

Statistical bulletin

# Earnings and employment from Pay As You Earn Real Time Information, UK: January 2026

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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Release date:  
20 January 2026

Next release:  
17 February 2026

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# 1 . Main points

- Early estimates for December 2025 indicate that the number of payrolled employees was 30.2 million, which is a fall of 0.6% from December 2024; this is equivalent to 184,000 fewer employees.
- The largest increase was in the health and social work sector, with a rise of 37,000 employees; the largest decrease was in the wholesale and retail sector, with a fall of 72,000 employees.
- Payrolled employment decreased by 43,000 employees (0.1%) in December 2025, compared with November 2025; figures for December should be treated as provisional estimates and are likely to be revised when more data are received next month.
- UK payrolled employee growth for November 2025 compared with October 2025 has been revised from a decrease of 38,000, reported in the last bulletin, to a decrease of 33,000; this is 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 December 2025 indicate that median monthly pay increased by 4.0%, compared with December 2024.
- Annual growth in median pay in December 2025 was highest in the wholesale and retail sector, with an increase of 5.9%; it was lowest in the education sector, with an increase of 1.4%.

## About the data in this bulletin

Early estimates for December 2025 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 bulletin 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 bulletin 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 December 2025 indicate that there were 30.2 million payrolled employees (Figure 1), a fall of 0.6% compared with the same period of the previous year. This is a decline of 184,000 employees over the 12-month period. Compared with the previous month, the number of payrolled employees decreased by 0.1% in December 2025, a decrease of 43,000 people.

This monthly change should be treated as provisional, because it is based on an early estimate of December 2025. More information on revisions can be found in [Section 9: Data sources and quality](#).

When comparing the number of payrolled employees in November 2025 with the previous month, the number decreased by 0.1%. This shows no change from the early estimate of a 0.1% decrease reported in our previous bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: December 2025](#).

### Figure 1: The number of payrolled employees has decreased from a peak in 2024

Payrolled employees, seasonally adjusted, UK, July 2014 to December 2025

#### Figure 1: The number of payrolled employees has decreased from a peak in 2024

Payrolled employees, seasonally adjusted, UK, July 2014 to December 2025



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

#### Notes:

1. The latest period is highlighted in orange. It is based on early data and therefore is more likely to be subject to slightly more substantial revisions.
2. The November 2025 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 recovered from the effects of the pandemic. From April 2022, the annual growth rate has been falling. Through 2022 this fall was partially caused by the comparison with the increase in employee numbers from March 2021, which levelled off as we no longer compared against this higher baseline. However, growth rates have continued to decrease since 2023.

**Figure 2: The growth rate of the number of payrolled employees is negative, having decreased at a steady rate since 2022**

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to December 2025

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Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to December 2025



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 substantial revisions.
2. The November 2025 figure is not a flash estimate of payrolled employees. This is included purely for graphing purposes.

### 3 . Median monthly pay

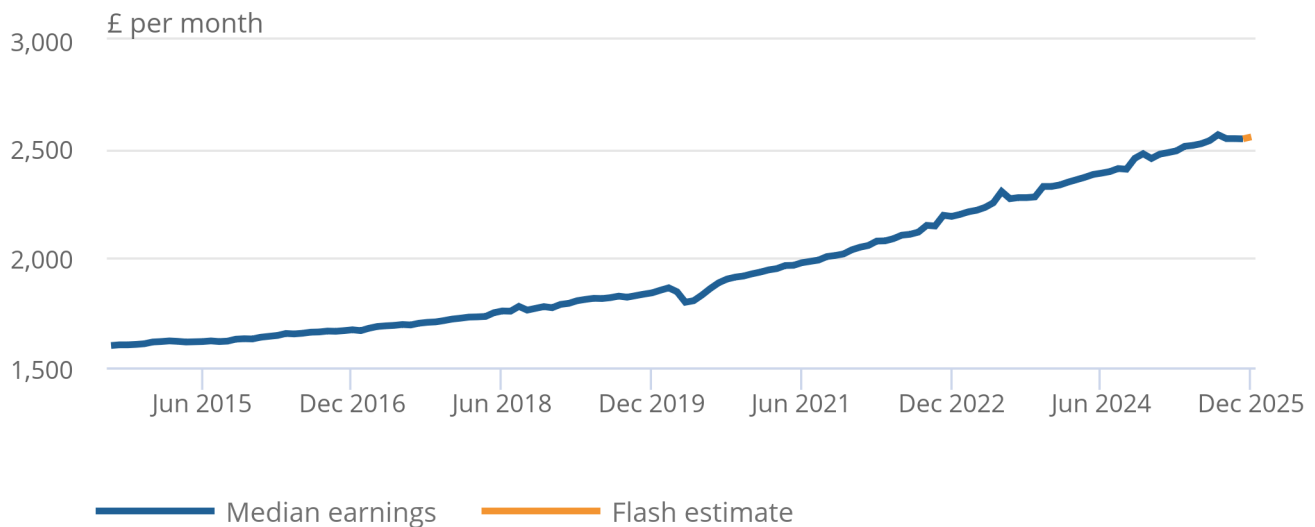
Early estimates for December 2025 indicate that median monthly pay was £2,555, an increase of 4.0% compared with the same period of the previous year.

**Figure 3: Median pay shows little change in recent months**

Median pay per month, seasonally adjusted, UK, July 2014 to December 2025

#### Figure 3: Median pay shows little change in recent months

Median pay per month, seasonally adjusted, UK, July 2014 to December 2025



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 substantial revisions.
2. The November 2025 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. Throughout 2022, the growth rate of median pay continued to increase in line with pre-pandemic trends, but with increasing volatility in late 2022 and into 2023. This pace of growth has slowed in 2024 and 2025.

**Figure 4: The rate of growth in median pay has been relatively stable since 2023, after increasing throughout most of the previous decade**

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to December 2025

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Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to December 2025



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 substantial revisions.
2. The November 2025 figure is not a flash estimate of median pay growth. This is included purely for graphing purposes.

## 4 . Regional data

The regional figures in this bulletin are based on where employees live and not the location of their place of work. Figures include data for December 2025, and cover [Nomenclature of Territorial Units for Statistics \(NUTS\): NUTS1, NUTS2 and NUTS3 regions](#).

Numbers of payrolled employees in the UK for the regions ranged from 816,000 in Northern Ireland, to 4,346,000 in London in December 2025 (Figure 5).

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 NUTS1, NUTS2, and NUTS3 regions are available in the [accompanying datasets](#).

**Figure 5: Employee growth is falling in all regions and remains positive in Northern Ireland only**

**Notes:**

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

Comparing December 2025 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from a 1.0% increase in Northern Ireland, to a 1.1% decrease in London.

Examining NUTS3 regions, Westminster experienced a decrease of 3.0% in payrolled employees compared with December 2024, and Mid Ulster experienced an increase of 2.0% (Figure 6).

**Figure 6: Growth in payrolled employees varies across the UK**

Percentage change on same month in previous year, seasonally adjusted, UK, NUTS3 level, December 2025

**Notes:**

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

Median pay across the NUTS3 regions of the UK in December 2025 ranged from £2,224 in Isle of Wight to £3,854 in Wandsworth (Figure 7).

Inner London generally differs from Outer London, with median pay ranging from £2,532 in Enfield to £3,854 in Wandsworth. Median pay in December 2025 for London as a whole was £2,996.

**Figure 7: Median pay varies across the UK**

Median pay, seasonally adjusted, UK, NUTS3 level, December 2025

**Notes:**

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

## 5 . 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 (health and social work, wholesale and retail, and education) account for around 39% of UK employees. These three sectors combined with professional, scientific and technical; administrative and support services; manufacturing; and accommodation and food service activities account for around 70% of UK employees.

Since January 2017, employee growth has not been even across sectors (Figure 8). 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 December 2025 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 3.2% in accommodation and food service activities to positive 1.0% in transportation and storage.

### **Figure 8: Employee growth has varied across sectors**

**Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to December 2025**

#### **Notes:**

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

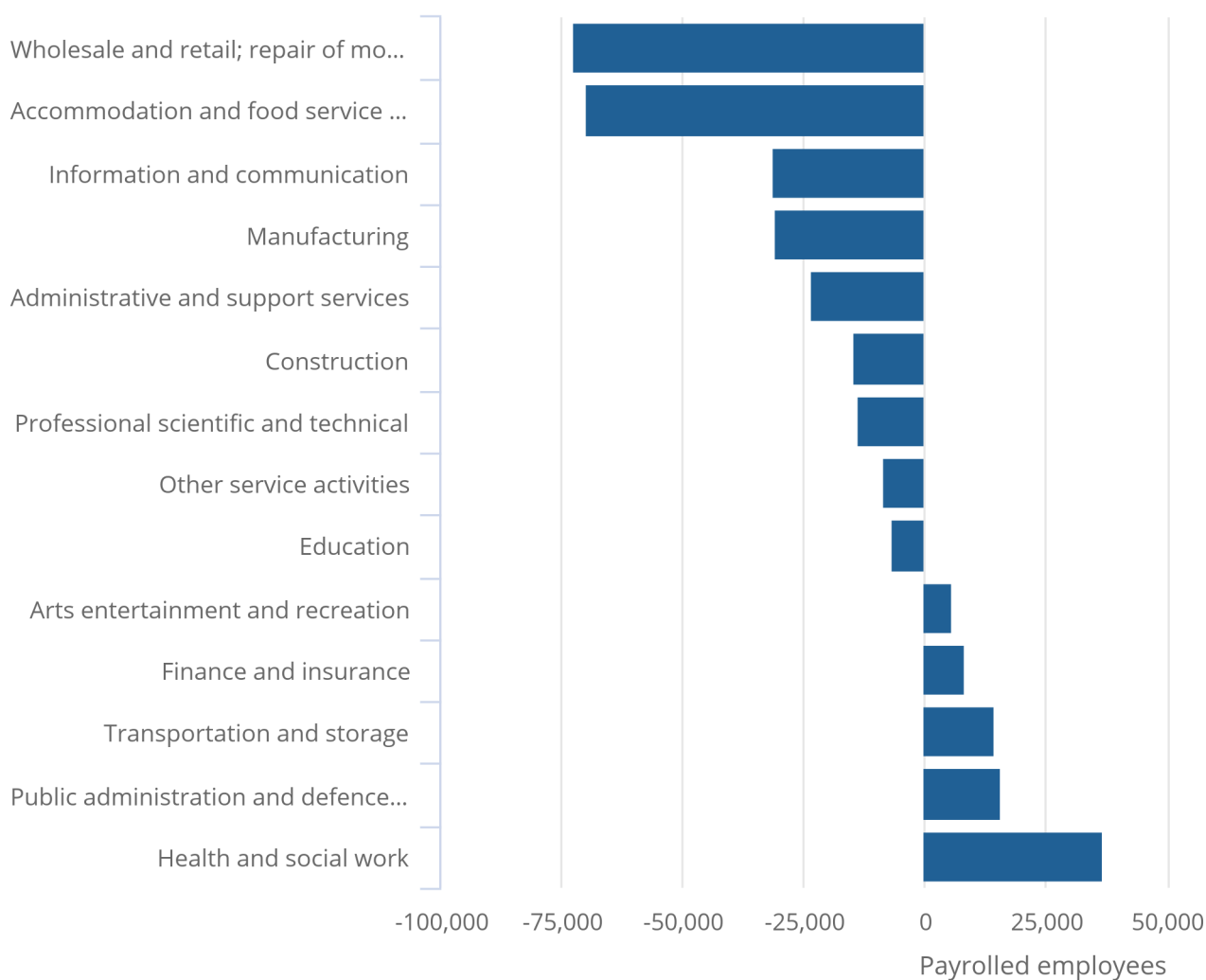
The increase in payrolled employees between December 2024 and December 2025 was largest in the health and social work sector (a rise of 37,000 employees), while the largest fall was in the wholesale and retail sector (a fall of 72,000 employees).

**Figure 9: Payrolled employees in many sectors have decreased since December 2024, with the largest decreases in Wholesale and retail and Accommodation and food services.**

Payrolled employees, absolute change on December 2024, seasonally adjusted, UK, December 2025

Figure 9: Payrolled employees in many sectors have decreased since December 2024, with the largest decreases in Wholesale and retail and Accommodation and food services.

Payrolled employees, absolute change on December 2024, seasonally adjusted, UK, December 2025



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 substantial revisions.

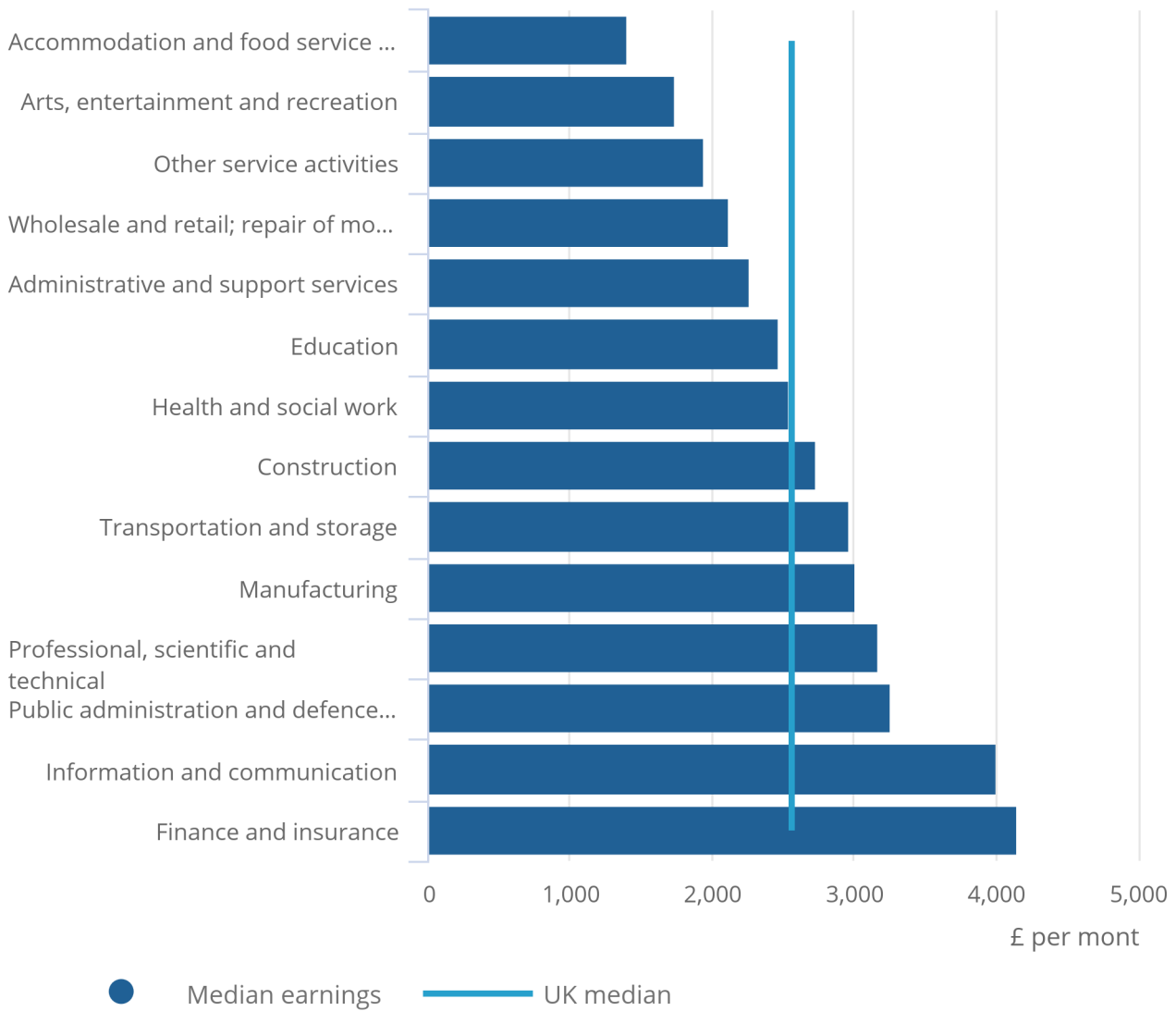
Median pay in December 2025 across the highlighted sectors ranged from £1,410 in the accommodation and food service activities sector to £4,152 in finance and insurance (Figure 10).

**Figure 10: Median pay varies by industry, with the finance and insurance sector and the information and communication sector having notably higher median pay**

Median pay, seasonally adjusted, UK, December 2025

Figure 10: Median pay varies by industry, with the finance and insurance sector and the information and communication sector having notably higher median pay

Median pay, seasonally adjusted, UK, December 2025



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 substantial revisions.

Compared with the same month in the previous year, median pay grew fastest in the wholesale and retail sector, at positive 5.9% (Figure 11), and slowest in the education sector, at positive 1.4%.

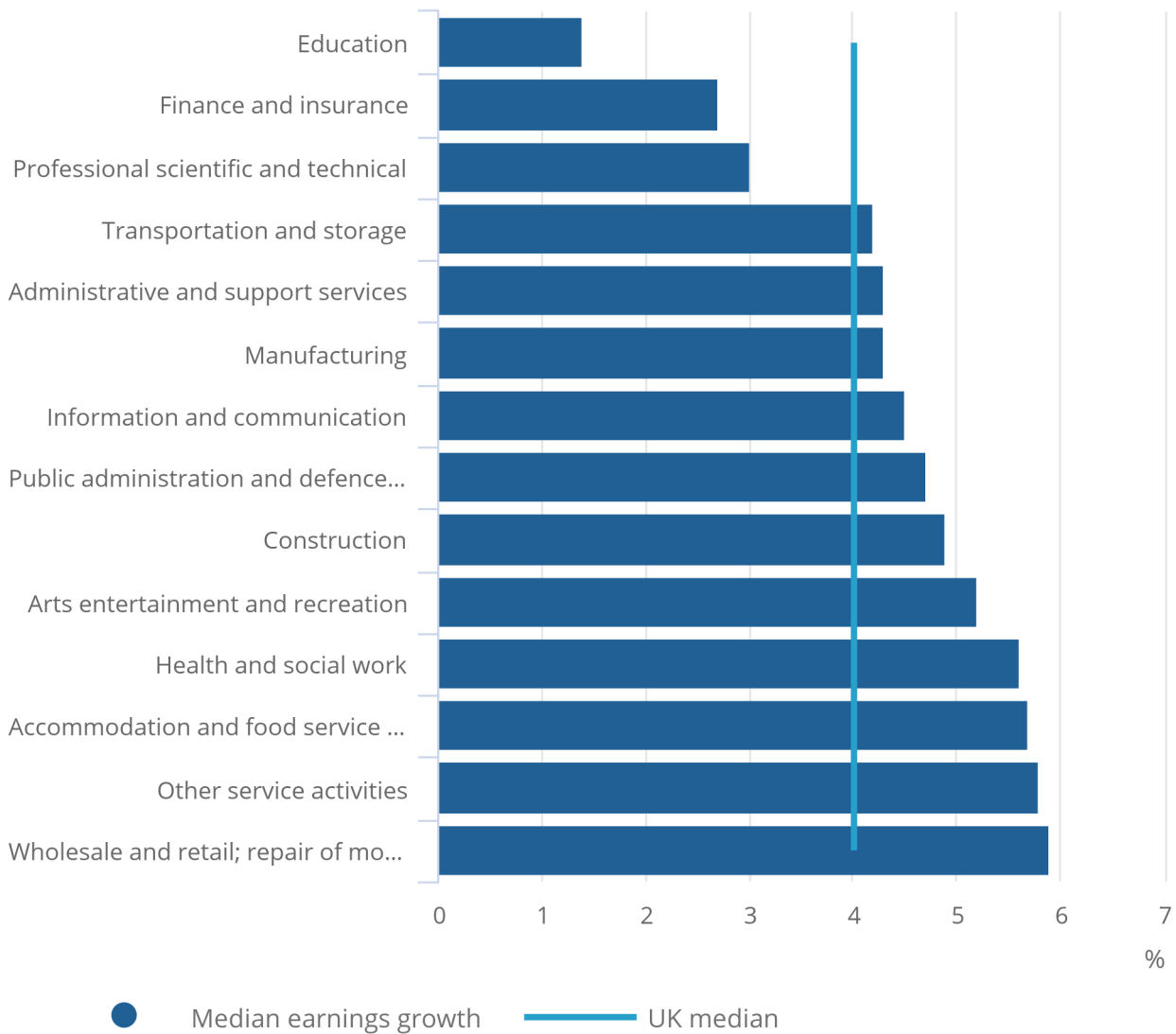
Estimates of mean pay for each sector are available in the [accompanying datasets](#).

### Figure 11: Median pay increased most in the wholesale and retail sector

Percentage change on same month in previous year, seasonally adjusted, UK, December 2025

## Figure 11: Median pay increased most in the wholesale and retail sector

Percentage change on same month in previous year, seasonally adjusted, UK, December 2025



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 substantial revisions.



## 6 . Age data

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

Of the 30.2 million payrolled employees in the UK in December 2025, 94.4% are aged 18 to 64 years.

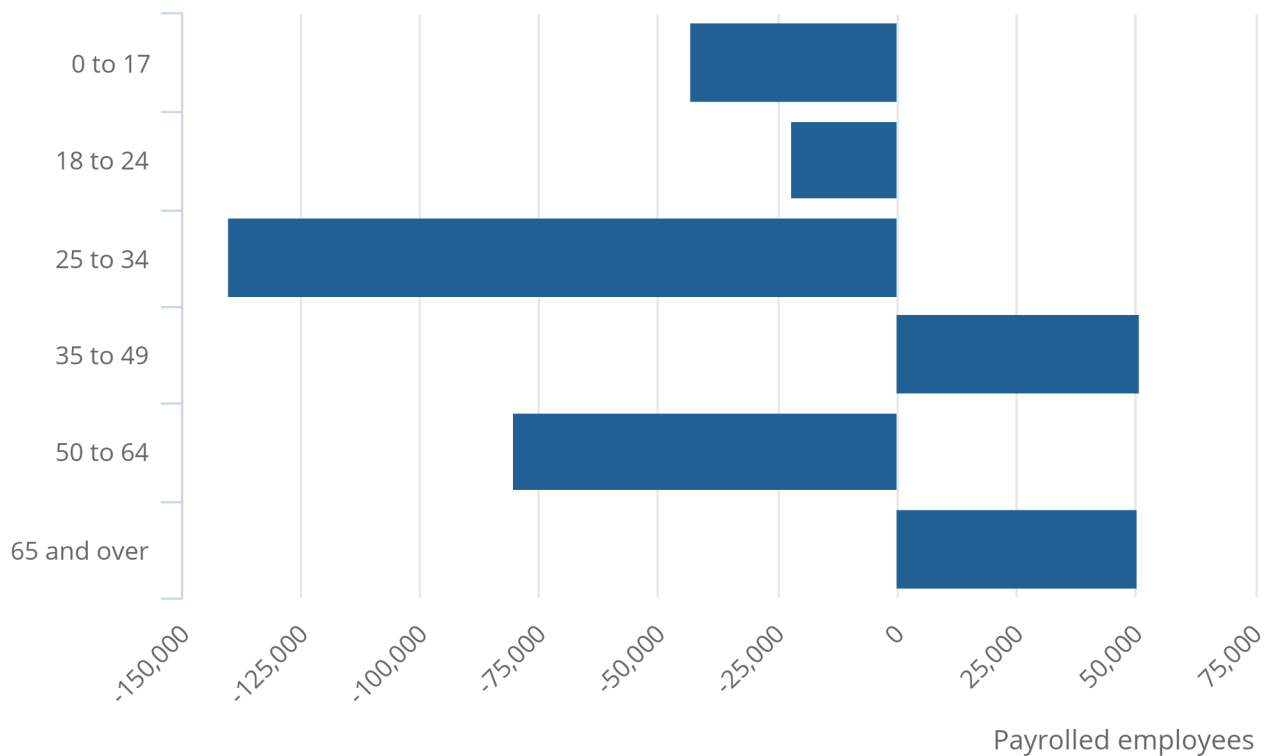
Between December 2024 and December 2025, there was a decrease of 65,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 35 to 49 years increased by 51,000.

### Figure 12: Payrolled employees have decreased most in the 25 to 34 years age group since December 2024

Payrolled employees, absolute change on December 2024, seasonally adjusted, UK, December 2025

#### Figure 12: Payrolled employees have decreased most in the 25 to 34 years age group since December 2024

Payrolled employees, absolute change on December 2024, seasonally adjusted, UK, December 2025



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 substantial revisions.

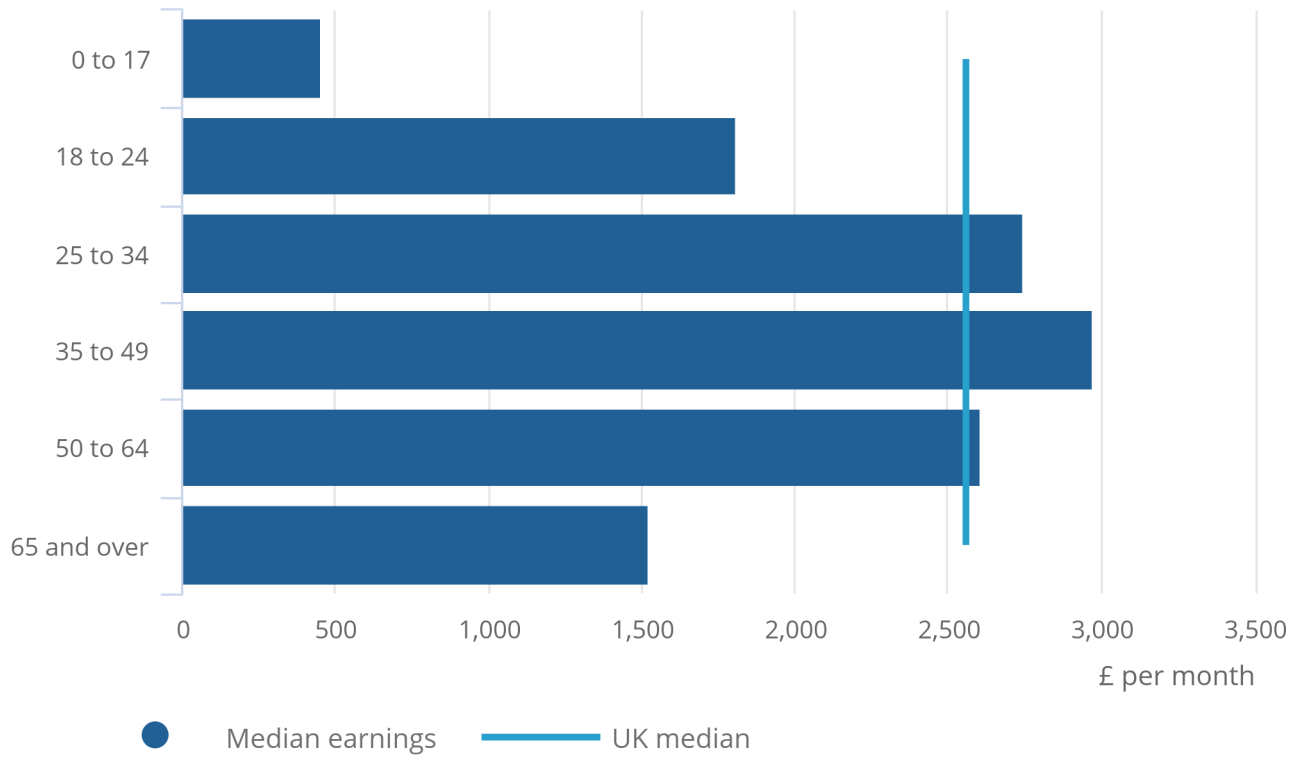
Median pay in December 2025 ranged from £456 for those aged under 18 years to £2,971 for those aged 35 to 49 years (Figure 13). Overall, median pay is higher in the central age bands, of those studied.

### Figure 13: Median pay varies by age

Median pay, seasonally adjusted, UK, December 2025

## Figure 13: Median pay varies by age

Median pay, seasonally adjusted, UK, December 2025



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 substantial revisions.

## 7 . Data on earnings and employment

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

Dataset | Released 20 January 2026

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI), UK, NUTS 1, 2 and 3 areas and local authorities, monthly, non-seasonally adjusted.

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

Dataset | Released 20 January 2026

Revisions of earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI), UK, monthly.

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

Dataset | Released 20 January 2026

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI), UK, NUTS 1, 2 and 3 areas and local authorities, monthly, seasonally adjusted.

It is also possible for suitable applicants to access a sample of RTI data through HM Revenue and Customs' (HMRC's) Datalab. These samples contain the full population of payrolled individuals but only contain selected variables and a shorter timeframe.

More information and how to apply for access to HMRC data can be found [on GOV.UK's About the HMRC Datalab page](#).

## 8 . 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.

Pay figures given in this bulletin are based on gross pay

### 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 20 years. The government's National Living Wage (NLW) was introduced on 1 April 2016 and currently applies to employees aged 21 years and over. See [current and previous rates for the NMW and NLW](#) on the GOV.UK 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.

## 9 . Data sources and quality

## 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. More information on the quality of the data and the steps we take to quality assure it can be found in our [Quality assurance of administrative data used in earnings and employment from PAYE RTI methodology](#).

Our statistical practice is regulated by the Office for Statistics Regulation (OSR). OSR sets the standards of trustworthiness, quality and value in the [Code of Practice for Statistics](#) that all producers of official statistics should adhere to. You are welcome to contact us directly with any comments about how we meet these standards by emailing [RTI Statistics](#). Alternatively, you can contact OSR by emailing [regulation@statistics.gov.uk](mailto:regulation@statistics.gov.uk) or by visiting the OSR website.



## 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 December 2025 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

Our [User guide to earnings and employment from Pay As You Earn Real Time Information](#) contains more information on the methods used in this bulletin, alongside comparisons with other earnings and employment statistics and possible quality improvements in the future.

## 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 [the HMRC website](#).

## Accredited official statistics

These accredited official statistics were [independently reviewed by the Office for Statistics Regulation](#) in July 2025. They comply with the standards of trustworthiness, quality and value in the [Code of Practice for Statistics](#) and should be labelled "accredited official statistics".

This is a joint release between HMRC and the Office for National Statistics (ONS).

## 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 refresh was most recently completed ahead of the December 2025 publication.

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 in which they were not classified 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. Further information on the impact of the changes to the imputation model can be found in our methods article, [Impact of imputation changes in employment statistics from Pay As You Earn Real Time Information methodology](#).

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.

## Making our published spreadsheets accessible

Following the [Government Statistical Service \(GSS\) guidance on releasing statistics in spreadsheets](#), we will be amending our published tables over the coming months to improve usability, accessibility and machine readability of our published statistics. To help users change to the new formats, we will be publishing sample versions of a selection of our tables, these will not be updated each month with the latest available data. We have made available [an example of an accessible seasonally adjusted dataset for Earnings and employment from Pay As You Earn Real Time Information \(XLS, 2.22MB\)](#). If you have any questions, feedback or comments, please email us at [labour.market@ons.gov.uk](mailto:labour.market@ons.gov.uk) or [rtistatistics.enquiries@hmrc.gov.uk](mailto:rtistatistics.enquiries@hmrc.gov.uk).

## Differences compared with other labour market statistics

The Labour Force Survey (LFS) is our survey of households, while Workforce Jobs (WFJ) is based mainly on business surveys for employee jobs, with the LFS covering self-employed jobs. HM Revenue and Customs (HMRC) Pay As You Earn (PAYE) Real Time Indicators (RTI) data are derived from administrative tax records and only cover payrolled employees.

Each of these three sources are collected and processed in different ways, so we do expect differences in levels (for example, jobs versus people, differing reference periods). Divergence across indicators for more than one period is not unusual. For further information please see [Trends and considerations around comparisons](#) in our Labour market overview.

## 10 . Related links

### [Labour market overview: January 2026](#)

Bulletin | Released 20 January 2026

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

### [Employment in the UK: January 2026](#)

Bulletin | Released 20 January 2026

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

### [Labour market in the regions of the UK: January 2026](#)

Bulletin | Released 20 January 2026

Regional, local authority and parliamentary constituency breakdowns of changes in UK employment, unemployment, and economic inactivity and other related statistics. These are official statistics in development.

### [Average weekly earnings in Great Britain: January 2026](#)

Bulletin | Released 20 January 2026

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

### [Vacancies and jobs in the UK: January 2026](#)

Bulletin | Released 20 January 2026

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

## 11 . Cite this statistical bulletin

Office for National Statistics (ONS) and HM Revenue and Customs (HMRC), released 20 January 2026, ONS website, statistical bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: January 2026](#).

PAYROLLED EMPLOYEES

1. Payrolled employee counts from PAYE RTI

Period	Payrolled employees
	UK, all industries, seasonally adjusted
	Payrolled employees
December 2014	26,998,411
December 2015	27,685,301
December 2016	28,083,399
December 2017	28,465,471
December 2018	28,759,025
December 2019	28,994,577
December 2020	28,124,129
December 2021	29,251,814
December 2022	29,927,461
December 2023	30,353,946
December 2024	30,411,219
January 2025	30,411,842
February 2025	30,389,747
March 2025	30,371,016
April 2025	30,372,438
May 2025	30,357,078
June 2025	30,336,314
July 2025	30,337,513
August 2025	30,348,249
September 2025	30,319,332
October 2025	30,302,998
November 2025	30,269,635
December 2025	30,227,083
Change on year	-184,136
Change %	-0.6

Source: PAYE RTI

1. Where relevant, Figures for December 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are accredited official statistics.
3. 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.
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 recipient'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.
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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
	Median pay
December 2014	1,616
December 2015	1,630
December 2016	1,672
December 2017	1,721
December 2018	1,773
December 2019	1,841
December 2020	1,928
December 2021	2,038
December 2022	2,191
December 2023	2,328
December 2024	2,456
January 2025	2,476
February 2025	2,483
March 2025	2,491
April 2025	2,512
May 2025	2,516
June 2025	2,524
July 2025	2,538
August 2025	2,565
September 2025	2,547
October 2025	2,547
November 2025	2,546
December 2025	2,555
Change on year	99
Change %	4

Source: PAYE RTI

1. Where relevant, Figures for December 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are accredited official statistics.
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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.
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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 a recipient's PAYE scheme is in.
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12. Pay figures are based on gross earnings.

MEAN PAY

3 Mean monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
	Mean pay
November 2014	2,216
November 2015	2,238
November 2016	2,296
November 2017	2,353
November 2018	2,433
November 2019	2,505
November 2020	2,639
November 2021	2,760
November 2022	2,967
November 2023	3,103
November 2024	3,293
December 2024	3,274
January 2025	3,303
February 2025	3,324
March 2025	3,328
April 2025	3,320
May 2025	3,328
June 2025	3,324
July 2025	3,366
August 2025	3,421
September 2025	3,384
October 2025	3,397
November 2025	3,381
Change on year	88
Change %	2.7

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
November 2014	59,830,936,094
November 2015	62,039,431,425
November 2016	64,401,458,070
November 2017	66,922,126,936
November 2018	69,965,656,387
November 2019	72,570,451,785
November 2020	74,110,428,833
November 2021	80,517,779,422
November 2022	88,663,267,984
November 2023	94,027,629,614
November 2024	100,188,717,884
December 2024	99,577,026,016
January 2025	100,437,468,881
February 2025	101,018,130,935
March 2025	101,088,471,111
April 2025	100,846,933,001
May 2025	101,021,794,936
June 2025	100,846,990,259
July 2025	102,108,123,958
August 2025	103,826,692,597
September 2025	102,594,639,112
October 2025	102,949,405,409
November 2025	102,326,906,127
Change on year	2,138,188,243
Change %	2.1

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
November 2014	510	896	1,605	2,605	3,928	5,283	10,965
November 2015	527	912	1,627	2,630	3,972	5,346	11,084
November 2016	552	947	1,667	2,679	4,050	5,467	11,372
November 2017	572	979	1,710	2,738	4,138	5,590	11,679
November 2018	597	1,013	1,771	2,821	4,262	5,776	12,056
November 2019	620	1,055	1,829	2,901	4,388	5,953	12,375
November 2020	667	1,121	1,912	3,013	4,562	6,208	13,016
November 2021	676	1,158	2,013	3,152	4,780	6,517	13,659
November 2022	710	1,245	2,164	3,385	5,136	6,978	14,550
November 2023	761	1,335	2,294	3,543	5,357	7,287	15,133
November 2024	805	1,456	2,445	3,737	5,646	7,629	15,898
December 2024	809	1,467	2,461	3,758	5,660	7,651	15,988
January 2025	814	1,472	2,464	3,753	5,643	7,651	15,889
February 2025	819	1,473	2,471	3,760	5,643	7,632	15,939
March 2025	823	1,481	2,482	3,776	5,682	7,672	16,034
April 2025	832	1,492	2,495	3,791	5,698	7,684	16,050
May 2025	838	1,502	2,507	3,800	5,704	7,694	15,996
June 2025	845	1,509	2,518	3,806	5,701	7,695	15,961
July 2025	847	1,515	2,528	3,819	5,713	7,712	15,980
August 2025	851	1,525	2,546	3,850	5,759	7,755	16,168
September 2025	856	1,534	2,554	3,865	5,779	7,770	16,178
October 2025	859	1,541	2,560	3,872	5,788	7,772	16,190
November 2025	862	1,538	2,545	3,849	5,761	7,743	16,107
Change on year	57	82	100	112	115	114	209
Change %	7.1	5.6	4.1	3	2	1.5	1.3

Source: PAYE RTI

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## EMPLOYEE FLOWS

### 6 Inflows and outflows from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted	
	Inflows	Outflows
November 2017	674,941	642,989
November 2018	681,315	626,837
November 2019	647,304	641,059
November 2020	564,450	640,627
November 2021	717,813	618,974
November 2022	694,045	628,583
November 2023	647,637	617,491
November 2024	590,549	612,921
December 2024	602,460	615,888
January 2025	610,988	610,365
February 2025	595,117	617,212
March 2025	590,934	609,665
April 2025	596,127	594,705
May 2025	590,782	606,142
June 2025	576,062	596,826
July 2025	574,990	573,791
August 2025	586,005	575,269
September 2025	575,762	604,679
October 2025	564,048	580,382
November 2025	575,351	608,714
Change on year	-15,198	-4,207
Change %	-2.6	-0.7

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
December 2014	1,036,833	2,927,837	2,162,859	1,968,516	2,311,311	2,577,401	3,738,445	3,828,795	2,262,973	1,193,909	2,309,730	679,801
December 2015	1,051,338	2,998,479	2,206,782	2,022,336	2,380,271	2,649,191	3,878,540	3,922,427	2,318,530	1,213,094	2,344,035	700,276
December 2016	1,060,683	3,040,507	2,239,511	2,058,272	2,424,778	2,692,165	3,945,185	3,973,078	2,352,520	1,228,934	2,355,499	712,268
December 2017	1,069,598	3,092,611	2,267,890	2,091,324	2,456,456	2,729,262	4,008,113	4,020,714	2,382,066	1,247,224	2,371,858	728,354
December 2018	1,070,316	3,126,263	2,291,896	2,112,733	2,481,568	2,759,415	4,074,773	4,060,095	2,402,672	1,257,938	2,379,788	741,567
December 2019	1,073,054	3,148,039	2,307,957	2,124,446	2,486,144	2,786,171	4,145,568	4,099,424	2,423,846	1,261,810	2,387,741	750,378
December 2020	1,051,037	3,079,949	2,254,029	2,075,856	2,420,877	2,713,016	3,919,573	3,973,172	2,360,768	1,228,832	2,310,068	736,953
December 2021	1,097,030	3,209,087	2,343,270	2,149,560	2,517,350	2,799,595	4,130,832	4,117,699	2,440,709	1,277,131	2,401,491	768,058
December 2022	1,116,317	3,268,323	2,386,150	2,190,282	2,575,157	2,859,146	4,293,921	4,219,769	2,489,547	1,304,017	2,440,983	783,849
December 2023	1,129,762	3,314,104	2,410,982	2,213,603	2,617,870	2,901,799	4,378,963	4,282,310	2,521,518	1,317,270	2,467,021	798,747
December 2024	1,129,601	3,331,628	2,412,666	2,214,052	2,626,727	2,908,038	4,392,715	4,292,798	2,522,740	1,318,410	2,454,688	807,156
January 2025	1,129,446	3,331,841	2,411,432	2,214,408	2,627,156	2,908,722	4,392,775	4,292,048	2,521,080	1,317,702	2,456,629	808,604
February 2025	1,128,047	3,331,420	2,409,726	2,213,133	2,625,444	2,907,698	4,390,004	4,287,665	2,516,857	1,316,202	2,454,265	809,285
March 2025	1,127,358	3,329,573	2,408,640	2,212,894	2,624,132	2,906,250	4,384,676	4,284,930	2,515,000	1,315,233	2,452,386	809,944
April 2025	1,126,975	3,329,768	2,408,716	2,214,291	2,625,812	2,906,097	4,385,987	4,285,427	2,515,177	1,314,235	2,451,520	808,432
May 2025	1,125,939	3,328,213	2,407,865	2,213,964	2,624,283	2,904,715	4,380,804	4,283,727	2,515,316	1,312,920	2,449,839	809,493
June 2025	1,125,462	3,326,959	2,406,903	2,212,631	2,621,858	2,902,287	4,376,520	4,280,021	2,512,595	1,312,819	2,448,979	809,281
July 2025	1,125,276	3,327,344	2,407,052	2,212,676	2,621,181	2,903,267	4,374,580	4,279,872	2,512,106	1,313,221	2,450,042	810,896
August 2025	1,126,533	3,326,207	2,407,742	2,213,056	2,623,166	2,904,922	4,376,627	4,280,275	2,512,989	1,313,759	2,450,701	812,272
September 2025	1,125,130	3,322,131	2,405,252	2,210,638	2,619,803	2,903,311	4,370,205	4,276,964	2,510,082	1,311,713	2,450,223	813,879
October 2025	1,124,078	3,319,552	2,403,180	2,209,399	2,618,905	2,902,892	4,364,692	4,276,664	2,509,111	1,311,055	2,448,228	815,241
November 2025	1,122,729	3,311,883	2,400,862	2,206,719	2,617,094	2,901,201	4,356,916	4,272,462	2,507,686	1,309,426	2,446,663	815,993
December 2025	1,122,143	3,305,928	2,397,066	2,205,109	2,611,735	2,895,990	4,346,193	4,266,197	2,506,114	1,309,033	2,445,944	815,630
Change on year	-7,458	-25,700	-15,600	-8,943	-14,992	-12,048	-46,522	-26,601	-16,626	-9,377	-8,744	8,474
Change %	-0.7	-0.8	-0.6	-0.4	-0.6	-0.4	-1.1	-0.6	-0.7	-0.7	-0.4	1

Source: PAYE RTI

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2. These data are accredited official statistics.
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REGIONAL MEDIAN PAY (NUTS1)

8 Regional median monthly pay from PAYE RTI

Period	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
December 2014	1,547	1,529	1,509	1,527	1,536	1,654	1,944	1,731	1,511	1,519	1,659	1,517
December 2015	1,542	1,535	1,523	1,537	1,545	1,673	1,969	1,750	1,530	1,526	1,676	1,499
December 2016	1,577	1,583	1,559	1,575	1,590	1,715	2,019	1,796	1,571	1,568	1,702	1,534
December 2017	1,624	1,630	1,608	1,626	1,641	1,772	2,092	1,847	1,628	1,613	1,743	1,581
December 2018	1,673	1,684	1,654	1,674	1,685	1,826	2,153	1,904	1,678	1,666	1,793	1,639
December 2019	1,730	1,742	1,712	1,735	1,739	1,892	2,231	1,976	1,739	1,725	1,869	1,683
December 2020	1,801	1,829	1,794	1,823	1,825	1,995	2,337	2,065	1,829	1,817	1,958	1,797
December 2021	1,897	1,909	1,887	1,932	1,919	2,101	2,463	2,176	1,934	1,908	2,075	1,917
December 2022	2,051	2,073	2,037	2,076	2,062	2,257	2,641	2,346	2,091	2,062	2,205	2,026
December 2023	2,189	2,216	2,169	2,203	2,201	2,384	2,772	2,472	2,213	2,200	2,367	2,155
December 2024	2,321	2,340	2,296	2,337	2,343	2,504	2,897	2,593	2,353	2,337	2,476	2,295
January 2025	2,333	2,364	2,309	2,361	2,353	2,535	2,922	2,604	2,360	2,355	2,495	2,307
February 2025	2,341	2,375	2,315	2,370	2,362	2,544	2,931	2,611	2,373	2,358	2,500	2,311
March 2025	2,350	2,381	2,326	2,381	2,372	2,546	2,935	2,619	2,375	2,367	2,520	2,402
April 2025	2,366	2,397	2,350	2,393	2,385	2,566	2,951	2,645	2,406	2,379	2,522	2,403
May 2025	2,372	2,402	2,355	2,401	2,392	2,571	2,956	2,648	2,408	2,382	2,538	2,373
June 2025	2,385	2,412	2,366	2,411	2,404	2,578	2,966	2,656	2,417	2,389	2,554	2,352
July 2025	2,398	2,432	2,384	2,429	2,419	2,599	2,985	2,675	2,434	2,409	2,579	2,368
August 2025	2,449	2,470	2,416	2,462	2,458	2,632	3,023	2,709	2,470	2,456	2,595	2,373
September 2025	2,414	2,444	2,396	2,441	2,433	2,613	3,000	2,692	2,441	2,431	2,594	2,410
October 2025	2,415	2,448	2,400	2,444	2,437	2,617	2,998	2,700	2,447	2,431	2,585	2,418
November 2025	2,373	2,427	2,376	2,430	2,413	2,600	2,983	2,686	2,442	2,411	2,571	2,404
December 2025	2,415	2,446	2,400	2,454	2,441	2,610	2,996	2,694	2,464	2,441	2,580	2,405
Change on year	94	106	104	117	98	106	99	101	111	104	104	110
Change %	4	4.5	4.5	5	4.2	4.2	3.4	3.9	4.7	4.5	4.2	4.8

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS2)

9 Regional payrolled employees from PAYE RTI

Period	Payrolled employees			
	December 2024	December 2025	Change on year	Change %
	UK, all industries, seasonally adjusted			
Tees Valley and Durham	505,447	502,315	-3,132	-0.6
Northumberland and Tyne and Wear	624,154	619,828	-4,326	-0.7
Cumbria	226,115	224,683	-1,432	-0.6
Greater Manchester	1,301,123	1,291,415	-9,708	-0.7
Lancashire	666,066	660,739	-5,327	-0.8
Cheshire	452,095	449,434	-2,661	-0.6
Merseyside	686,230	679,656	-6,574	-1
East Yorkshire and Northern Lincolnshire	413,329	412,231	-1,098	-0.3
North Yorkshire	368,014	365,142	-2,872	-0.8
South Yorkshire	601,725	597,394	-4,331	-0.7
West Yorkshire	1,029,598	1,022,300	-7,298	-0.7
Derbyshire and Nottinghamshire	983,833	980,120	-3,713	-0.4
Leicestershire, Rutland and Northamptonshire	895,037	890,788	-4,249	-0.5
Lincolnshire	335,181	334,202	-979	-0.3
Herefordshire, Worcestershire and Warwickshire	636,935	634,432	-2,503	-0.4
Shropshire and Staffordshire	731,345	727,966	-3,379	-0.5
West Midlands (county)	1,258,447	1,249,337	-9,110	-0.7
East Anglia	1,144,221	1,139,111	-5,110	-0.4
Bedfordshire and Hertfordshire	914,141	910,195	-3,946	-0.4
Essex	849,676	846,685	-2,991	-0.4
Inner London - West	544,191	534,859	-9,332	-1.7
Inner London - East	1,236,891	1,221,462	-15,429	-1.2
Outer London - East and North East	926,993	922,612	-4,381	-0.5
Outer London - South	636,310	630,601	-5,709	-0.9
Outer London - West and North West	1,048,330	1,036,660	-11,670	-1.1
Berkshire, Buckinghamshire and Oxfordshire	1,233,415	1,224,988	-8,427	-0.7
Surrey, East and West Sussex	1,314,853	1,306,182	-8,671	-0.7
Hampshire and Isle of Wight	916,159	910,019	-6,140	-0.7
Kent	828,370	825,008	-3,362	-0.4
Gloucestershire, Wiltshire and Bristol/Bath area	1,205,886	1,200,038	-5,848	-0.5
Dorset and Somerset	578,225	573,395	-4,830	-0.8
Cornwall and Isles of Scilly	231,281	229,469	-1,812	-0.8
Devon	507,347	503,212	-4,135	-0.8
West Wales and The Valleys	800,502	794,501	-6,001	-0.7
East Wales	517,908	514,532	-3,376	-0.7
North Eastern Scotland	229,663	226,324	-3,339	-1.5
Highlands and Islands	207,809	207,511	-298	-0.1
Eastern Scotland	916,673	914,697	-1,976	-0.2
West Central Scotland	693,052	691,739	-1,313	-0.2
Southern Scotland	407,491	405,673	-1,818	-0.4
Northern Ireland	807,156	815,630	8,474	1

Source: PAYE RTI

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REGIONAL MEDIAN PAY (NUTS2)

10 Regional median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	December 2024	December 2025	Change on year	Change %
Tees Valley and Durham	2,315	2,412	97	4.2
Northumberland and Tyne and Wear	2,327	2,417	90	3.9
Cumbria	2,350	2,465	115	4.9
Greater Manchester	2,336	2,436	100	4.3
Lancashire	2,263	2,375	112	4.9
Cheshire	2,471	2,559	88	3.6
Merseyside	2,345	2,470	125	5.3
East Yorkshire and Northern Lincolnshire	2,273	2,391	118	5.2
North Yorkshire	2,326	2,447	121	5.2
South Yorkshire	2,269	2,375	106	4.7
West Yorkshire	2,309	2,401	92	4
Derbyshire and Nottinghamshire	2,334	2,442	108	4.6
Leicestershire, Rutland and Northamptonshire	2,358	2,487	129	5.5
Lincolnshire	2,296	2,397	101	4.4
Herefordshire, Worcestershire and Warwickshire	2,445	2,546	101	4.1
Shropshire and Staffordshire	2,331	2,443	112	4.8
West Midlands (county)	2,298	2,389	91	4
East Anglia	2,398	2,497	99	4.1
Bedfordshire and Hertfordshire	2,659	2,768	109	4.1
Essex	2,554	2,669	115	4.5
Inner London - West	3,603	3,739	136	3.8
Inner London - East	2,988	3,091	103	3.4
Outer London - East and North East	2,661	2,755	94	3.5
Outer London - South	2,935	3,057	122	4.2
Outer London - West and North West	2,699	2,799	100	3.7
Berkshire, Buckinghamshire and Oxfordshire	2,742	2,844	102	3.7
Surrey, East and West Sussex	2,591	2,704	113	4.4
Hampshire and Isle of Wight	2,504	2,580	76	3
Kent	2,506	2,606	100	4
Gloucestershire, Wiltshire and Bristol/Bath area	2,476	2,571	95	3.8
Dorset and Somerset	2,309	2,428	119	5.2
Cornwall and Isles of Scilly	2,166	2,267	101	4.7
Devon	2,241	2,357	116	5.2
West Wales and The Valleys	2,302	2,401	99	4.3
East Wales	2,396	2,506	110	4.6
North Eastern Scotland	2,609	2,709	100	3.8
Highlands and Islands	2,389	2,488	99	4.1
Eastern Scotland	2,493	2,597	104	4.2
West Central Scotland	2,481	2,590	109	4.4
Southern Scotland	2,428	2,544	116	4.8
Northern Ireland	2,295	2,405	110	4.8

Source: PAYE RTI

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## INDUSTRY PAYROLLED EMPLOYEES

### 11 Industry payrolled employees from PAYE RTI

Period	Payrolled employees			
	December 2024	December 2025	Change on year	Change %
	UK, all industries, seasonally adjusted			
Agriculture, forestry and fishing	196,800	195,586	-1,214	-0.6
Mining and quarrying	45,598	43,186	-2,412	-5.3
Manufacturing	2,333,073	2,302,451	-30,622	-1.3
Energy production and supply	116,396	120,881	4,485	3.9
Water supply, sewerage and waste	206,994	212,682	5,688	2.7
Construction	1,338,387	1,324,074	-14,313	-1.1
Wholesale and retail; repair of motor vehicles	4,316,453	4,244,011	-72,442	-1.7
Transportation and storage	1,392,858	1,407,216	14,358	1
Accommodation and food service activities	2,187,089	2,117,557	-69,532	-3.2
Information and communication	1,286,074	1,255,084	-30,990	-2.4
Finance and insurance	1,096,626	1,105,101	8,475	0.8
Real estate	467,290	472,559	5,269	1.1
Professional, scientific and technical	2,469,091	2,455,410	-13,681	-0.6
Administrative and support services	2,407,189	2,384,062	-23,127	-1
Public administration and defence; social security	1,581,157	1,596,743	15,586	1
Education	3,180,001	3,173,445	-6,556	-0.2
Health and social work	4,474,200	4,510,911	36,711	0.8
Arts, entertainment and recreation	641,388	647,173	5,785	0.9
Other service activities	551,847	543,338	-8,509	-1.5
Households and Extraterritorial	122,707	115,614	-7,093	-5.8

Source: PAYE RTI

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## INDUSTRY MEDIAN PAY

### 12 Industry median monthly pay from PAYE RTI

Period	£ per month			
	December 2024	December 2025	Change on year	Change %
	UK, all industries, seasonally adjusted			
Agriculture, forestry and fishing	2,217	2,342	125	5.6
Mining and quarrying	4,631	4,827	196	4.2
Manufacturing	2,889	3,012	123	4.3
Energy production and supply	4,474	4,500	26	0.6
Water supply, sewerage and waste	3,068	3,195	127	4.1
Construction	2,612	2,741	129	4.9
Wholesale and retail; repair of motor vehicles	1,999	2,117	118	5.9
Transportation and storage	2,841	2,961	120	4.2
Accommodation and food service activities	1,334	1,410	76	5.7
Information and communication	3,830	4,004	174	4.5
Finance and insurance	4,042	4,152	110	2.7
Real estate	2,480	2,541	61	2.5
Professional, scientific and technical	3,084	3,175	91	3
Administrative and support services	2,170	2,264	94	4.3
Public administration and defence; social security	3,117	3,263	146	4.7
Education	2,440	2,474	34	1.4
Health and social work	2,410	2,544	134	5.6
Arts, entertainment and recreation	1,658	1,744	86	5.2
Other service activities	1,839	1,946	107	5.8
Households and Extraterritorial	1,204	1,253	49	4.1

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 to 17	18 to 24	25 to 34	35 to 49	50 to 64	65 and over
December 2014	409,247	3,535,279	6,416,835	9,166,399	6,647,355	823,296
December 2015	439,205	3,607,853	6,604,601	9,294,104	6,901,906	837,632
December 2016	441,940	3,602,031	6,715,898	9,346,750	7,124,643	852,137
December 2017	445,897	3,585,723	6,796,887	9,396,741	7,361,843	878,381
December 2018	441,308	3,555,870	6,845,874	9,432,707	7,574,446	908,821
December 2019	435,066	3,503,058	6,865,705	9,454,430	7,736,169	1,000,149
December 2020	288,389	3,164,739	6,659,874	9,322,523	7,715,698	972,907
December 2021	499,787	3,439,918	6,828,209	9,498,687	7,950,416	1,034,797
December 2022	525,842	3,484,865	6,991,280	9,717,957	8,103,809	1,103,708
December 2023	502,291	3,486,630	7,101,573	9,916,231	8,168,687	1,178,533
December 2024	457,467	3,452,353	7,089,320	10,038,572	8,152,585	1,220,921
January 2025	454,874	3,449,365	7,081,612	10,050,580	8,151,127	1,224,285
February 2025	452,334	3,438,524	7,070,151	10,056,580	8,145,000	1,227,157
March 2025	449,372	3,430,517	7,059,742	10,060,236	8,140,776	1,230,373
April 2025	452,644	3,448,873	7,058,367	10,060,936	8,120,495	1,231,124
May 2025	448,595	3,447,753	7,047,307	10,064,177	8,117,410	1,231,835
June 2025	442,574	3,438,193	7,036,885	10,068,630	8,114,614	1,235,418
July 2025	435,822	3,432,755	7,027,961	10,078,602	8,116,794	1,245,579
August 2025	429,934	3,431,115	7,019,154	10,090,537	8,121,023	1,256,487
September 2025	423,945	3,430,483	7,002,930	10,093,113	8,112,185	1,256,676
October 2025	420,440	3,432,914	6,988,555	10,095,897	8,104,334	1,260,858
November 2025	416,396	3,431,784	6,968,418	10,098,150	8,092,094	1,262,793
December 2025	414,437	3,430,475	6,949,130	10,089,332	8,072,443	1,271,266
Change on year	-43,030	-21,878	-140,190	50,760	-80,142	50,345
Change %	-9.4	-0.6	-2	0.5	-1	4.1

Source: PAYE RTI

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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 to 17	18 to 24	25 to 34	35 to 49	50 to 64	65 and over
December 2014	282	1,096	1,744	1,927	1,744	738
December 2015	288	1,140	1,765	1,934	1,744	760
December 2016	298	1,192	1,819	1,974	1,769	797
December 2017	305	1,223	1,875	2,027	1,806	829
December 2018	319	1,283	1,933	2,081	1,846	875
December 2019	328	1,332	2,020	2,150	1,899	960
December 2020	365	1,372	2,084	2,238	1,979	1,068
December 2021	402	1,438	2,213	2,389	2,084	1,147
December 2022	416	1,564	2,389	2,565	2,240	1,244
December 2023	417	1,647	2,512	2,711	2,392	1,343
December 2024	431	1,754	2,651	2,849	2,498	1,434
January 2025	434	1,733	2,665	2,873	2,530	1,454
February 2025	435	1,758	2,683	2,882	2,542	1,462
March 2025	435	1,770	2,684	2,896	2,553	1,470
April 2025	441	1,776	2,701	2,915	2,561	1,478
May 2025	452	1,786	2,702	2,921	2,567	1,489
June 2025	444	1,784	2,708	2,926	2,571	1,492
July 2025	451	1,800	2,725	2,949	2,593	1,507
August 2025	450	1,807	2,759	2,988	2,633	1,516
September 2025	444	1,810	2,733	2,962	2,613	1,517
October 2025	455	1,808	2,732	2,971	2,609	1,522
November 2025	453	1,800	2,724	2,936	2,572	1,507
December 2025	456	1,806	2,744	2,971	2,610	1,522
Change on year	25	52	93	122	112	88
Change %	5.8	3	3.5	4.3	4.5	6.1

Source: PAYE RTI

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