



Central Statistics Office

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The mapping of NES and EHECS elements and categories (Version 2.0)

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Part 1: DOCUMENT HISTORY

Version	Author	Date	Comment
1.0	Mairead Griffin	10/7/ 2007	Creation of original document
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Part 2: NES EARNINGS MAPPED TO EHECS CATEGORIES

NES Element = Annual_Earnings (i.e. employee's total gross earnings for the reference year).

EHECS Equivalent = The total of all regular, irregular and overtime earnings plus the notional income calculation of the benefit in kind on company cars, voluntary sickness insurance, staff housing and other free or subsidised benefits.

Example: A person employed as a full time accountant is one of the employees selected for the sample. This person has a NES occupational status code = '24' which corresponds to the EHECS occupation category 'Managers, Professionals & Associate Professionals'. The reference year is 2007 and the reference month October 2007. This employee's 'Annual_Earnings' is the total of the following EHECS elements: sum of (RegWgFtMg, OvrFtMg, IrrBFtMg, CarMg, VHIMg, HseMg, and OtBenMg) for this employee for the year 2007.

NES Element = Irregular_Bonuses (i.e. employee's total gross irregular bonuses and allowances for the reference year).

EHECS Equivalent = The total of all irregular bonuses and allowances paid to the employee during the reference year.

Example: Using the same sample employee and reference year, this employee's 'Irregular_Bonuses' equates to the total of the EHECS element 'IrrBFtMg' for this employee for the year 2007.

NES Element = Annual_Benefit_In_Kind (i.e. total notional income calculation of the employee's benefit-in-kind for the reference year).

EHECS Equivalent = The notional income calculation of the employee's benefit in kind for company cars, voluntary sickness insurance, staff housing and other free or subsidised benefits.

Example: Using the same sample employee and reference year, this employee's Annual_Benefit_In_Kind equals the total of the following EHECS elements: CarMg, VHIMg, HseMg and OtBenMg for this employee for the year 2007.

NES Element = Gross_Earnings (i.e. employee's total gross earnings in the reference month).

EHECS Equivalent = The sum of regular wages and salaries **plus** overtime **plus** **irregular** shift allowances. (**Note:** Shift allowances are not specified as unique elements of the EHECS. They are included under regular wages and salaries if paid at each pay period or else included under irregular bonuses and allowances if paid irregularly. Thus, for the NES, a 'shift allowance' flag will have to be entered against any regular or irregular payments that are 'shift allowances'. If shift allowances are categorised as 'regular payments', Gross_Earnings equals the sum of regular wages and salaries **plus** overtime. If shift allowances are categorised as 'irregular bonuses and allowances', then Gross_Earnings equals the sum of regular wages and salaries **plus** overtime **plus** any irregular bonuses and allowances that are also identified as 'shift allowances'.

Example: Using the same sample employee and reference month and assuming no shift allowance, this employee's Gross_Earnings equals the sum of the following EHECS elements: RegWgFtMg **plus** OvrFtMg for the period October 2007.

NES Element = Overtime_Earnings (i.e. employee's total gross overtime earnings in the reference month).

EHECS Equivalent = Overtime

Example: Using the same example employee and reference month, this employee's Overtime_Earnings equals the EHECS element OvrFtMg for the period October 2007.

NES Element = Shift_Allowance (i.e. gross amount of shift allowances paid to the employee in the reference month).

EHECS Equivalent = There is **no** EHECS equivalent of 'Shift_Allowance'. Shift allowances, if applicable, will just be categorised as regular or irregular payments for the EHECS. Thus, a unique flag will have to be created to identify any shift allowances paid by an employer.

NES Element = Total_Commission (i.e. gross amount of all **regular** commissions and bonuses paid to the employee in the reference month).

EHECS Equivalent = There is **no** EHECS equivalent of 'Total_Commission'. As commissions and bonuses may be paid regularly or irregularly, they will be included in the EHECS under either regular wages and salaries or irregular bonuses and allowances. Thus, a unique flag will have to be created to identify all commissions and bonuses that are paid regularly.

In summary:

NES	EHECS
(a) Annual Earnings	sum of regular wages, irregular wages, overtime and the total cost to the employer of car, sickness insurance, staff housing and other free or subsidised benefits.
(b) Irregular Bonuses	same
(c) Annual Benefit in Kind	the total cost to the employer of car, sickness insurance, staff housing and other free or subsidised benefits.
(d) Gross earnings	sum of regular wages and overtime and irregular shift allowance.
(e) Overtime earnings	same
(f) Shift allowance	no equivalent
(g) Total commission	no equivalent (part of regular wages)

Part 3: NES 'HOURS' MAPPED TO EHECS 'HOURS'

NES Element = Paid_Holidays (i.e. number of **hours** of annual paid holiday leave for the employee for the reference year).

EHECS Equivalent = There is **no** direct EHECS equivalent of 'Paid_Holidays'. What is required here is the employee's paid annual leave **entitlement, in hours**, for the reference year.

Note: the EHECS looked for annual leave hours combined with bank holiday leave hours **actually taken**.

NES Element = Other_Absence (i.e. number of **hours** of **other paid** absence taken by the employee in the reference year).

EHECS Equivalent = The total of paid maternity leave, sick leave and other leave.

Example: Using the previous example of a full time accountant and the reference year of 2007, this employee's Other_Absence equals the EHECS element MatFtMg, SicFtMg and OtLFtMg for the year 2007.

NES Element = Contracted_Hours (i.e. the number of contracted hours paid to the employee during the reference month).

EHECS Equivalent = Paid contracted hours for the reference month.

Example: Using the previous example of a full time accountant and the reference period of October 2007, this employee's Contracted_Hours equals the EHECS element CHrsFtMg for the month of October 2007. The contracted hours of the EHECS (CHrsFtMg, CHrsPtMg etc.) is the same as the contracted hours of the NES (Contracted_hours).

NES Element = Overtime_Hours

Short Description: Number of overtime hours paid to the employee during the reference month.

EHECS Equivalent = Paid overtime hours for the reference month.

Example: Using the example of a full time accountant and the reference year of October 2007, this employee's Overtime_Hours equals the EHECS element OTHrFtMg for the month of October 2007.

In summary therefore:

NES	EHECS
(a) Contracted Hours	same
(b) Overtime Hours	same
(c) Paid Holiday	no equivalent
(d) Other Absence	sum of paid maternity leave, paid sick leave and other paid leave.

Part 4: NES OCCUPATIONAL STATUS CODES MAPPED TO EHECS OCCUPATION CATEGORIES

Status_Code = 11 (i.e. Legislators and senior officials) = EHECS Occupation category 'Managers, Professionals and Associate Professionals'.

Status_Code = 12 (i.e. Corporate managers) = EHECS Occupation category 'Managers, Professionals and Associate Professionals'.

Status_Code = 13 (i.e. General managers) = EHECS Occupation category 'Managers, Professionals and Associate Professionals'.

Status_Code = 21 (i.e. Physical, mathematical and engineering science professionals) = EHECS Occupation category 'Managers, Professionals and Associate Professionals'.

Status_Code = 22 (i.e. Life science and health professionals) = EHECS Occupation category 'Managers, Professionals and Associate Professionals'.

Status_Code = 23 (i.e. Teaching professionals) = EHECS Occupation category 'Managers, Professionals and Associate Professionals'.

Status_Code = 24 (i.e. Other professionals) = EHECS Occupation category 'Managers, Professionals and Associate Professionals'.

Status_Code = 31 (i.e. Physical and engineering science associate professionals) = EHECS Occupation category 'Managers, Professionals and Associate Professionals'.

Status_Code = 32 (i.e. Life science and health associate professionals) = EHECS Occupation category 'Managers, Professionals and Associate Professionals'.

Status_Code = 33 (i.e. Teaching associate professionals) = EHECS Occupation category 'Managers, Professionals and Associate Professionals'.

Status_Code = 34 (i.e. Other associate professionals) = EHECS Occupation category 'Managers, Professionals and Associate Professionals'.

Status_Code = 41 (i.e. Office clerks) = EHECS Occupation category 'Clerical, Sales & Service Workers'.

Status_Code = 42 (i.e. Customer services clerks) = EHECS Occupation category 'Clerical, Sales & Service Workers'.

Status_Code = 51 (i.e. Personal and protective services workers) = EHECS Occupation category 'Clerical, Sales & Service Workers'.

Status_Code = 52 (i.e. Models, salespersons and demonstrators) = EHECS Occupation category 'Clerical, Sales & Service Workers'.

Status_Code = 61 (i.e. Market-oriented skilled agricultural and fishery workers) = EHECS Occupation category 'Production, Transport Workers, Craft & Tradespersons, Other Manual

Workers’.

Status_Code = 62 (i.e. Subsistence agricultural and fishery workers) = EHECS Occupation category ‘Production, Transport Workers, Craft & Tradespersons, Other Manual Workers’.

Status_Code = 71 (i.e. Extraction and building trades workers) = EHECS Occupation category ‘Production, Transport Workers, Craft & Tradespersons, Other Manual Workers’.

Status_Code = 72 (i.e. Metal, machinery and related trades workers) = EHECS Occupation category ‘Production, Transport Workers, Craft & Tradespersons, Other Manual Workers’.

Status_Code = 73 (i.e. Precision, handicraft, printing and related trades workers) = EHECS Occupation category ‘Production, Transport Workers, Craft & Tradespersons, Other Manual Workers’.

Status_Code = 74 (i.e. Other craft and related trades workers) = EHECS Occupation category ‘Production, Transport Workers, Craft & Tradespersons, Other Manual Workers’.

Status_Code = 81 (i.e. Stationary-plant and related operators) = **EHECS** Occupation category ‘Production, Transport Workers, Craft & Tradespersons, Other Manual Workers’.

Status_Code = 82 (i.e. Machine operators and assemblers) = **EHECS** Occupation category ‘Production, Transport Workers, Craft & Tradespersons, Other Manual Workers’.

Status_Code = 83 (i.e. Drivers and mobile-plant operators) = **EHECS** Occupation category ‘Production, Transport Workers, Craft & Tradespersons, Other Manual Workers’.

Status_Code = 91 (i.e. Sales and services elementary occupations) = **EHECS** Occupation category ‘Production, Transport Workers, Craft & Tradespersons, Other Manual Workers’.

Status_Code = 92 (i.e. Agricultural, fishery and related labourers) = **EHECS** Occupation category ‘Production, Transport Workers, Craft & Tradespersons, Other Manual Workers’.

Status_Code = 93 (i.e. Labourers in mining, construction, manufacturing and transport) = **EHECS** Occupation category ‘Production, Transport Workers, Craft & Tradespersons, Other Manual Workers’.

See the following table for a summary of the mapping:

Table: Mapping of the NES 2 digit occupation codes to EHECS categories

		EHECS categories	
		Managers, Professionals and Associate Professionals	Workers, Craft & Tradespersons, Other Manual Workers
		Clerical, Sales & Service Workers	
NES Categories	11 (i.e. Legislators and senior officials)	41 (i.e. Office clerks)	61 (i.e. Market-oriented skilled agricultural and fishery workers)
	12 (i.e. Corporate managers)	42 (i.e. Customer services clerks)	71 (i.e. Extraction and building trades workers)
	13 (i.e. General managers)	51 (i.e. Personal and protective services workers)	72 (i.e. Metal, machinery and related trades workers)
	21 (i.e. Physical, mathematical and engineering science professionals)	52 (i.e. Models, salespersons and demonstrators)	73 (i.e. Precision, handcraft, printing and related trades workers)
	22 (i.e. Life science and health professionals)		74 (i.e. Other craft and related trades workers)
	23 (i.e. Teaching professionals)		81 (i.e. Stationary-plant and related operators)
	24 (i.e. Other professionals)		82 (i.e. Machine operators and assemblers)
	31 (i.e. Physical and engineering science associate professionals)		83 (i.e. Drivers and mobile-plant operators)
	32 (i.e. Life science and health associate professionals)		91 (i.e. Sales and services elementary occupations)
	33 (i.e. Teaching associate professionals)		92 (i.e. Agricultural, fishery and related labourers)
	34 (i.e. Other associate professionals)		93 (i.e. Labourers in mining, construction, manufacturing and transport)