Office for
National Statistics

Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: December 2023

Experimental monthly estimates of payrolled employees and their pay from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) data. This is a joint release between HMRC and the Office for National Statistics (ONS).

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1 . Main points

- Early estimates for November 2023 indicate that the number of payrolled employees rose by 1.1% compared with November 2022, a rise of 333,000 employees; the number of payrolled employees was up by 4.1% since February 2020, a rise of 1,183,000.

- This annual increase was largest in the health and social work sector, a rise of 213,000 employees.

- Payrolled employment in November 2023 is largely unchanged when compared with October 2023, decreasing slightly by 13,000 employees; this should be treated as a provisional estimate and is likely to be revised when more data are received next month.

- UK payrolled employee growth for October 2023 compared with September 2023 has been revised from an increase of 33,000 reported in the last bulletin to an increase of 39,000 because of the incorporation of additional real time information (RTI) submissions into the statistics, which takes place every publication and reduces the need for imputation.

- Early estimates for November 2023 indicate that median monthly pay increased by 5.3% compared with November 2022, and increased by 24.1% when compared with February 2020.

- Annual growth in median pay in November 2023 was highest in the wholesale and retail sector, with an increase of 7.4%, and lowest in the education sector, with an increase of 1.3%.

About the data in this release

Early estimates for November 2023 are provided to give an indication of the likely level of employees as well as median pay in the latest period. These early estimates are, on average, based on around 85% of information being available. They are of lower quality and will be subject to revision in next month's release when between 98% and 99% of data will be available. A revisions triangle is available for employees and median pay at the UK level.

Statistics in this release are based on people who are employed in at least one job paid through Pay As You Earn (PAYE), and monthly estimates reflect the average of such people for each day of the calendar month. These estimates are formed using a methodology for monthly earnings and employment estimates designed to align with international guidelines for labour market statistics.

2 . Payrolled employees

Early estimates for November 2023 indicate that there were 30.2 million payrolled employees (Figure 1), a rise of 1.1% compared with the same period of the previous year. This is a rise of 333,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees remained largely unchanged in November 2023, a decrease of 13,000 people.

Note, this monthly change should be treated as provisional, because it is based on an early estimate of November 2023. More information on revisions can be found in Section 11: Strengths and limitations.
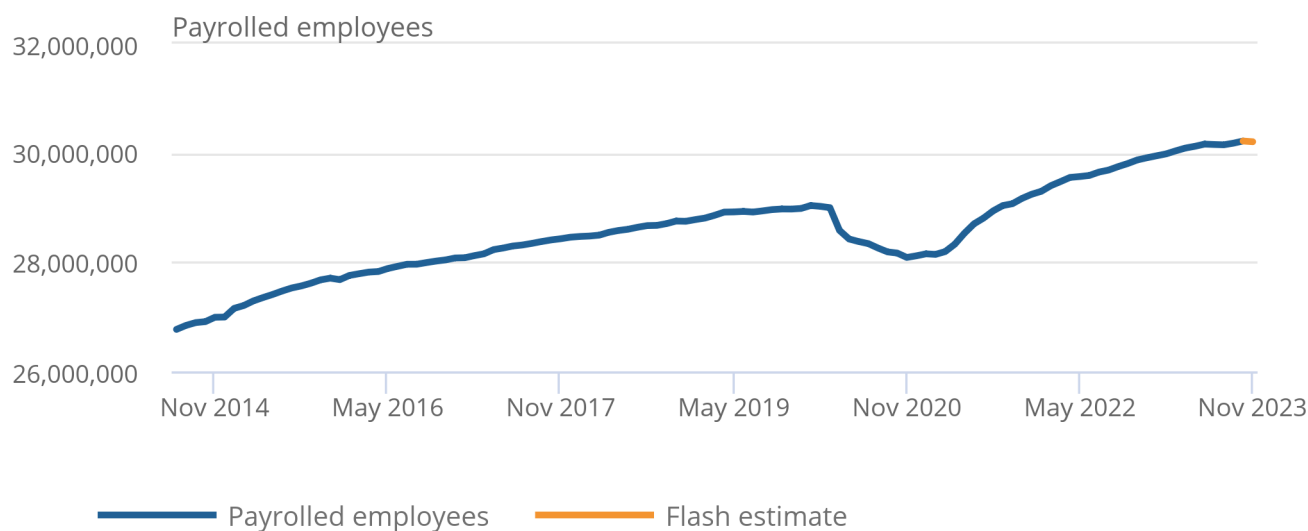
When comparing the number of payrolled employees in October 2023 with the previous month, the number increased by 0.1%. This is no change from the early estimate of a 0.1% increase reported in our previous bulletin, Earnings and employment from Pay As You Earn Real Time Information, UK: November 2023.

Figure 1: The number of employees declined between February and November 2020, but is now above pre-coronavirus (COVID-19) trends

Payrolled employees, seasonally adjusted, UK, July 2014 to November 2023

Figure 1: The number of employees declined between February and November 2020, but is now above pre-coronavirus (COVID-19) trends

Payrolled employees, seasonally adjusted, UK, July 2014 to November 2023

Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.

2. The October 2023 figure is not a flash estimate of payrolled employees. This is included purely for graphing purposes.

Annual growth in the number of employees remained broadly within a range of 1.0% to 1.5% from mid-2016 until 2019. Growth rates before mid-2016 were higher than 1.5% (Figure 2).

Starting around early 2019, employee growth began a slight downward trend. However, employee growth slowed more substantially past March 2020, coinciding with the coronavirus (COVID-19) pandemic, becoming negative in April 2020.

At the start of 2021, growth rates began to recover, and remained high as the labour market continued to recover from the effects of the pandemic. From April 2022 the annual growth rate has been falling. Through 2022 this fall would have been partially caused by the comparison against the increase in employee numbers from March 2021, which levelled off as we no longer compared against this higher baseline. However, since then, growth rates have continued to fall.

Figure 2: Growth in the number of payrolled employees has been mostly falling throughout 2023

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to November 2023

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Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to November 2023
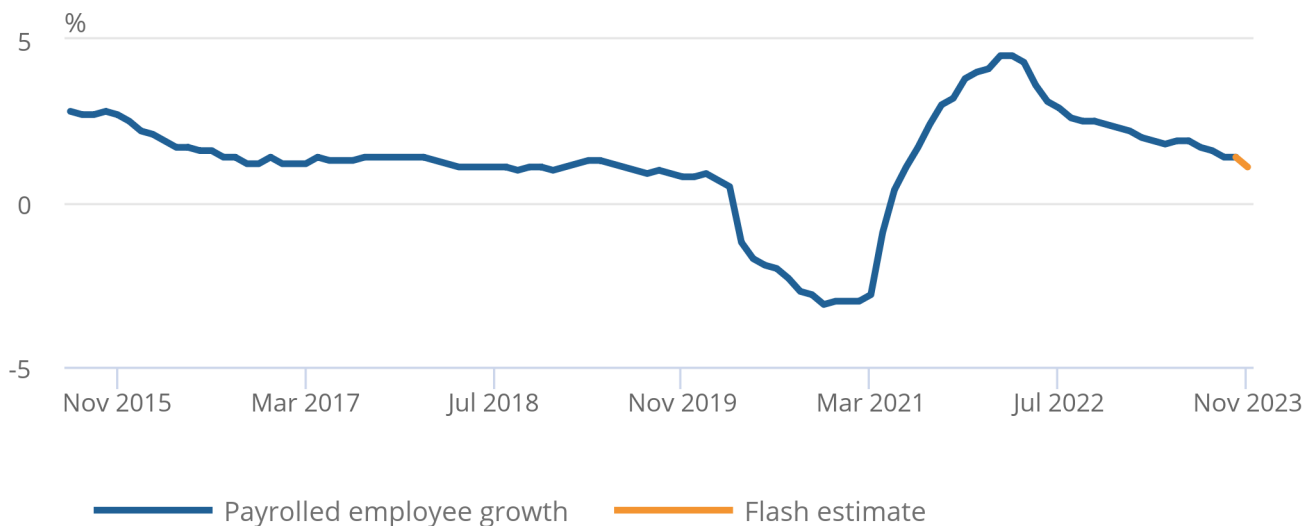
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.

2. The October 2023 figure is not a flash estimate of payrolled employees. This is included purely for graphing purposes.

3 . Median monthly pay

Early estimates for November 2023 indicate that median monthly pay was £2,310, an increase of 5.3% compared with the same period of the previous year.

Figure 3: Median pay decreased sharply in April 2020, but has returned to the previous trend

Median pay per month, seasonally adjusted, UK, July 2014 to November 2023

Figure 3: Median pay decreased sharply in April 2020, but has returned to the previous trend

Median pay per month, seasonally adjusted, UK, July 2014 to November 2023
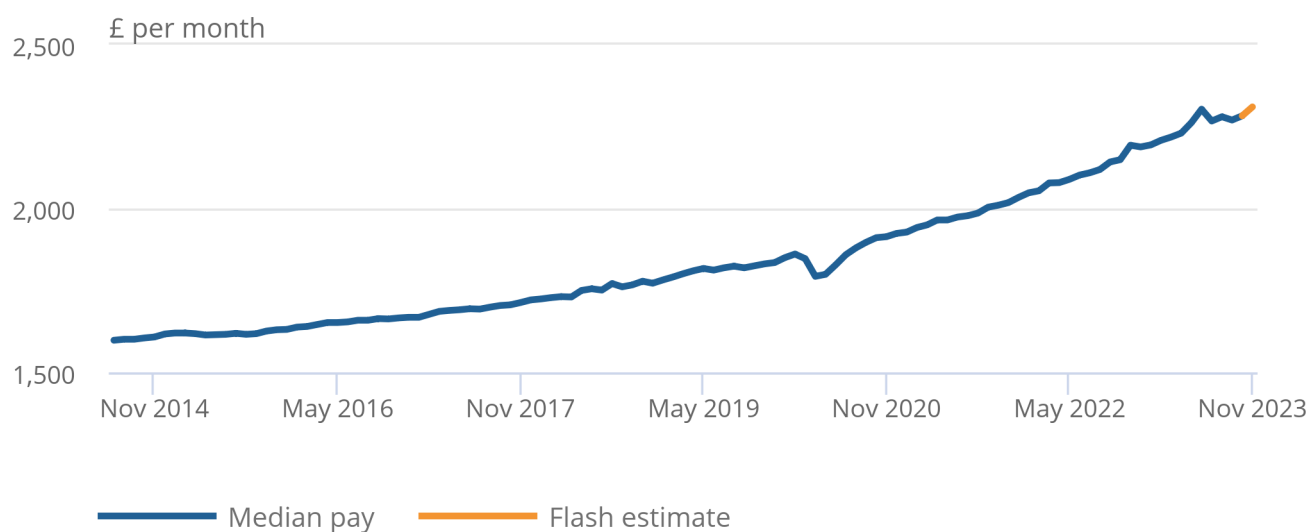
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.

2. The October 2023 figure is not a flash estimate of median pay. This is included purely for graphing purposes.

Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6% until 2020, when it became negative. This coincided with the coronavirus (COVID-19) pandemic and related economic and policy responses. From June 2020, median pay growth became positive again. Through 2022, the growth rate of median pay continued to increase in line with pre-pandemic trends. In early 2023, this growth trend continued, but with more volatility caused by some months showing much higher growth rates. In more recent months the trend in growth rates is falling in comparison but remains high in comparison to longer term trends.

Figure 4: The rate of growth in median pay fell between March and May 2020, but is now higher than the average growth before March 2020

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to November 2023

— Median pay growth — Flash estimate

Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.

2. The October 2023 figure is not a flash estimate of median pay growth. This is included purely for graphing purposes.

4 . Pay distribution

In the three months to October 2023, the 10th percentile of the monthly pay distribution was £755, the 90th percentile was £5,336, and the 99th percentile was £15,082 (Figure 5). This means that:

- 10% of payrolled employees earned equal to or less than £755 per month

- 90% of payrolled employees earned equal to or less than £5,336 per month

- 99% of payrolled employees earned equal to or less than £15,082 per month

Figure 5: 10% of employees earn less than £755 per month and 90% earn less than £5,336 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to October 2023

Figure 5: 10% of employees earn less than £755 per month and 90% earn less than £5,336 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to October 2023
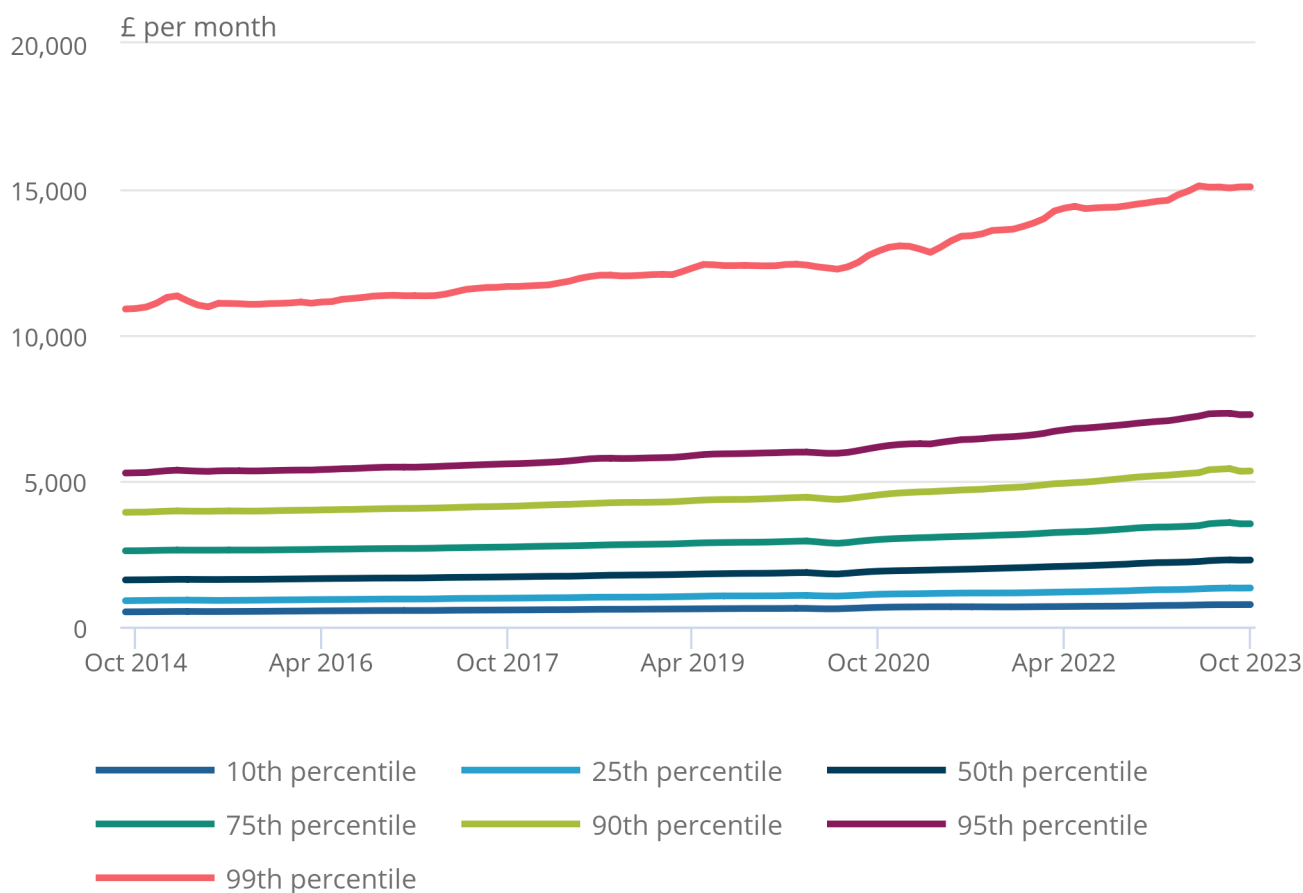
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

1. Data for the 50th percentile (that is, the median) in this chart are based on three month moving averages. For this reason, they are not directly comparable with Figures 3 or 4 (which use data for a single month).

5 . Regional data

The regional figures in this bulletin are based on where employees live and not the location of their place of work. They include data for November 2023, and cover [Nomenclature of Territorial Units for Statistics (NUTS): NUTS1, NUTS2, NUTS3 regions, and local administrative units (LAUs)](#).

Numbers of payrolled employees in the UK for the regions shown in Figure 6 ranged from 796,000 in Northern Ireland to 4,332,000 in London in November 2023.

Figure 6: Regional employee growth fell across the UK over 2020 and 2021, but subsequently recovered across all regions

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to November 2023

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

London and Northern Ireland experienced higher growth than the UK average between January 2017 and early 2020, while the North East and Scotland experienced lower growth than the UK overall. Employee numbers within LAUs, and NUTS1, NUTS2, and NUTS3 regions are available in the [accompanying datasets](#).

Over the course of the coronavirus (COVID-19) pandemic, all regions' growth rates followed a similar pattern. Growth rapidly declined and became negative in April 2020, but from the middle of 2021 began to recover. As regions have caught up with their pre-coronavirus level, these high growth rates have started to fall back to rates seen historically before the pandemic.

Comparing November 2023 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from the highest being a 1.7% increase in Northern Ireland to the lowest being a 0.7% increase in Yorkshire and The Humber.

Examining NUTS3 regions, Westminster experienced a decrease of 2.8% in payrolled employees in comparison with November 2022, and Luton experienced an increase of 3.3% (Figure 7).

There is greater variation at LAU level, with growth rates varying between negative 8.9% and positive 4.5%.

Figure 7: Growth in payrolled employees varies across the UK

Percentage change on same month in previous year, seasonally adjusted, UK, NUTS3 level, November 2023

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

Median pay across the NUTS3 regions of the UK in November 2023 ranged from £1,936 in Fermanagh and Omagh to £3,518 in Wandsworth (Figure 8).

Inner London generally differs from Outer London, with median pay ranging from £2,289 in Enfield to £3,518 in Wandsworth. Median pay in November 2023 for London as a whole was £2,725.

Median pay across the LAUs in November 2023 ranged from £1,902 in Arran and Cumbrae to £5,477 in City of London.

Figure 8: Median pay varies across the UK

Median pay, seasonally adjusted, UK, NUTS3 level, November 2023

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

6 . Industry data

The industrial sectors in this bulletin are based on the UK Standard Industrial Classification (SIC) codes, as defined by the Office for National Statistics (ONS). These codes have been determined from both the most recent Inter-Departmental Business Register (IDBR) and data from Companies House for each Pay As You Earn (PAYE) enterprise. The findings from the 14 largest sectors are presented. The seven smaller sectors have been removed from the bulletin for presentational purposes, but their estimates are available in the accompanying datasets.

The three largest sectors - wholesale and retail, health and social work, and education - account for around 40% of UK employees. These three sectors combined with administrative and support services; manufacturing; professional, scientific and technical; and accommodation and food service activities account for more than 70% of UK employees.

Since January 2017, employee growth has not been even across sectors (Figure 9). Sectors such as construction, transportation and storage, and information and communication experienced higher growth than the UK average between January 2017 and early 2020. Sectors such as manufacturing, and wholesale and retail experienced lower growth than the UK overall.

All sectors highlighted experienced a decrease in employee growth around April 2020, with the smallest decrease being in health and social work.

Public administration and defence, and health and social work saw early recoveries in their growth rates, as did administrative and support services, and education from early 2021 onwards.

When comparing early estimates for November 2023 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 1.1% in administrative and support services to positive 5.2% in health and social work.

Figure 9: Employee growth has been very different across sectors

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to November 2023

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

The increase in payrolled employees between November 2022 and November 2023 was largest in the health and social work sector (a rise of 213,000 employees) and smallest in the administrative and support services sector (a fall of 28,000 employees).

Figure 10: The health and social work sector has seen the greatest increase in payrolled employees since November 2022

Payrolled employees, absolute change on November 2022, seasonally adjusted, UK, November 2023

Figure 10: The health and social work sector has seen the greatest increase in payrolled employees since November 2022

Payrolled employees, absolute change on November 2022, seasonally adjusted, UK, November 2023
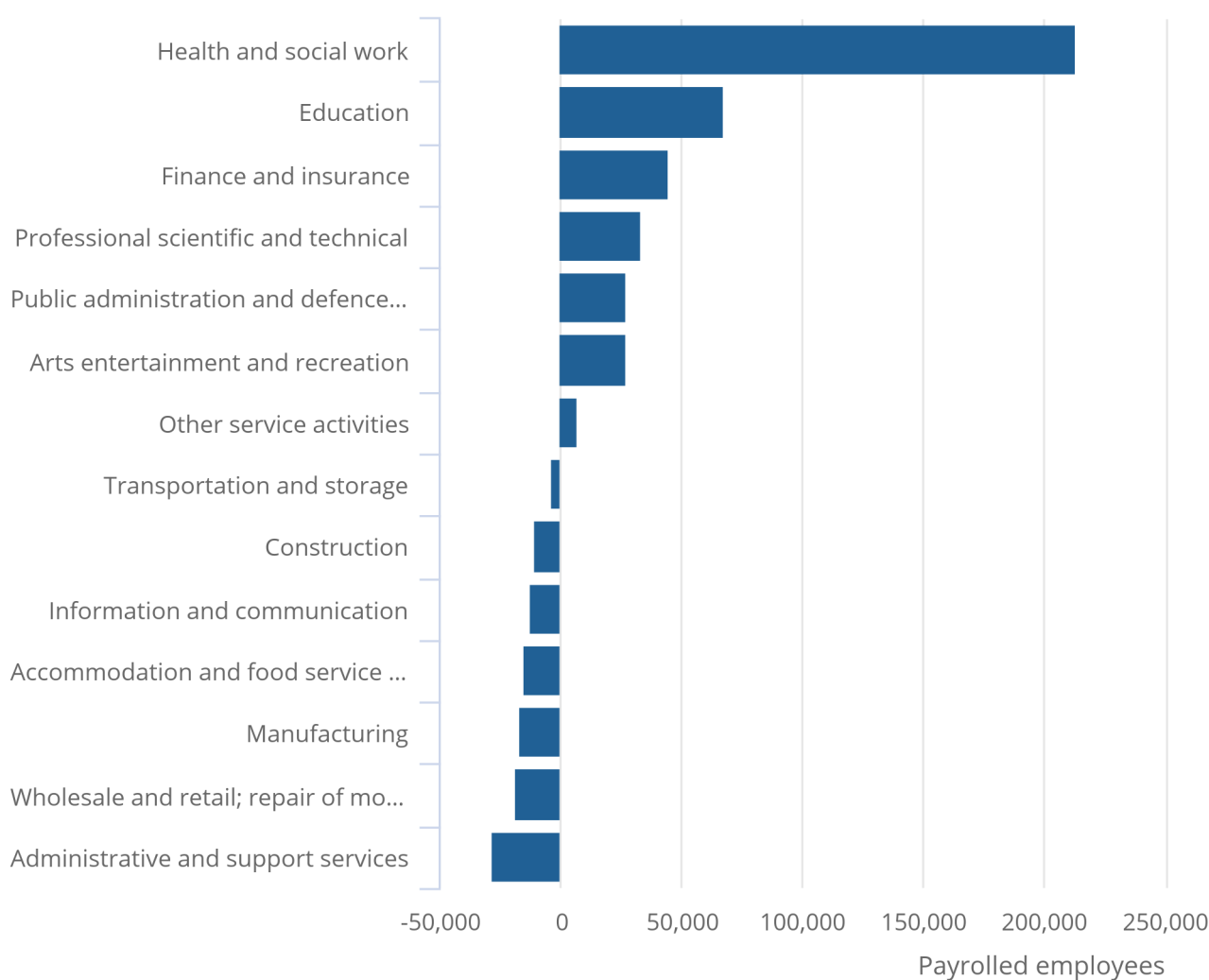
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

Median pay in November 2023 across the highlighted sectors ranged from £1,177 in the accommodation and food service activities sector to £3,717 in finance and insurance (Figure 11).

Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, November 2023

Figure 11: Median pay varies by industry
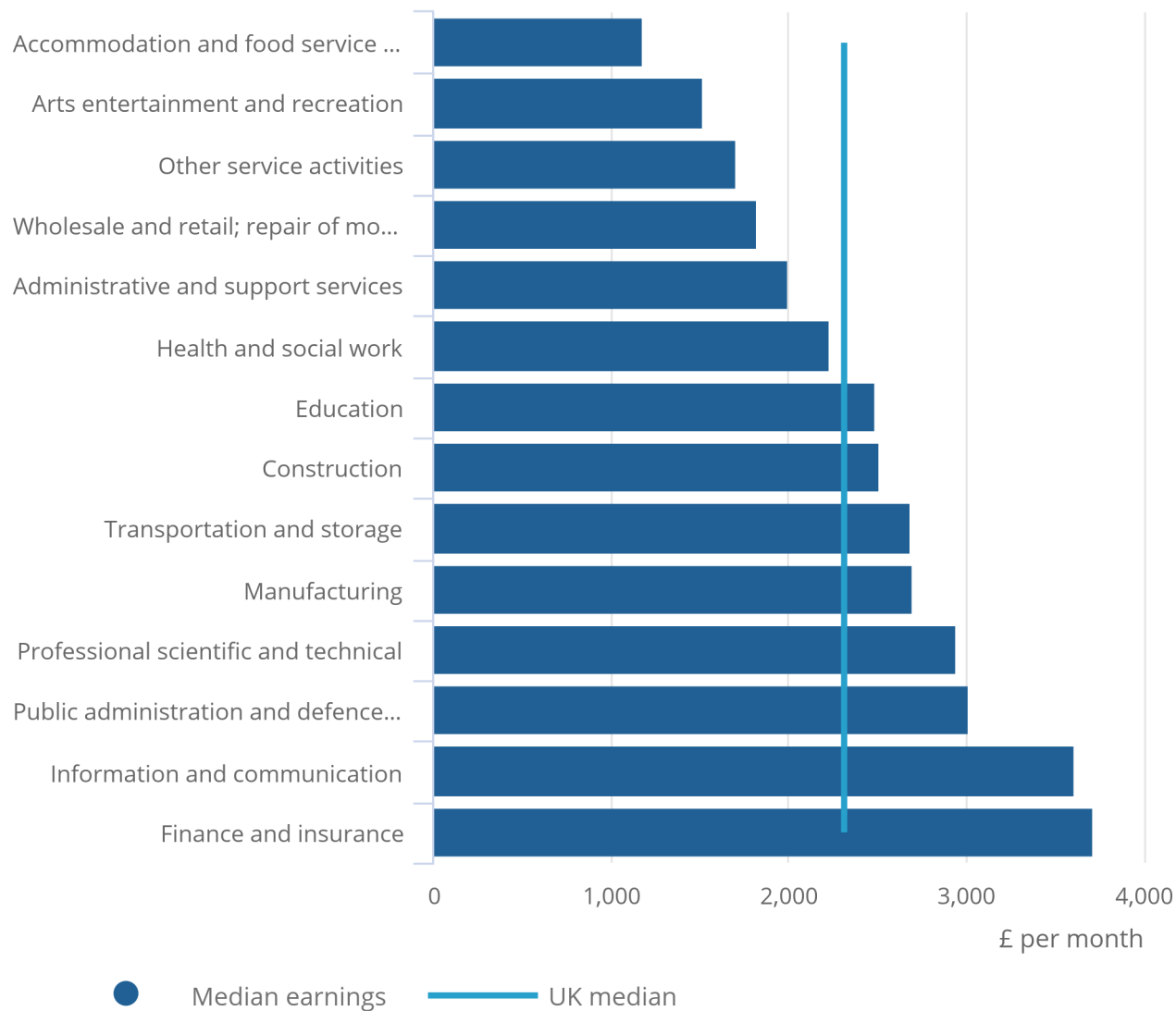
Median pay, seasonally adjusted, UK, November 2023

Median earnings ●   UK median ━━

Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

Compared with the same month in the previous year, median pay grew fastest in the wholesale and retail sector, at positive 7.4% (Figure 12), and slowest in the education sector, at positive 1.3%.

Estimates of mean pay for each sector are available in the accompanying datasets.

Figure 12: Median pay increased most in the wholesale and retail sector

Percentage change on same month in previous year, seasonally adjusted, UK, November 2023

Figure 12: Median pay increased most in the wholesale and retail sector

Percentage change on same month in previous year, seasonally adjusted, UK, November 2023

● Median earnings growth — UK median
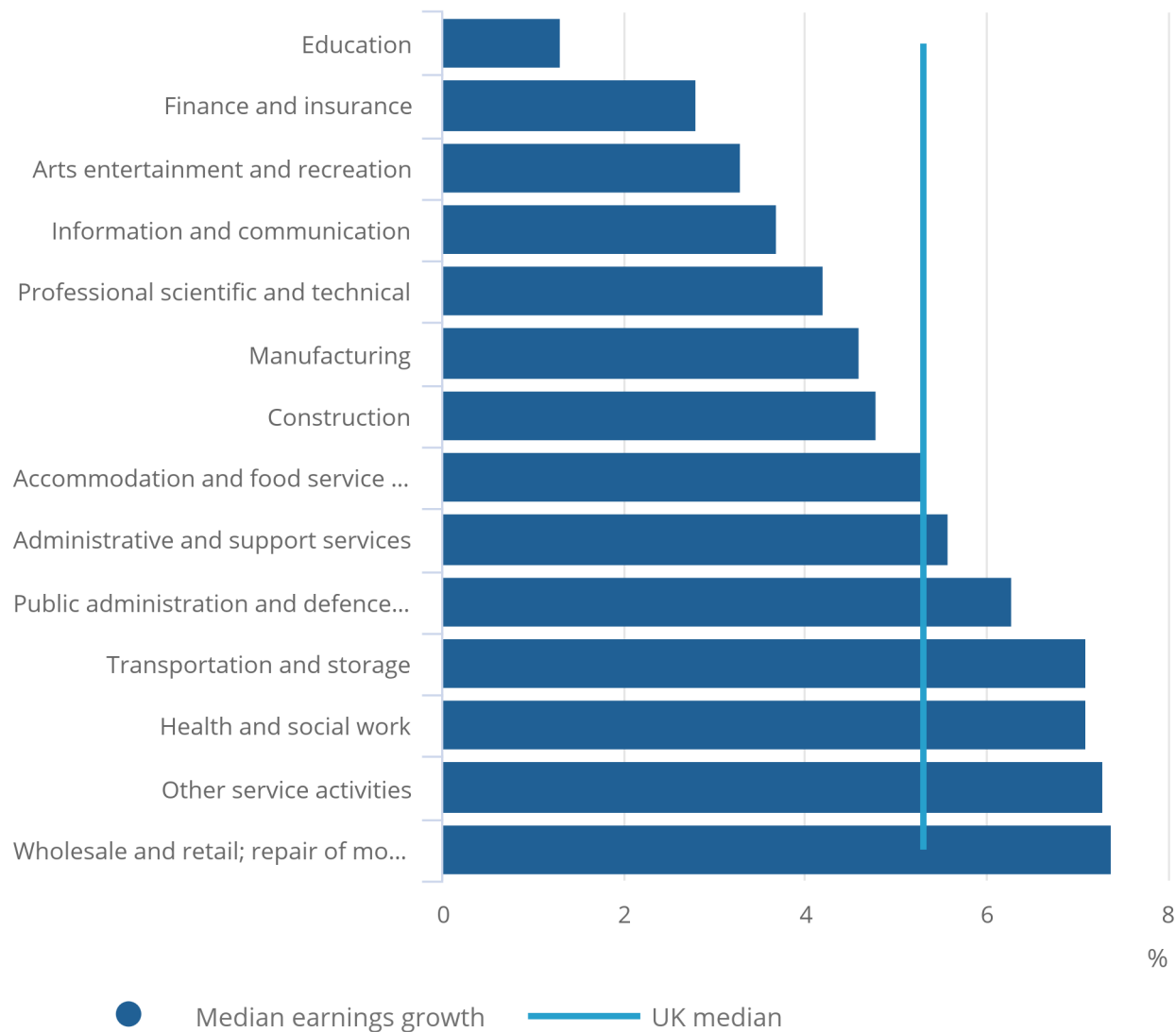
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

2. Changes in growth rates are affected by changes in the base period (a year ago) as well as changes in the latest period.

7 . Age data

The age figures in this bulletin are calculated based on individuals' age at the time they receive a payment.

Of the 30.2 million payrolled employees in the UK in November 2023, 94.5% are aged 18 to 64 years.

Between November 2022 and November 2023, there was a decrease of 42,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 35 to 49 years increased by 155,000.

Figure 13: The 35 to 49 years age group has seen the greatest increase in payrolled employees since November 2022

Payrolled employees, absolute change on November 2022, seasonally adjusted, UK, November 2023

Figure 13: The 35 to 49 years age group has seen the greatest increase in payrolled employees since November 2022

Payrolled employees, absolute change on November 2022, seasonally adjusted, UK, November 2023
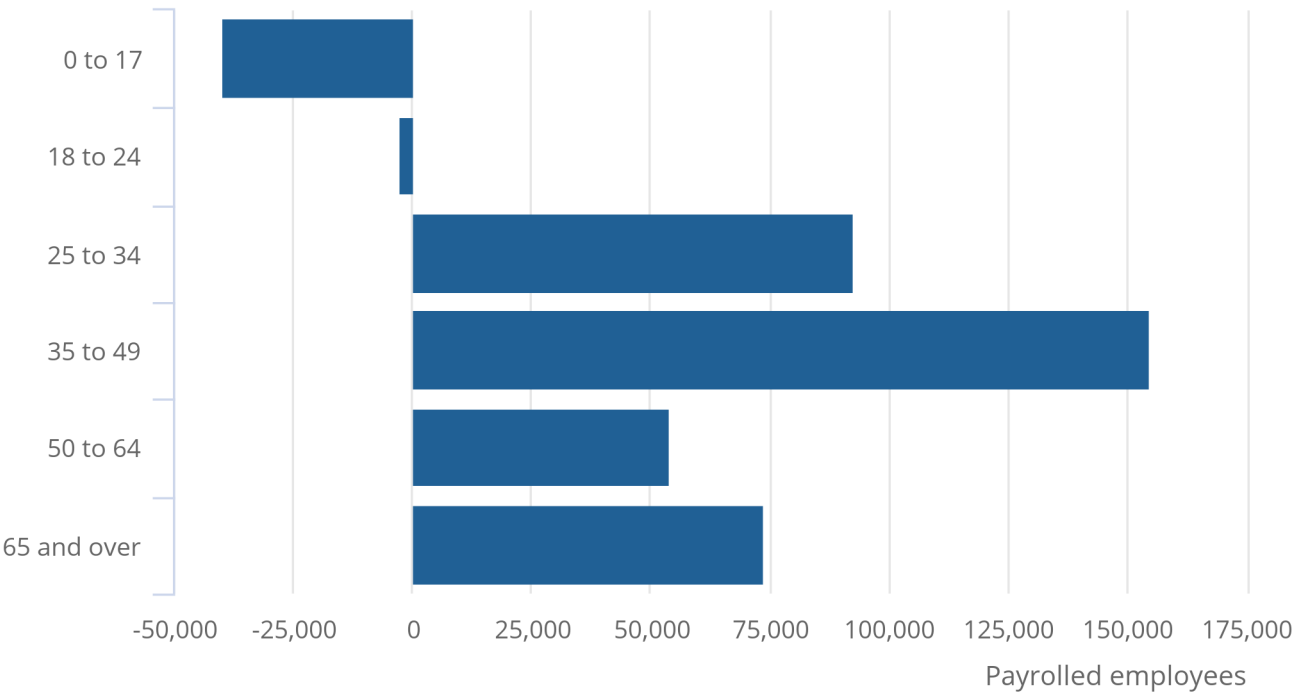
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

Since 2019, the number of payrolled employees aged 65 years and over has increased at a faster rate than the UK as a whole, with employee growth peaking at 10.7% in January 2020 (Figure 14). This higher growth coincides with the phased increase in State Pension age between March 2019 and September 2020, for men and women aged 65 to 66 years. While growth rates fell in this age group during 2020, coinciding with the coronavirus (COVID-19) pandemic, they have now returned to above the UK average.

Conversely, growth in payrolled employees aged under 25 years has undergone long-term decline since 2017. These age groups saw large declines in growth rates during 2020, much steeper than those seen in the UK as a whole. Both groups have since seen positive growth rates, with employee growth peaking in those under 18 years at 75.0% in March 2022. However, this growth has since continued to decline.

Figure 14: Employee growth is lower in younger age groups

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to November 2023

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

Median pay in November 2023 ranged from £408 for those aged under 18 years to £2,703 for those aged 35 to 49 years (Figure 15). Overall, median pay is higher in the central age bands of those studied.

Figure 15: Median pay varies by age

Median pay, seasonally adjusted, UK, November 2023

Figure 15: Median pay varies by age
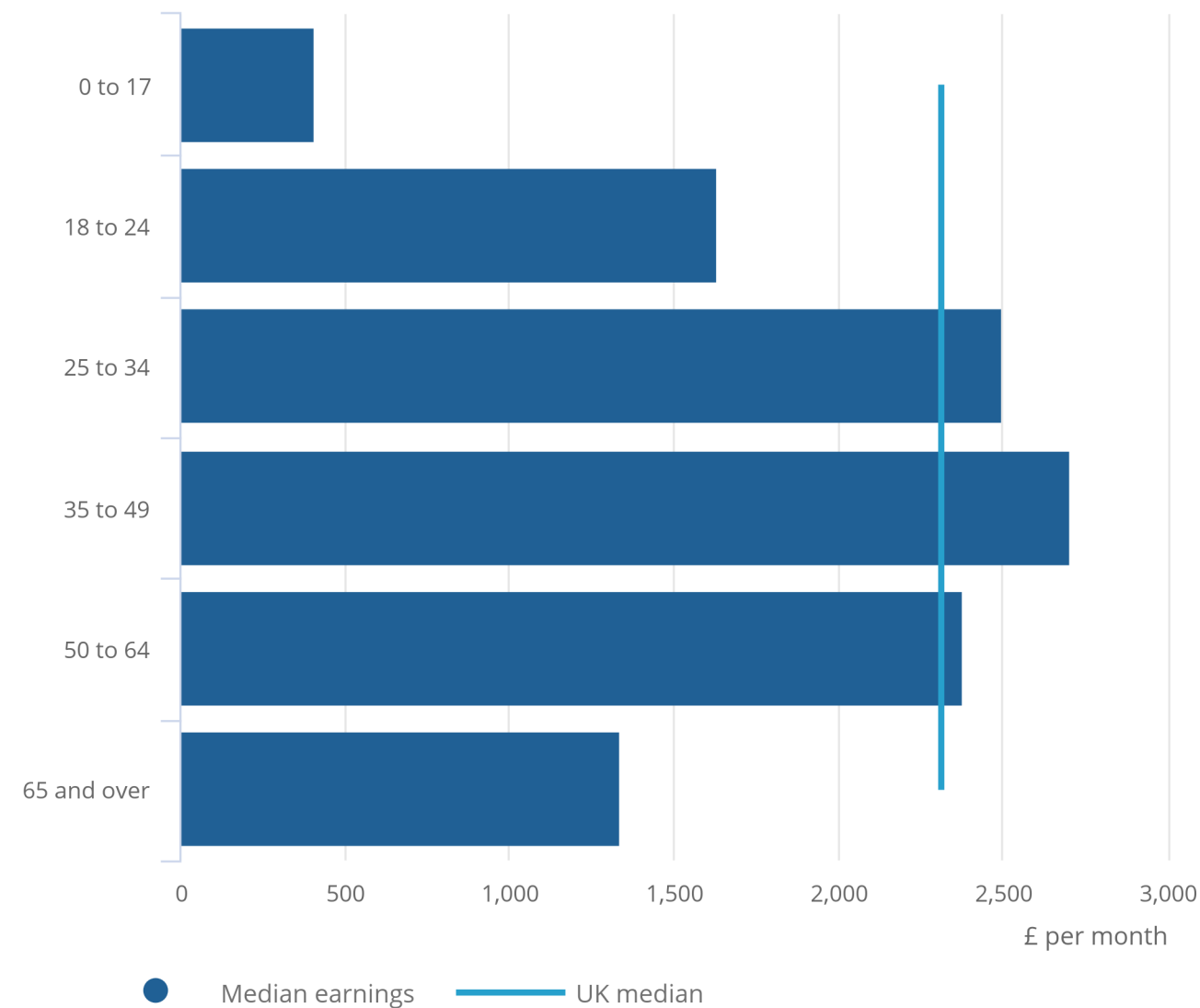
Median pay, seasonally adjusted, UK, November 2023

Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

8 . Earnings and employment data

9 . Glossary

Median monthly pay

Median monthly pay shows what a person in the middle of all employees would earn each month. The median pay is generally considered to be a more accurate reflection of the "average wage" because it discounts the extremes at either end of the scale.

National Minimum Wage and National Living Wage

The National Minimum Wage (NMW) is a minimum amount per hour that most workers in the UK are entitled to be payrolled. There are different rates of minimum wage depending on a worker's age and whether they are an apprentice. The NMW applies to employees aged 16 to 24 years. The government's National Living Wage (NLW) was introduced on 1 April 2016 and applies to employees aged 25 years and over. See current and previous rates for the NMW and NLW on [the government website](#).

Pay As You Earn

Pay As You Earn (PAYE) is the system employers and pension providers use to take Income Tax and National Insurance contributions before they pay wages or pensions to employees and pensioners. It was introduced in 1944 and is now the way most employees pay Income Tax in the UK. This publication relates to employees only and not pensioners.

10 . Measuring the data

Data source and collection

The data for this release come from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) system. They cover the whole population rather than a sample of people or companies, and they will allow for more detailed estimates of the population. The release is classed as Experimental Statistics as the methodologies used to produce the statistics are still in their development phase. As a result, the series are subject to revisions.

HM Revenue & Customs

Coverage

This publication covers employees payrolled by employers only. It does not cover self-employment income or income from other sources such as pensions, property rental and investments. Where individuals have multiple sources of income, only income from employers is included.

The figures in this release are for the period July 2014 to November 2023 and are seasonally adjusted.

Upcoming changes

Following the UK's withdrawal from the EU, a replacement to the Eurostat geographical classification NUTS regions has been created. The UK-managed classification of International Territorial Levels (ITLs) will replace the NUTS classification in future publications.

Please contact us by email if you would like to offer feedback on how the contents can be improved in the future.

Methodology

An accompanying article contains more information on the calendarisation and imputation methodologies used in this bulletin, alongside comparisons with other earnings and employment statistics and possible quality improvements in the future.

11 . Strengths and limitations

Pre-release data

HM Revenue and Customs (HMRC) grants pre-release access to official statistics publications. As this is a joint release, and in accordance with the HMRC policy, pre-release access has been granted to a number of people to enable the preparation of statistical publications and ministerial briefing. Further details, including a list of those granted access to official statistics by HMRC, can be found on their website.

The Bank of England was granted exceptional pre-release access to this bulletin and accompanying tables at 8:00am on Monday 11 December 2023, so that the data were available for the Monetary Policy Committee (MPC) meeting held on that day. See exchange of letters requesting exceptional pre-release access so that data are available for discussion at the MPC.

Experimental Statistics status

This is a joint experimental release between HMRC and the Office for National Statistics (ONS). The existing monthly publications produced by the ONS remain the primary National Statistics for the labour market. The intention is that these new statistics will also be updated on a monthly basis.

The release is classed as Experimental Statistics as the methodologies used to produce the statistics are still in their development phase. This does not mean that the statistics are of low quality, but it does signify that the statistics are new and still being developed. As the methodologies are refined and improved, there may be revisions to these statistics.

Rather than waiting until the development work has been completed, the statistics are being published now to involve potential users in developing the statistics. We hope that this encourages users to provide us with their thoughts and suggestions on how useful the statistics are and how we can improve them. You can send us your comments by email.

More information about Experimental Statistics, including when they should be used and the differences between them and National Statistics, is available.

Strengths of the data

As Pay As You Earn (PAYE) Real Time Information (RTI) data cover the whole population, rather than a sample of people or companies, we are able to use these to produce estimates for geographic areas and other more detailed breakdowns of the population. The methods for producing such breakdowns are under development and we expect to include further statistics in a future release. These statistics can help inform decision-making across the country. They also have the potential to provide more timely estimates than existing measures.

These statistics also have the potential to replace some of those based on surveys, which could reduce the burden on businesses needing to fill in statistical surveys.

Industry Sector Classifications

The industrial sectors in this bulletin are based on the UK Standard Industrial Classification (SIC) codes, as defined by the Office for National Statistics (ONS). These codes have been determined from both the most recent Inter-Departmental Business Register (IDBR) and data from Companies House for each Pay As You Earn (PAYE) enterprise.

Large enterprises that cover multiple SIC codes are classified into a single SIC code based on the relative number of employees in each SIC code. Changes to the proportion of employees across SIC codes in large enterprises can result in the enterprise being reclassified to a different SIC code. To obtain the SIC code we link to the most recent quarterly versions of the IDBR. Once a year when we refresh data for the whole series, the IDBR link is refreshed using the most recent version available, and any reclassifications are then used for the entirety of the time series until the next year.

This means that sector level time series represent the current employers classified in each sector and are less likely to be distorted by employers being reclassified at the enterprise level because of small changes at the lower unit level. However, it also means that these time series may be revised between publications and, in the historical sections of the time series, employers are classified in sectors that they weren't classified in at that point in time. However, this method should minimise discrepancies in the data caused by reclassifications and should more easily allow the tracking of job movements between sectors.

Imputation and revisions

RTI data used in this release are extracted in the weeks following the end of the latest reference month. For some individuals this means payments relating to work done in recent reference months are yet to be received. Rather than wait until all payment returns have been received, we produce timelier measures by imputing the values for missing returns.

For the latest reference month around 15% of the data are imputed. We refer to this as the "flash" or "early" estimate in the bulletin, as this figure is the most subject to revision as payment returns are received and the imputed payments replaced with actual data.

From our July 2022 publication, two changes were made to the imputation model. A seasonal factor was incorporated into the imputation model. The model was also made more responsive to recent changes to the labour market that would affect the likelihood of a payment existing. The latter change in particular should reduce the scale of revisions seen to the "flash" estimate, but cannot eliminate revisions completely.

Earlier months also contain some imputed data. Some payment frequencies mean that we have not received the relevant payment data more than a month after the reference period. Also, in some circumstances, returns might be submitted late. Therefore, earlier months are also subject to revision, but these revisions are likely to be much smaller because the level of imputation is smaller. The proportion of imputed data for a reference month two months before data extraction is around 1% to 2% of the data.

For the majority of months, post-flash revisions will occur in small amounts gradually each month as more submissions are received. However, all RTI submissions must be received before the end of the tax year. Therefore, for months close to the end of the tax year these submissions and associated minor revisions that would have accumulated through the year instead need to be received all at once in the final submissions of the tax year. The months of January and February will be most affected by this and see sharper non-flash revisions at the end of the tax year if the imputed submissions are not received by that point. From July 2022, changes were incorporated into the imputation model to try to control for these seasonal differences, as well as other seasonal factors that might affect whether submissions are received through different points of the year.

The seasonal adjustment model will also update each month as the model is refined on the latest data available. These adjustments will appear as revisions in the seasonally adjusted data, and in the supporting seasonally adjusted revisions triangle.

Starting with the December 2020 publication, we introduced a new revisions policy. For each publication, we incorporate new input data only for the current tax year and the previous tax year. Revisions to estimates can potentially be made for up to the last two years as data can continue to be received, though updates to data outside of the most recent tax year are minimal.

Changes to the seasonally adjusted data also occur earlier than this limit, as the seasonal adjustment model is refined. The benefit of introducing this revisions policy is that we can use the processing time saved to produce and publish more detailed breakdowns. We capture any new input data referencing earlier years by incorporating data for the whole time series once a year.

Seasonal adjustment

The seasonal adjustment applied in this bulletin follows established best practice. This approach assumes that any seasonal patterns remain broadly consistent over time. If the seasonal pattern changes in strength, this will be represented as greater volatility in the seasonally adjusted figures. Both the seasonal and non-seasonally adjusted datasets are released alongside this bulletin.

The model for seasonal adjustment is reviewed annually, with new models being applied where possible. The last update to the model has been delayed and is still currently being reviewed.

Differences compared with the Labour Force Survey and Average Weekly Earnings statistics

Further information about the methodology used and comparisons with the ONS's Labour Force Survey (LFS) and Average Weekly Earnings can be found in New methods for monthly earnings and employment estimates from Pay As You Earn Real Time Information (PAYE RTI) data: December 2019.

From October 2023, ONS have been temporarily using growth rates from RTI data to calculate an estimate of employment and the employment rate. This adjusted figure will be used in the November and December labour market publications, with ONS aiming to publish LFS figures from January 2023. More information can be found in the Update on the Labour Force Survey statement.

The strengths and weaknesses of these sources and other labour market data sources are shown in the Comparison of labour market data sources methodology, including the advantages of new administrative data sources and limitations of some of the published figures.

12 . Related links

Labour market overview: December 2023
Bulletin | Released 12 December 2023
Estimates of employment, unemployment, economic inactivity and other employment-related statistics for the UK.

Employment in the UK: December 2023
Bulletin | Released 12 December 2023
Estimates of employment, unemployment and economic inactivity for the UK.

Labour market in the regions of the UK: December 2023
Bulletin | Released 12 December 2023
Regional breakdowns of changes in UK employment, unemployment and economic inactivity.

Average weekly earnings in Great Britain: December 2023
Bulletin | Released 12 December 2023
Estimates of growth in earnings for employees before tax and other deductions from pay.

Vacancies and jobs in the UK: December 2023
Bulletin | Released 12 December 2023
Estimates of the number of vacancies and jobs for the UK.

13 . Cite this statistical bulletin

Office for National Statistics (ONS) and HM Revenue and Customs (HMRC), released 12 December 2023, ONS website, statistical bulletin, Earnings and employment from Pay As You Earn Real Time Information, UK: December 2023.

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

| | Payrolled employees |
| | UK, all industries, seasonally adjusted |
Period	Payrolled employees
November 2014	26,990,415
November 2015	27,705,816
November 2016	28,040,201
November 2017	28,428,260
November 2018	28,751,705
November 2019	28,971,902
November 2020	28,085,971
November 2021	29,167,094
November 2022	29,871,157
December 2022	29,910,864
January 2023	29,946,772
February 2023	29,982,111
March 2023	30,037,831
April 2023	30,088,660
May 2023	30,120,875
June 2023	30,160,770
July 2023	30,153,524
August 2023	30,148,178
September 2023	30,177,988
October 2023	30,217,033
November 2023	30,204,226
Change on year	333,069
Change %	1.1

Source: PAYE RTI

1. Figures for Nov 2023 are early estimates and are more likely to be subject to more significant revisions.

2. These data are experimental statistics.

3. The number of payrolled employees here is defined as the number of people receiving paid renumeration included in PAYE RTI within the reference period,

including people who have not done work but are an employee - such as those on paid leave.

4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees,

as opposed to a measure of employee jobs.

5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.

6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.

7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.

8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.

9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.

10. Figures have been rounded to the nearest £ or unit.

11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.

12. Pay figures are based on gross earnings.

MEDIAN PAY

2 Median monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
Period	Median pay
November 2014	1,608
November 2015	1,630
November 2016	1,666
November 2017	1,713
November 2018	1,778
November 2019	1,831
November 2020	1,914
November 2021	2,018
November 2022	2,193
December 2022	2,188
January 2023	2,194
February 2023	2,208
March 2023	2,218
April 2023	2,230
May 2023	2,262
June 2023	2,303
July 2023	2,267
August 2023	2,280
September 2023	2,270
October 2023	2,283
November 2023	2,310
Change on year	117
Change %	5.3

Source: PAYE RTI

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MEAN PAY

3 Mean monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
	Mean pay
October 2014	2,198
October 2015	2,229
October 2016	2,291
October 2017	2,346
October 2018	2,440
October 2019	2,501
October 2020	2,622
October 2021	2,746
October 2022	2,919
November 2022	2,978
December 2022	2,960
January 2023	2,973
February 2023	3,006
March 2023	3,065
April 2023	3,007
May 2023	3,055
June 2023	3,126
July 2023	3,057
August 2023	3,061
September 2023	3,060
October 2023	3,077
Change on year	158
Change %	5.4

Source: PAYE RTI

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AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

£ per month

UK, all industries, seasonally adjusted

Period	Aggregate pay
October 2014	59,143,260,036
October 2015	61,693,106,463
October 2016	64,195,498,085
October 2017	66,635,911,000
October 2018	70,033,554,032
October 2019	72,455,306,117
October 2020	73,854,386,069
October 2021	79,822,209,290
October 2022	86,997,621,069
November 2022	88,951,954,937
December 2022	88,529,440,223
January 2023	89,025,155,638
February 2023	90,118,396,991
March 2023	92,070,194,131
April 2023	90,464,058,463
May 2023	92,028,744,155
June 2023	94,272,709,941
July 2023	92,182,349,029
August 2023	92,270,540,238
September 2023	92,335,561,265
October 2023	92,972,764,193
Change on year	5,975,143,124
Change %	6.9

Source: PAYE RTI

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PAY DISTRIBUTION

5 Monthly pay by percentile from PAYE RTI

£ per month, 3 month moving average

UK, all industries, seasonally adjusted

Period	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	95th percentile	99th percentile
October 2014	507	892	1,603	2,600	3,924	5,274	10,909
October 2015	523	906	1,621	2,625	3,962	5,339	11,056
October 2016	550	943	1,663	2,674	4,043	5,464	11,351
October 2017	569	975	1,704	2,728	4,125	5,581	11,664
October 2018	594	1,010	1,768	2,814	4,259	5,767	12,031
October 2019	619	1,052	1,826	2,893	4,371	5,945	12,378
October 2020	658	1,109	1,899	2,985	4,518	6,161	12,885
October 2021	674	1,153	2,003	3,140	4,756	6,498	13,606
October 2022	703	1,226	2,140	3,351	5,090	6,932	14,431
November 2022	710	1,242	2,164	3,383	5,127	6,972	14,489
December 2022	715	1,253	2,179	3,399	5,151	7,005	14,532
January 2023	721	1,263	2,193	3,413	5,173	7,036	14,589
February 2023	725	1,264	2,197	3,415	5,192	7,058	14,617
March 2023	727	1,269	2,205	3,427	5,223	7,108	14,810
April 2023	733	1,278	2,214	3,441	5,251	7,167	14,938
May 2023	741	1,292	2,231	3,459	5,276	7,216	15,114
June 2023	748	1,309	2,261	3,526	5,379	7,297	15,070
July 2023	751	1,317	2,277	3,551	5,398	7,310	15,076
August 2023	751	1,322	2,286	3,566	5,417	7,314	15,043
September 2023	753	1,320	2,277	3,524	5,327	7,266	15,079
October 2023	755	1,324	2,281	3,525	5,336	7,271	15,082
Change on year	52	98	141	174	246	339	651
Change %	7.4	8	6.6	5.2	4.8	4.9	4.5

Source: PAYE RTI

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EMPLOYEE FLOWS

6 Inflows and outflows from PAYE RTI

| | Payrolled employees | |
| | UK, all industries, seasonally adjusted | |
Period	Inflows	Outflows
October 2017	677,129	647,707
October 2018	661,563	629,430
October 2019	645,789	634,597
October 2020	559,497	580,932
October 2021	690,559	656,867
October 2022	690,043	633,605
November 2022	692,577	626,589
December 2022	675,257	635,550
January 2023	680,346	644,438
February 2023	685,972	650,633
March 2023	692,487	636,767
April 2023	678,658	627,829
May 2023	667,364	635,149
June 2023	670,991	631,096
July 2023	637,894	645,140
August 2023	631,244	636,590
September 2023	647,864	618,054
October 2023	661,087	622,042
Change on year	-28,956	-11,563
Change %	-4.2	-1.8

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS1)

7 Regional payrolled employees from PAYE RTI

Period	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
November 2014	1,037,221	2,933,687	2,167,731	1,971,119	2,317,602	2,571,685	3,727,819	3,821,007	2,258,929	1,193,291	2,310,806	679,519
November 2015	1,052,807	3,007,665	2,211,483	2,025,393	2,388,984	2,647,101	3,877,192	3,919,765	2,314,700	1,213,871	2,346,282	700,573
November 2016	1,057,725	3,039,363	2,238,161	2,057,381	2,425,407	2,687,955	3,937,444	3,965,948	2,346,283	1,225,948	2,347,162	711,425
November 2017	1,065,930	3,091,536	2,266,343	2,089,555	2,456,805	2,727,351	4,003,487	4,016,823	2,376,371	1,244,153	2,364,631	725,276
November 2018	1,070,259	3,129,763	2,293,697	2,114,068	2,483,549	2,758,122	4,068,835	4,059,012	2,399,657	1,258,145	2,376,058	740,540
November 2019	1,072,772	3,151,596	2,311,218	2,125,623	2,489,253	2,783,035	4,136,097	4,092,584	2,417,609	1,259,944	2,381,594	750,576
November 2020	1,050,219	3,078,453	2,254,732	2,075,149	2,419,368	2,708,913	3,914,890	3,967,598	2,352,490	1,226,091	2,301,612	736,456
November 2021	1,093,100	3,201,906	2,339,442	2,145,610	2,515,867	2,795,442	4,111,709	4,106,721	2,431,680	1,273,897	2,386,073	765,648
November 2022	1,113,042	3,264,251	2,383,094	2,187,381	2,573,035	2,852,583	4,285,192	4,210,946	2,483,039	1,302,364	2,433,138	783,091
December 2022	1,115,174	3,267,745	2,385,551	2,189,946	2,577,227	2,855,976	4,296,687	4,214,869	2,484,561	1,303,376	2,435,169	784,584
January 2023	1,115,006	3,271,758	2,387,330	2,191,408	2,579,597	2,860,587	4,308,152	4,221,122	2,488,208	1,303,517	2,435,593	784,493
February 2023	1,115,705	3,274,311	2,387,069	2,192,870	2,581,252	2,866,085	4,317,198	4,228,291	2,491,134	1,305,703	2,436,589	785,903
March 2023	1,118,210	3,279,450	2,389,207	2,196,723	2,585,776	2,873,078	4,328,326	4,235,183	2,495,156	1,308,929	2,439,245	788,547
April 2023	1,120,674	3,287,959	2,395,374	2,200,924	2,592,726	2,877,858	4,328,322	4,240,683	2,503,489	1,312,094	2,440,452	788,107
May 2023	1,121,737	3,292,184	2,397,702	2,204,217	2,598,325	2,880,616	4,330,468	4,248,375	2,503,514	1,314,402	2,440,779	788,556
June 2023	1,123,146	3,295,088	2,399,539	2,206,845	2,601,796	2,884,774	4,336,211	4,254,771	2,507,818	1,316,041	2,445,522	789,219
July 2023	1,122,722	3,292,645	2,399,538	2,204,537	2,602,100	2,885,256	4,333,994	4,255,321	2,506,594	1,314,494	2,446,456	789,868
August 2023	1,121,584	3,291,435	2,397,673	2,203,423	2,601,504	2,885,387	4,333,205	4,255,729	2,507,211	1,312,498	2,446,963	791,567
September 2023	1,122,815	3,294,955	2,399,323	2,205,440	2,605,449	2,888,961	4,334,100	4,260,926	2,509,585	1,313,197	2,448,882	794,353
October 2023	1,125,330	3,299,398	2,401,901	2,207,497	2,608,422	2,892,157	4,337,410	4,268,076	2,513,705	1,314,653	2,451,579	796,904
November 2023	1,124,904	3,299,486	2,400,453	2,206,361	2,607,320	2,890,567	4,332,064	4,266,350	2,514,842	1,313,870	2,451,593	796,415
Change on year	11,862	35,235	17,359	18,980	34,285	37,984	46,872	55,404	31,803	11,506	18,455	13,324
Change %	1.1	1.1	0.7	0.9	1.3	1.3	1.1	1.3	1.3	0.9	0.8	1.7

Source: PAYE RTI

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12. Pay figures are based on gross earnings.

REGIONAL MEDIAN PAY (NUTS1)

8 Regional median monthly pay from PAYE RTI

£ per month

UK, all industries, seasonally adjusted

Period	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
November 2014	1,536	1,522	1,506	1,520	1,523	1,644	1,934	1,724	1,508	1,509	1,653	1,498
November 2015	1,541	1,534	1,519	1,532	1,544	1,669	1,961	1,749	1,529	1,528	1,678	1,494
November 2016	1,569	1,574	1,551	1,569	1,584	1,706	2,014	1,785	1,563	1,560	1,692	1,530
November 2017	1,612	1,623	1,600	1,623	1,635	1,762	2,076	1,842	1,621	1,604	1,741	1,572
November 2018	1,674	1,690	1,659	1,686	1,689	1,828	2,143	1,904	1,687	1,684	1,804	1,636
November 2019	1,718	1,736	1,698	1,727	1,732	1,883	2,208	1,962	1,731	1,717	1,864	1,689
November 2020	1,792	1,815	1,780	1,811	1,816	1,975	2,317	2,045	1,809	1,813	1,941	1,782
November 2021	1,866	1,898	1,869	1,917	1,901	2,087	2,439	2,158	1,910	1,881	2,038	1,862
November 2022	2,070	2,086	2,035	2,077	2,085	2,256	2,629	2,324	2,099	2,091	2,235	2,018
December 2022	2,048	2,076	2,036	2,073	2,060	2,255	2,636	2,342	2,083	2,061	2,206	2,012
January 2023	2,048	2,077	2,036	2,074	2,069	2,258	2,645	2,338	2,084	2,053	2,223	2,036
February 2023	2,056	2,082	2,046	2,083	2,080	2,270	2,653	2,350	2,099	2,075	2,253	2,054
March 2023	2,067	2,093	2,058	2,089	2,087	2,284	2,658	2,366	2,118	2,095	2,249	2,107
April 2023	2,087	2,110	2,078	2,115	2,111	2,292	2,663	2,366	2,125	2,108	2,277	2,055
May 2023	2,118	2,147	2,109	2,142	2,136	2,333	2,700	2,412	2,165	2,130	2,281	2,082
June 2023	2,179	2,194	2,157	2,193	2,184	2,372	2,737	2,457	2,209	2,169	2,297	2,098
July 2023	2,129	2,161	2,118	2,160	2,148	2,333	2,719	2,412	2,157	2,167	2,295	2,087
August 2023	2,136	2,165	2,120	2,166	2,156	2,343	2,719	2,428	2,176	2,150	2,305	2,095
September 2023	2,122	2,161	2,100	2,154	2,151	2,336	2,708	2,417	2,167	2,135	2,321	2,095
October 2023	2,140	2,171	2,126	2,175	2,163	2,350	2,713	2,433	2,186	2,166	2,318	2,102
November 2023	2,179	2,191	2,146	2,201	2,204	2,368	2,725	2,448	2,231	2,204	2,334	2,064
Change on year	109	105	111	124	119	112	96	124	132	113	99	46
Change %	5.3	5	5.5	6	5.7	5	3.7	5.3	6.3	5.4	4.4	2.3

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS2)

9 Regional payrolled employees from PAYE RTI

| | | | Payrolled employees |
| | | | UK, all industries, seasonally adjusted |
Period	November 2022	November 2023	Change on year	Change %
Tees Valley and Durham	499,516	504,153	4,637	0.9
Northumberland and Tyne and Wear	613,526	620,752	7,226	1.2
Cumbria	221,343	224,086	2,743	1.2
Greater Manchester	1,269,807	1,284,017	14,210	1.1
Lancashire	654,791	662,129	7,338	1.1
Cheshire	445,301	449,757	4,456	1
Merseyside	673,009	679,498	6,489	1
East Yorkshire and Northern Lincolnshire	410,304	412,162	1,858	0.5
North Yorkshire	362,953	366,272	3,319	0.9
South Yorkshire	595,789	599,579	3,790	0.6
West Yorkshire	1,014,049	1,022,440	8,391	0.8
Derbyshire and Nottinghamshire	974,126	983,343	9,217	0.9
Leicestershire, Rutland and Northamptonshire	881,363	889,277	7,914	0.9
Lincolnshire	331,893	333,741	1,848	0.6
Herefordshire, Worcestershire and Warwickshire	628,133	634,755	6,622	1.1
Shropshire and Staffordshire	721,582	730,925	9,343	1.3
West Midlands (county)	1,223,319	1,241,640	18,321	1.5
East Anglia	1,128,761	1,141,470	12,709	1.1
Bedfordshire and Hertfordshire	892,536	905,930	13,394	1.5
Essex	831,287	843,167	11,880	1.4
Inner London - West	549,287	542,348	-6,939	-1.3
Inner London - East	1,218,091	1,225,407	7,316	0.6
Outer London - East and North East	886,689	905,276	18,587	2.1
Outer London - South	618,469	627,242	8,773	1.4
Outer London - West and North West	1,012,656	1,031,791	19,135	1.9
Berkshire, Buckinghamshire and Oxfordshire	1,207,596	1,224,945	17,349	1.4
Surrey, East and West Sussex	1,292,564	1,307,745	15,181	1.2
Hampshire and Isle of Wight	902,524	913,194	10,670	1.2
Kent	808,262	820,466	12,204	1.5
Gloucestershire, Wiltshire and Bristol/Bath area	1,185,357	1,199,580	14,223	1.2
Dorset and Somerset	569,889	577,909	8,020	1.4
Cornwall and Isles of Scilly	227,710	230,831	3,121	1.4
Devon	500,084	506,522	6,438	1.3
West Wales and The Valleys	791,583	799,340	7,757	1
East Wales	510,780	514,530	3,750	0.7
North Eastern Scotland	228,757	230,139	1,382	0.6
Highlands and Islands	205,013	206,390	1,377	0.7
Eastern Scotland	906,933	916,088	9,155	1
West Central Scotland	686,895	690,722	3,827	0.6
Southern Scotland	405,540	408,254	2,714	0.7
Northern Ireland	783,091	796,415	13,324	1.7

Source: PAYE RTI

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REGIONAL MEDIAN PAY (NUTS2)

10 Regional median monthly pay from PAYE RTI

£ per month

UK, all industries, seasonally adjusted

Period	November 2022	November 2023	Change on year	Change %
Tees Valley and Durham	2,060	2,184	124	6
Northumberland and Tyne and Wear	2,070	2,161	91	4.4
Cumbria	2,080	2,222	142	6.8
Greater Manchester	2,090	2,188	98	4.7
Lancashire	2,006	2,108	102	5.1
Cheshire	2,199	2,288	89	4
Merseyside	2,086	2,202	116	5.6
East Yorkshire and Northern Lincolnshire	2,025	2,156	131	6.5
North Yorkshire	2,034	2,179	145	7.1
South Yorkshire	2,011	2,120	109	5.4
West Yorkshire	2,064	2,155	91	4.4
Derbyshire and Nottinghamshire	2,083	2,205	122	5.9
Leicestershire, Rutland and Northamptonshire	2,098	2,217	119	5.7
Lincolnshire	2,002	2,139	137	6.8
Herefordshire, Worcestershire and Warwickshire	2,193	2,324	131	6
Shropshire and Staffordshire	2,076	2,178	102	4.9
West Midlands (county)	2,027	2,155	128	6.3
East Anglia	2,127	2,245	118	5.5
Bedfordshire and Hertfordshire	2,427	2,524	97	4
Essex	2,289	2,406	117	5.1
Inner London - West	3,270	3,364	94	2.9
Inner London - East	2,693	2,793	100	3.7
Outer London - East and North East	2,418	2,524	106	4.4
Outer London - South	2,675	2,779	104	3.9
Outer London - West and North West	2,457	2,531	74	3
Berkshire, Buckinghamshire and Oxfordshire	2,485	2,598	113	4.5
Surrey, East and West Sussex	2,338	2,457	119	5.1
Hampshire and Isle of Wight	2,211	2,346	135	6.1
Kent	2,216	2,350	134	6
Gloucestershire, Wiltshire and Bristol/Bath area	2,220	2,358	138	6.2
Dorset and Somerset	2,058	2,197	139	6.8
Cornwall and Isles of Scilly	1,883	2,026	143	7.6
Devon	1,977	2,109	132	6.7
West Wales and The Valleys	2,060	2,180	120	5.8
East Wales	2,141	2,249	108	5
North Eastern Scotland	2,357	2,471	114	4.8
Highlands and Islands	2,129	2,216	87	4.1
Eastern Scotland	2,240	2,349	109	4.9
West Central Scotland	2,239	2,316	77	3.4
Southern Scotland	2,183	2,292	109	5
Northern Ireland	2,018	2,064	46	2.3

Source: PAYE RTI

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INDUSTRY PAYROLLED EMPLOYEES

11 Industry payrolled employees from PAYE RTI

			Payrolled employees	
			UK, all industries, seasonally adjusted	
Period	November 2022	November 2023	Change on year	Change %
Agriculture, forestry and fishing	191,698	191,656	-42	0
Mining and quarrying	52,076	52,762	686	1.3
Manufacturing	2,362,478	2,345,938	-16,540	-0.7
Energy production and supply	105,034	115,525	10,491	10
Water supply, sewerage and waste	185,607	190,956	5,349	2.9
Construction	1,319,210	1,308,795	-10,415	-0.8
Wholesale and retail; repair of motor vehicles	4,373,180	4,354,359	-18,821	-0.4
Transportation and storage	1,367,162	1,364,089	-3,073	-0.2
Accommodation and food service activities	2,161,964	2,147,215	-14,749	-0.7
Information and communication	1,328,480	1,315,925	-12,555	-0.9
Finance and insurance	1,073,527	1,118,273	44,746	4.2
Real estate	447,029	451,356	4,327	1
Professional, scientific and technical	2,394,838	2,428,060	33,222	1.4
Administrative and support services	2,504,828	2,476,429	-28,399	-1.1
Public administration and defence; social security	1,447,309	1,474,211	26,902	1.9
Education	3,187,279	3,255,248	67,969	2.1
Health and social work	4,122,823	4,335,725	212,902	5.2
Arts, entertainment and recreation	598,912	625,806	26,894	4.5
Other service activities	534,671	541,592	6,921	1.3
Households and Extraterritorial	113,051	110,305	-2,746	-2.4

Source: PAYE RTI

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INDUSTRY MEDIAN PAY

12 Industry median monthly pay from PAYE RTI

£ per month

UK, all industries, seasonally adjusted

Period	November 2022	November 2023	Change on year	Change %
Agriculture, forestry and fishing	1,937	2,054	117	6
Mining and quarrying	4,381	4,413	32	0.7
Manufacturing	2,579	2,698	119	4.6
Energy production and supply	3,948	4,058	110	2.8
Water supply, sewerage and waste	2,765	2,915	150	5.4
Construction	2,396	2,510	114	4.8
Wholesale and retail; repair of motor vehicles	1,700	1,825	125	7.4
Transportation and storage	2,517	2,695	178	7.1
Accommodation and food service activities	1,118	1,177	59	5.3
Information and communication	3,482	3,611	129	3.7
Finance and insurance	3,616	3,717	101	2.8
Real estate	2,248	2,329	81	3.6
Professional, scientific and technical	2,825	2,945	120	4.2
Administrative and support services	1,895	2,001	106	5.6
Public administration and defence; social security	2,835	3,013	178	6.3
Education	2,462	2,494	32	1.3
Health and social work	2,083	2,230	147	7.1
Arts, entertainment and recreation	1,473	1,522	49	3.3
Other service activities	1,595	1,712	117	7.3
Households and Extraterritorial	1,064	1,110	46	4.3

Source: PAYE RTI

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PAYROLLED EMPLOYEES BY AGE

13 Payrolled employees by age from PAYE RTI

| | | | | | Payrolled employees | |
| | | | | | UK, all industries, seasonally adjusted | |
Period	0 to 17	18 to 24	25 to 34	35 to 49	50 to 64	65 and over
November 2014	406,793	3,527,777	6,409,548	9,181,431	6,642,206	822,660
November 2015	438,061	3,614,033	6,604,088	9,311,014	6,900,289	838,331
November 2016	440,390	3,600,248	6,706,032	9,341,846	7,101,840	849,845
November 2017	443,239	3,588,946	6,791,106	9,390,289	7,338,611	876,068
November 2018	439,476	3,566,693	6,845,230	9,433,686	7,559,869	906,751
November 2019	431,321	3,504,326	6,866,118	9,451,718	7,728,259	990,159
November 2020	283,459	3,162,166	6,645,091	9,312,922	7,707,501	974,831
November 2021	488,199	3,438,997	6,805,692	9,477,434	7,928,345	1,028,427
November 2022	524,510	3,489,512	6,979,982	9,695,535	8,086,572	1,095,047
December 2022	523,841	3,486,340	6,988,001	9,712,133	8,099,929	1,100,620
January 2023	525,658	3,483,947	6,998,482	9,729,474	8,103,019	1,106,192
February 2023	529,082	3,487,710	7,003,898	9,741,110	8,107,322	1,112,989
March 2023	531,158	3,494,149	7,017,785	9,759,073	8,114,467	1,121,198
April 2023	529,517	3,505,710	7,030,764	9,780,351	8,116,607	1,125,711
May 2023	525,335	3,502,214	7,040,628	9,794,179	8,125,933	1,132,586
June 2023	520,002	3,498,081	7,052,037	9,814,730	8,136,495	1,139,425
July 2023	512,598	3,480,967	7,056,229	9,825,098	8,136,930	1,141,703
August 2023	506,151	3,465,458	7,060,225	9,834,238	8,136,696	1,145,409
September 2023	500,829	3,473,554	7,065,272	9,844,806	8,141,973	1,151,554
October 2023	496,999	3,483,772	7,072,286	9,855,906	8,148,376	1,159,693
November 2023	484,915	3,487,012	7,072,451	9,850,194	8,140,621	1,169,033
Change on year	-39,595	-2,500	92,469	154,659	54,049	73,986
Change %	-7.5	-0.1	1.3	1.6	0.7	6.8

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MEDIAN PAY BY AGE

14 Median monthly pay by age from PAYE RTI

UK, all industries, seasonally adjusted

Period	0 to 17	18 to 24	25 to 34	35 to 49	50 to 64	65 and over
November 2014	277	1,093	1,740	1,913	1,728	733
November 2015	289	1,136	1,767	1,934	1,742	759
November 2016	294	1,179	1,808	1,967	1,764	790
November 2017	302	1,225	1,869	2,024	1,798	825
November 2018	319	1,283	1,943	2,089	1,850	874
November 2019	325	1,323	2,008	2,141	1,894	962
November 2020	364	1,353	2,066	2,226	1,960	1,059
November 2021	401	1,427	2,189	2,366	2,071	1,133
November 2022	414	1,551	2,377	2,581	2,272	1,253
December 2022	415	1,555	2,384	2,564	2,244	1,251
January 2023	409	1,562	2,390	2,561	2,238	1,252
February 2023	412	1,573	2,398	2,571	2,250	1,262
March 2023	408	1,583	2,415	2,588	2,265	1,265
April 2023	411	1,590	2,421	2,607	2,283	1,275
May 2023	416	1,608	2,454	2,631	2,313	1,300
June 2023	411	1,615	2,512	2,707	2,376	1,331
July 2023	410	1,618	2,460	2,644	2,333	1,308
August 2023	408	1,629	2,469	2,651	2,337	1,311
September 2023	411	1,626	2,464	2,658	2,342	1,315
October 2023	411	1,628	2,480	2,668	2,343	1,321
November 2023	408	1,633	2,495	2,703	2,380	1,334
Change on year	-6	82	118	122	108	81
Change %	-1.4	5.3	5	4.7	4.8	6.5

Source: PAYE RTI

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