

# Annual Survey of Hours and Earnings Definitions

**Gross pay** includes basic pay, overtime pay, commissions, shift premium pay, bonus or incentive pay and allowances, and is before deductions for PAYE, National Insurance, pension schemes, student loan repayments and voluntary deductions.

**Full-time employees** are those working more than 30 hours each week excluding overtime and main meal breaks (25 hours for teachers and academics).

The **Coefficient of Variation (cv)** is the ratio of the standard error of an estimate to the estimate, expressed as a percentage. The smaller the cv, the higher the quality of the estimate. Therefore, the smaller the cv, the smaller the confidence interval around the estimate will be.

A spreadsheet showing the cv of the headline NI ASHE estimates can be found on the ASHE Headline statistics webpage (<https://www.nisra.gov.uk/publications/ashe-headline-statistics-northern-ireland>). In addition, cv spreadsheets for each of the tables on the website are available on request.

## FURTHER INFORMATION

Further information is available from:

Economic and Labour Market Statistics Branch  
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Web: <https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/annual-survey-hours-and-earnings>

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