

Statistical bulletin

# Earnings and employment from Pay As You Earn Real Time Information, UK: December 2021

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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Next release:  
To be announced

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# 1 . Main points

- Early estimates for November 2021 indicate that the number of payrolled employees rose by 4.8% compared with November 2020, a rise of 1,353,000 employees; the number of payrolled employees was up by 1.5% since February 2020, a rise of 424,000.
- There were 257,000 more people in payrolled employment in November 2021 when compared with October 2021.
- UK payrolled employee growth for October 2021 compared with September 2021 has been revised from an increase of 160,000 reported in the last bulletin to an increase of 74,000; this revision is a result of incorporating additional real time information (RTI) submissions into the statistics, reducing the need for imputation – which takes place every publication; as early estimates have a higher level of imputation, revisions of this scale are within expectation.
- Early estimates for November 2021 indicate that median monthly pay increased by 4.7% compared with November 2020 and increased by 7.9% when compared with February 2020.
- All age groups saw an increase in payrolled employees between November 2020 and November 2021; there was an increase of 564,000 payrolled employees aged under 25 years.
- For Nomenclature of Territorial Units for Statistics (NUTS) 3 regions, annual growth in payrolled employees in November 2021 was the highest in Tower Hamlets, with a rise of 11.3%, and was lowest in Swindon, with a rise of 2.4%; at local administrative unit level, growth rates vary between positive 1.0% and positive 11.3%.
- The increase in payrolled employees between November 2020 and November 2021 was largest in the administrative and support services sector (a rise of 290,000 employees) and smallest in the transportation and storage sector (a fall of 9,000).
- Annual growth in median pay for employees in November 2021 was highest in the other service activities sector (an increase of 9.1%), and lowest in the public administration sector (a decrease of 0.2%).

Annual growth rates for November 2021 are compared with November 2020, and so the reduction in employees and median pay seen following the beginning of the coronavirus (COVID-19) pandemic is no longer contributing to the annual growth rate. Annual growth rates are now compared with this lower baseline.

## About the data in this release

Early estimates for November 2021 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 considered of lower quality and may be subject to revision in next month's release when between 98% to 99% of data will be available. This work was introduced in April 2020 in response to coronavirus (COVID-19) and methods will continue to be developed. A [revisions triangle](#) is available for employees and median pay at the UK level.

This release covers people paid through the Pay As You Earn (PAYE) system where their pay is reported through the Real Time Information (RTI) system. As employees who are furloughed as part of the Coronavirus Job Retention Scheme (CJRS) should still have their payments reported through this system, they should feature in these data and contribute toward the employment and pay statistics for the relevant periods. Similarly, following the end of the furlough scheme, employees who have been given notice that their employment will end will continue to be included in the RTI data while they work out their notice period. This effect could extend over a few months, given statutory notice periods. This is consistent with how any employee being made redundant would appear in the RTI data.

Statistics in this release are based on people who are employed in at least one job paid through PAYE, and monthly estimates reflect the average of such people for each day of the calendar month. This follows the introduction of a [new methodology](#) in December 2019, designed to better align with international guidelines for labour market statistics. This differs from the methodology used before December 2019, which produced statistics based on the total number of people paid in a particular time period.



## 2 . Payrolled employees

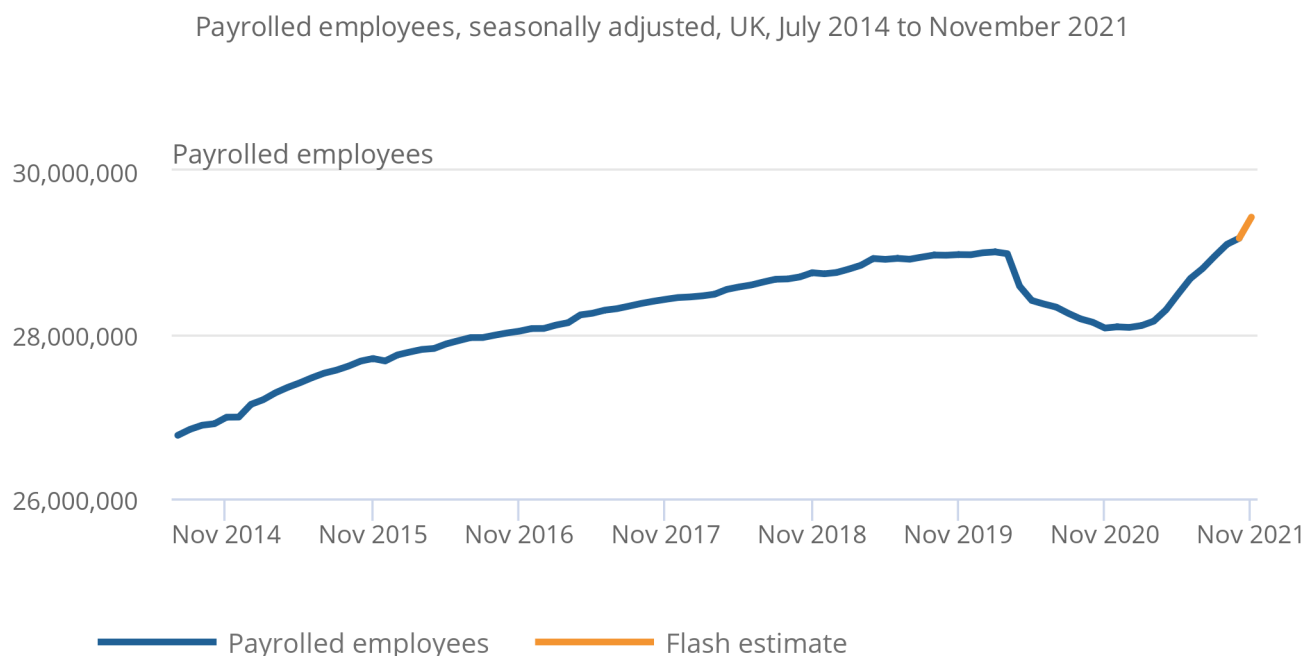
Early estimates for November 2021 indicate that there were 29.4 million payrolled employees (Figure 1), a rise of 4.8% compared with the same period of the previous year. This was also a rise of 1,353,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees increased by 0.9% in November 2021 – equivalent to 257,000 people.

When comparing the number of payrolled employees in October 2021 with the previous month, the number increased by 0.3%. This is revised down from the early estimate of a 0.6% increase, reported in the previous bulletin.

**Figure 1: The number of employees declined between February and November 2020, but is now above the pre-coronavirus level**

Payrolled employees, seasonally adjusted, UK, July 2014 to November 2021

Figure 1: The number of employees declined between February and November 2020, but is now above the pre-coronavirus level



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

**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 2021 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, (becoming negative in April 2020) coinciding with the coronavirus (COVID-19) pandemic.

Since the start of 2021, growth rates have started to recover on the lower rates seen since the start of the coronavirus pandemic. However, part of this recovery is because of the reduction in employees between March and May 2020 no longer contributing to the annual growth rate.

**Figure 2: Growth in the number of payrolled employees became negative in 2020, but has since returned to positive growth**

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to November 2021

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Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to November 2021



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

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2. The October 2021 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

### 3 . Median monthly pay

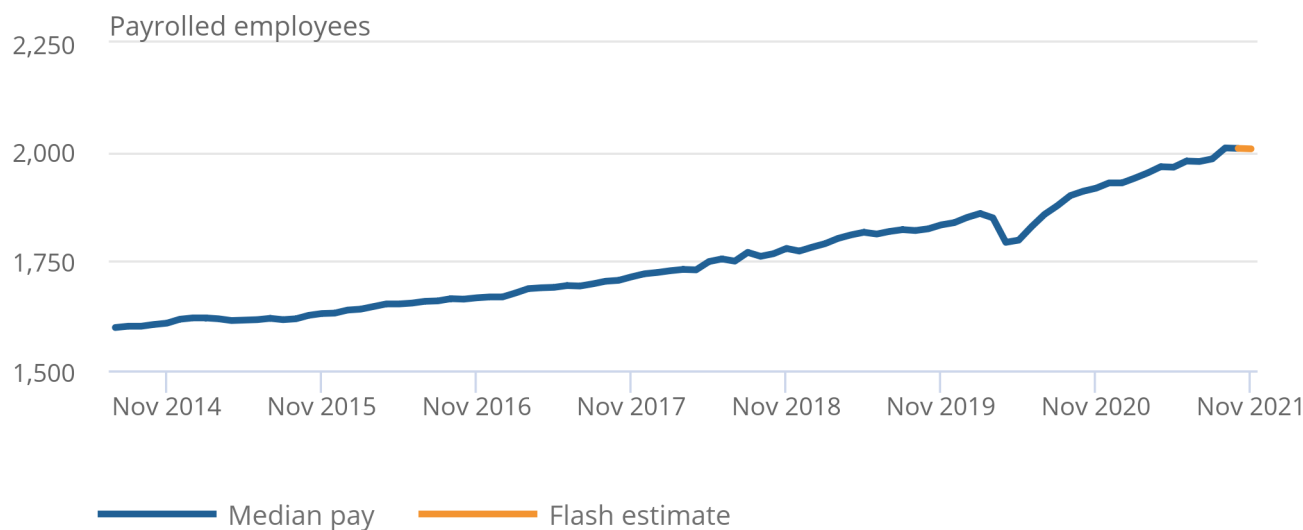
Early estimates for November 2021 indicate that median monthly pay was £2,007, an increase of 4.7% compared with the same period of the previous year.

**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 2021

#### 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 2021



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

**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 2021 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 pay growth became negative. This coincided with the coronavirus (COVID-19) pandemic and related economic and policy responses. From June 2020, median pay growth has been positive, and is now above pre-coronavirus (February 2020) levels.

**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 2021

**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 2021



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

**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 2021 figure is not a flash estimate of median pay growth, this is included purely for graphing purposes.

The relatively high level of pay growth between June and December 2020 is partially explained by lower levels of inflows than usual during that period. As explored in the [August 2020 bulletin](#) and [September 2020 bulletin](#), while the general trend of pay growth is dominated by those continually employed, the mean pay of inflows tends to be around 40% lower than mean pay for those continually employed. This means inflows into payrolled employment tend to bring down average pay and average pay growth. As inflows were relatively low between June 2020 and December 2020, this reduced the downward pressure on pay growth, which in turn increased median pay growth.

The high level of pay growth in April 2021 is attributed to the record high in median pay in April 2021, combined with the suppressed level of median pay in April 2020 at the start of the coronavirus pandemic.

## 4 . Pay distribution

In the three months to October 2021, the 10th percentile of the monthly pay distribution was £670, the 90th percentile was £4,761 and the 99th percentile was £13,626 (Figure 5). This means that:

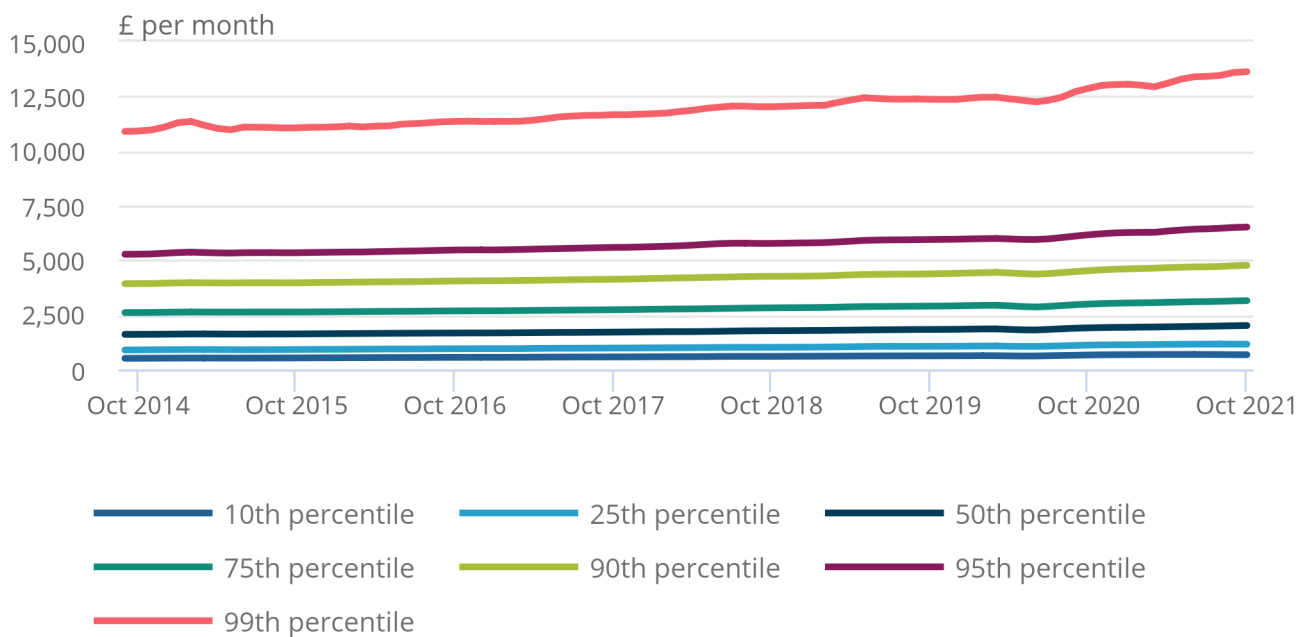
- 10% of payrolled employees earned equal to or less than £670 per month
- 90% of payrolled employees earned equal to or less than £4,761 per month
- 99% of payrolled employees earned equal to or less than £13,626 per month

**Figure 5: 10% of employees earn less than £670 per month and 90% earn less than £4,761 per month**

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to October 2021

**Figure 5: 10% of employees earn less than £670 per month and 90% earn less than £4,761 per month**

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to October 2021



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

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 2021, and cover [Nomenclature of Territorial Units for Statistics: NUTS1, NUTS2, NUTS3 regions, and local administrative units \(LAUs\)](#).

While the UK as a whole has experienced moderate, if declining, payrolled employee growth since January 2017, growth within regions has not been even (Figure 6).

Numbers of payrolled employees in the UK for the regions shown in Figure 6 range from 771,000 in Northern Ireland to 4,156,000 in London in November 2021.

All regions are now above pre-coronavirus (February 2020) levels.



## Figure 6: Regional employee growth has fallen across the UK over the last year, but has risen more recently

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to November 2021

### Notes:

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

### Download the data

[.xlsx](#)

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. Since January 2019, Inner London (both West and East) experienced greater volatility in employee growth than both Outer London and the UK average. Employee numbers within LAUs, and NUTS1, NUTS2 and NUTS3 regions are available in the [datasets](#) published alongside this bulletin.

Over the course of the coronavirus (COVID-19) pandemic, all regions' growth rates followed a similar pattern: rapidly declining and becoming negative since April 2020, but beginning to improve again in recent months. However, the magnitude of changes varies.

Comparing November 2021 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from a 6.2% increase in London to a 4.0% increase in the East of England.

Examining NUTS3 regions, Swindon experienced an increase of 2.4% in payrolled employees in comparison with November 2020, and Tower Hamlets experienced an increase of 11.3% (Figure 7).

There is greater variation at LAU level, with growth rates varying between positive 1.0% and positive 11.3%.

## Figure 7: Growth in payrolled employees varies across the UK

Percentage change on same month in previous year, seasonally adjusted, UK, NUTS3 level, November 2021

### Notes:

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

### Download the data

[.xlsx](#)

Median pay across the NUTS3 regions of the UK in November 2021 ranged from £1,685 in Leicester to £3,091 in Wandsworth (Figure 8).

Inner London generally differs from Outer London, with median pay ranging from £2,001 in Enfield to £3,091 in Wandsworth. Median pay in November 2021 for London as a whole was £2,419.

Median pay across the LAUs in November 2021 ranged from £1,634 in Arran and Cumbrae to £4,835 in the City of London.

## Figure 8: Median pay varies across the UK

Median pay, seasonally adjusted, UK, NUTS3 level, November 2021

### Notes:

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

## Download the data

[.xlsx](#)

## 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 [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 [datasets](#) published alongside this bulletin.

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. The majority of sectors have now returned to positive growth with the exception of transportation and storage, and finance and insurance.

When compared with the same period of the previous year, percentage changes in payrolled employees range from negative 0.7% in transportation and storage to positive 15.9% in accommodation and food service activities.

### 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 2021

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

## Download the data

[.xlsx](#)

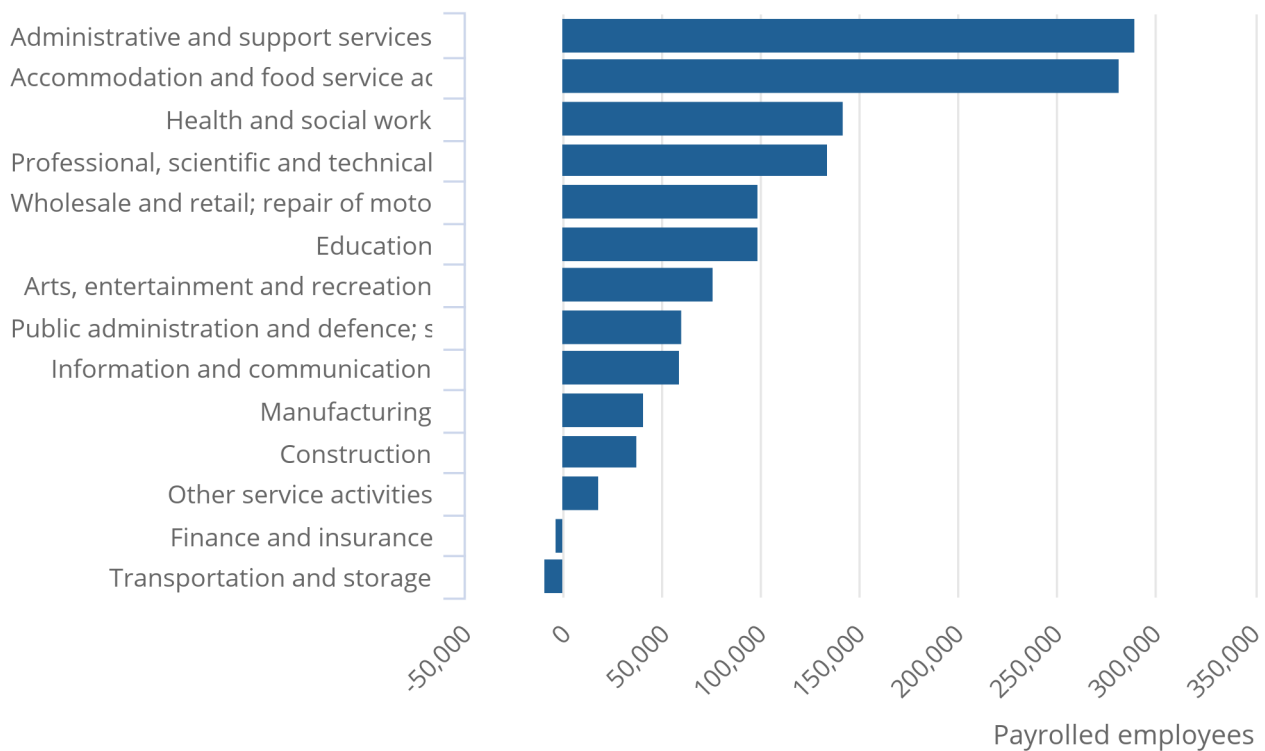
The increase in payrolled employees between November 2020 and November 2021 was largest in the administrative and support services sector (a rise of 290,000 employees) and smallest in the transportation and storage sector (a fall of 9,000 employees).

### Figure 10: The transportation and storage sector has seen the greatest decrease in payrolled employees since November 2020

Payrolled employees, absolute change on November 2020, seasonally adjusted, UK, November 2021

### Figure 10: The transportation and storage sector has seen the greatest decrease in payrolled employees since November 2020

Payrolled employees, absolute change on November 2020, seasonally adjusted, UK, November 2021



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

#### Notes:

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

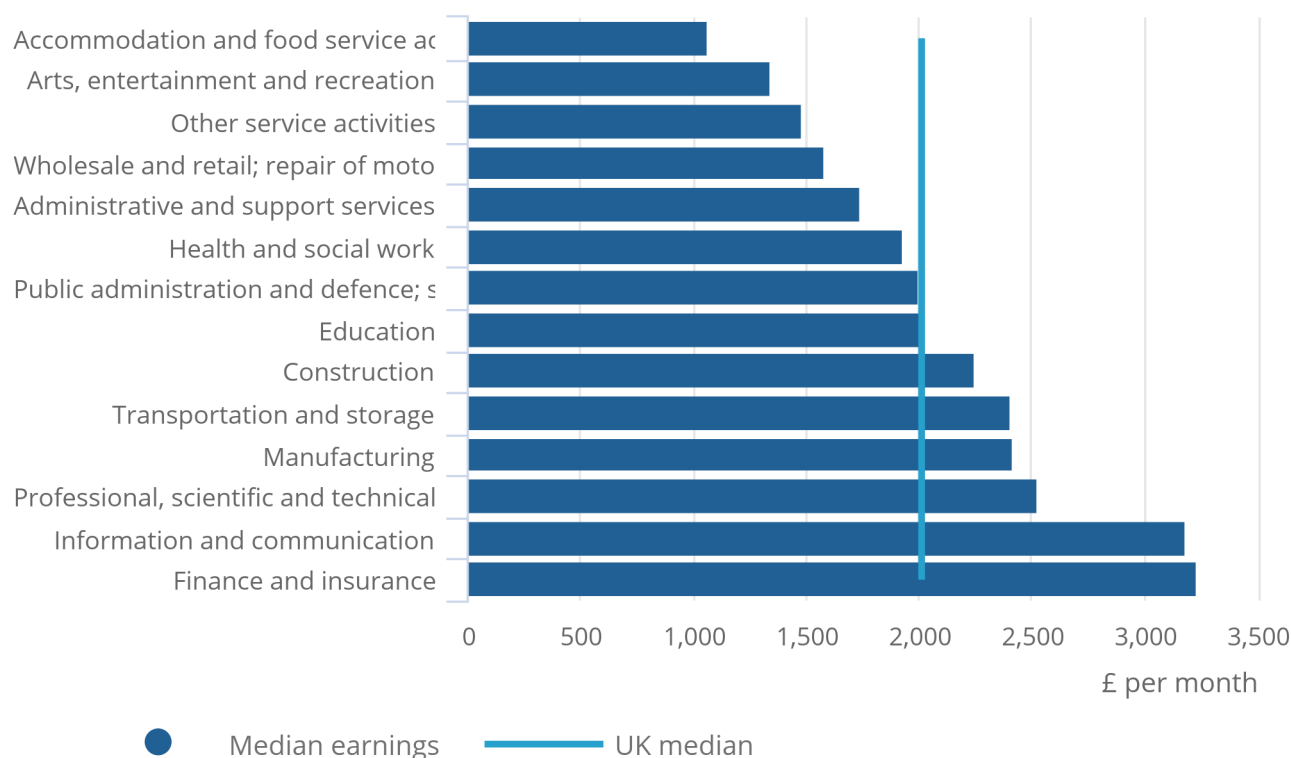
Median pay in November 2021 across the highlighted sectors ranged from £1,060 in the accommodation and food service activities sector to £3,231 in finance and insurance (Figure 11).

## Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, November 2021

### Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, November 2021



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

#### 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 other service activities sector (positive 9.1%, Figure 12) and slowest in the public administration sector (negative 0.2%).

Estimates of mean pay for each sector are available in the datasets published alongside this bulletin.

However, care needs to be taken when interpreting median pay growth. As explored in more detail in [previous bulletins](#), mean and median pay growth are influenced by the relative pay of those entering and leaving the labour market. This means if the relative pay of inflows and outflows in particular sectors differ to the UK average, median pay growth could be higher or lower in these sectors. For example, median pay growth could be lower if outflows are higher paid than average, or conversely, could be higher if outflows are lower paid than average.

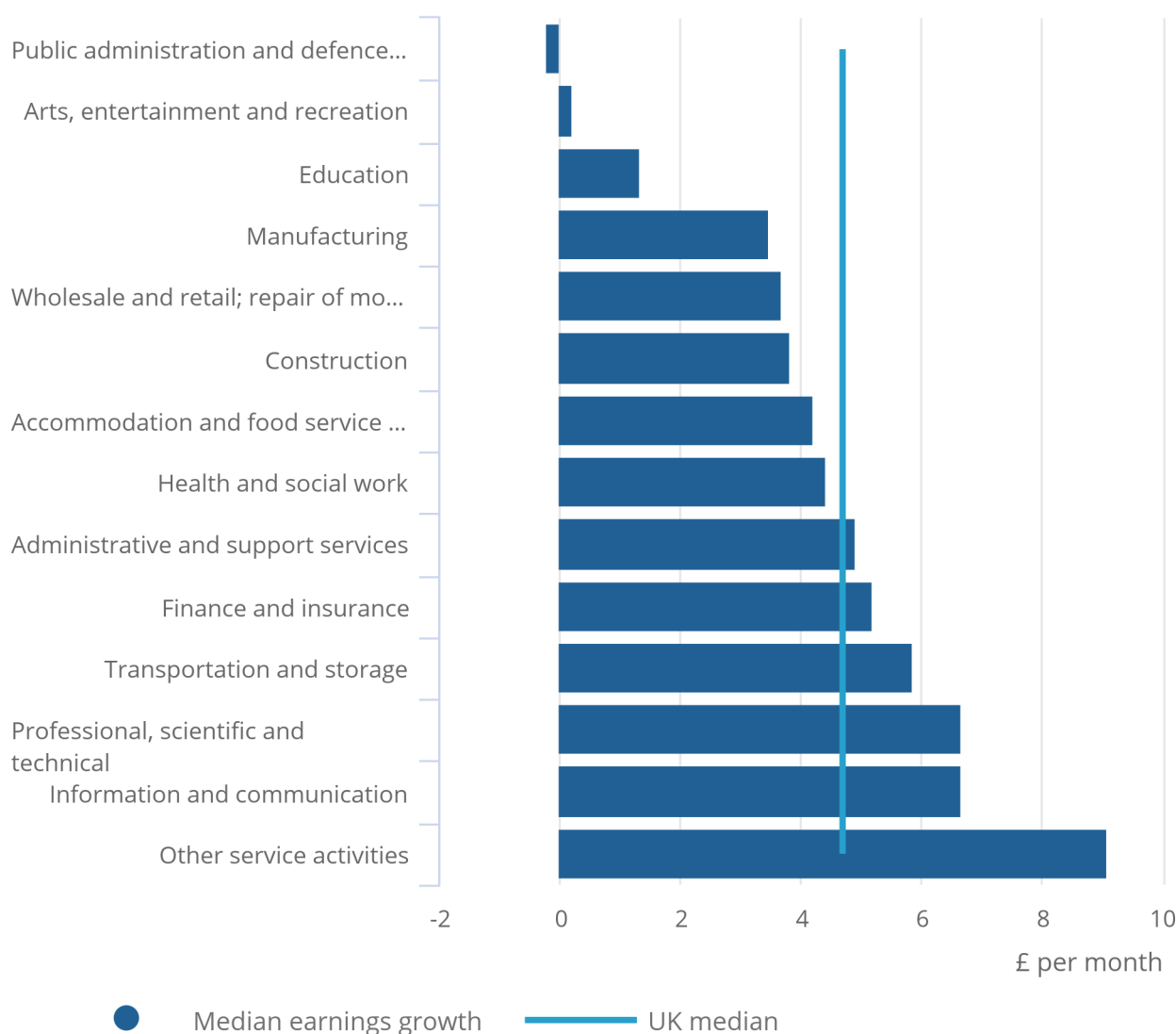
Similar principles apply for inflows.

**Figure 12: Median pay increased most in the other service activities sector**

Percentage change on same month last year, seasonally adjusted, UK, November 2021

## Figure 12: Median pay increased most in the other service activities sector

Percentage change on same month last year, seasonally adjusted, UK, November 2021



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

### Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The UK median is shown here for comparative purposes, but it does not represent an “average” of median pay growth across the regions. It is statistically possible, for example, for median pay growth for the UK as a whole to be higher or lower than pay growth in all constituent parts of the UK.
3. 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 29.4 million payrolled employees in the UK in November 2021, 94.8% are aged 18 to 64 years.

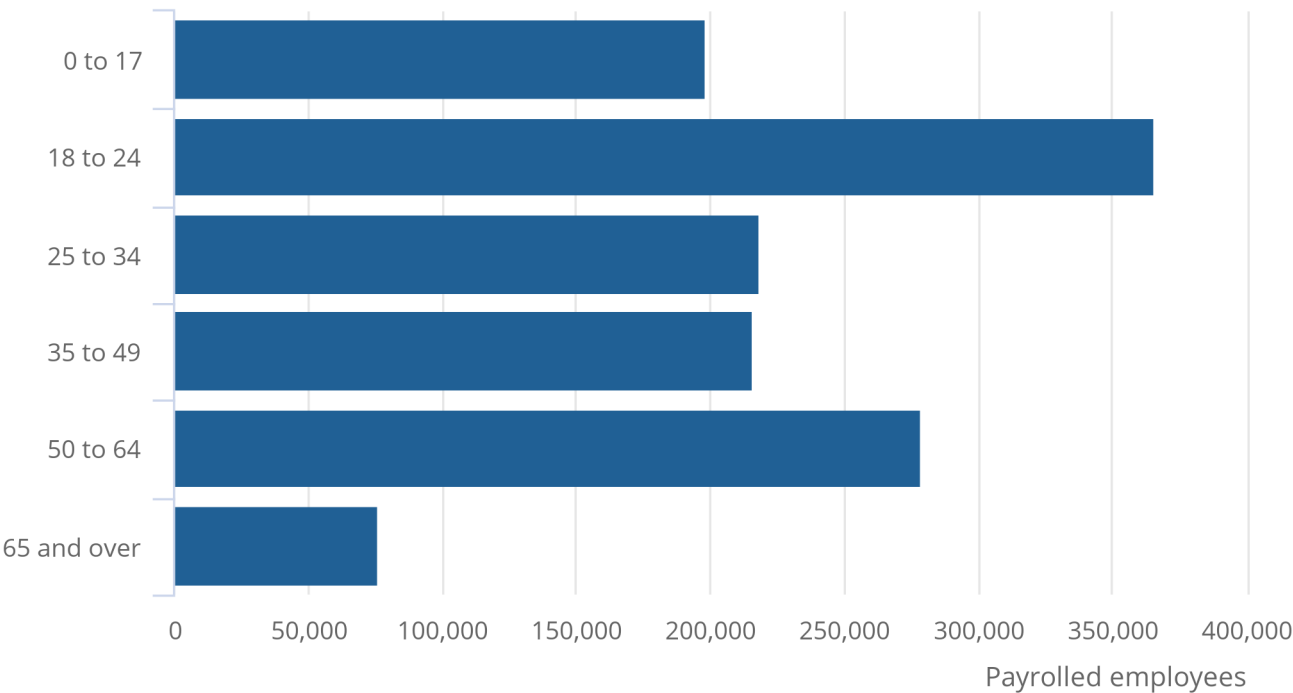
Between November 2020 and November 2021, there was a 564,000 increase in payrolled employees aged under 25 years. During the same period, payrolled employees aged 50 to 64 years increased by 279,000.

**Figure 13: The 18 to 24 years age group has seen the greatest increase in payrolled employees since November 2020**

Payrolled employees, absolute change on November 2020, seasonally adjusted, UK, November 2021

Figure 13: The 18 to 24 years age group has seen the greatest increase in payrolled employees since November 2020

Payrolled employees, absolute change on November 2020, seasonally adjusted, UK, November 2021



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

Notes:

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

The number of payrolled employees aged 50 years and over has increased at a faster rate than the UK as a whole since 2017 (Figure 14). Since 2019, this is particularly true for those aged 65 years and over, among whom employee growth peaked at 10.6% in January 2020.

These periods of higher growth coincide with the [phased increase in State Pension age](#) between March 2019 and September 2020, from the age of 65 to 66 years for both men and women. Conversely, growth in payrolled employees aged under 25 years has undergone long-term decline since 2017, particularly compared with the UK as a whole. Since November 2020, annual employee growth has risen to positive 2.3% for those aged 35 to 49 years, and positive 3.3% for those aged 25 to 34 years. Those aged under 18 years saw a rise in employee growth to 68.9% during this period.

**Figure 14: Employee growth fell more sharply in younger age groups, but has risen more recently**

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to November 2021

**Notes:**

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



**Download the data**

[.xlsx](#)

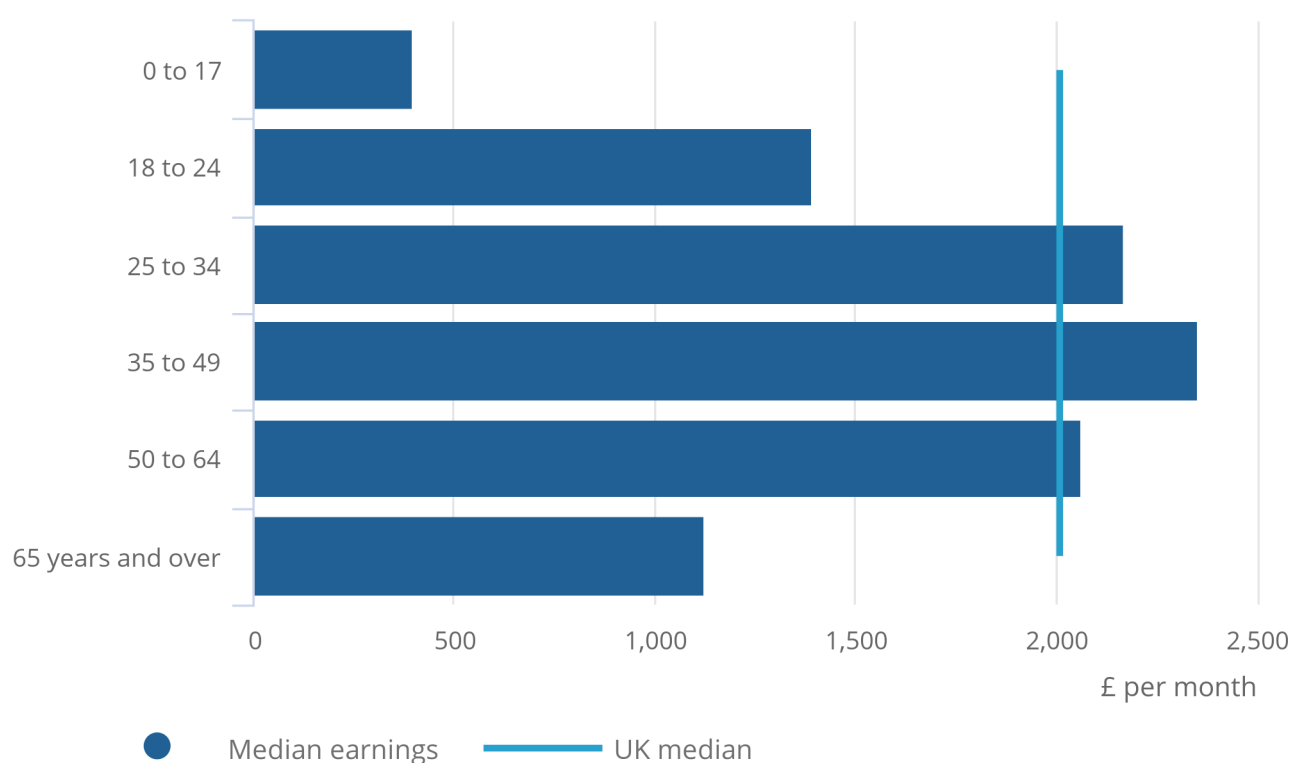
Median pay in November 2021 ranged from £397 for those under 18 years to £2,357 for those aged 35 to 49 years (Figure 15). Overall, median pay is higher in central age bands, of those studied.

**Figure 15: Median pay varies by age**

Median pay, seasonally adjusted, UK, November 2021

**Figure 15: Median pay varies by age**

Median pay, seasonally adjusted, UK, November 2021



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

**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

[Earnings and employment from Pay As You Earn Real Time Information, non-seasonally adjusted](#)

Dataset | Released on 14 December 2021

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics), non-seasonally adjusted.

[Earnings and employment from Pay As You Earn Real Time Information, revision triangle](#)

Dataset | Released on 14 December 2021

Revisions of earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics).

[Earnings and employment from Pay As You Earn Real Time Information, seasonally adjusted](#)

Dataset | Released on 14 December 2021

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics), seasonally adjusted.

## 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.

In April 2021, the NMW and NLW rates were:

- £8.91 for employees aged 23 years and over
- £8.36 for employees aged 21 to 22 years
- £6.56 for employees aged 18 to 20 years
- £4.62 for employees aged under 18 years
- £4.30 for apprentices aged under 19 years and those aged 19 years or over who are in the first year of their apprenticeship

### 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. This publication relates to employees only and not pensioners. It was introduced in 1944 and is now the way most employees pay Income Tax in the UK.

## 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.

### 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 2021 and are seasonally adjusted.

### Upcoming changes

Future bulletins are planned to include additional statistics, such as more detailed geographic breakdowns, industry and demographic breakdowns. The focus and timing of these will be informed by user feedback. Please [contact us by email](#) if you would like to offer feedback on how the contents can be improved in the future.

From December 2021, we are renaming our accompanying datasets so they will follow "RTISAmmyyyy" and "RTINSAmmyyyy" format.

### 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](#), can be found on HMRC's website.

The Bank of England was granted exceptional pre-release access to the Earnings and employment from Pay As You Earn Real Time Information, UK: December 2021 bulletin and accompanying tables at 12:30pm on Friday 10 December 2021 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 what can be done to 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.

## Imputation and revisions

A limitation of the calendarisation used is that the figures for pay and numbers of employees in month  $t$  depend on payments made in month  $t + 1$ . This means only around 80% of the data used in the calculation on month  $t$  statistics are available at the end of each month.

Rather than wait until all those remaining payment returns have been received, we have decided to produce a timelier measure of numbers of employees and median pay by imputing the values for missing returns. The data on which the statistics are based were extracted at the beginning of December 2021, which means around 1% to 2% of the data for October 2021 are imputed, while around 15% of the data for the “flash” November 2021 data are imputed. As a result, the figures in future releases will be updated as new payment returns are received, and the imputation payments can be replaced with actual data.

Starting with the December 2020 publication, we introduced a revisions policy. For each publication, we incorporate new input data only for the latest two tax years. In May of each year, new input data will be incorporated for the whole data time series. The benefit of introducing this revisions policy is that we can use the processing time saved to produce and publish more detailed breakdowns.

## 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 data sets are released alongside this bulletin.

## 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](#).

The strengths and weaknesses of these sources and other labour market data sources is shown in our [Comparison of labour market data sources methodology](#), including the advantages of new administrative data sources and limitations of some of our published figures.

## 12 . Related links

### [Labour market overview: December 2021](#)

Bulletin | Released 14 December 2021

Estimates of employment, unemployment, economic inactivity and other employment-related statistics for the UK.

### [Employment in the UK: December 2021](#)

Bulletin | Released 14 December 2021

Estimates of employment, unemployment and economic inactivity for the UK.

### [Labour market in the regions of the UK: December 2021](#)

Bulletin | Released 14 December 2021

Regional breakdowns of changes in UK employment, unemployment and economic inactivity.

### [Average weekly earnings in Great Britain: December 2021](#)

Bulletin | Released 14 December 2021

Estimates of growth in earnings for employees before tax and other deductions from pay.

### [Vacancies and jobs in the UK: December 2021](#)

Bulletin | Released 14 December 2021

Estimates of the number of vacancies and jobs for the UK.

## PAYROLLED EMPLOYEES

### 1 Payrolled employee counts from PAYE RTI

Period	Payrolled employees
	UK, all industries, seasonally adjusted
Period	Payrolled employees
November 2014	26,990,529
November 2015	27,706,416
November 2016	28,040,735
November 2017	28,429,719
November 2018	28,754,268
November 2019	28,975,371
November 2020	28,078,961
December 2020	28,093,485
January 2021	28,086,579
February 2021	28,109,056
March 2021	28,162,818
April 2021	28,300,439
May 2021	28,495,334
June 2021	28,683,846
July 2021	28,805,073
August 2021	28,957,261
September 2021	29,101,266
October 2021	29,174,992
November 2021	29,432,270
Change on year	1,353,309
Change %	4.8

Source: PAYE RTI

- Figures for November 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- The number of payrolled employees here is defined as the number of people receiving paid remuneration 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.
- 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.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.
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- 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	1,714
November 2018	1,779
November 2019	1,833
November 2020	1,917
December 2020	1,929
January 2021	1,929
February 2021	1,940
March 2021	1,952
April 2021	1,966
May 2021	1,965
June 2021	1,979
July 2021	1,978
August 2021	1,984
September 2021	2,009
October 2021	2,008
November 2021	2,007
Change on year	90
Change %	4.7

Source: PAYE RTI

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## MEAN PAY

### 3 Mean monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
Period	Mean pay
October 2014	2,197
October 2015	2,229
October 2016	2,290
October 2017	2,344
October 2018	2,437
October 2019	2,495
October 2020	2,614
November 2020	2,640
December 2020	2,660
January 2021	2,667
February 2021	2,670
March 2021	2,656
April 2021	2,693
May 2021	2,701
June 2021	2,698
July 2021	2,716
August 2021	2,722
September 2021	2,740
October 2021	2,746
Change on year	131
Change %	5

Source: PAYE RTI

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## AGGREGATE PAY

### 4 Aggregate monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
Period	Aggregate pay
October 2014	59,133,590,124
October 2015	61,683,092,068
October 2016	64,175,807,512
October 2017	66,594,920,806
October 2018	69,941,254,019
October 2019	72,287,013,208
October 2020	73,596,269,420
November 2020	74,116,657,439
December 2020	74,719,912,304
January 2021	74,901,093,719
February 2021	75,044,956,662
March 2021	74,786,799,466
April 2021	76,202,328,185
May 2021	76,962,239,837
June 2021	77,393,384,787
July 2021	78,224,656,310
August 2021	78,811,611,439
September 2021	79,749,172,013
October 2021	80,109,071,919
Change on year	6,512,802,499
Change %	8.8

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	891	1,603	2,601	3,924	5,273	10,909
October 2015	523	906	1,621	2,625	3,962	5,338	11,055
October 2016	550	943	1,663	2,674	4,044	5,463	11,348
October 2017	569	975	1,704	2,729	4,124	5,581	11,657
October 2018	594	1,010	1,768	2,815	4,259	5,766	12,021
October 2019	618	1,052	1,826	2,894	4,370	5,944	12,362
October 2020	657	1,110	1,900	2,987	4,518	6,160	12,865
November 2020	665	1,118	1,912	3,010	4,554	6,208	12,996
December 2020	670	1,124	1,920	3,026	4,581	6,244	13,037
January 2021	673	1,124	1,926	3,037	4,600	6,264	13,050
February 2021	677	1,129	1,933	3,046	4,616	6,271	13,005
March 2021	680	1,134	1,938	3,055	4,631	6,273	12,938
April 2021	682	1,143	1,947	3,071	4,656	6,330	13,097
May 2021	682	1,147	1,955	3,083	4,674	6,378	13,280
June 2021	683	1,151	1,965	3,095	4,687	6,417	13,391
July 2021	681	1,154	1,973	3,102	4,697	6,431	13,411
August 2021	677	1,155	1,984	3,113	4,710	6,458	13,455
September 2021	672	1,153	1,996	3,132	4,744	6,495	13,588
October 2021	670	1,153	2,006	3,145	4,761	6,513	13,626
Change on year	13	44	106	158	243	354	760
Change %	2	3.9	5.6	5.3	5.4	5.7	5.9

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
November 2017	669,662	646,275
November 2018	676,677	625,618
November 2019	642,346	634,591
November 2020	559,286	629,739
December 2020	582,772	568,247
January 2021	553,635	560,541
February 2021	533,582	511,105
March 2021	564,816	511,054
April 2021	627,719	490,098
May 2021	758,302	563,407
June 2021	765,758	577,246
July 2021	696,476	575,249
August 2021	710,871	558,683
September 2021	702,994	558,989
October 2021	697,928	624,202
November 2021	896,103	638,825
Change on year	336,816	9,085
Change %	60.2	1.4

Source: PAYE RTI

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# REGIONAL PAYROLLED EMPLOYEES (NUTS1)

## 7 Regional payrolled employees from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted											
	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
November 2014	1,037,311	2,932,508	2,168,038	1,971,188	2,317,546	2,571,855	3,727,198	3,821,548	2,259,324	1,192,454	2,312,388	679,171
November 2015	1,053,013	3,006,458	2,211,215	2,025,606	2,389,538	2,647,199	3,877,098	3,920,902	2,315,076	1,213,157	2,347,655	699,498
November 2016	1,057,575	3,038,426	2,237,685	2,057,323	2,424,851	2,688,480	3,937,787	3,967,794	2,346,468	1,225,175	2,348,460	710,712
November 2017	1,065,833	3,090,499	2,265,968	2,089,369	2,456,439	2,728,243	4,003,928	4,018,831	2,377,104	1,243,442	2,365,857	724,206
November 2018	1,069,868	3,129,062	2,293,223	2,113,694	2,483,621	2,758,730	4,070,275	4,062,091	2,400,058	1,256,386	2,377,842	739,418
November 2019	1,071,737	3,149,008	2,310,824	2,121,636	2,490,119	2,784,161	4,139,311	4,093,013	2,420,804	1,257,154	2,388,642	748,963
November 2020	1,049,250	3,075,856	2,252,812	2,074,064	2,417,295	2,707,282	3,914,670	3,969,715	2,352,915	1,224,950	2,304,962	735,192
December 2020	1,050,001	3,079,736	2,254,045	2,075,441	2,419,369	2,709,042	3,916,806	3,968,571	2,351,299	1,225,859	2,307,107	736,209
January 2021	1,051,108	3,082,380	2,253,480	2,075,326	2,420,763	2,707,668	3,913,907	3,965,153	2,348,464	1,226,161	2,305,450	736,720
February 2021	1,050,790	3,086,731	2,255,294	2,077,397	2,423,084	2,709,033	3,917,168	3,967,592	2,350,589	1,227,837	2,306,140	737,401
March 2021	1,053,867	3,092,172	2,261,510	2,082,152	2,428,561	2,713,535	3,928,549	3,969,763	2,353,467	1,229,028	2,310,741	739,472
April 2021	1,060,630	3,106,502	2,272,753	2,094,873	2,441,259	2,726,963	3,951,423	3,981,839	2,371,877	1,232,999	2,319,140	740,180
May 2021	1,067,046	3,127,758	2,286,647	2,107,375	2,457,181	2,742,052	3,976,807	4,011,359	2,388,615	1,248,836	2,335,255	746,403
June 2021	1,074,716	3,148,632	2,302,210	2,119,740	2,471,477	2,757,316	4,004,089	4,037,644	2,409,864	1,256,687	2,347,030	754,442
July 2021	1,077,974	3,161,204	2,311,767	2,124,866	2,481,179	2,764,730	4,027,983	4,056,922	2,416,963	1,262,890	2,357,521	761,075
August 2021	1,082,584	3,179,205	2,323,785	2,132,530	2,492,988	2,779,128	4,059,228	4,084,243	2,427,894	1,268,094	2,366,596	760,986
September 2021	1,087,800	3,197,655	2,333,970	2,139,263	2,505,504	2,791,319	4,086,844	4,106,918	2,437,829	1,271,950	2,378,962	763,252
October 2021	1,090,765	3,204,107	2,339,105	2,143,046	2,511,703	2,796,775	4,100,503	4,118,193	2,442,861	1,275,975	2,386,598	765,361
November 2021	1,099,638	3,227,792	2,361,371	2,158,289	2,534,051	2,816,251	4,155,894	4,155,612	2,465,430	1,283,285	2,403,648	771,009
Change on year	50,387	151,936	108,559	84,225	116,756	108,969	241,224	185,897	112,516	58,336	98,686	35,817
Change %	4.8	4.9	4.8	4.1	4.8	4	6.2	4.7	4.8	4.8	4.3	4.9

Source: PAYE RTI

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# 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	Northern Ireland
November 2014	1,535	1,522	1,506	1,520	1,523	1,645	1,936	1,724	1,508	1,509	1,498
November 2015	1,541	1,534	1,519	1,532	1,544	1,670	1,963	1,750	1,529	1,527	1,493
November 2016	1,569	1,574	1,551	1,569	1,584	1,707	2,017	1,786	1,563	1,559	1,529
November 2017	1,613	1,623	1,600	1,623	1,636	1,763	2,080	1,843	1,621	1,603	1,571
November 2018	1,674	1,690	1,659	1,687	1,691	1,829	2,147	1,905	1,686	1,682	1,634
November 2019	1,720	1,737	1,699	1,729	1,734	1,884	2,213	1,964	1,732	1,715	1,688
November 2020	1,795	1,818	1,783	1,814	1,818	1,978	2,323	2,049	1,811	1,813	1,780
December 2020	1,800	1,831	1,794	1,828	1,827	1,999	2,333	2,068	1,825	1,817	1,786
January 2021	1,807	1,830	1,794	1,825	1,825	1,993	2,330	2,061	1,825	1,820	1,788
February 2021	1,810	1,836	1,802	1,832	1,831	2,002	2,351	2,073	1,837	1,822	1,792
March 2021	1,822	1,844	1,816	1,845	1,842	2,021	2,370	2,091	1,854	1,837	1,801
April 2021	1,832	1,854	1,826	1,855	1,851	2,032	2,393	2,105	1,860	1,854	1,818
May 2021	1,827	1,852	1,819	1,853	1,844	2,027	2,404	2,110	1,857	1,873	1,803
June 2021	1,836	1,856	1,832	1,868	1,860	2,044	2,428	2,116	1,864	1,871	1,835
July 2021	1,834	1,862	1,832	1,876	1,866	2,043	2,416	2,122	1,868	1,880	1,874
August 2021	1,842	1,873	1,834	1,878	1,872	2,049	2,409	2,116	1,863	1,879	1,819
September 2021	1,867	1,899	1,869	1,907	1,897	2,079	2,433	2,153	1,904	1,883	1,840
October 2021	1,862	1,893	1,862	1,908	1,897	2,076	2,431	2,149	1,897	1,875	1,845
November 2021	1,860	1,891	1,864	1,910	1,894	2,077	2,419	2,144	1,898	1,876	1,848
Change on year	65	73	81	96	76	99	95	95	88	64	69
Change %	3.6	4	4.5	5.3	4.2	5	4.1	4.7	4.8	3.5	3.9

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS2)  
9 Regional payrolled employees from PAYE RTI

Period	Payrolled employees			
	UK, all industries, seasonally adjusted			
	November 2020	November 2021	Change on year	Change %
Tees Valley and Durham	471,233	491,985	20,752	4.4
Northumberland and Tyne and Wear	578,017	607,652	29,635	5.1
Cumbria	213,455	220,730	7,275	3.4
Greater Manchester	1,183,826	1,250,952	67,126	5.7
Lancashire	619,329	649,645	30,316	4.9
Cheshire	423,568	441,187	17,619	4.2
Merseyside	635,678	665,277	29,599	4.7
East Yorkshire and Northern Lincolnshire	389,634	405,814	16,180	4.2
North Yorkshire	345,655	362,225	16,570	4.8
South Yorkshire	563,748	589,869	26,121	4.6
West Yorkshire	953,776	1,003,463	49,687	5.2
Derbyshire and Nottinghamshire	923,781	961,998	38,217	4.1
Leicestershire, Rutland and Northamptonshire	835,662	867,624	31,962	3.8
Lincolnshire	314,621	328,667	14,046	4.5
Herefordshire, Worcestershire and Warwickshire	597,036	621,872	24,836	4.2
Shropshire and Staffordshire	687,646	716,834	29,188	4.2
West Midlands (county)	1,132,613	1,195,345	62,732	5.5
East Anglia	1,072,602	1,117,653	45,051	4.2
Bedfordshire and Hertfordshire	844,973	877,876	32,903	3.9
Essex	789,707	820,723	31,016	3.9
Inner London - West	493,756	530,912	37,156	7.5
Inner London - East	1,092,373	1,178,449	86,076	7.9
Outer London - East and North East	824,963	865,304	40,341	4.9
Outer London - South	581,359	607,062	25,703	4.4
Outer London - West and North West	922,219	974,166	51,947	5.6
Berkshire, Buckinghamshire and Oxfordshire	1,136,165	1,186,064	49,899	4.4
Surrey, East and West Sussex	1,215,670	1,275,515	59,845	4.9
Hampshire and Isle of Wight	857,735	896,103	38,368	4.5
Kent	760,144	797,930	37,786	5
Gloucestershire, Wiltshire and Bristol/Bath area	1,123,805	1,174,176	50,371	4.5
Dorset and Somerset	543,090	566,200	23,110	4.3
Cornwall and Isles of Scilly	214,882	227,311	12,429	5.8
Devon	471,137	497,744	26,607	5.6
West Wales and The Valleys	746,995	781,220	34,225	4.6
East Wales	477,955	502,066	24,111	5
North Eastern Scotland	216,971	224,484	7,513	3.5
Highlands and Islands	195,830	204,226	8,396	4.3
Eastern Scotland	851,571	890,102	38,531	4.5
West Central Scotland	651,889	680,329	28,440	4.4
Southern Scotland	388,700	404,508	15,808	4.1
Northern Ireland	735,192	771,009	35,817	4.9

Source: PAYE RTI

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## REGIONAL MEDIAN PAY (NUTS2)

## 10 Regional median monthly pay from PAYE RTI

Period	£ per month			
	UK, all industries, seasonally adjusted			
	November 2020	November 2021	Change on year	Change %
Tees Valley and Durham	1,790	1,857	67	3.7
Northumberland and Tyne and Wear	1,799	1,864	65	3.6
Cumbria	1,770	1,865	95	5.4
Greater Manchester	1,818	1,888	70	3.9
Lancashire	1,752	1,823	71	4.1
Cheshire	1,926	2,014	88	4.6
Merseyside	1,829	1,890	61	3.3
East Yorkshire and Northern Lincolnshire	1,743	1,841	98	5.6
North Yorkshire	1,783	1,864	81	4.5
South Yorkshire	1,773	1,863	90	5.1
West Yorkshire	1,811	1,881	70	3.9
Derbyshire and Nottinghamshire	1,814	1,903	89	4.9
Leicestershire, Rutland and Northamptonshire	1,840	1,941	101	5.5
Lincolnshire	1,755	1,849	94	5.4
Herefordshire, Worcestershire and Warwickshire	1,890	1,986	96	5.1
Shropshire and Staffordshire	1,807	1,894	87	4.8
West Midlands (county)	1,787	1,850	63	3.5
East Anglia	1,860	1,962	102	5.5
Bedfordshire and Hertfordshire	2,128	2,225	97	4.6
Essex	2,017	2,110	93	4.6
Inner London - West	2,945	2,961	16	0.5
Inner London - East	2,385	2,476	91	3.8
Outer London - East and North East	2,118	2,219	101	4.8
Outer London - South	2,372	2,478	106	4.5
Outer London - West and North West	2,158	2,258	100	4.6
Berkshire, Buckinghamshire and Oxfordshire	2,191	2,297	106	4.8
Surrey, East and West Sussex	2,047	2,139	92	4.5
Hampshire and Isle of Wight	1,965	2,046	81	4.1
Kent	1,954	2,060	106	5.4
Gloucestershire, Wiltshire and Bristol/Bath area	1,929	2,019	90	4.7
Dorset and Somerset	1,773	1,860	87	4.9
Cornwall and Isles of Scilly	1,634	1,720	86	5.3
Devon	1,708	1,785	77	4.5
West Wales and The Valleys	1,783	1,846	63	3.5
East Wales	1,867	1,935	68	3.6
North Eastern Scotland	2,066	2,153	87	4.2
Highlands and Islands	1,849	1,932	83	4.5
Eastern Scotland	1,942	2,040	98	5
West Central Scotland	1,951	2,030	79	4
Southern Scotland	1,887	1,967	80	4.2
Northern Ireland	1,778	1,846	68	3.8

Source: PAYE RTI

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## INDUSTRY PAYROLLED EMPLOYEES

### 11 Industry payrolled employees from PAYE RTI

Period	Payrolled employees			
	UK, all industries, seasonally adjusted			
	November 2020	November 2021	Change on year	Change %
Agriculture, forestry and fishing	183,580	195,091	11,511	6.3
Mining and quarrying	48,296	49,531	1,235	2.6
Manufacturing	2,290,285	2,331,084	40,799	1.8
Energy production and supply	130,747	125,816	-4,931	-3.8
Water supply, sewerage and waste	188,967	196,735	7,768	4.1
Construction	1,254,150	1,291,848	37,698	3
Wholesale and retail; repair of motor vehicles	4,347,693	4,446,839	99,146	2.3
Transportation and storage	1,319,876	1,311,002	-8,874	-0.7
Accommodation and food service activities	1,778,544	2,060,473	281,929	15.9
Information and communication	1,200,113	1,259,544	59,431	5
Finance and insurance	1,047,780	1,044,400	-3,380	-0.3
Real estate	417,774	431,892	14,118	3.4
Professional, scientific and technical	2,115,281	2,249,121	133,840	6.3
Administrative and support services	2,301,482	2,591,591	290,109	12.6
Public administration and defence; social security	1,332,063	1,392,248	60,185	4.5
Education	3,106,282	3,204,810	98,528	3.2
Health and social work	3,911,333	4,053,308	141,975	3.6
Arts, entertainment and recreation	491,240	566,983	75,743	15.4
Other service activities	502,604	520,352	17,748	3.5
Households and Extraterritorial	110,872	109,603	-1,269	-1.1

Source: PAYE RTI

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## INDUSTRY MEDIAN PAY

### 12 Industry median monthly pay from PAYE RTI

Period	£ per month			
	UK, all industries, seasonally adjusted			
	November 2020	November 2021	Change on year	Change %
Agriculture, forestry and fishing	1,738	1,784	46	2.6
Mining and quarrying	3,863	3,993	130	3.4
Manufacturing	2,338	2,419	81	3.5
Energy production and supply	3,339	3,299	-40	-1.2
Water supply, sewerage and waste	2,484	2,613	129	5.2
Construction	2,167	2,251	84	3.9
Wholesale and retail; repair of motor vehicles	1,523	1,579	56	3.7
Transportation and storage	2,276	2,409	133	5.8
Accommodation and food service activities	1,017	1,060	43	4.2
Information and communication	2,987	3,186	199	6.7
Finance and insurance	3,072	3,231	159	5.2
Real estate	2,066	2,111	45	2.2
Professional, scientific and technical	2,371	2,529	158	6.7
Administrative and support services	1,659	1,741	82	4.9
Public administration and defence; social security	2,008	2,003	-5	-0.2
Education	1,988	2,015	27	1.4
Health and social work	1,848	1,930	82	4.4
Arts, entertainment and recreation	1,342	1,345	3	0.2
Other service activities	1,360	1,483	123	9
Households and Extraterritorial	1,002	972	-30	-3

Source: PAYE RTI

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# PAYROLLED EMPLOYEES BY AGE

## 13 Payrolled employees by age from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted					
	0-17	18-24	25-34	35-49	50-64	65+
November 2014	406,871	3,527,635	6,411,314	9,182,006	6,640,058	822,645
November 2015	438,082	3,614,659	6,605,014	9,312,644	6,897,997	838,019
November 2016	440,672	3,599,810	6,705,959	9,343,499	7,101,099	849,696
November 2017	443,480	3,589,477	6,790,922	9,392,685	7,337,452	875,703
November 2018	440,281	3,566,653	6,845,586	9,436,256	7,559,533	905,959
November 2019	433,306	3,505,685	6,867,093	9,455,306	7,725,066	988,914
November 2020	288,162	3,163,217	6,645,304	9,312,248	7,698,723	971,307
December 2020	285,230	3,158,916	6,655,037	9,315,869	7,708,851	969,582
January 2021	284,881	3,155,137	6,651,018	9,308,986	7,715,191	971,366
February 2021	287,337	3,156,773	6,653,536	9,307,183	7,728,438	975,789
March 2021	291,073	3,159,259	6,659,032	9,320,851	7,748,065	984,537
April 2021	306,959	3,194,070	6,688,591	9,350,256	7,772,678	987,885
May 2021	344,523	3,255,186	6,709,415	9,380,639	7,808,090	997,482
June 2021	399,119	3,319,460	6,723,136	9,403,321	7,836,207	1,002,603
July 2021	431,743	3,359,540	6,734,963	9,417,858	7,857,602	1,003,368
August 2021	453,769	3,402,174	6,753,610	9,438,882	7,890,398	1,018,429
September 2021	465,529	3,442,414	6,779,006	9,456,845	7,927,001	1,030,471
October 2021	476,952	3,470,903	6,791,264	9,462,098	7,938,118	1,035,657
November 2021	486,777	3,528,833	6,863,557	9,528,364	7,977,576	1,047,163
Change on year	198,615	365,615	218,253	216,116	278,853	75,857
Change %	68.9	11.6	3.3	2.3	3.6	7.8

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# MEDIAN PAY BY AGE

## 14 Median monthly pay by age from PAYE RTI

Period	£ per month					
	UK, all industries, seasonally adjusted					
	0-17	18-24	25-34	35-49	50-64	65+
November 2014	277	1,092	1,739	1,913	1,728	733
November 2015	289	1,135	1,766	1,933	1,741	759
November 2016	294	1,177	1,806	1,967	1,764	790
November 2017	301	1,221	1,865	2,024	1,799	825
November 2018	318	1,277	1,939	2,088	1,850	874
November 2019	325	1,316	2,004	2,140	1,895	963
November 2020	364	1,345	2,063	2,225	1,963	1,063
December 2020	361	1,362	2,076	2,240	1,981	1,076
January 2021	361	1,348	2,066	2,243	1,979	1,083
February 2021	387	1,371	2,071	2,255	1,988	1,090
March 2021	390	1,389	2,099	2,266	1,998	1,099
April 2021	382	1,398	2,134	2,290	2,017	1,106
May 2021	386	1,394	2,122	2,300	2,021	1,106
June 2021	409	1,406	2,146	2,314	2,031	1,113
July 2021	398	1,390	2,156	2,321	2,035	1,119
August 2021	399	1,385	2,162	2,330	2,043	1,115
September 2021	398	1,399	2,175	2,361	2,066	1,122
October 2021	400	1,404	2,177	2,356	2,062	1,122
November 2021	397	1,391	2,172	2,357	2,066	1,122
Change on year	33	46	110	132	103	59
Change %	8.9	3.4	5.3	5.9	5.3	5.6

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