	4,000	4,000	4,000	4,000
Credit and loans officers	46	5,516	2,650	4,182	5,312	6,543
Crop farm labourers	8	2,412	1,159	1,452	2,526	2,909
Customs and border inspectors	179	5,190	4,011	4,293	5,000	5,811
Data entry clerks	32	3,496	2,541	2,600	3,000	4,167
Database and network professionals not elsewhere classified	23	6,061	4,317	5,141	6,006	7,292
Database designers and administrators	14	5,774	3,500	3,840	5,943	6,754
Debt collectors and related workers	44	4,297	3,308	3,725	4,011	4,450
Dental assistants and therapists	24	4,666	3,725	3,865	4,111	5,407

# Occupational Wage Survey 2023

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<b>Total</b>	<b>16,694</b>	<b>4,679</b>	<b>1,374</b>	<b>2,441</b>	<b>4,000</b>	<b>5,866</b>
Dentists	13	10,171	9,059	9,403	10,003	10,771
Dieticians and nutritionists	5	6,530	6,118	6,274	6,600	6,787
DK/NS	51	4,569	1,993	2,203	3,004	5,071
Domestic cleaners and helpers	12	2,341	1,403	2,116	2,652	2,720
Domestic housekeepers	...	2,729	2,526	2,526	2,729	2,931
Door to door salespersons	7	568	85	236	439	970
Draughtspersons	12	1,222	585	802	1,028	1,478
Driving instructors	10	3,461	2,750	2,850	3,771	3,817
Early childhood educators	50	3,989	2,990	3,300	4,019	4,545
Earthmoving and related plant operators	80	3,568	1,276	2,793	3,500	4,466
Economists	3	5,511	4,255	4,255	5,338	6,940
Education managers	50	7,257	6,118	6,429	7,106	8,189
Electrical and electronic equipment assemblers	...	3,800	3,800	3,800	3,800	3,800
Electrical engineering technicians	57	4,220	1,961	2,455	3,881	5,265
Electrical engineers	5	7,436	5,094	5,806	5,813	9,955
Electrical line installers and repairers	24	5,327	2,500	2,933	5,113	7,339
Electrical mechanics and fitters	26	3,856	1,328	2,170	3,326	4,900
Electronics engineering technicians	9	6,459	2,243	5,000	8,000	8,000
Electronics mechanics and servicers	33	4,031	1,955	3,000	4,200	4,709
Elementary workers not elsewhere classified	82	1,640	292	881	1,404	2,047
Employment agents and contractors	5	4,468	3,448	3,750	3,984	3,984
Engineering professionals not elsewhere classified	30	7,571	4,492	6,168	7,483	8,202
Enquiry clerks	351	3,576	2,064	3,014	3,370	4,186
Environmental and occupational health and hygiene professionals	7	5,858	3,583	4,827	6,064	6,940
Environmental engineers	...	4,360	4,360	4,360	4,360	4,360
Farming, forestry and fisheries advisers	...	6,039	6,039	6,039	6,039	6,039
Field crop and vegetable growers	5	1,440	1,108	1,383	1,487	1,598

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Filing and copying clerks	22	3,022	1,120	2,020	2,720	3,850
Finance managers	416	8,996	5,125	6,343	7,922	10,592
Financial analysts	98	6,918	3,817	5,243	6,008	7,853
Financial and insurance services branch managers	31	8,815	5,281	6,752	7,964	8,944
Financial and investment advisers	65	8,354	3,800	5,472	6,708	8,898
Fire fighters	126	5,017	3,535	3,942	4,767	5,565
Fishery and aquaculture labourers	7	3,276	3,022	3,027	3,087	3,632
Fitness and recreation instructors and program leaders	19	1,972	500	867	1,800	2,880
Floor layers and tile setters	53	2,528	1,384	1,725	1,945	2,940
Food and beverage tasters and graders	...	4,084	3,913	3,913	4,084	4,255
Food and related products machine operators	...	2,643	1,469	1,469	2,643	3,817
Forestry labourers	...	2,024	2,024	2,024	2,024	2,024
Forestry technicians	...	2,061	1,263	1,263	2,061	2,860
Freight handlers	188	2,842	1,481	2,183	2,848	3,520
Gallery, museum and library technicians	...	4,633	4,633	4,633	4,633	4,633
Garbage and recycling collectors	43	2,704	2,111	2,590	2,590	2,787
Garden and horticultural labourers	190	2,137	680	1,454	2,008	2,685
Gardeners, horticultural and nursery growers	26	3,025	1,691	2,317	2,500	2,995
General office clerks	301	3,000	1,489	1,920	3,121	3,725
Generalist medical practitioners	53	11,013	8,623	9,520	11,370	12,751
Geologists and geophysicists	3	6,015	5,374	5,374	5,747	6,923
Glass makers, cutters, grinders and finishers	3	2,100	1,800	1,800	1,800	2,700
Glaziers	17	3,107	1,530	1,980	2,835	3,605
Government licensing officials	36	3,411	2,827	2,899	3,100	3,625
Government regulatory associate professionals not elsewhere classified	17	5,126	3,448	3,765	4,417	5,606
Government social benefits officials	37	5,134	3,284	4,360	4,813	5,606
Government tax and excise officials	13	5,277	4,813	5,183	5,313	6,039

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Graphic and multimedia designers	17	4,106	2,782	3,136	4,000	4,766
Hairdressers	...	3,128	1,056	1,056	3,128	5,200
Hand packers	35	1,937	1,248	1,653	1,962	2,223
Handicraft workers in textile, leather and related materials	...	810	810	810	810	810
Health associate professionals not elsewhere classified	10	5,070	3,957	4,011	5,152	5,507
Health care assistants	67	3,363	3,050	3,050	3,127	3,370
Health professionals not elsewhere classified	44	6,347	5,243	5,338	6,379	6,754
Health service managers	40	8,850	2,700	7,116	8,133	11,167
Heavy truck and lorry drivers	84	3,516	1,630	2,484	3,206	3,940
Home-based personal care workers	22	2,960	2,827	2,827	2,827	3,046
Hotel managers	51	5,798	2,473	3,978	4,987	6,749
Hotel receptionists	84	1,834	756	1,109	1,562	2,111
Human resource managers	142	7,477	4,100	5,644	6,833	8,755
Incinerator and water treatment plant operators	10	3,438	2,232	2,458	3,058	4,000
Industrial and production engineers	19	5,779	3,333	4,500	5,500	7,066
Information and communications technology installers and servicers	22	4,524	1,917	2,420	3,945	5,869
Information and communications technology operations technicians	8	3,608	1,437	2,536	3,675	4,522
Information and communications technology sales professionals	5	3,693	1,940	3,600	3,692	4,615
Information and communications technology service managers	87	7,990	4,840	6,590	7,662	9,362
Information and communications technology user support technicians	58	5,226	3,206	3,811	4,952	6,343
Inland and coastal waters fishery workers	...	869	869	869	869	869
Insulation workers	16	4,060	1,080	3,119	4,418	5,096
Insurance representatives	66	6,187	3,500	4,172	5,918	6,833
Jewellery and precious metal workers	...	2,460	2,460	2,460	2,460	2,460
Journalists	13	4,774	3,250	4,111	4,667	5,850
Kitchen helpers	155	1,905	784	1,155	1,440	1,899
Landscape architects	6	6,732	3,500	4,583	6,242	8,493

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Laundry machine operators	90	1,478	803	1,064	1,487	1,746
Lawyers	126	14,262	6,940	8,200	12,874	20,500
Legal and related associate professionals	75	5,574	3,906	3,906	5,000	6,923
Legal professionals not elsewhere classified	12	7,258	4,948	5,203	6,417	8,853
Legal secretaries	37	5,671	4,000	4,375	5,228	6,525
Legislators	8	13,109	10,000	10,629	11,289	16,015
Librarians and related information professionals	7	4,431	1,806	3,537	5,009	5,250
Life science technicians (excluding medical)	...	6,271	6,271	6,271	6,271	6,271
Lifting truck operators	40	4,777	2,384	3,400	4,700	6,882
Livestock and dairy producers	...	1,381	1,341	1,341	1,381	1,421
Locomotive engine drivers	...	10,787	2,400	2,400	10,787	19,173
Mail carriers and sorting clerks	56	2,827	2,526	2,590	2,652	3,004
Management and organization analysts	38	7,575	4,150	5,188	6,079	8,456
Managing directors and chief executives	269	14,283	5,000	8,303	12,152	16,667
Manufacturing labourers not elsewhere classified	11	3,251	1,915	2,148	3,060	3,974
Manufacturing managers	32	6,975	4,050	5,512	6,614	9,125
Manufacturing supervisors	6	7,106	3,333	6,656	7,756	8,150
Mathematicians, actuaries and statisticians	34	9,290	2,665	4,100	5,918	9,288
Mechanical engineering technicians	31	4,296	1,623	2,646	3,448	4,865
Mechanical engineers	18	5,447	3,000	4,021	4,128	8,240
Medical and dental prosthetic technicians	...	5,448	5,313	5,313	5,448	5,582
Medical and pathology laboratory technicians	37	5,929	4,317	5,472	6,271	6,590
Medical assistants	6	4,537	3,370	4,150	4,648	4,935
Medical records and health information technicians	26	4,130	3,725	3,725	4,011	4,111
Medical secretaries	6	5,076	2,500	3,368	5,472	6,188
Messengers, package deliverers and luggage porters	41	2,238	761	988	2,300	2,969
Metal moulders and coremakers	8	3,975	3,209	3,389	4,058	4,344

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Meteorologists	14	4,175	2,590	3,163	4,179	5,055
Meter readers and vending-machine collectors	6	5,552	2,454	3,385	3,797	8,018
Midwifery professionals	27	6,931	6,271	6,429	6,906	7,226
Mineral and stone processing plant operators	...	3,046	1,980	1,980	3,046	4,112
Miners and quarriers	26	3,734	2,600	2,880	3,350	4,752
Mining and quarrying labourers	9	3,139	804	2,400	2,692	3,938
Mining managers	7	8,234	6,738	7,056	8,000	8,794
Mining supervisors	...	6,750	6,000	6,000	6,750	7,500
Mixed crop and livestock farm labourers	...	2,587	2,226	2,226	2,587	2,948
Mixed crop growers	16	1,353	280	720	1,520	1,794
Motor vehicle mechanics and repairers	102	3,678	2,322	2,916	3,711	4,215
Non-commissioned armed forces officers	...	4,255	4,255	4,255	4,255	4,255
Nursing associate professionals	16	4,939	4,360	4,469	4,676	5,291
Nursing professionals	241	6,666	5,970	6,271	6,590	7,045
Odd job persons	133	1,938	837	1,290	1,600	2,347
Office supervisors	214	4,674	2,203	3,314	4,526	5,838
Other arts teachers	3	4,990	4,292	4,292	4,542	6,137
Other cleaning workers	20	1,226	327	720	994	1,600
Other language teachers	3	5,287	5,243	5,243	5,243	5,374
Other music teachers	6	4,774	3,083	4,545	4,729	5,423
Painters and related workers	40	2,860	1,350	2,160	2,682	3,625
Paramedical practitioners	8	10,002	4,581	8,408	11,375	11,656
Pawnbrokers and money-lenders	...	2,356	2,200	2,200	2,356	2,513
Payroll clerks	10	4,927	3,125	4,360	5,242	5,447
Personal care workers in health services not elsewhere classified	19	3,431	3,050	3,050	3,246	3,618
Personal services workers not elsewhere classified	6	4,363	3,500	4,360	4,581	4,583
Personnel and careers professionals	97	5,154	3,817	4,187	4,912	5,703

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Personnel clerks	27	4,090	1,696	2,368	3,776	6,118
Pet groomers and animal care workers	28	3,037	994	1,413	2,344	4,469
Petroleum and natural gas refining plant operators	4	2,358	1,545	1,599	2,307	3,117
Pharmaceutical technicians and assistants	34	4,329	3,000	4,255	4,445	4,881
Photographers	...	-	-	-	-	-
Physiotherapists	19	6,296	3,907	6,118	6,546	6,732
Physiotherapy technicians and assistants	16	1,071	341	381	654	833
Plastic products machine operators	...	4,800	4,800	4,800	4,800	4,800
Plumbers and pipe fitters	101	3,327	1,929	2,060	2,973	3,857
Police inspectors and detectives	32	5,530	4,317	5,338	5,472	5,823
Police officers	382	4,300	3,284	3,817	4,317	4,469
Policy administration professionals	127	6,474	4,099	4,990	6,343	7,454
Poultry producers	...	5,374	5,374	5,374	5,374	5,374
Power production plant operators	34	5,329	3,374	4,294	4,958	6,201
Precision-instrument makers and repairers	...	6,385	6,385	6,385	6,385	6,385
Primary school teachers	249	5,185	4,667	5,243	5,243	5,243
Printers	4	4,017	1,440	2,298	3,814	5,736
Prison guards	142	4,594	3,817	4,080	4,607	4,903
Product graders and testers (except foods and beverages)	5	6,677	4,849	5,636	6,497	7,172
Production clerks	10	2,423	1,297	1,486	2,153	3,505
Professional services managers not elsewhere classified	68	6,255	3,000	4,255	6,429	7,120
Protective services workers not elsewhere classified	45	3,541	1,614	2,827	3,502	4,726
Psychologists	21	6,989	4,500	6,271	6,923	8,158
Public relations professionals	49	5,098	3,202	4,255	5,243	6,051
Railway brake, signal and switch operators	3	2,802	2,218	2,218	3,049	3,140
Real estate agents and property managers	105	6,909	1,750	3,744	5,586	8,075
Receptionists (general)	46	3,024	1,653	2,644	3,000	3,531

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Refuse sorters	22	2,894	2,590	2,652	2,676	3,007
Religious professionals	4	4,038	3,333	3,333	3,333	5,447
Research and development managers	51	7,808	5,000	6,150	7,659	9,006
Restaurant managers	52	3,974	1,636	2,154	3,465	5,000
Retail and wholesale trade managers	167	4,853	2,520	3,300	4,288	5,849
Roofers	4	2,516	1,376	1,976	2,796	3,056
Rubber products machine operators	4	2,025	1,500	1,500	1,900	2,550
Sales and marketing managers	103	6,087	2,800	4,442	6,072	7,500
Sales demonstrators	17	616	350	350	350	350
Scribes and related workers	...	400	400	400	400	400
Secondary education teachers	328	5,220	4,766	5,243	5,243	5,243
Secretaries (general)	31	4,769	1,201	2,500	4,108	5,462
Securities and finance dealers and brokers	5	11,614	1,800	2,704	7,442	20,500
Security guards	65	3,110	1,915	2,031	2,652	4,028
Senior government officials	205	9,296	5,606	7,475	9,286	10,629
Service station attendants	33	2,565	768	949	1,298	3,573
Sewing, embroidery and related workers	...	429	429	429	429	429
Sheet metal workers	12	4,034	2,628	2,887	3,296	4,482
Shelf fillers	189	2,074	1,289	1,883	2,189	2,392
Ships' deck crews and related workers	30	1,985	1,558	1,644	1,926	2,143
Ships' deck officers and pilots	37	3,710	2,410	2,604	3,189	3,980
Shop sales assistants	237	2,551	1,203	1,520	2,230	3,264
Shop supervisors	91	2,993	1,545	2,413	2,788	3,675
Shopkeepers	4	5,419	3,000	4,026	5,838	6,813
Shotfirers and blasters	3	5,996	2,737	2,737	3,250	12,000
Social welfare managers	16	6,989	6,039	6,754	6,940	7,397
Social work and counselling professionals	143	5,208	3,448	4,653	5,338	5,606

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Social work associate professionals	27	4,949	3,127	4,111	4,469	5,890
Software and applications developers and analysts not elsewhere classified	14	6,522	6,118	6,271	6,429	6,590
Software developers	39	6,766	3,817	4,870	6,667	7,919
Special needs teachers	34	5,345	5,243	5,243	5,243	5,507
Specialist medical practitioners	50	11,741	11,094	11,370	11,656	13,188
Sports coaches, instructors and officials	28	4,331	3,000	3,541	4,583	5,000
Sports, recreation and cultural centre managers	6	4,865	1,428	4,255	4,448	4,512
Spray painters and varnishers	5	1,774	1,067	1,680	1,800	2,162
Statistical, finance and insurance clerks	102	4,741	3,078	3,660	4,350	5,492
Statistical, mathematical and related associate professionals	9	3,231	2,526	2,789	3,121	3,537
Stock clerks	101	2,888	1,434	1,900	2,827	3,709
Stonemasons, stone cutters, splitters and carvers	20	2,516	1,680	1,739	2,311	2,750
Structural metal preparers and erectors	43	3,012	1,260	2,334	2,940	3,717
Supply, distribution and related managers	110	5,556	2,496	3,691	5,000	6,933
Systems administrators	42	6,326	4,345	5,055	6,153	7,003
Systems analysts	35	6,371	4,900	5,606	6,231	7,517
Tailors, dressmakers, furriers and hatters	6	1,315	1,211	1,211	1,315	1,419
Teachers' aides	342	3,583	2,546	3,206	3,810	4,105
Teaching professionals not elsewhere classified	43	4,874	2,781	4,000	5,472	5,606
Technical and medical sales professionals (excluding ICT)	3	1,309	275	275	300	3,353
Telecommunications engineering technicians	...	5,285	4,813	4,813	5,285	5,757
Telecommunications engineers	...	5,612	5,507	5,507	5,612	5,717
Telephone switchboard operators	16	3,926	2,760	3,015	3,713	4,345
Tobacco preparers and tobacco products makers	3	2,328	1,980	1,980	2,124	2,880
Town and traffic planners	...	5,119	4,333	4,333	5,119	5,905
Trade brokers	...	2,350	1,800	1,800	2,350	2,900
Traditional and complementary medicine professionals	...	7,010	6,474	6,474	7,010	7,545

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Training and staff development professionals	27	5,008	3,333	4,208	4,766	5,606
Transport clerks	27	4,043	1,900	2,859	4,255	5,313
Transport conductors	38	2,304	1,320	1,859	2,558	2,664
Travel consultants and clerks	4	2,939	2,000	2,000	2,925	3,877
Travel guides	12	3,555	1,240	1,500	2,526	4,587
Underwater divers	34	2,089	1,337	1,478	2,068	2,600
University and higher education teachers	6	7,764	7,292	7,475	7,758	8,049
Upholsterers and related workers	...	3,885	3,247	3,247	3,885	4,523
Valuers and loss assessors	27	6,350	4,402	5,115	5,374	7,028
Vehicle cleaners	9	1,968	1,875	1,875	1,906	1,937
Veterinarians	...	6,511	3,125	3,125	6,511	9,897
Veterinary technicians and assistants	...	3,069	2,225	2,225	3,069	3,913
Vocational education teachers	4	5,728	5,115	5,179	5,567	6,276
Web and multimedia developers	...	4,250	4,250	4,250	4,250	4,250
Web technicians	3	2,917	336	336	3,650	4,766
Welders and flame cutters	33	3,094	1,600	2,160	2,737	4,185
Well drillers and borers and related workers	7	4,705	2,646	3,060	3,510	8,138

**Table A10: Average Monthly Total Compensation by Occupation in Alphabetical Order**

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
CI Dollars						
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Accountants	466	7,671	4,353	5,262	6,492	8,456
Accounting and bookkeeping clerks	178	4,306	2,917	3,566	4,011	4,684
Accounting associate professionals	133	4,549	2,120	3,500	4,200	5,385
Administrative and executive secretaries	179	4,603	2,500	3,448	4,305	5,182
Advertising and marketing professionals	49	4,443	1,160	3,000	4,425	5,582
Advertising and public relations managers	35	7,093	4,870	5,606	6,667	7,933
Agricultural and forestry production managers	...	12,827	10,563	10,563	12,827	15,091
Agricultural and industrial machinery mechanics and repairers	76	4,562	2,149	2,955	3,835	5,631
Agricultural technicians	...	4,292	3,817	3,817	4,292	4,766
Air conditioning and refrigeration mechanics	136	3,596	1,944	2,768	3,510	4,203
Air traffic safety electronics technicians	...	3,846	3,846	3,846	3,846	3,846
Aircraft engine mechanics and repairers	4	8,519	7,031	7,416	8,689	9,622
Aircraft pilots and related associate professionals	5	7,717	6,820	7,475	7,475	8,361
Ambulance workers	43	6,065	4,255	4,479	5,822	6,963
Animal producers not elsewhere classified	...	2,395	1,906	1,906	2,395	2,884
Announcers on radio, television and other media	12	3,579	1,300	2,611	3,964	4,546
Apiarists and sericulturists	...	2,221	2,221	2,221	2,221	2,221
Applications programmers	8	6,496	5,472	6,058	6,639	7,002
Aquaculture and fisheries production managers	...	5,747	5,747	5,747	5,747	5,747
Aquaculture workers	6	3,925	2,561	2,608	3,557	4,809
Archivists and curators	5	5,619	2,143	3,206	5,115	8,343
Armed forces occupations, other ranks	10	3,360	3,360	3,360	3,360	3,360
Artistic and cultural associate professionals not elsewhere classified	...	7,625	5,000	5,000	7,625	10,249
Assemblers not elsewhere classified	11	2,603	2,011	2,260	2,360	2,563
Audiologists and speech therapists	16	5,972	4,633	5,243	5,507	6,325
Bakers, pastry-cooks and confectionery makers	66	2,348	1,223	2,025	2,438	2,695
Bank tellers and related clerks	89	4,334	2,825	3,050	3,670	4,672
Bartenders	96	3,010	816	1,511	1,867	3,018

# Occupational Wage Survey 2023

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Beauticians and related workers	41	2,654	1,068	1,878	2,203	3,104
Bicycle and related repairers	...	4,960	4,960	4,960	4,960	4,960
Biologists, botanists, zoologists and related professionals	14	6,473	3,919	4,766	6,771	7,853
Bricklayers and related workers	166	2,631	880	2,040	2,560	3,404
Broadcasting and audio-visual technicians	15	4,951	300	1,455	4,990	7,813
Building and related electricians	66	2,183	945	1,000	1,476	3,218
Building architects	24	6,732	4,000	4,980	5,733	7,617
Building caretakers	63	4,100	1,800	2,926	4,417	5,115
Building construction labourers	109	2,904	1,285	1,920	2,908	3,549
Building frame and related trades workers not elsewhere classified	84	2,991	1,710	2,191	2,779	3,748
Building structure cleaners	5	2,354	280	280	280	2,827
Bus and tram drivers	38	2,877	1,300	2,025	3,464	3,464
Business services agents not elsewhere classified	18	5,550	2,585	3,693	5,154	5,583
Business services and administration managers not elsewhere classified	200	8,537	4,000	5,644	7,208	9,410
Butchers, fishmongers and related food preparers	55	2,591	1,863	2,099	2,479	2,952
Buyers	52	4,434	2,500	3,084	4,299	5,053
Cabinet-makers and related workers	8	3,025	1,710	2,258	2,465	3,669
Car, taxi and van drivers	82	2,685	1,200	2,157	2,766	3,433
Carpenters and joiners	184	2,906	1,440	2,282	2,865	3,552
Cartographers and surveyors	14	7,461	3,121	3,945	4,680	7,662
Cashiers and ticket clerks	286	1,920	1,196	1,566	1,977	2,147
Cement, stone and other mineral products machine operators	7	6,532	3,182	3,549	5,413	9,566
Chefs	73	3,520	1,350	2,050	3,283	4,974
Chemical and physical science technicians	14	4,092	3,121	3,148	3,964	4,439
Chemical engineers	3	5,689	3,850	3,850	4,292	8,925
Chemists	...	6,122	6,122	6,122	6,122	6,122
Child care service managers	5	5,205	2,899	3,127	6,000	6,500
Child care workers	7	3,111	240	2,165	2,526	2,526
Civil engineering labourers	23	3,257	1,710	2,248	3,121	3,562

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Civil engineering technicians	38	5,678	3,333	4,000	5,243	6,351
Civil engineers	29	7,419	4,469	5,833	6,825	8,333
Cleaners and helpers in offices, hotels and other establishments	504	1,718	753	1,173	1,637	2,276
Cleaning and housekeeping supervisors in offices, hotels and other establishments	31	3,313	1,350	1,509	2,657	4,532
Clearing and forwarding agents	15	3,718	2,561	3,517	3,858	4,255
Clerical support workers not elsewhere classified	44	4,341	2,526	3,084	3,864	4,855
Client information workers not elsewhere classified	21	4,130	3,050	3,127	3,284	3,627
Coding, proof-reading and related clerks	...	4,750	4,250	4,250	4,750	5,250
Commercial sales representatives	66	5,576	1,900	3,800	5,000	6,894
Commissioned armed forces officers	...	7,853	7,853	7,853	7,853	7,853
Community health workers	72	3,276	3,127	3,127	3,370	3,449
Computer network and systems technicians	43	4,853	3,410	3,906	4,603	5,596
Computer network professionals	16	7,205	4,306	5,833	6,233	9,328
Concrete placers, concrete finishers and related workers	...	3,083	2,484	2,484	3,083	3,682
Conference and event planners	33	4,705	2,300	3,375	4,196	5,764
Construction managers	104	7,264	2,838	3,816	6,615	8,517
Construction supervisors	125	5,461	3,333	4,143	5,000	6,394
Contact centre information clerks	3	3,113	2,883	2,883	3,118	3,337
Contact centre salespersons	4	6,949	2,335	3,954	6,481	9,945
Cooks	326	2,404	1,284	1,895	2,500	2,928
Craft and related workers not elsewhere classified	10	2,731	2,020	2,227	2,400	2,408
Crane, hoist and related plant operators	27	4,392	2,748	3,407	4,122	4,707
Creative and performing artists not elsewhere classified	...	4,000	4,000	4,000	4,000	4,000
Credit and loans officers	46	6,986	2,650	4,991	6,137	8,919
Crop farm labourers	8	2,646	1,744	2,095	2,526	2,909
Customs and border inspectors	179	5,205	4,011	4,293	5,047	5,811
Data entry clerks	32	3,675	2,541	2,662	3,122	4,167
Database and network professionals not elsewhere classified	23	5,884	3,417	4,860	5,932	7,329
Database designers and administrators	14	5,949	3,500	3,840	6,103	7,850

# Occupational Wage Survey 2023

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Debt collectors and related workers	44	4,862	3,467	3,725	4,011	4,624
Dental assistants and therapists	24	4,666	3,725	3,865	4,111	5,407
Dentists	13	10,369	9,059	9,403	10,003	10,909
Dieticians and nutritionists	5	6,530	6,118	6,274	6,600	6,787
DK/NS	51	4,561	1,993	2,160	3,004	5,000
Domestic cleaners and helpers	12	2,345	1,403	2,122	2,652	2,720
Domestic housekeepers	...	2,729	2,526	2,526	2,729	2,931
Door to door salespersons	7	1,170	85	516	895	2,081
Draughtspersons	12	1,222	585	802	1,028	1,478
Driving instructors	10	3,588	3,010	3,175	3,771	3,817
Early childhood educators	50	4,029	2,990	3,300	4,064	4,667
Earthmoving and related plant operators	80	3,694	1,276	2,948	3,729	4,680
Economists	3	5,511	4,255	4,255	5,338	6,940
Education managers	50	7,365	6,118	6,465	7,116	8,335
Education methods specialists	31	6,077	4,337	5,542	6,118	6,271
Electrical and electronic equipment assemblers	...	4,600	4,600	4,600	4,600	4,600
Electrical engineering technicians	57	4,604	2,731	3,187	4,359	5,638
Electrical engineers	5	7,436	5,094	5,806	5,813	9,955
Electrical line installers and repairers	24	5,403	2,500	2,933	5,113	7,461
Electrical mechanics and fitters	26	6,941	1,328	2,170	3,326	4,900
Electronics engineering technicians	9	6,459	2,243	5,000	8,000	8,000
Electronics mechanics and servicers	33	4,031	1,955	3,000	4,200	4,709
Elementary workers not elsewhere classified	82	2,060	678	1,393	1,945	2,395
Employment agents and contractors	5	5,156	3,448	3,984	5,538	5,633
Engineering professionals not elsewhere classified	30	7,899	4,492	6,168	7,637	8,250
Enquiry clerks	351	3,734	2,064	3,019	3,370	4,201
Environmental and occupational health and hygiene professionals	7	5,858	3,583	4,827	6,064	6,940
Environmental and occupational health inspectors and associates	8	5,848	3,535	3,764	5,982	6,839
Environmental engineers	...	4,360	4,360	4,360	4,360	4,360

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Environmental protection professionals	57	4,802	3,202	3,810	4,469	5,338
Farming, forestry and fisheries advisers	...	6,039	6,039	6,039	6,039	6,039
Field crop and vegetable growers	5	2,040	1,491	2,018	2,084	2,274
Filing and copying clerks	22	3,625	1,400	2,020	2,720	4,392
Finance managers	416	10,522	5,243	6,501	8,673	11,278
Financial analysts	98	14,788	3,978	5,262	6,250	8,300
Financial and insurance services branch managers	31	10,283	6,669	7,302	8,462	12,243
Financial and investment advisers	65	8,567	3,800	5,667	6,743	9,583
Fire fighters	126	5,154	3,535	3,986	4,880	5,703
Fishery and aquaculture labourers	7	3,276	3,022	3,027	3,087	3,632
Fitness and recreation instructors and program leaders	19	2,512	540	934	2,550	3,630
Floor layers and tile setters	53	2,528	1,384	1,725	1,945	2,940
Food and beverage tasters and graders	...	4,084	3,913	3,913	4,084	4,255
Food and related products machine operators	...	2,643	1,469	1,469	2,643	3,817
Food service counter attendants	134	1,898	1,146	1,581	1,994	2,221
Forestry labourers	...	2,024	2,024	2,024	2,024	2,024
Forestry technicians	...	2,061	1,263	1,263	2,061	2,860
Freight handlers	188	2,864	1,481	2,183	2,887	3,534
Fumigators and other pest and weed controllers	20	4,765	3,580	3,903	4,206	5,640
Gallery, museum and library technicians	...	4,633	4,633	4,633	4,633	4,633
Garbage and recycling collectors	43	2,713	2,111	2,590	2,590	2,800
Garden and horticultural labourers	190	2,152	680	1,472	2,022	2,685
Gardeners, horticultural and nursery growers	26	3,098	2,233	2,332	2,555	2,995
General office clerks	301	3,066	1,467	2,012	3,146	3,800
Generalist medical practitioners	53	11,085	8,623	9,520	11,659	12,978
Geologists and geophysicists	3	6,015	5,374	5,374	5,747	6,923
Glass makers, cutters, grinders and finishers	3	2,100	1,800	1,800	1,800	2,700
Glaziers	17	3,107	1,530	1,980	2,835	3,605
Government licensing officials	36	3,461	2,827	2,936	3,253	3,625

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Government regulatory associate professionals not elsewhere classified	17	5,152	3,448	3,765	4,417	5,606
Government social benefits officials	37	5,204	3,449	4,442	5,115	5,606
Government tax and excise officials	13	5,277	4,813	5,183	5,313	6,039
Graphic and multimedia designers	17	4,106	2,782	3,136	4,000	4,766
Hairdressers	...	3,278	1,056	1,056	3,278	5,500
Hand packers	35	1,966	1,248	1,653	1,962	2,366
Handicraft workers in textile, leather and related materials	...	810	810	810	810	810
Health associate professionals not elsewhere classified	10	5,070	3,957	4,011	5,152	5,507
Health care assistants	67	3,363	3,050	3,050	3,127	3,370
Health professionals not elsewhere classified	44	6,370	5,243	5,338	6,386	6,828
Health service managers	40	8,956	2,700	7,116	8,133	11,167
Heavy truck and lorry drivers	84	3,547	1,630	2,624	3,206	4,003
Home-based personal care workers	22	2,960	2,827	2,827	2,827	3,046
Hotel managers	51	5,930	2,473	4,040	5,200	6,749
Hotel receptionists	84	2,416	1,146	1,709	2,288	2,870
Human resource managers	142	7,975	4,207	6,008	7,098	9,108
Incinerator and water treatment plant operators	10	3,438	2,232	2,458	3,058	4,000
Industrial and production engineers	19	5,779	3,333	4,500	5,500	7,066
Information and communications technology installers and servicers	22	4,804	1,917	2,420	4,194	6,900
Information and communications technology operations technicians	8	3,608	1,437	2,536	3,675	4,522
Information and communications technology sales professionals	5	3,693	1,940	3,600	3,692	4,615
Information and communications technology service managers	87	8,585	4,840	6,590	8,000	10,000
Information and communications technology user support technicians	58	5,422	3,206	3,935	5,004	6,682
Information technology trainers	4	5,977	4,360	5,097	5,865	6,858
Inland and coastal waters fishery workers	...	1,129	1,129	1,129	1,129	1,129
Insulation workers	16	4,060	1,080	3,119	4,418	5,096
Insurance representatives	66	6,275	3,500	4,200	5,929	6,833
Interior designers and decorators	31	5,405	1,733	2,460	5,337	7,066
Jewellery and precious metal workers	...	2,460	2,460	2,460	2,460	2,460

# Occupational Wage Survey 2023

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Journalists	13	4,851	3,250	4,111	4,667	5,850
Kitchen helpers	155	2,306	1,000	1,541	1,840	2,117
Landscape architects	6	6,732	3,500	4,583	6,242	8,493
Laundry machine operators	90	1,734	890	1,294	1,602	2,086
Lawyers	126	14,548	6,940	8,333	12,874	20,500
Legal and related associate professionals	75	5,607	3,906	4,011	5,055	6,923
Legal professionals not elsewhere classified	12	7,258	4,948	5,203	6,417	8,853
Legal secretaries	37	5,681	4,000	4,526	5,228	6,525
Legislators	8	13,468	10,000	10,629	11,908	16,730
Librarians and related information professionals	7	4,533	1,806	3,537	5,009	5,250
Library clerks	11	2,615	729	1,561	2,827	3,817
Life science technicians (excluding medical)	...	6,271	6,271	6,271	6,271	6,271
Lifting truck operators	40	4,789	2,384	3,400	4,700	6,882
Livestock and dairy producers	...	1,381	1,341	1,341	1,381	1,421
Locomotive engine drivers	...	10,787	2,400	2,400	10,787	19,173
Mail carriers and sorting clerks	56	2,892	2,526	2,590	2,686	3,027
Management and organization analysts	38	7,692	4,150	5,188	6,833	8,456
Managing directors and chief executives	269	15,681	5,000	8,303	13,120	19,885
Manufacturing labourers not elsewhere classified	11	3,251	1,915	2,148	3,060	3,974
Manufacturing managers	32	7,006	4,050	5,512	6,614	9,125
Manufacturing supervisors	6	7,258	4,245	6,656	7,756	8,150
Mathematicians, actuaries and statisticians	34	9,320	2,665	4,100	5,918	9,288
Mechanical engineering technicians	31	4,309	1,623	2,646	3,448	4,865
Mechanical engineers	18	5,447	3,000	4,021	4,128	8,240
Medical and dental prosthetic technicians	...	5,448	5,313	5,313	5,448	5,582
Medical and pathology laboratory technicians	37	5,988	4,317	5,472	6,271	6,590
Medical assistants	6	4,537	3,370	4,150	4,648	4,935
Medical records and health information technicians	26	4,234	3,727	3,925	4,011	4,311
Medical secretaries	6	5,076	2,500	3,368	5,472	6,188

# Occupational Wage Survey 2023

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Messengers, package deliverers and luggage porters	41	2,399	1,182	1,514	2,332	2,969
Metal moulders and coremakers	8	4,288	3,209	3,389	4,308	4,844
Meteorologists	14	4,275	2,590	3,163	4,179	5,055
Meter readers and vending-machine collectors	6	5,552	2,454	3,385	3,797	8,018
Midwifery professionals	27	6,931	6,271	6,429	6,906	7,226
Mineral and stone processing plant operators	...	3,546	1,980	1,980	3,546	5,112
Miners and quarriers	26	3,734	2,600	2,880	3,350	4,752
Mining and quarrying labourers	9	3,139	804	2,400	2,692	3,938
Mining managers	7	8,234	6,738	7,056	8,000	8,794
Mining supervisors	...	6,750	6,000	6,000	6,750	7,500
Mixed crop and livestock farm labourers	...	2,617	2,256	2,256	2,617	2,978
Mixed crop growers	16	1,429	280	720	1,520	1,887
Motor vehicle mechanics and repairers	102	3,756	2,327	2,916	3,730	4,215
Motorcycle drivers	25	1,524	532	1,265	1,730	1,778
Musicians, singers and composers	...	1,153	1,153	1,153	1,153	1,153
Non-commissioned armed forces officers	...	4,255	4,255	4,255	4,255	4,255
Nursing associate professionals	16	4,939	4,360	4,469	4,676	5,291
Nursing professionals	241	6,669	5,970	6,271	6,590	7,045
Odd job persons	133	2,201	960	1,530	1,916	2,534
Office supervisors	214	4,852	2,390	3,510	4,538	6,000
Other arts teachers	3	5,357	4,692	4,692	5,042	6,337
Other cleaning workers	20	1,571	327	820	1,638	2,125
Other language teachers	3	5,548	5,243	5,243	5,374	6,026
Other music teachers	6	4,841	3,283	4,545	4,729	5,423
Painters and related workers	40	2,879	1,350	2,240	2,781	3,625
Paramedical practitioners	8	10,109	4,581	8,408	11,375	12,085
Pawnbrokers and money-lenders	...	2,356	2,200	2,200	2,356	2,513
Payroll clerks	10	5,417	3,324	5,430	5,771	5,947
Personal care workers in health services not elsewhere classified	19	3,441	3,050	3,050	3,246	3,618

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Personal services workers not elsewhere classified	6	4,463	3,500	4,360	4,583	4,792
Personnel and careers professionals	97	5,242	3,817	4,258	4,935	5,804
Personnel clerks	27	4,177	1,913	2,618	3,776	6,118
Pet groomers and animal care workers	28	3,166	994	1,639	3,126	4,210
Petroleum and natural gas refining plant operators	4	2,358	1,545	1,599	2,307	3,117
Pharmaceutical technicians and assistants	34	4,329	3,000	4,255	4,445	4,881
Pharmacists	76	4,850	1,841	2,154	5,715	6,732
Photographers	...	-	-	-	-	-
Physiotherapists	19	6,350	3,907	6,118	6,546	6,923
Physiotherapy technicians and assistants	16	3,355	1,539	2,088	3,189	4,633
Plasterers	20	2,980	1,450	2,076	2,520	3,531
Plastic products machine operators	...	4,800	4,800	4,800	4,800	4,800
Plumbers and pipe fitters	101	3,337	1,975	2,100	2,973	3,857
Police inspectors and detectives	32	5,558	4,317	5,338	5,539	5,989
Police officers	382	4,312	3,357	3,817	4,317	4,581
Policy administration professionals	127	6,881	4,150	5,243	6,632	7,853
Policy and planning managers	77	10,530	3,687	5,338	8,883	11,203
Poultry producers	...	5,374	5,374	5,374	5,374	5,374
Power production plant operators	34	5,340	3,374	4,294	5,051	6,201
Pre-press technicians	3	2,436	1,764	1,764	2,280	3,263
Precision-instrument makers and repairers	...	6,385	6,385	6,385	6,385	6,385
Primary school teachers	249	5,246	4,708	5,243	5,243	5,374
Printers	4	4,017	1,440	2,298	3,814	5,736
Prison guards	142	4,671	3,817	4,080	4,607	5,118
Product graders and testers (except foods and beverages)	5	6,727	5,099	5,636	6,497	7,172
Production clerks	10	2,747	1,297	1,614	3,270	3,600
Professional services managers not elsewhere classified	68	6,611	3,000	4,255	6,592	7,292
Protective services workers not elsewhere classified	45	3,660	1,614	2,827	3,502	4,726
Psychologists	21	7,030	4,500	6,429	7,054	8,158

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Public relations professionals	49	5,135	3,202	4,255	5,338	6,051
Railway brake, signal and switch operators	3	2,802	2,218	2,218	3,049	3,140
Real estate agents and property managers	105	14,503	1,704	3,744	5,941	9,967
Receptionists (general)	46	3,076	1,804	2,650	3,000	3,678
Refuse sorters	22	2,894	2,590	2,652	2,676	3,007
Religious professionals	4	4,038	3,333	3,333	3,333	5,447
Research and development managers	51	9,000	5,000	6,459	7,853	10,189
Restaurant managers	52	4,230	1,849	2,640	3,935	5,338
Retail and wholesale trade managers	167	5,008	2,524	3,347	4,395	6,000
Roofers	4	2,516	1,376	1,976	2,796	3,056
Rubber products machine operators	4	2,125	1,700	1,700	2,000	2,550
Sales and marketing managers	103	7,197	3,000	4,500	6,458	7,996
Sales demonstrators	17	616	350	350	350	350
Sales workers not elsewhere classified	17	3,031	1,390	1,900	2,925	3,358
Scribes and related workers	...	400	400	400	400	400
Secondary education teachers	328	5,268	4,792	5,243	5,243	5,333
Secretaries (general)	31	4,818	1,239	2,500	4,161	5,462
Securities and finance dealers and brokers	5	11,614	1,800	2,704	7,442	20,500
Security guards	65	3,446	2,031	2,652	3,098	4,028
Senior government officials	205	9,713	5,606	7,662	9,520	11,446
Service station attendants	33	2,640	882	1,119	1,298	3,573
Services managers not elsewhere classified	15	10,754	3,000	4,400	7,107	12,470
Sewing, embroidery and related workers	...	1,409	1,409	1,409	1,409	1,409
Sheet metal workers	12	4,075	2,628	3,137	3,296	4,482
Shelf fillers	189	2,121	1,305	1,891	2,212	2,423
Ships' deck crews and related workers	30	2,211	1,615	1,658	2,006	2,435
Ships' deck officers and pilots	37	4,079	2,410	2,656	3,323	4,650
Shop sales assistants	237	3,139	1,463	1,907	2,761	3,750
Shop supervisors	91	3,115	1,927	2,437	2,805	3,844

# Occupational Wage Survey 2023

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Shopkeepers	4	5,419	3,000	4,026	5,838	6,813
Shotfirers and blasters	3	6,162	3,237	3,237	3,250	12,000
Social welfare managers	16	7,149	6,039	6,754	6,940	7,853
Social work and counselling professionals	143	5,237	3,448	4,653	5,338	5,606
Social work associate professionals	27	4,968	3,127	4,111	4,669	5,890
Software and applications developers and analysts not elsewhere classified	14	6,546	6,118	6,271	6,429	6,590
Software developers	39	7,089	3,817	5,171	6,833	8,351
Special needs teachers	34	5,394	5,243	5,243	5,243	5,507
Specialist medical practitioners	50	11,782	11,094	11,470	12,202	13,188
Sports coaches, instructors and officials	28	4,375	3,000	3,541	4,583	5,000
Sports, recreation and cultural centre managers	6	5,162	1,428	4,255	4,506	6,180
Spray painters and varnishers	5	1,774	1,067	1,680	1,800	2,162
Statistical, finance and insurance clerks	102	4,944	3,260	3,750	4,443	5,582
Statistical, mathematical and related associate professionals	9	3,231	2,526	2,789	3,121	3,537
Stock clerks	101	2,987	1,505	2,050	2,827	3,709
Stonemasons, stone cutters, splitters and carvers	20	2,516	1,680	1,739	2,311	2,750
Structural metal preparers and erectors	43	3,053	1,260	2,334	2,940	3,717
Supply, distribution and related managers	110	5,662	2,496	3,691	5,005	7,576
Systems administrators	42	6,651	4,345	5,055	6,238	7,769
Systems analysts	35	6,874	4,900	5,606	6,500	7,875
Tailors, dressmakers, furriers and hatters	6	1,917	1,211	1,554	1,970	2,280
Teachers' aides	342	3,610	2,590	3,206	3,906	4,105
Teaching professionals not elsewhere classified	43	4,892	2,781	4,000	5,472	5,606
Technical and medical sales professionals (excluding ICT)	3	1,309	275	275	300	3,353
Telecommunications engineering technicians	...	5,285	4,813	4,813	5,285	5,757
Telecommunications engineers	...	5,812	5,507	5,507	5,812	6,117
Telephone switchboard operators	16	3,976	2,760	3,015	3,713	4,345
Tobacco preparers and tobacco products makers	3	2,328	1,980	1,980	2,124	2,880
Town and traffic planners	...	5,119	4,333	4,333	5,119	5,905

# Occupational Wage Survey 2023

	Employee Count	Total Compensation				
		Mean	Lowest 10%	25th Percentile	Median	75th Percentile
		CI Dollars				
<b>Total</b>	<b>16,694</b>	<b>5,043</b>	<b>1,693</b>	<b>2,590</b>	<b>4,100</b>	<b>6,039</b>
Trade brokers	...	2,350	1,800	1,800	2,350	2,900
Traditional and complementary medicine professionals	...	7,010	6,474	6,474	7,010	7,545
Training and staff development professionals	27	5,097	3,333	4,255	4,790	5,890
Transport clerks	27	4,122	1,900	3,200	4,255	5,313
Transport conductors	38	2,491	1,320	1,859	2,558	3,014
Travel consultants and clerks	4	2,954	2,030	2,030	2,940	3,877
Travel guides	12	3,656	1,500	1,620	2,533	4,587
Underwater divers	34	3,115	2,000	2,600	3,015	3,586
University and higher education teachers	6	7,964	7,292	7,475	7,951	8,250
Upholsterers and related workers	...	3,885	3,247	3,247	3,885	4,523
Valuers and loss assessors	27	6,792	4,728	5,115	5,604	8,575
Vehicle cleaners	9	1,715	200	1,875	1,875	1,937
Veterinarians	...	6,511	3,125	3,125	6,511	9,897
Veterinary technicians and assistants	...	3,069	2,225	2,225	3,069	3,913
Vocational education teachers	4	5,728	5,115	5,179	5,567	6,276
Waiters	425	2,150	980	1,453	2,075	2,719
Web and multimedia developers	...	4,250	4,250	4,250	4,250	4,250
Web technicians	3	3,084	336	336	4,150	4,766
Welders and flame cutters	33	3,104	1,600	2,160	2,820	4,185
Well drillers and borers and related workers	7	4,748	2,946	3,060	3,510	8,138

**Table A11: Average Monthly Earnings by Occupation for Core Government, SAGCs and the Private Sector**

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Accountants	6,585	8,246	7,622	6,271	8,217	6,492	7,317	8,884	8,542
Accounting and bookkeeping clerks	4,112	4,263	4,259	4,011	3,962	3,726	4,425	4,802	4,768
Accounting associate professionals	4,955	5,485	4,301	5,121	5,472	4,100	5,497	6,410	5,000
Administrative and executive secretaries	4,373	5,484	4,397	4,156	5,011	4,250	4,903	5,880	5,369
Advertising and marketing professionals	5,175	5,585	3,591	4,869	5,507	3,925	5,582	6,039	5,104
Advertising and public relations managers	6,686	9,699	6,723	6,501	9,699	7,288	7,475	9,699	8,750
Agricultural and forestry production managers	-	-	12,827	-	-	12,827	-	-	15,091
Agricultural and industrial machinery mechanics and repairers	3,914	5,684	4,370	3,914	4,700	3,500	4,111	6,501	5,565
Agricultural technicians	4,292	-	-	4,292	-	-	4,766	-	-
Air conditioning and refrigeration mechanics	3,430	4,718	3,564	3,449	4,718	3,468	3,808	5,182	4,203
Air traffic safety electronics technicians	-	-	3,846	-	-	3,846	-	-	3,846
Aircraft engine mechanics and repairers	7,834	-	9,576	7,801	-	9,576	8,668	-	9,576
Aircraft pilots and related associate professionals	7,864	-	6,720	7,762	-	6,720	8,253	-	6,720
Ambulance workers	-	6,060	-	-	5,822	-	-	6,963	-
Animal producers not elsewhere classified	-	-	2,145	-	-	2,145	-	-	2,384
Announcers on radio, television and other media	4,106	-	2,832	4,111	-	3,167	4,888	-	4,292
Apiarists and sericulturists	-	-	2,221	-	-	2,221	-	-	2,221
Applications programmers	6,371	-	-	6,435	-	-	6,797	-	-
Aquaculture and fisheries production managers	-	5,747	-	-	5,747	-	-	5,747	-
Aquaculture workers	-	4,595	2,485	-	4,187	2,485	-	5,634	2,561
Archivists and curators	4,938	8,343	-	4,161	8,343	-	7,201	8,343	-
Armed forces occupations, other ranks	3,360	-	-	3,360	-	-	3,360	-	-
Artistic and cultural associate professionals not elsewhere classified	10,249	-	-	10,249	-	-	10,249	-	-

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Assemblers not elsewhere classified	-	-	2,523	-	-	2,172	-	-	2,563
Audiologists and speech therapists	5,349	6,304	8,057	5,374	5,739	8,057	5,507	7,865	8,057
Bakers, pastry-cooks and confectionery makers	-	-	2,287	-	-	2,381	-	-	2,649
Bank tellers and related clerks	-	-	3,746	-	-	3,281	-	-	4,286
Bartenders	-	3,239	1,462	-	3,239	997	-	3,239	1,418
Beauticians and related workers	-	11,094	1,750	-	11,094	1,327	-	11,094	2,285
Bicycle and related repairers	-	-	4,360	-	-	4,360	-	-	4,360
Biologists, botanists, zoologists and related	3,412	6,976	-	3,412	6,940	-	3,501	7,853	-
Bricklayers and related workers	3,936	-	2,568	3,936	-	2,512	3,936	-	3,404
Broadcasting and audio-visual technicians	5,425	-	4,570	4,990	-	4,403	5,507	-	8,144
Building and related electricians	3,584	-	2,000	3,526	-	1,347	4,000	-	2,293
Building architects	5,802	-	6,484	5,747	-	5,718	6,188	-	7,800
Building caretakers	4,868	4,720	3,857	4,790	4,797	3,998	4,813	5,185	5,030
Building construction labourers	3,520	-	2,761	3,546	-	2,500	3,753	-	3,181
Building frame and related trades workers not elsewhere classified	2,892	3,772	2,695	2,720	3,752	2,709	3,047	3,990	3,748
Building structure cleaners	5,466	-	280	5,466	-	280	8,104	-	280
Bus and tram drivers	3,011	2,526	2,508	2,652	2,526	3,064	3,577	2,526	3,064
Business services agents not elsewhere classified	-	-	3,460	-	-	2,500	-	-	4,083
Business services and administration managers not elsewhere classified	6,295	6,791	8,385	6,118	6,693	7,594	7,003	7,434	10,081
Butchers, fishmongers and related food preparers	-	4,099	2,515	-	4,099	2,442	-	4,099	2,826
Buyers	5,139	5,496	4,181	4,700	5,037	4,000	6,218	6,030	4,977
Cabinet-makers and related workers	-	-	2,956	-	-	2,388	-	-	3,594
Car, taxi and van drivers	2,420	2,428	2,493	2,332	2,304	2,550	2,652	2,580	3,322

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Carpenters and joiners	4,097	-	2,789	3,952	-	2,775	4,530	-	3,312
Cartographers and surveyors	4,201	-	6,248	4,100	-	5,600	4,360	-	6,600
Cashiers and ticket clerks	3,121	3,607	1,851	3,121	3,407	1,949	3,121	4,058	2,116
Cement, stone and other mineral products machine operators	-	-	6,532	-	-	5,413	-	-	9,566
Chefs	4,215	5,279	2,993	4,215	5,279	2,882	4,215	5,279	3,897
Chemical and physical science technicians	4,024	-	4,345	3,721	-	4,345	4,798	-	4,439
Chemical engineers	-	-	5,689	-	-	4,292	-	-	8,925
Chemists	6,122	-	-	6,122	-	-	6,122	-	-
Child care service managers	3,013	-	5,500	3,013	-	5,000	3,127	-	6,500
Child care workers	2,764	-	240	2,526	-	240	2,526	-	240
Civil engineering labourers	2,990	3,198	2,785	3,202	3,198	2,904	3,202	3,198	3,360
Civil engineering technicians	5,048	-	6,025	5,179	-	6,000	5,374	-	7,917
Civil engineers	5,533	-	7,500	4,990	-	7,429	6,754	-	8,333
Cleaners and helpers in offices, hotels and other establishments	2,722	2,340	1,329	3,257	2,332	1,200	3,442	2,413	1,617
Cleaning and housekeeping supervisors in offices, hotels and other establishments	6,250	-	1,925	6,271	-	1,631	6,271	-	2,255
Clearing and forwarding agents	3,940	-	3,684	3,940	-	3,858	4,255	-	4,058
Clerical support workers not elsewhere classified	3,805	3,817	4,314	2,526	3,817	4,172	5,084	3,817	4,877
Client information workers not elsewhere classified	3,121	3,453	6,180	3,121	3,284	4,100	3,121	3,523	7,517
Coding, proof-reading and related clerks	-	-	4,750	-	-	4,750	-	-	5,250
Commercial sales representatives	4,707	-	5,141	4,654	-	4,760	5,115	-	6,579
Commissioned armed forces officers	7,853	-	-	7,853	-	-	7,853	-	-
Community health workers	3,276	-	-	3,370	-	-	3,449	-	-
Computer network and systems technicians	4,199	4,247	5,146	4,002	4,308	5,159	4,003	4,581	6,400

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Computer network professionals	6,875	-	6,632	6,233	-	5,944	8,571	-	8,804
Concrete placers, concrete finishers and related	-	-	3,083	-	-	3,083	-	-	3,682
Conference and event planners	4,924	5,734	3,833	4,498	6,159	3,250	5,514	6,651	4,167
Construction managers	6,792	8,684	7,211	6,546	8,684	6,375	7,003	8,684	8,498
Construction supervisors	4,973	-	5,502	4,912	-	5,000	5,313	-	6,762
Contact centre information clerks	-	-	3,113	-	-	3,118	-	-	3,337
Contact centre salespersons	-	-	6,949	-	-	6,481	-	-	9,945
Cooks	3,030	3,297	1,880	3,068	3,398	1,892	3,265	3,625	2,498
Craft and related workers not elsewhere classified	-	-	2,618	-	-	2,400	-	-	2,408
Crane, hoist and related plant operators	-	5,593	3,764	-	4,707	3,472	-	6,882	4,139
Creative and performing artists not elsewhere	-	-	4,000	-	-	4,000	-	-	4,000
Credit and loans officers	-	4,182	5,545	-	4,182	5,324	-	4,182	6,543
Crop farm labourers	3,046	-	1,355	2,526	-	1,253	3,292	-	1,652
Customs and border inspectors	5,190	-	-	5,000	-	-	5,811	-	-
Data entry clerks	3,015	5,059	3,585	2,827	5,059	3,225	3,280	5,338	4,167
Database and network professionals not elsewhere classified	5,879	7,225	6,145	5,932	7,225	5,992	7,032	7,225	8,333
Database designers and administrators	6,022	6,754	5,556	5,947	6,754	5,191	6,416	6,754	7,850
Debt collectors and related workers	4,581	4,025	4,596	4,581	4,011	3,500	4,581	4,111	5,019
Dental assistants and therapists	-	4,666	-	-	4,111	-	-	5,407	-
Dentists	-	10,171	-	-	10,003	-	-	10,771	-
Dieticians and nutritionists	-	6,530	-	-	6,600	-	-	6,787	-
DK/NS	-	3,545	5,120	-	3,004	3,217	-	3,004	5,667
Domestic cleaners and helpers	2,686	-	1,880	2,686	-	2,116	2,720	-	2,122

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Domestic housekeepers	2,729	-	-	2,729	-	-	2,931	-	-
Door to door salespersons	-	-	568	-	-	439	-	-	970
Draughtspersons	-	-	1,222	-	-	1,028	-	-	1,478
Driving instructors	3,901	-	2,800	3,817	-	2,800	3,913	-	2,850
Early childhood educators	5,087	-	3,714	5,243	-	3,674	5,243	-	4,274
Earthmoving and related plant operators	3,448	-	3,574	3,320	-	3,519	3,733	-	4,540
Economists	5,511	-	-	5,338	-	-	6,940	-	-
Education managers	7,034	-	8,008	7,096	-	8,500	7,475	-	8,814
Education methods specialists	6,252	-	4,345	6,118	-	4,668	6,754	-	5,021
Electrical and electronic equipment assemblers	-	-	3,800	-	-	3,800	-	-	3,800
Electrical engineering technicians	4,916	-	4,180	4,990	-	3,635	4,990	-	5,400
Electrical engineers	-	-	7,436	-	-	5,813	-	-	9,955
Electrical line installers and repairers	-	-	5,327	-	-	5,113	-	-	7,339
Electrical mechanics and fitters	-	-	3,856	-	-	3,326	-	-	4,900
Electronics engineering technicians	-	-	6,459	-	-	8,000	-	-	8,000
Electronics mechanics and servicers	4,425	-	4,019	4,425	-	4,099	4,425	-	4,830
Elementary workers not elsewhere classified	2,316	-	1,602	2,756	-	1,386	3,168	-	1,971
Employment agents and contractors	3,448	-	4,723	3,448	-	3,984	3,448	-	5,579
Engineering professionals not elsewhere classified	-	6,874	7,678	-	6,925	7,637	-	7,313	8,239
Enquiry clerks	3,885	3,801	3,323	3,817	3,370	3,213	4,291	4,222	4,064
Environmental and occupational health and hygiene professionals	7,057	6,206	4,827	7,057	6,206	4,827	8,049	6,940	6,073
Environmental and occupational health inspectors and associates	3,687	6,649	7,887	3,717	6,754	7,887	3,810	6,923	10,081
Environmental engineers	4,360	-	-	4,360	-	-	4,360	-	-

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Environmental protection professionals	4,537	6,696	6,566	4,469	5,850	5,042	5,162	11,337	9,616
Farming, forestry and fisheries advisers	6,039	-	-	6,039	-	-	6,039	-	-
Field crop and vegetable growers	-	-	1,440	-	-	1,487	-	-	1,598
Filing and copying clerks	2,992	-	3,039	2,720	-	2,695	2,961	-	4,600
Finance managers	7,375	7,861	9,435	7,195	7,133	8,750	7,853	9,699	11,000
Financial analysts	6,030	-	7,398	5,606	-	6,667	7,454	-	9,213
Financial and insurance services branch managers	6,039	8,714	8,929	6,039	8,884	7,871	6,039	9,229	8,944
Financial and investment advisers	5,778	-	8,616	5,756	-	6,833	6,039	-	9,583
Fire fighters	5,017	-	-	4,767	-	-	5,565	-	-
Fishery and aquaculture labourers	-	3,276	-	-	3,087	-	-	3,632	-
Fitness and recreation instructors and program	-	-	1,972	-	-	1,800	-	-	2,880
Floor layers and tile setters	-	-	2,528	-	-	1,945	-	-	2,940
Food and beverage tasters and graders	4,084	-	-	4,084	-	-	4,255	-	-
Food and related products machine operators	3,817	-	1,469	3,817	-	1,469	3,817	-	1,469
Food service counter attendants	-	2,862	1,828	-	2,862	1,961	-	2,862	2,182
Forestry labourers	-	-	2,024	-	-	2,024	-	-	2,024
Forestry technicians	2,061	-	-	2,061	-	-	2,860	-	-
Freight handlers	4,037	3,873	2,608	3,886	3,791	2,577	4,699	4,590	3,250
Fumigators and other pest and weed controllers	4,740	-	-	4,206	-	-	5,493	-	-
Gallery, museum and library technicians	-	4,633	-	-	4,633	-	-	4,633	-
Garbage and recycling collectors	2,702	-	2,800	2,590	-	2,800	2,720	-	2,800
Garden and horticultural labourers	2,602	-	2,123	2,652	-	2,000	3,206	-	2,685
Gardeners, horticultural and nursery growers	2,611	-	3,177	2,526	-	2,500	2,995	-	3,150
General office clerks	2,702	3,620	3,454	2,860	3,675	3,333	3,449	4,003	4,500
Generalist medical practitioners	-	11,032	10,000	-	11,551	10,000	-	12,865	10,000

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Geologists and geophysicists	6,015	-	-	5,747	-	-	6,923	-	-
Glass makers, cutters, grinders and finishers	-	-	2,100	-	-	1,800	-	-	2,700
Glaziers	-	-	3,107	-	-	2,835	-	-	3,605
Government licensing officials	3,411	-	-	3,100	-	-	3,625	-	-
Government regulatory associate professionals not elsewhere classified	4,590	-	13,700	4,389	-	13,700	5,271	-	13,700
Government social benefits officials	5,134	-	-	4,813	-	-	5,606	-	-
Government tax and excise officials	5,277	-	-	5,313	-	-	6,039	-	-
Graphic and multimedia designers	5,257	5,890	3,814	5,257	5,890	3,542	5,747	5,890	4,205
Hairdressers	-	-	3,128	-	-	3,128	-	-	5,200
Hand packers	-	-	1,937	-	-	1,962	-	-	2,223
Handicraft workers in textile, leather and related materials	-	-	810	-	-	810	-	-	810
Health associate professionals not elsewhere	4,058	5,745	-	4,011	5,486	-	4,160	6,547	-
Health care assistants	-	3,363	-	-	3,127	-	-	3,370	-
Health professionals not elsewhere classified	5,448	6,593	7,566	5,243	6,588	7,545	5,644	6,754	9,457
Health service managers	8,874	9,831	3,520	7,116	8,361	2,167	11,167	12,867	2,700
Heavy truck and lorry drivers	3,350	6,642	2,673	3,206	6,882	2,400	3,383	6,883	3,789
Home-based personal care workers	2,960	-	-	2,827	-	-	3,046	-	-
Hotel managers	4,425	-	5,826	4,425	-	4,993	4,425	-	6,749
Hotel receptionists	-	-	1,834	-	-	1,562	-	-	2,111
Human resource managers	6,904	7,920	7,734	6,501	7,454	7,010	7,662	8,049	9,366
Incinerator and water treatment plant operators	-	-	3,438	-	-	3,058	-	-	4,000
Industrial and production engineers	6,133	-	5,712	4,653	-	5,583	9,939	-	6,653
Information and communications technology installers and servicers	-	5,493	4,478	-	5,493	3,795	-	5,493	5,869

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Information and communications technology operations technicians	-	5,960	3,272	-	5,960	3,618	-	5,960	4,312
Information and communications technology sales professionals	-	-	3,693	-	-	3,692	-	-	4,615
Information and communications technology service managers	7,696	9,389	7,999	7,204	9,373	8,314	8,028	9,939	9,635
Information and communications technology user support technicians	4,332	-	5,696	4,137	-	5,089	5,335	-	7,069
Information technology trainers	4,360	-	6,516	4,360	-	5,897	4,360	-	7,818
Inland and coastal waters fishery workers	-	-	869	-	-	869	-	-	869
Insulation workers	-	-	4,060	-	-	4,418	-	-	5,096
Insurance representatives	-	7,152	6,014	-	6,925	5,603	-	7,273	6,682
Interior designers and decorators	-	-	5,329	-	-	5,337	-	-	7,066
Jewellery and precious metal workers	-	-	2,460	-	-	2,460	-	-	2,460
Journalists	4,082	-	4,982	4,111	-	5,000	4,317	-	6,000
Kitchen helpers	-	2,678	1,900	-	2,678	1,440	-	2,678	1,881
Landscape architects	-	-	6,732	-	-	6,242	-	-	8,493
Laundry machine operators	-	-	1,478	-	-	1,487	-	-	1,746
Lawyers	7,927	11,446	16,496	7,292	11,446	16,154	8,949	11,446	21,755
Legal and related associate professionals	5,071	-	6,787	4,469	-	6,806	5,644	-	7,858
Legal professionals not elsewhere classified	5,115	-	7,453	5,115	-	6,833	5,115	-	10,406
Legal secretaries	4,768	-	6,053	4,526	-	5,950	5,055	-	6,833
Legislators	13,109	-	-	11,289	-	-	16,015	-	-
Librarians and related information professionals	4,220	-	4,958	5,009	-	4,958	5,243	-	5,250
Library clerks	2,806	-	2,107	2,827	-	1,977	3,765	-	4,164
Life science technicians (excluding medical)	-	6,271	-	-	6,271	-	-	6,271	-

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Lifting truck operators	-	5,587	2,643	-	5,395	2,472	-	6,882	2,892
Livestock and dairy producers	-	-	1,381	-	-	1,381	-	-	1,421
Locomotive engine drivers	-	-	10,787	-	-	10,787	-	-	19,173
Mail carriers and sorting clerks	2,682	-	3,844	2,590	-	3,442	2,931	-	4,582
Management and organization analysts	7,378	-	7,725	7,766	-	5,467	8,456	-	8,141
Managing directors and chief executives	7,835	11,518	14,371	7,835	12,025	12,303	9,006	14,778	16,733
Manufacturing labourers not elsewhere classified	-	-	3,251	-	-	3,060	-	-	3,974
Manufacturing managers	6,343	-	6,995	6,343	-	6,884	6,343	-	9,162
Manufacturing supervisors	-	-	7,106	-	-	7,756	-	-	8,150
Mathematicians, actuaries and statisticians	5,653	6,429	10,774	5,606	6,429	6,061	6,940	6,429	13,715
Mechanical engineering technicians	3,847	6,917	4,041	4,011	8,210	2,982	4,111	8,430	4,865
Mechanical engineers	-	-	5,447	-	-	4,128	-	-	8,240
Medical and dental prosthetic technicians	-	5,448	-	-	5,448	-	-	5,582	-
Medical and pathology laboratory technicians	4,212	6,137	-	4,143	6,271	-	4,702	6,590	-
Medical assistants	4,680	4,466	-	4,680	4,510	-	4,935	5,171	-
Medical records and health information technicians	-	4,130	-	-	4,011	-	-	4,111	-
Medical secretaries	5,830	5,611	2,500	5,830	5,611	2,500	6,188	7,853	2,500
Messengers, package deliverers and luggage porters	3,646	2,713	1,206	3,727	2,611	925	4,265	3,039	1,484
Metal moulders and coremakers	-	-	3,975	-	-	4,058	-	-	4,344
Meteorologists	4,175	-	-	4,179	-	-	5,055	-	-
Meter readers and vending-machine collectors	-	-	5,552	-	-	3,797	-	-	8,018
Midwifery professionals	-	6,931	-	-	6,906	-	-	7,226	-
Mineral and stone processing plant operators	-	-	3,046	-	-	3,046	-	-	4,112

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Miners and quarriers	4,806	-	2,947	4,831	-	2,880	5,205	-	3,150
Mining and quarrying labourers	-	-	3,139	-	-	2,692	-	-	3,938
Mining managers	-	-	8,234	-	-	8,000	-	-	8,794
Mining supervisors	-	-	6,750	-	-	6,750	-	-	7,500
Mixed crop and livestock farm labourers	-	-	2,587	-	-	2,587	-	-	2,948
Mixed crop growers	-	-	1,353	-	-	1,520	-	-	1,794
Motor vehicle mechanics and repairers	4,024	4,700	3,537	4,011	4,700	3,355	4,215	4,700	4,001
Motorcycle drivers	-	-	1,201	-	-	1,166	-	-	1,401
Musicians, singers and composers	1,153	-	-	1,153	-	-	1,153	-	-
Non-commissioned armed forces officers	4,255	-	-	4,255	-	-	4,255	-	-
Nursing associate professionals	-	4,939	-	-	4,676	-	-	5,291	-
Nursing professionals	-	6,724	3,937	-	6,590	3,800	-	7,049	4,167
Odd job persons	-	3,469	1,894	-	3,551	1,600	-	3,643	2,322
Office supervisors	4,584	6,069	4,581	4,000	5,964	4,494	5,261	7,505	5,838
Other arts teachers	-	-	4,990	-	-	4,542	-	-	6,137
Other cleaning workers	-	-	1,226	-	-	994	-	-	1,600
Other language teachers	5,287	-	-	5,243	-	-	5,374	-	-
Other music teachers	-	-	4,774	-	-	4,729	-	-	5,423
Painters and related workers	3,929	-	2,491	3,844	-	2,457	4,454	-	2,820
Paramedical practitioners	-	10,002	-	-	11,375	-	-	11,656	-
Pawnbrokers and money-lenders	-	-	2,356	-	-	2,356	-	-	2,513
Payroll clerks	5,316	5,132	4,611	5,447	5,132	4,782	5,447	5,905	5,430
Personal care workers in health services not elsewhere classified	-	3,431	-	-	3,246	-	-	3,618	-
Personal services workers not elsewhere classified	4,471	-	4,292	4,471	-	4,583	4,581	-	4,792

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Personnel and careers professionals	5,304	4,974	4,858	4,869	5,115	5,167	6,079	5,374	5,833
Personnel clerks	4,131	6,692	3,216	4,767	6,590	3,132	4,799	6,590	3,830
Pet groomers and animal care workers	4,981	4,429	1,508	5,294	4,429	1,455	6,118	4,617	1,909
Petroleum and natural gas refining plant operators	-	-	2,358	-	-	2,307	-	-	3,117
Pharmaceutical technicians and assistants	-	4,737	3,002	-	4,469	3,125	-	4,881	4,324
Pharmacists	-	6,743	3,511	-	6,661	2,291	-	7,196	5,417
Photographers	-	-	-	-	-	-	-	-	-
Physiotherapists	-	6,633	3,598	-	6,590	3,598	-	6,979	3,907
Physiotherapy technicians and assistants	-	4,633	774	-	4,633	650	-	4,633	800
Plasterers	-	-	2,780	-	-	2,470	-	-	3,249
Plastic products machine operators	-	-	4,800	-	-	4,800	-	-	4,800
Plumbers and pipe fitters	3,705	-	3,303	3,373	-	2,872	4,676	-	3,780
Police inspectors and detectives	5,530	-	-	5,472	-	-	5,823	-	-
Police officers	4,300	-	-	4,317	-	-	4,469	-	-
Policy administration professionals	6,395	-	6,809	6,501	-	5,008	7,475	-	6,532
Policy and planning managers	7,195	-	10,791	6,429	-	10,183	8,361	-	12,000
Poultry producers	5,374	-	-	5,374	-	-	5,374	-	-
Power production plant operators	-	-	5,329	-	-	4,958	-	-	6,201
Pre-press technicians	-	-	2,331	-	-	1,966	-	-	3,263
Precision-instrument makers and repairers	-	-	6,385	-	-	6,385	-	-	6,385
Primary school teachers	5,323	-	4,818	5,243	-	5,042	5,243	-	5,399
Printers	-	-	4,017	-	-	3,814	-	-	5,736
Prison guards	4,594	-	-	4,607	-	-	4,903	-	-
Product graders and testers (except foods and	-	-	6,677	-	-	6,497	-	-	7,172

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Production clerks	2,714	-	2,299	3,433	-	1,904	3,505	-	3,600
Professional services managers not elsewhere	6,082	7,359	6,186	6,429	7,116	5,000	6,940	8,589	8,846
Protective services workers not elsewhere	3,177	4,337	2,265	2,827	4,140	1,961	3,448	5,081	2,977
Psychologists	6,620	7,997	6,095	6,754	8,158	5,833	6,923	8,361	7,425
Public relations professionals	4,953	5,862	5,834	5,243	5,862	4,838	6,039	6,118	7,544
Railway brake, signal and switch operators	-	-	2,802	-	-	3,049	-	-	3,140
Real estate agents and property managers	-	-	6,909	-	-	5,586	-	-	8,075
Receptionists (general)	3,062	3,392	3,006	3,078	3,392	2,917	3,140	3,392	3,708
Refuse sorters	2,894	-	-	2,676	-	-	3,007	-	-
Religious professionals	5,447	-	3,333	5,447	-	3,333	5,447	-	3,333
Research and development managers	8,045	7,341	7,712	7,853	7,292	7,020	9,006	7,961	9,500
Restaurant managers	5,338	7,951	3,855	5,338	7,951	3,200	5,338	7,951	4,750
Retail and wholesale trade managers	5,273	8,225	4,759	5,273	8,150	4,186	5,849	11,674	5,740
Roofers	-	-	2,516	-	-	2,796	-	-	3,056
Rubber products machine operators	-	-	2,025	-	-	1,900	-	-	2,550
Sales and marketing managers	7,146	9,050	5,935	7,642	9,342	6,000	7,853	9,867	7,175
Sales demonstrators	-	-	616	-	-	350	-	-	350
Sales workers not elsewhere classified	-	-	2,497	-	-	1,950	-	-	3,358
Scribes and related workers	-	-	400	-	-	400	-	-	400
Secondary education teachers	5,299	-	5,075	5,243	-	5,042	5,243	-	5,383
Secretaries (general)	6,262	-	3,905	5,462	-	3,657	5,890	-	4,000
Securities and finance dealers and brokers	-	-	11,614	-	-	7,442	-	-	20,500
Security guards	2,791	4,769	2,564	2,720	4,434	2,161	3,004	5,465	2,980
Senior government officials	9,109	16,772	-	9,229	15,344	-	10,504	20,590	-

# Occupational Wage Survey 2023

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<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Service station attendants	3,709	-	2,529	3,709	-	1,279	3,709	-	3,560
Services managers not elsewhere classified	5,374	-	7,744	5,374	-	7,553	5,374	-	8,510
Sewing, embroidery and related workers	-	-	429	-	-	429	-	-	429
Sheet metal workers	-	-	4,034	-	-	3,296	-	-	4,482
Shelf fillers	-	-	2,074	-	-	2,189	-	-	2,392
Ships' deck crews and related workers	-	-	1,985	-	-	1,926	-	-	2,143
Ships' deck officers and pilots	-	-	3,710	-	-	3,189	-	-	3,980
Shop sales assistants	2,728	2,851	2,538	2,827	2,837	2,128	3,042	2,938	3,328
Shop supervisors	-	5,055	2,970	-	5,055	2,770	-	5,055	3,640
Shopkeepers	-	-	5,419	-	-	5,838	-	-	6,813
Shotfirers and blasters	-	-	5,996	-	-	3,250	-	-	12,000
Social welfare managers	6,989	-	-	6,940	-	-	7,397	-	-
Social work and counselling professionals	5,381	5,775	3,933	5,472	6,271	3,278	5,606	6,429	3,750
Social work associate professionals	4,979	5,970	3,155	4,469	5,970	3,155	5,644	5,970	3,155
Software and applications developers and analysts not elsewhere classified	7,077	6,415	5,928	6,539	6,429	5,928	8,377	6,590	5,928
Software developers	7,172	7,351	6,410	7,099	7,351	6,042	8,098	7,351	7,700
Special needs teachers	5,485	-	3,118	5,243	-	3,118	5,507	-	3,450
Specialist medical practitioners	-	11,924	7,625	-	11,656	7,625	-	12,867	14,000
Sports coaches, instructors and officials	4,837	-	3,470	4,870	-	3,541	5,243	-	4,583
Sports, recreation and cultural centre managers	4,255	-	4,987	4,255	-	4,500	4,255	-	4,512
Spray painters and varnishers	-	-	1,774	-	-	1,800	-	-	2,162
Statistical, finance and insurance clerks	5,138	4,336	4,773	5,472	4,150	4,257	5,747	4,675	5,634
Statistical, mathematical and related associate professionals	3,231	-	-	3,121	-	-	3,537	-	-
Stock clerks	3,382	4,330	2,385	3,046	3,936	2,173	3,448	5,395	3,064

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Stonemasons, stone cutters, splitters and carvers	-	-	2,516	-	-	2,311	-	-	2,750
Structural metal preparers and erectors	3,154	-	3,005	3,154	-	2,940	3,717	-	3,750
Supply, distribution and related managers	5,093	8,707	5,470	4,955	8,867	4,806	5,890	9,488	7,314
Systems administrators	5,556	7,003	7,027	5,594	7,003	6,400	6,386	7,003	8,613
Systems analysts	5,861	-	6,637	6,153	-	6,500	6,366	-	7,799
Tailors, dressmakers, furriers and hatters	-	-	1,315	-	-	1,315	-	-	1,419
Teachers' aides	3,689	-	2,952	3,906	-	2,928	4,105	-	3,500
Teaching professionals not elsewhere classified	5,528	-	3,184	5,507	-	3,349	5,747	-	4,000
Technical and medical sales professionals	-	-	1,309	-	-	300	-	-	3,353
Telecommunications engineering technicians	4,813	-	5,757	4,813	-	5,757	4,813	-	5,757
Telecommunications engineers	5,507	-	5,717	5,507	-	5,717	5,507	-	5,717
Telephone switchboard operators	3,569	3,154	4,936	3,544	2,827	4,345	3,812	3,202	6,324
Tobacco preparers and tobacco products makers	-	-	2,328	-	-	2,124	-	-	2,880
Town and traffic planners	4,333	-	5,905	4,333	-	5,905	4,333	-	5,905
Trade brokers	-	-	2,350	-	-	2,350	-	-	2,900
Traditional and complementary medicine	-	-	7,010	-	-	7,010	-	-	7,545
Training and staff development professionals	5,213	-	4,454	4,813	-	4,208	6,271	-	5,222
Transport clerks	4,401	4,945	3,502	4,255	5,072	3,200	4,469	5,313	5,361
Transport conductors	2,336	-	2,287	2,210	-	2,664	2,210	-	2,664
Travel consultants and clerks	-	3,903	2,617	-	3,903	2,000	-	3,903	3,851
Travel guides	2,802	6,485	1,512	2,802	5,566	1,500	3,078	9,039	2,000
Underwater divers	-	-	2,089	-	-	2,068	-	-	2,600
University and higher education teachers	7,764	-	-	7,758	-	-	8,049	-	-
Upholsterers and related workers	-	-	3,885	-	-	3,885	-	-	4,523

# Occupational Wage Survey 2023

	Monthly Basic Earnings (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>4,993</b>	<b>5,856</b>	<b>4,356</b>	<b>4,732</b>	<b>5,608</b>	<b>3,135</b>	<b>5,695</b>	<b>6,882</b>	<b>5,426</b>
Valuers and loss assessors	5,506	7,497	7,152	5,179	7,921	6,102	5,606	8,862	7,100
Vehicle cleaners	-	-	1,968	-	-	1,906	-	-	1,937
Veterinarians	-	9,897	3,125	-	9,897	3,125	-	9,897	3,125
Veterinary technicians and assistants	3,913	-	2,225	3,913	-	2,225	3,913	-	2,225
Vocational education teachers	5,728	-	-	5,567	-	-	6,276	-	-
Waiters	-	3,333	1,105	-	3,284	969	-	3,302	1,361
Web and multimedia developers	-	-	4,250	-	-	4,250	-	-	4,250
Web technicians	4,766	-	1,993	4,766	-	1,993	4,766	-	3,650
Welders and flame cutters	3,261	6,219	2,960	3,206	6,219	2,520	3,449	6,219	4,185
Well drillers and borers and related workers	-	-	4,705	-	-	3,510	-	-	8,138

**Table A12: Average Monthly Total Compensation by Occupation for Core Government, SAGCs and the Private Sector**

	Average Monthly Total Compensation (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Accountants	6,884	8,329	7,804	6,271	8,217	6,667	7,475	8,884	8,750
Accounting and bookkeeping clerks	4,190	4,310	4,412	4,099	3,962	3,800	4,526	4,914	4,832
Accounting associate professionals	5,022	6,138	4,430	5,121	5,822	4,131	5,723	7,202	5,167
Administrative and executive secretaries	4,458	5,484	4,654	4,235	5,011	4,250	4,972	5,880	5,833
Advertising and marketing professionals	5,325	5,668	4,076	4,869	5,507	4,100	6,590	6,289	5,500
Advertising and public relations managers	6,858	9,699	7,175	6,590	9,699	7,288	7,475	9,699	8,750
Agricultural and forestry production managers	-	-	12,827	-	-	12,827	-	-	15,091
Agricultural and industrial machinery mechanics and repairers	3,914	5,684	4,404	3,914	4,700	3,597	4,111	6,501	5,631
Agricultural technicians	4,292	-	-	4,292	-	-	4,766	-	-
Air conditioning and refrigeration mechanics	3,430	4,718	3,587	3,449	4,718	3,468	3,808	5,182	4,203
Air traffic safety electronics technicians	-	-	3,846	-	-	3,846	-	-	3,846
Aircraft engine mechanics and repairers	8,167	-	9,576	7,801	-	9,576	9,668	-	9,576
Aircraft pilots and related associate professionals	7,942	-	6,820	7,918	-	6,820	8,409	-	6,820
Ambulance workers	-	6,065	-	-	5,822	-	-	6,963	-
Animal producers not elsewhere classified	-	-	2,395	-	-	2,395	-	-	2,884
Announcers on radio, television and other media	4,106	-	2,842	4,111	-	3,167	4,888	-	4,292
Apiarists and sericulturists	-	-	2,221	-	-	2,221	-	-	2,221
Applications programmers	6,496	-	-	6,639	-	-	7,002	-	-
Aquaculture and fisheries production managers	-	5,747	-	-	5,747	-	-	5,747	-
Aquaculture workers	-	4,595	2,585	-	4,187	2,585	-	5,634	2,608
Archivists and curators	4,938	8,343	-	4,161	8,343	-	7,201	8,343	-
Armed forces occupations, other ranks	3,360	-	-	3,360	-	-	3,360	-	-
Artistic and cultural associate professionals not elsewhere classified	10,249	-	5,000	10,249	-	5,000	10,249	-	5,000
Assemblers not elsewhere classified	-	-	2,603	-	-	2,360	-	-	2,563
Audiologists and speech therapists	5,632	6,387	8,057	5,507	5,739	8,057	5,788	8,031	8,057

# Occupational Wage Survey 2023

	Average Monthly Total Compensation (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Bakers, pastry-cooks and confectionery makers	-	-	2,348	-	-	2,438	-	-	2,695
Bank tellers and related clerks	-	-	4,334	-	-	3,670	-	-	4,672
Bartenders	-	3,239	3,008	-	3,239	1,867	-	3,239	2,972
Beauticians and related workers	-	11,094	2,426	-	11,094	2,203	-	11,094	3,043
Bicycle and related repairers	-	-	4,960	-	-	4,960	-	-	4,960
Biologists, botanists, zoologists and related	3,710	6,976	-	3,710	6,940	-	3,919	7,853	-
Bricklayers and related workers	3,936	-	2,614	3,936	-	2,560	3,936	-	3,404
Broadcasting and audio-visual technicians	5,525	-	4,663	4,990	-	4,585	6,007	-	8,144
Building and related electricians	3,703	-	2,000	3,797	-	1,347	4,199	-	2,293
Building architects	5,802	-	6,865	5,747	-	5,718	6,188	-	7,800
Building caretakers	4,868	4,720	3,870	4,790	4,797	3,998	4,813	5,185	5,030
Building construction labourers	3,526	-	2,764	3,546	-	2,500	3,753	-	3,181
Building frame and related trades workers not elsewhere classified	2,909	3,772	2,908	2,720	3,752	2,709	3,066	3,990	3,830
Building structure cleaners	5,466	-	280	5,466	-	280	8,104	-	280
Bus and tram drivers	3,011	2,526	2,858	2,652	2,526	3,464	3,577	2,526	3,464
Business services agents not elsewhere classified	-	-	5,550	-	-	5,154	-	-	5,583
Business services and administration managers not elsewhere classified	6,481	6,791	9,229	6,231	6,693	7,917	7,233	7,434	10,417
Butchers, fishmongers and related food preparers	-	4,099	2,563	-	4,099	2,463	-	4,099	2,935
Buyers	5,139	5,496	4,262	4,700	5,037	4,029	6,218	6,030	5,050
Cabinet-makers and related workers	-	-	3,025	-	-	2,465	-	-	3,669
Car, taxi and van drivers	3,051	2,428	2,700	2,652	2,304	2,886	4,169	2,580	3,519
Carpenters and joiners	4,118	-	2,803	3,952	-	2,803	4,530	-	3,308
Cartographers and surveyors	4,201	-	11,807	4,100	-	7,200	4,360	-	9,200
Cashiers and ticket clerks	3,371	3,607	1,890	3,371	3,407	1,966	3,371	4,058	2,141
Cement, stone and other mineral products machine operators	-	-	6,532	-	-	5,413	-	-	9,566

# Occupational Wage Survey 2023

	Average Monthly Total Compensation (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Chefs	4,215	5,474	3,477	4,215	5,474	3,028	4,215	5,474	4,823
Chemical and physical science technicians	4,049	-	4,345	3,721	-	4,345	4,930	-	4,439
Chemical engineers	-	-	5,689	-	-	4,292	-	-	8,925
Chemists	6,122	-	-	6,122	-	-	6,122	-	-
Child care service managers	3,013	-	6,667	3,013	-	6,500	3,127	-	7,500
Child care workers	3,589	-	240	2,526	-	240	2,526	-	240
Civil engineering labourers	3,871	3,198	2,836	3,202	3,198	2,904	3,856	3,198	3,360
Civil engineering technicians	5,145	-	6,084	5,243	-	6,000	5,681	-	7,917
Civil engineers	5,700	-	7,966	4,990	-	7,429	6,771	-	9,880
Cleaners and helpers in offices, hotels and other establishments	2,722	2,340	1,558	3,257	2,332	1,437	3,442	2,413	1,859
Cleaning and housekeeping supervisors in offices, hotels and other establishments	6,679	-	2,289	6,381	-	2,295	6,940	-	2,773
Clearing and forwarding agents	3,940	-	3,684	3,940	-	3,858	4,255	-	4,058
Clerical support workers not elsewhere classified	3,805	3,817	4,478	2,526	3,817	4,172	5,084	3,817	4,877
Client information workers not elsewhere classified	3,121	3,514	6,180	3,121	3,284	4,100	3,121	3,627	7,517
Coding, proof-reading and related clerks	-	-	4,750	-	-	4,750	-	-	5,250
Commercial sales representatives	4,774	-	5,656	4,654	-	5,000	5,115	-	8,025
Commissioned armed forces officers	7,853	-	-	7,853	-	-	7,853	-	-
Community health workers	3,276	-	-	3,370	-	-	3,449	-	-
Computer network and systems technicians	4,411	4,309	5,355	4,003	4,418	5,159	4,603	4,721	6,532
Computer network professionals	6,959	-	7,390	6,233	-	6,412	8,571	-	9,752
Concrete placers, concrete finishers and related workers	-	-	3,083	-	-	3,083	-	-	3,682
Conference and event planners	5,852	5,915	4,376	5,865	6,159	3,833	7,368	6,651	5,142
Construction managers	7,092	10,070	7,259	6,901	10,070	6,500	8,623	10,070	8,498
Construction supervisors	5,065	-	5,589	4,912	-	5,000	5,582	-	6,879
Contact centre information clerks	-	-	3,113	-	-	3,118	-	-	3,337

# Occupational Wage Survey 2023

	Average Monthly Total Compensation (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Contact centre salespersons	-	-	6,949	-	-	6,481	-	-	9,945
Cooks	3,262	3,328	2,324	3,095	3,535	2,418	3,466	3,625	2,821
Craft and related workers not elsewhere classified	-	-	2,731	-	-	2,400	-	-	2,408
Crane, hoist and related plant operators	-	5,593	3,792	-	4,707	3,472	-	6,882	4,139
Creative and performing artists not elsewhere classified	-	-	4,000	-	-	4,000	-	-	4,000
Credit and loans officers	-	4,182	7,048	-	4,182	6,301	-	4,182	8,919
Crop farm labourers	3,046	-	1,978	2,526	-	1,841	3,292	-	2,349
Customs and border inspectors	5,205	-	-	5,047	-	-	5,811	-	-
Data entry clerks	3,137	5,059	3,812	2,827	5,059	3,225	3,360	5,338	4,167
Database and network professionals not elsewhere classified	5,970	7,225	5,677	5,932	7,225	5,523	7,292	7,225	8,333
Database designers and administrators	6,508	6,754	5,611	6,196	6,754	5,691	7,069	6,754	7,850
Debt collectors and related workers	4,581	4,047	5,878	4,581	4,011	4,264	4,581	4,111	6,253
Dental assistants and therapists	-	4,666	-	-	4,111	-	-	5,407	-
Dentists	-	10,369	-	-	10,003	-	-	10,909	-
Dieticians and nutritionists	-	6,530	-	-	6,600	-	-	6,787	-
DK/NS	-	3,545	5,087	-	3,004	3,100	-	3,004	5,667
Domestic cleaners and helpers	2,686	-	1,890	2,686	-	2,122	2,720	-	2,146
Domestic housekeepers	2,729	-	-	2,729	-	-	2,931	-	-
Door to door salespersons	-	-	1,170	-	-	895	-	-	2,081
Draughtspersons	-	-	1,222	-	-	1,028	-	-	1,478
Driving instructors	3,901	-	3,119	3,817	-	3,118	3,913	-	3,228
Early childhood educators	5,087	-	3,764	5,243	-	3,718	5,243	-	4,283
Earthmoving and related plant operators	3,448	-	3,707	3,320	-	3,744	3,733	-	4,758
Economists	5,511	-	-	5,338	-	-	6,940	-	-
Education managers	7,131	-	8,153	7,096	-	8,500	7,475	-	9,014
Education methods specialists	6,315	-	4,470	6,118	-	4,668	6,754	-	5,271
Electrical and electronic equipment assemblers	-	-	4,600	-	-	4,600	-	-	4,600

# Occupational Wage Survey 2023

	Average Monthly Total Compensation (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Electrical engineering technicians	5,530	-	4,551	5,611	-	4,319	5,988	-	5,400
Electrical engineers	-	-	7,436	-	-	5,813	-	-	9,955
Electrical line installers and repairers	-	-	5,403	-	-	5,113	-	-	7,461
Electrical mechanics and fitters	-	-	6,941	-	-	3,326	-	-	4,900
Electronics engineering technicians	-	-	6,459	-	-	8,000	-	-	8,000
Electronics mechanics and servicers	4,425	-	4,019	4,425	-	4,099	4,425	-	4,830
Elementary workers not elsewhere classified	2,316	-	2,045	2,756	-	1,903	3,168	-	2,313
Employment agents and contractors	3,448	-	5,582	3,448	-	5,586	3,448	-	6,404
Engineering professionals not elsewhere classified	-	6,874	8,056	-	6,925	7,938	-	7,313	8,273
Enquiry clerks	3,906	3,837	3,604	3,817	3,370	3,245	4,317	4,222	4,167
Environmental and occupational health and hygiene professionals	7,057	6,206	4,827	7,057	6,206	4,827	8,049	6,940	6,073
Environmental and occupational health inspectors and associates	3,687	6,649	7,887	3,717	6,754	7,887	3,810	6,923	10,081
Environmental engineers	4,360	-	-	4,360	-	-	4,360	-	-
Environmental protection professionals	4,587	6,696	6,566	4,469	5,850	5,042	5,338	11,337	9,616
Farming, forestry and fisheries advisers	6,039	-	-	6,039	-	-	6,039	-	-
Field crop and vegetable growers	-	-	2,040	-	-	2,084	-	-	2,274
Filing and copying clerks	2,992	-	3,986	2,720	-	2,935	2,961	-	6,964
Finance managers	7,643	7,861	11,327	7,454	7,133	9,375	8,668	9,699	12,813
Financial analysts	6,159	-	19,445	5,606	-	6,783	7,454	-	9,938
Financial and insurance services branch managers	6,039	8,714	10,615	6,039	8,884	8,462	6,039	9,229	12,248
Financial and investment advisers	6,145	-	8,813	6,039	-	6,833	6,743	-	10,833
Fire fighters	5,154	-	-	4,880	-	-	5,703	-	-
Fishery and aquaculture labourers	-	3,276	-	-	3,087	-	-	3,632	-
Fitness and recreation instructors and program leaders	-	-	2,512	-	-	2,550	-	-	3,630
Floor layers and tile setters	-	-	2,528	-	-	1,945	-	-	2,940

# Occupational Wage Survey 2023

	Average Monthly Total Compensation (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Food and beverage tasters and graders	4,084	-	-	4,084	-	-	4,255	-	-
Food and related products machine operators	3,817	-	1,469	3,817	-	1,469	3,817	-	1,469
Food service counter attendants	-	3,274	1,887	-	3,274	1,987	-	3,274	2,219
Forestry labourers	-	-	2,024	-	-	2,024	-	-	2,024
Forestry technicians	2,061	-	-	2,061	-	-	2,860	-	-
Freight handlers	4,048	3,873	2,635	3,886	3,791	2,620	4,747	4,590	3,291
Fumigators and other pest and weed controllers	4,765	-	-	4,206	-	-	5,640	-	-
Gallery, museum and library technicians	-	4,633	-	-	4,633	-	-	4,633	-
Garbage and recycling collectors	2,711	-	2,800	2,590	-	2,800	2,787	-	2,800
Garden and horticultural labourers	2,602	-	2,139	2,652	-	2,015	3,206	-	2,685
Gardeners, horticultural and nursery growers	2,611	-	3,277	2,526	-	2,583	2,995	-	3,150
General office clerks	2,764	3,620	3,543	2,931	3,675	3,500	3,531	4,003	4,574
Generalist medical practitioners	-	11,106	10,000	-	11,729	10,000	-	12,978	10,000
Geologists and geophysicists	6,015	-	-	5,747	-	-	6,923	-	-
Glass makers, cutters, grinders and finishers	-	-	2,100	-	-	1,800	-	-	2,700
Glaziers	-	-	3,107	-	-	2,835	-	-	3,605
Government licensing officials	3,461	-	-	3,253	-	-	3,625	-	-
Government regulatory associate professionals not elsewhere classified	4,618	-	13,700	4,389	-	13,700	5,409	-	13,700
Government social benefits officials	5,204	-	-	5,115	-	-	5,606	-	-
Government tax and excise officials	5,277	-	-	5,313	-	-	6,039	-	-
Graphic and multimedia designers	5,257	5,890	3,814	5,257	5,890	3,542	5,747	5,890	4,205
Hairdressers	-	-	3,278	-	-	3,278	-	-	5,500
Hand packers	-	-	1,966	-	-	1,962	-	-	2,366
Handicraft workers in textile, leather and related materials	-	-	810	-	-	810	-	-	810
Health associate professionals not elsewhere classified	4,058	5,745	-	4,011	5,486	-	4,160	6,547	-

# Occupational Wage Survey 2023

	Average Monthly Total Compensation (CI\$)								
	Mean			Median			75 Percentile		
	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Health care assistants	-	3,363	-	-	3,127	-	-	3,370	-
Health professionals not elsewhere classified	5,448	6,628	7,566	5,243	6,590	7,545	5,644	6,902	9,457
Health service managers	8,874	9,983	3,520	7,116	8,361	2,167	11,167	12,867	2,700
Heavy truck and lorry drivers	3,359	6,642	2,732	3,206	6,882	2,554	3,383	6,883	3,832
Home-based personal care workers	2,960	-	-	2,827	-	-	3,046	-	-
Hotel managers	4,425	-	5,960	4,425	-	5,267	4,425	-	6,749
Hotel receptionists	-	-	2,416	-	-	2,288	-	-	2,870
Human resource managers	7,107	7,920	8,441	6,754	7,454	7,850	7,792	8,049	10,250
Incinerator and water treatment plant operators	-	-	3,438	-	-	3,058	-	-	4,000
Industrial and production engineers	6,133	-	5,712	4,653	-	5,583	9,939	-	6,653
Information and communications technology installers and servicers	-	6,193	4,738	-	6,193	4,188	-	6,193	6,900
Information and communications technology operations technicians	-	5,960	3,272	-	5,960	3,618	-	5,960	4,312
Information and communications technology sales professionals	-	-	3,693	-	-	3,692	-	-	4,615
Information and communications technology service managers	7,741	9,512	8,988	7,204	9,524	8,400	8,274	10,374	10,504
Information and communications technology user support technicians	4,524	-	5,895	4,644	-	5,263	5,335	-	7,371
Information technology trainers	4,360	-	6,516	4,360	-	5,897	4,360	-	7,818
Inland and coastal waters fishery workers	-	-	1,129	-	-	1,129	-	-	1,129
Insulation workers	-	-	4,060	-	-	4,418	-	-	5,096
Insurance representatives	-	7,152	6,119	-	6,925	5,706	-	7,273	6,682
Interior designers and decorators	-	-	5,405	-	-	5,337	-	-	7,066
Jewellery and precious metal workers	-	-	2,460	-	-	2,460	-	-	2,460
Journalists	4,082	-	5,082	4,111	-	5,000	4,317	-	6,000
Kitchen helpers	-	3,041	2,301	-	3,041	1,840	-	3,041	2,117
Landscape architects	-	-	6,732	-	-	6,242	-	-	8,493

# Occupational Wage Survey 2023

	Average Monthly Total Compensation (CI\$)								
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	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Laundry machine operators	-	-	1,734	-	-	1,602	-	-	2,086
Lawyers	7,962	11,446	16,872	7,292	11,446	16,496	8,949	11,446	22,017
Legal and related associate professionals	5,117	-	6,787	4,617	-	6,806	5,644	-	7,858
Legal professionals not elsewhere classified	5,115	-	7,453	5,115	-	6,833	5,115	-	10,406
Legal secretaries	4,802	-	6,053	4,633	-	5,950	5,055	-	6,833
Legislators	13,468	-	-	11,908	-	-	16,730	-	-
Librarians and related information professionals	4,313	-	5,083	5,009	-	5,083	5,243	-	5,250
Library clerks	2,806	-	2,107	2,827	-	1,977	3,765	-	4,164
Life science technicians (excluding medical)	-	6,271	-	-	6,271	-	-	6,271	-
Lifting truck operators	-	5,603	2,643	-	5,395	2,472	-	6,882	2,892
Livestock and dairy producers	-	-	1,381	-	-	1,381	-	-	1,421
Locomotive engine drivers	-	-	10,787	-	-	10,787	-	-	19,173
Mail carriers and sorting clerks	2,693	-	4,281	2,590	-	3,810	2,931	-	4,982
Management and organization analysts	7,482	-	7,852	7,766	-	5,467	8,456	-	8,700
Managing directors and chief executives	8,457	11,518	15,793	8,457	12,025	13,329	10,249	14,778	20,000
Manufacturing labourers not elsewhere classified	-	-	3,251	-	-	3,060	-	-	3,974
Manufacturing managers	6,343	-	7,028	6,343	-	6,884	6,343	-	9,162
Manufacturing supervisors	-	-	7,258	-	-	7,756	-	-	8,150
Mathematicians, actuaries and statisticians	5,699	6,429	10,799	5,606	6,429	6,061	6,940	6,429	13,715
Mechanical engineering technicians	3,847	6,917	4,059	4,011	8,210	2,982	4,111	8,430	4,865
Mechanical engineers	-	-	5,447	-	-	4,128	-	-	8,240
Medical and dental prosthetic technicians	-	5,448	-	-	5,448	-	-	5,582	-
Medical and pathology laboratory technicians	4,299	6,193	-	4,317	6,271	-	4,876	6,754	-
Medical assistants	4,680	4,466	-	4,680	4,510	-	4,935	5,171	-
Medical records and health information technicians	-	4,234	-	-	4,011	-	-	4,311	-
Medical secretaries	5,830	5,611	2,500	5,830	5,611	2,500	6,188	7,853	2,500
Messengers, package deliverers and luggage porters	3,646	2,713	1,579	3,727	2,611	1,438	4,265	3,039	1,820

# Occupational Wage Survey 2023

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	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Metal moulders and coremakers	-	-	4,288	-	-	4,308	-	-	4,844
Meteorologists	4,275	-	-	4,179	-	-	5,055	-	-
Meter readers and vending-machine collectors	-	-	5,552	-	-	3,797	-	-	8,018
Midwifery professionals	-	6,931	-	-	6,906	-	-	7,226	-
Mineral and stone processing plant operators	-	-	3,546	-	-	3,546	-	-	5,112
Miners and quarriers	4,806	-	2,947	4,831	-	2,880	5,205	-	3,150
Mining and quarrying labourers	-	-	3,139	-	-	2,692	-	-	3,938
Mining managers	-	-	8,234	-	-	8,000	-	-	8,794
Mining supervisors	-	-	6,750	-	-	6,750	-	-	7,500
Mixed crop and livestock farm labourers	-	-	2,617	-	-	2,617	-	-	2,978
Mixed crop growers	-	-	1,429	-	-	1,520	-	-	1,887
Motor vehicle mechanics and repairers	4,024	4,700	3,645	4,011	4,700	3,397	4,215	4,700	4,237
Motorcycle drivers	-	-	1,524	-	-	1,730	-	-	1,778
Musicians, singers and composers	1,153	-	-	1,153	-	-	1,153	-	-
Non-commissioned armed forces officers	4,255	-	-	4,255	-	-	4,255	-	-
Nursing associate professionals	-	4,939	-	-	4,676	-	-	5,291	-
Nursing professionals	-	6,726	4,004	-	6,590	4,134	-	7,049	4,167
Odd job persons	-	3,469	2,164	-	3,551	1,899	-	3,643	2,483
Office supervisors	4,631	6,069	4,822	4,000	5,964	4,550	5,292	7,505	6,047
Other arts teachers	-	-	5,357	-	-	5,042	-	-	6,337
Other cleaning workers	-	-	1,571	-	-	1,638	-	-	2,125
Other language teachers	5,548	-	-	5,374	-	-	6,026	-	-
Other music teachers	-	-	4,841	-	-	4,729	-	-	5,423
Painters and related workers	3,929	-	2,517	3,844	-	2,457	4,454	-	3,020
Paramedical practitioners	-	10,109	-	-	11,375	-	-	12,085	-
Pawnbrokers and money-lenders	-	-	2,356	-	-	2,356	-	-	2,513
Payroll clerks	5,783	5,132	5,311	5,947	5,132	5,638	5,947	5,905	6,594

# Occupational Wage Survey 2023

	Average Monthly Total Compensation (CI\$)								
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	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector	Core Government	SAGCs	Private Sector
<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Personal care workers in health services not elsewhere classified	-	3,441	-	-	3,246	-	-	3,618	-
Personal services workers not elsewhere classified	4,721	-	4,292	4,721	-	4,583	5,081	-	4,792
Personnel and careers professionals	5,438	5,004	4,858	4,933	5,115	5,167	6,079	5,374	5,833
Personnel clerks	4,131	6,776	3,318	4,767	6,590	3,264	4,799	7,095	3,830
Pet groomers and animal care workers	5,218	4,429	2,114	5,294	4,429	1,909	6,521	4,617	3,124
Petroleum and natural gas refining plant operators	-	-	2,358	-	-	2,307	-	-	3,117
Pharmaceutical technicians and assistants	-	4,737	3,002	-	4,469	3,125	-	4,881	4,324
Pharmacists	-	6,743	3,559	-	6,661	2,291	-	7,196	5,417
Photographers	-	-	-	-	-	-	-	-	-
Physiotherapists	-	6,694	3,598	-	6,590	3,598	-	7,075	3,907
Physiotherapy technicians and assistants	-	4,633	3,263	-	4,633	3,149	-	4,633	4,436
Plasterers	-	-	2,980	-	-	2,520	-	-	3,531
Plastic products machine operators	-	-	4,800	-	-	4,800	-	-	4,800
Plumbers and pipe fitters	3,705	-	3,314	3,373	-	2,872	4,676	-	3,780
Police inspectors and detectives	5,558	-	-	5,539	-	-	5,989	-	-
Police officers	4,312	-	-	4,317	-	-	4,581	-	-
Policy administration professionals	6,552	-	8,294	6,656	-	6,074	7,853	-	10,891
Policy and planning managers	7,209	-	12,324	6,429	-	10,493	8,482	-	14,167
Poultry producers	5,374	-	-	5,374	-	-	5,374	-	-
Power production plant operators	-	-	5,340	-	-	5,051	-	-	6,201
Pre-press technicians	-	-	2,436	-	-	2,280	-	-	3,263
Precision-instrument makers and repairers	-	-	6,385	-	-	6,385	-	-	6,385
Primary school teachers	5,390	-	4,859	5,243	-	5,042	5,374	-	5,492
Printers	-	-	4,017	-	-	3,814	-	-	5,736
Prison guards	4,671	-	-	4,607	-	-	5,118	-	-
Product graders and testers (except foods and	-	-	6,727	-	-	6,497	-	-	7,172
Production clerks	2,714	-	2,762	3,433	-	3,106	3,505	-	3,693

# Occupational Wage Survey 2023

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<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Professional services managers not elsewhere classified	6,137	7,359	7,048	6,754	7,116	4,951	7,061	8,589	9,818
Protective services workers not elsewhere classified	3,177	4,337	2,797	2,827	4,140	1,961	3,448	5,081	3,116
Psychologists	6,732	7,997	6,095	6,923	8,158	5,833	6,923	8,361	7,425
Public relations professionals	4,997	5,862	5,834	5,338	5,862	4,838	6,039	6,118	7,544
Railway brake, signal and switch operators	-	-	2,802	-	-	3,049	-	-	3,140
Real estate agents and property managers	-	-	14,503	-	-	5,941	-	-	9,967
Receptionists (general)	3,292	3,392	3,020	3,140	3,392	2,917	3,605	3,392	3,708
Refuse sorters	2,894	-	-	2,676	-	-	3,007	-	-
Religious professionals	5,447	-	3,333	5,447	-	3,333	5,447	-	3,333
Research and development managers	8,186	7,341	9,655	7,853	7,292	7,929	9,006	7,961	11,417
Restaurant managers	5,338	7,951	4,123	5,338	7,951	3,750	5,338	7,951	4,875
Retail and wholesale trade managers	5,523	9,259	4,890	5,523	8,650	4,389	6,350	13,743	5,833
Roofers	-	-	2,516	-	-	2,796	-	-	3,056
Rubber products machine operators	-	-	2,125	-	-	2,000	-	-	2,550
Sales and marketing managers	7,146	9,050	7,140	7,642	9,342	6,400	7,853	9,867	7,858
Sales demonstrators	-	-	616	-	-	350	-	-	350
Sales workers not elsewhere classified	-	-	3,031	-	-	2,925	-	-	3,358
Scribes and related workers	-	-	400	-	-	400	-	-	400
Secondary education teachers	5,329	-	5,157	5,243	-	5,179	5,243	-	5,492
Secretaries (general)	6,304	-	3,957	5,462	-	3,657	5,890	-	4,000
Securities and finance dealers and brokers	-	-	11,614	-	-	7,442	-	-	20,500
Security guards	2,900	5,257	2,877	2,754	4,434	2,814	3,004	5,465	3,261
Senior government officials	9,516	17,597	-	9,520	15,677	-	11,167	20,590	-
Service station attendants	3,709	-	2,607	3,709	-	1,283	3,709	-	3,560
Services managers not elsewhere classified	5,374	-	11,138	5,374	-	7,553	5,374	-	12,470
Sewing, embroidery and related workers	-	-	1,409	-	-	1,409	-	-	1,409
Sheet metal workers	-	-	4,075	-	-	3,296	-	-	4,482

# Occupational Wage Survey 2023

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<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Shelf fillers	-	-	2,121	-	-	2,212	-	-	2,423
Ships' deck crews and related workers	-	-	2,211	-	-	2,006	-	-	2,435
Ships' deck officers and pilots	-	-	4,079	-	-	3,323	-	-	4,650
Shop sales assistants	2,862	2,851	3,153	2,827	2,837	2,665	3,310	2,938	3,750
Shop supervisors	-	5,055	3,093	-	5,055	2,800	-	5,055	3,675
Shopkeepers	-	-	5,419	-	-	5,838	-	-	6,813
Shotfirers and blasters	-	-	6,162	-	-	3,250	-	-	12,000
Social welfare managers	7,149	-	-	6,940	-	-	7,853	-	-
Social work and counselling professionals	5,417	5,775	3,933	5,472	6,271	3,278	5,606	6,429	3,750
Social work associate professionals	5,001	5,970	3,155	4,669	5,970	3,155	5,644	5,970	3,155
Software and applications developers and analysts not elsewhere classified	7,077	6,448	5,928	6,539	6,429	5,928	8,377	6,590	5,928
Software developers	7,485	8,351	6,708	7,362	8,351	6,067	8,495	8,351	7,736
Special needs teachers	5,536	-	3,118	5,243	-	3,118	5,557	-	3,450
Specialist medical practitioners	-	12,111	6,858	-	12,247	5,323	-	13,188	14,000
Sports coaches, instructors and officials	4,837	-	3,590	4,870	-	3,541	5,243	-	4,583
Sports, recreation and cultural centre managers	4,255	-	5,343	4,255	-	4,512	4,255	-	6,180
Spray painters and varnishers	-	-	1,774	-	-	1,800	-	-	2,162
Statistical, finance and insurance clerks	5,342	4,336	5,036	5,472	4,150	4,443	6,424	4,675	5,958
Statistical, mathematical and related associate professionals	3,231	-	-	3,121	-	-	3,537	-	-
Stock clerks	3,382	4,330	2,526	3,046	3,936	2,288	3,448	5,395	3,064
Stonemasons, stone cutters, splitters and carvers	-	-	2,516	-	-	2,311	-	-	2,750
Structural metal preparers and erectors	3,154	-	3,048	3,154	-	2,940	3,717	-	3,824
Supply, distribution and related managers	5,246	8,732	5,560	4,955	8,867	4,843	6,343	9,665	7,314
Systems administrators	5,642	7,239	7,583	5,895	7,239	7,769	6,386	7,239	9,295
Systems analysts	6,173	-	7,240	6,153	-	6,627	6,583	-	8,199
Tailors, dressmakers, furriers and hatters	-	-	1,917	-	-	1,970	-	-	2,280

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<b>Total</b>	<b>5,079</b>	<b>5,898</b>	<b>4,898</b>	<b>4,766</b>	<b>5,722</b>	<b>3,315</b>	<b>5,890</b>	<b>6,923</b>	<b>5,638</b>
Teachers' aides	3,696	-	3,101	3,906	-	3,088	4,105	-	3,543
Teaching professionals not elsewhere classified	5,553	-	3,184	5,507	-	3,349	5,747	-	4,000
Technical and medical sales professionals (excluding	-	-	1,309	-	-	300	-	-	3,353
Telecommunications engineering technicians	4,813	-	5,757	4,813	-	5,757	4,813	-	5,757
Telecommunications engineers	5,507	-	6,117	5,507	-	6,117	5,507	-	6,117
Telephone switchboard operators	3,569	3,154	5,069	3,544	2,827	4,345	3,812	3,202	6,807
Tobacco preparers and tobacco products makers	-	-	2,328	-	-	2,124	-	-	2,880
Town and traffic planners	4,333	-	5,905	4,333	-	5,905	4,333	-	5,905
Trade brokers	-	-	2,350	-	-	2,350	-	-	2,900
Traditional and complementary medicine professionals	-	-	7,010	-	-	7,010	-	-	7,545
Training and staff development professionals	5,228	-	4,743	4,813	-	4,650	6,271	-	5,667
Transport clerks	4,401	4,945	3,645	4,255	5,072	3,344	4,469	5,313	5,361
Transport conductors	2,336	-	2,571	2,210	-	3,014	2,210	-	3,064
Travel consultants and clerks	-	3,903	2,637	-	3,903	2,030	-	3,903	3,851
Travel guides	2,802	6,485	1,734	2,802	5,566	1,620	3,078	9,039	2,014
Underwater divers	-	-	3,115	-	-	3,015	-	-	3,586
University and higher education teachers	7,964	-	-	7,951	-	-	8,250	-	-
Upholsterers and related workers	-	-	3,885	-	-	3,885	-	-	4,523
Valuers and loss assessors	5,606	7,497	8,325	5,179	7,921	6,102	5,606	8,862	10,350
Vehicle cleaners	-	-	1,715	-	-	1,875	-	-	1,937
Veterinarians	-	9,897	3,125	-	9,897	3,125	-	9,897	3,125
Veterinary technicians and assistants	3,913	-	2,225	3,913	-	2,225	3,913	-	2,225
Vocational education teachers	5,728	-	-	5,567	-	-	6,276	-	-
Waiters	-	4,077	2,122	-	4,378	2,048	-	4,480	2,689
Web and multimedia developers	-	-	4,250	-	-	4,250	-	-	4,250
Web technicians	4,766	-	2,243	4,766	-	2,243	4,766	-	4,150
Welders and flame cutters	3,261	6,219	2,971	3,206	6,219	2,665	3,449	6,219	4,185
Well drillers and borers and related workers	-	-	4,748	-	-	3,510	-	-	8,138