

Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: March 2025

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). These are official statistics in development.

Contact:
ONS Labour Market team and
HMRC RTI Statistics
labour.market@ons.gov.uk;
rtistatistics.enquiries@hmrc.gov.
uk
+44 1633 455400

Release date:
20 March 2025

Next release:
15 April 2025

Table of contents

1. [Main points](#)
2. [Payrolled employees](#)
3. [Median monthly pay](#)
4. [Regional data](#)
5. [Industry data](#)
6. [Age data](#)
7. [Data on earnings and employment](#)
8. [Glossary](#)
9. [Data sources and quality](#)
10. [Related links](#)
11. [Cite this statistical bulletin](#)

1 . Main points

- Early estimates for February 2025 indicate that the number of payrolled employees broadly stayed the same compared with February 2024, at 30.4 million; a small rise of 0.2% or 67,000 employees.
- This change was highest in the health and social work sector, a rise of 92,000 employees, and lowest in the accommodation and food service activities sector, a fall of 64,000 employees.
- Payrolled employment increased by 21,000 employees (0.1%) in February 2025 when compared with January 2025; figures for February should be treated as provisional estimates and are likely to be revised when more data are received next month.
- UK payrolled employee growth for January 2025 compared with December 2024 has been revised from an increase of 21,000 reported in the last bulletin to an increase of 9,000; 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 February 2025 indicate that median monthly pay increased by 5.0% compared with February 2024.
- Annual growth in median pay in February 2025 was highest in the accommodation and food service activities sector, with an increase of 9.3%, and lowest in the finance and insurance sector, with a decrease of 2.1%.

About the data in this bulletin

Early estimates for February 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 February 2025 indicate that there were 30.4 million payrolled employees (Figure 1), a change of just 0.2% compared with the same period of the previous year. This is a rise of 67,000 employees over the 12-month period. Compared with the previous month, the number of payrolled employees increased by 0.1% in February 2025, an increase of 21,000 people.

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

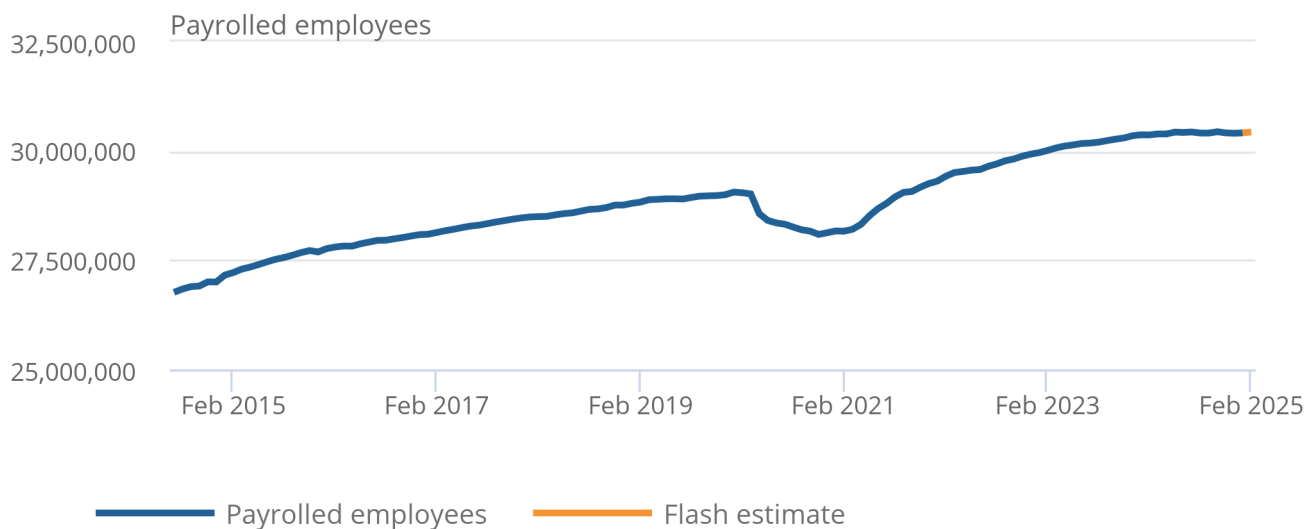
When comparing the number of payrolled employees in January 2025 with the previous month, the number showed no change at 0.0%. This is revised down from the early estimate of a 0.1% increase reported in our previous bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: February 2025](#).

Figure 1: The number of payrolled employees shows little change since January 2024

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

Figure 1: The number of payrolled employees shows little change since January 2024

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



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

Notes:

1. The latest period, highlighted in orange (the lighter shaded line), is based on early data and therefore is more likely to be subject to slightly more substantial revisions.
2. The January 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.

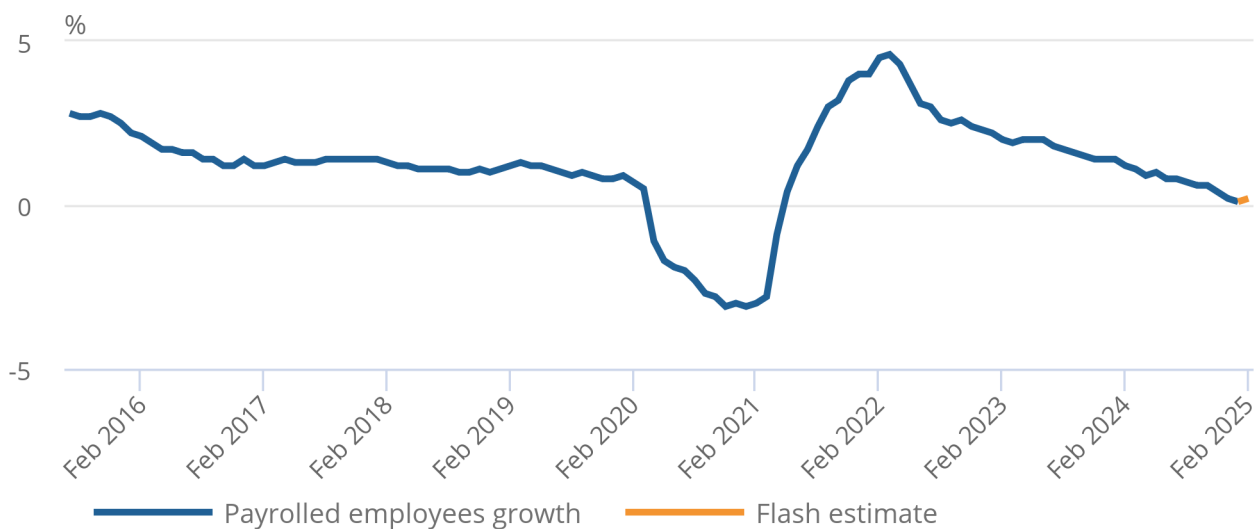
At the start of 2021, growth rates began to recover, and remained high as the labour market continued to recover from the effects of the pandemic. From April 2022 the annual growth rate has been falling. Through 2022 this fall would have been partially caused by the comparison with the increase in employee numbers from March 2021, which levelled off as we no longer compared against this higher baseline. However, growth rates have then continued to slow, falling below pre-coronavirus (COVID-19) trends in early 2024 and continuing to fall towards zero in early 2025.

Figure 2: Growth in the number of payrolled employees remains below pre-coronavirus (COVID-19) trends

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

Figure 2: Growth in the number of payrolled employees remains below pre-coronavirus (COVID-19) trends

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to February 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 January 2025 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

3 . Median monthly pay

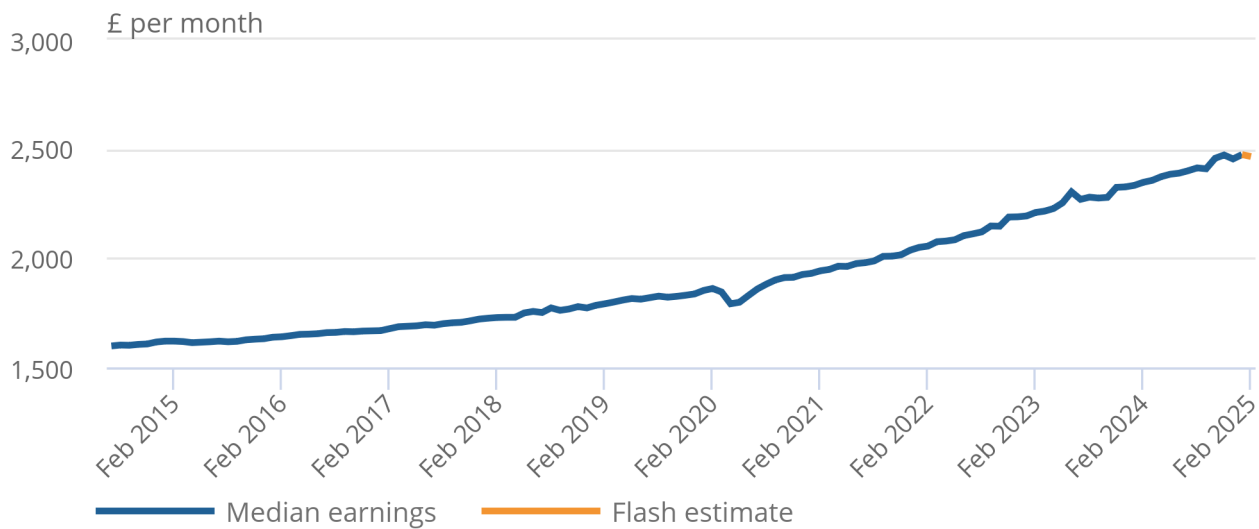
Early estimates for February 2025 indicate that median monthly pay was £2,465, an increase of 5.0% compared with the same period of the previous year (Figure 3).

Figure 3: Median pay increases have slowed in recent months

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

Figure 3: Median pay increases have slowed in recent months

Median pay per month, seasonally adjusted, UK, July 2014 to February 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 January 2025 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

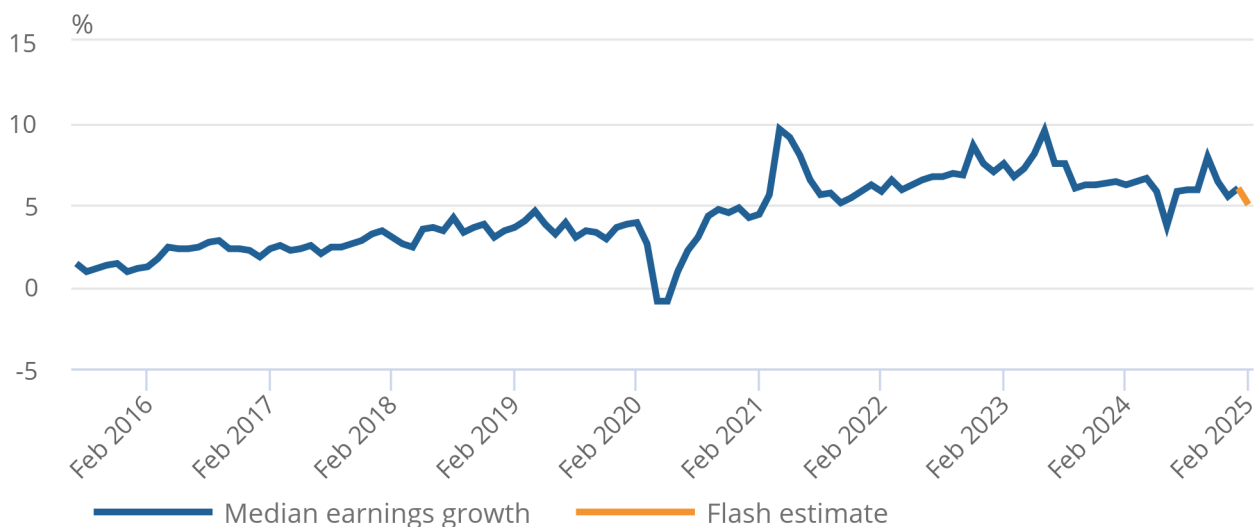
Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6%, until 2020 when it became negative. This coincided with the coronavirus (COVID-19) pandemic and related economic and policy responses. From June 2020 median pay growth became positive again. Through 2022 the growth rate of median pay continued to increase in line with pre-coronavirus trends, but with increasing volatility in late 2022 and into 2023. This pace of growth has slowed in 2024 (Figure 4).

Figure 4: Rates of growth in median pay have largely been lower in 2024 than the high rates seen in 2023

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

Figure 4: Rates of growth in median pay have largely been lower in 2024 than the high rates seen in 2023

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to February 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 January 2025 figure is not a flash estimate of payrolled employees, 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. They include data for February 2025, and cover [Nomenclature of Territorial Units for Statistics \(NUTS\): NUTS1, NUTS2, NUTS3 regions, and local administrative units \(LAUs\)](#).

Numbers of payrolled employees in the UK for the regions ranged from 809,000 in Northern Ireland, to 4,383,000 in London, in February 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 local administrative units (LAUs), and NUTS1, NUTS2, and NUTS3 regions are available in the [accompanying datasets](#).

Figure 5: Regional employee growth is falling in line with the UK but with higher growth rates seen in Northern Ireland

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

Notes:

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

Comparing February 2025 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from a 1.3% increase in Northern Ireland, to a 0.1% decrease in Scotland.

Examining NUTS3 regions, Westminster experienced a decrease of 2.3% in payrolled employees in comparison with February 2024, and Causeway Coast and Glens experienced an increase of 5.9% (Figure 6).

There is greater variation at LAU level, with growth rates varying between negative 3.8% and positive 5.9%.

Figure 6: Growth in payrolled employees varies across the UK

Percentage change on same month in previous year, seasonally adjusted, UK, NUTS3 level, February 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 February 2025 ranged from £2,139 in Isle of Wight to £3,767 in Wandsworth (Figure 7).

Inner London generally differs from Outer London, with median pay ranging from £2,451 in Enfield to £3,767 in Wandsworth. Median pay in February 2025 for London as a whole was £2,913.

Median pay across the LAUs in February 2025 ranged from £2,046 in Richmondshire to £5,833 in City of London.

Figure 7: Median pay varies across the UK

Median pay, seasonally adjusted, UK, NUTS3 level, February 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 40% of UK employees. These three sectors combined with administrative and support services; professional, scientific and technical; 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 February 2025 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 2.9% in accommodation and food service activities to positive 2.1% in health and social work.

Figure 8: Employee growth has been very different across sectors

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

Notes:

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

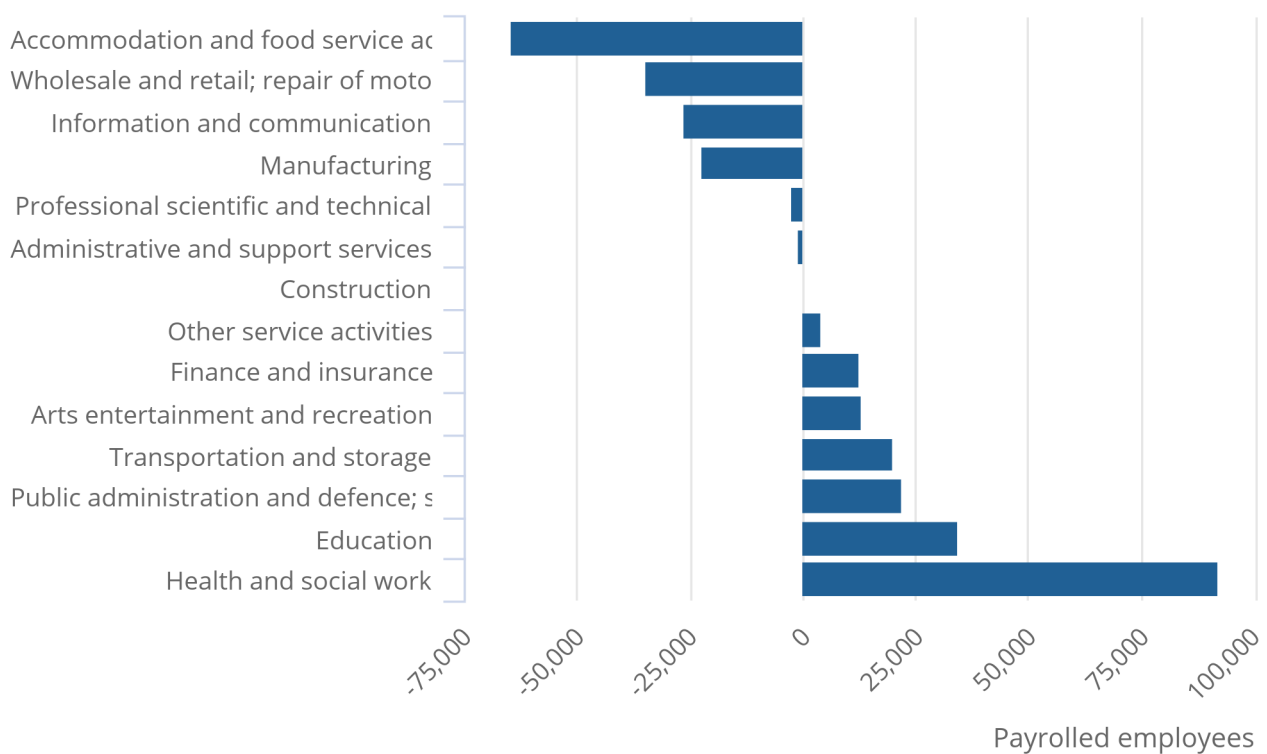
The increase in payrolled employees between February 2024 and February 2025 was largest in the health and social work sector (a rise of 92,000 employees) and smallest in the accommodation and food service activities sector (a fall of 64,000 employees).

Figure 9: The health and social work sector has seen the greatest increase in payrolled employees since February 2024

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

Figure 9: The health and social work sector has seen the greatest increase in payrolled employees since February 2024

Payrolled employees, absolute change on February 2024, seasonally adjusted, UK, February 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.

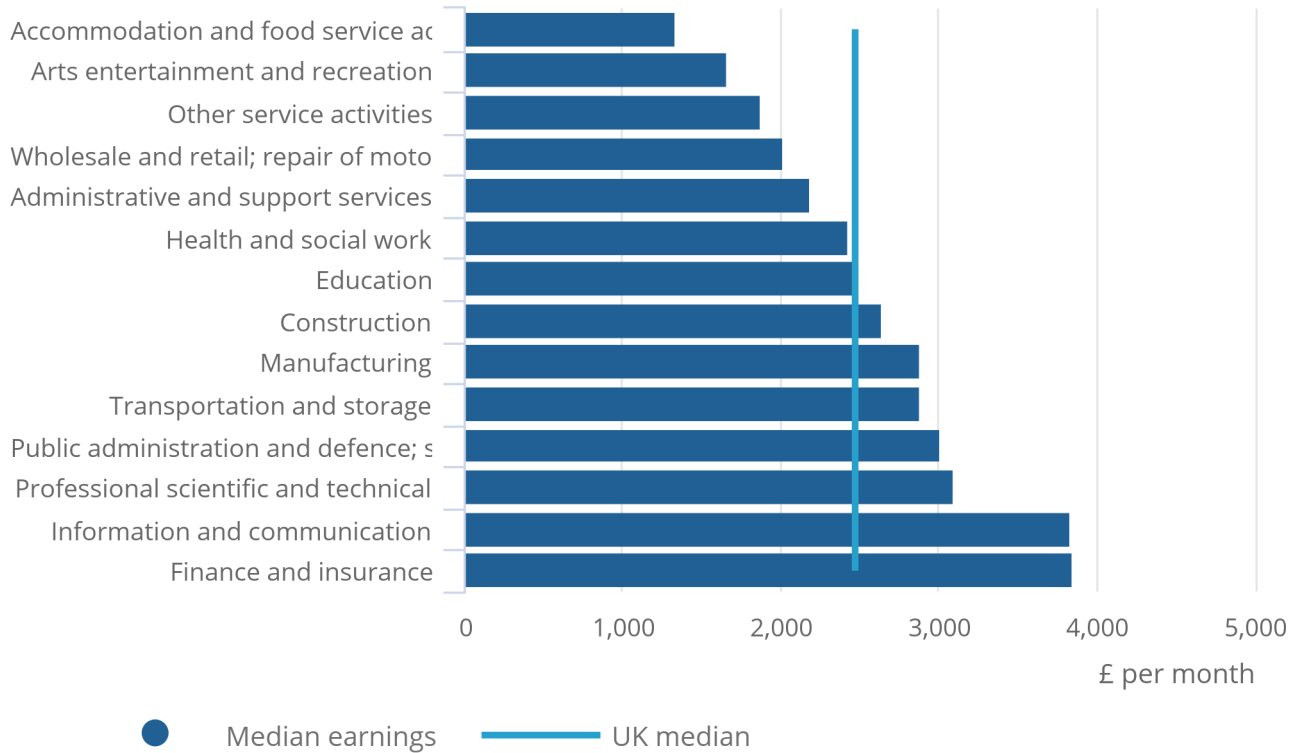
Median pay in February 2025 across the highlighted sectors ranged from £1,338 in the accommodation and food service activities sector to £3,845 in finance and insurance (Figure 10).

Figure 10: Median pay varies by industry

Median pay, seasonally adjusted, UK, February 2025

Figure 10: Median pay varies by industry

Median pay, seasonally adjusted, UK, February 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 accommodation and food service activities sector, at positive 9.3% (Figure 11), and slowest in the finance and insurance sector, at negative 2.1%.

The pay growth in the finance and insurance sector might be more subject to revisions around the common bonus pay months of February and March. Because of the way we report pay in the month it was earned rather than the month it was received, some bonus payment submissions received in March and early April correspond to February's pay data. Therefore in Figure 11 we are comparing data without some of these bonuses against data where all bonuses have been incorporated, decreasing the growth estimate. These figures are therefore likely to be revised upwards in future publications once further submissions are received.

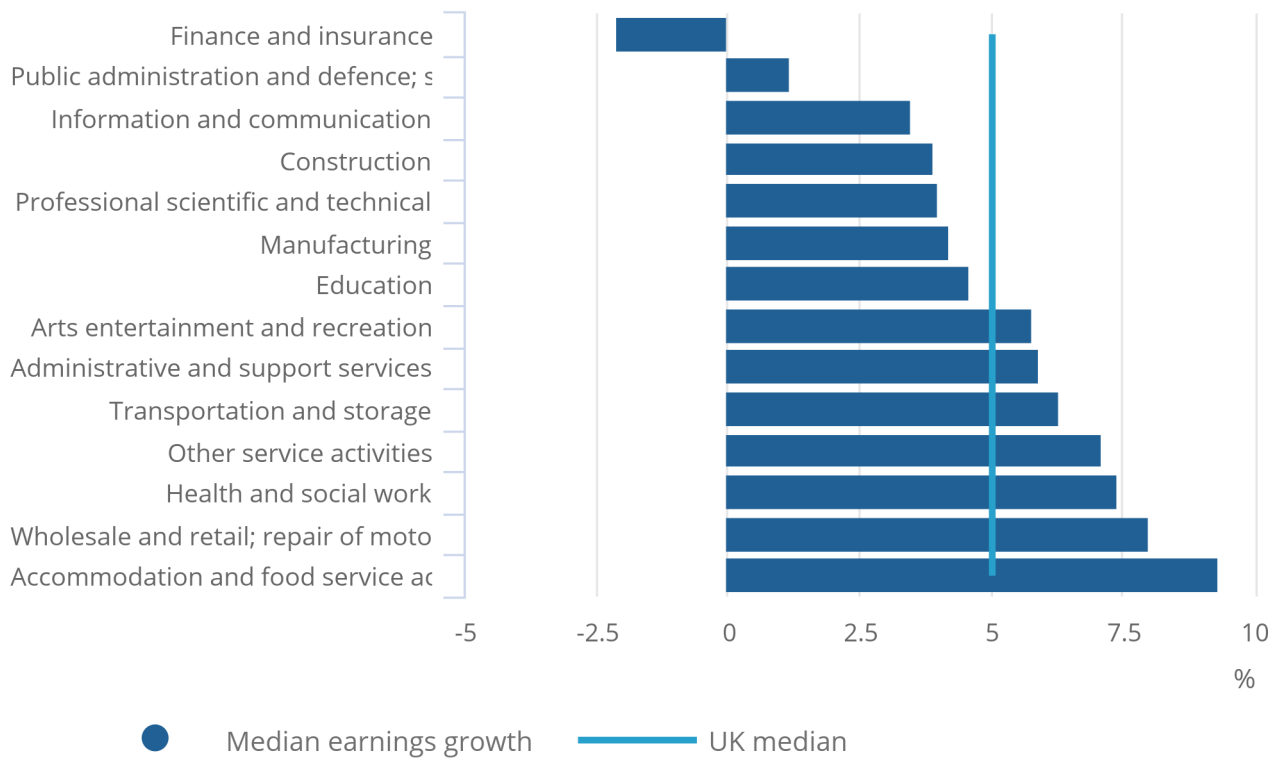
Estimates of mean pay for each sector are available in the [accompanying datasets](#).

Figure 11: Median pay increased most in the accommodation and food service activities sector

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

Figure 11: Median pay increased most in the accommodation and food service activities sector

Percentage change on same month in previous year, seasonally adjusted, UK, February 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 30.4 million payrolled employees in the UK in February 2025, 94.5% are aged 18 to 64 years.

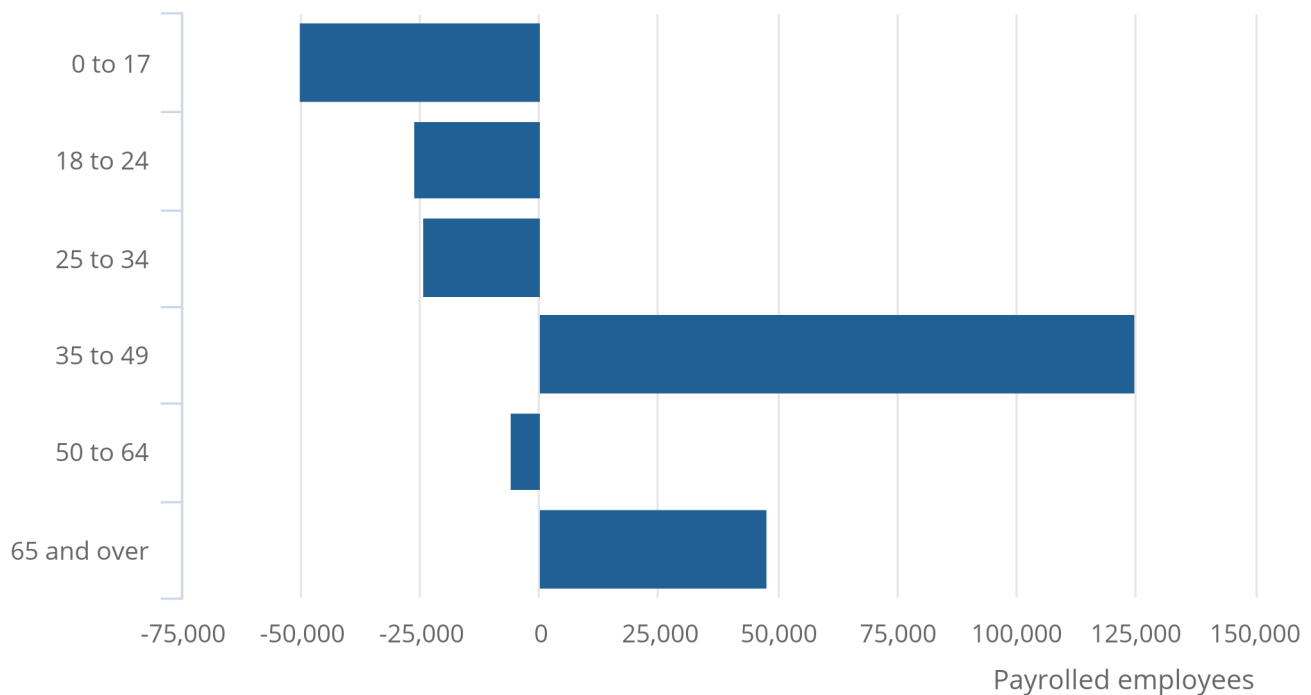
Between February 2024 and February 2025, there was a decrease of 76,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 35 to 49 years increased by 125,000 (Figure 12).

Figure 12: The 35 to 49 years age group has seen the greatest increase in payrolled employees since February 2024

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

Figure 12: The 35 to 49 years age group has seen the greatest increase in payrolled employees since February 2024

Payrolled employees, absolute change on February 2024, seasonally adjusted, UK, February 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.

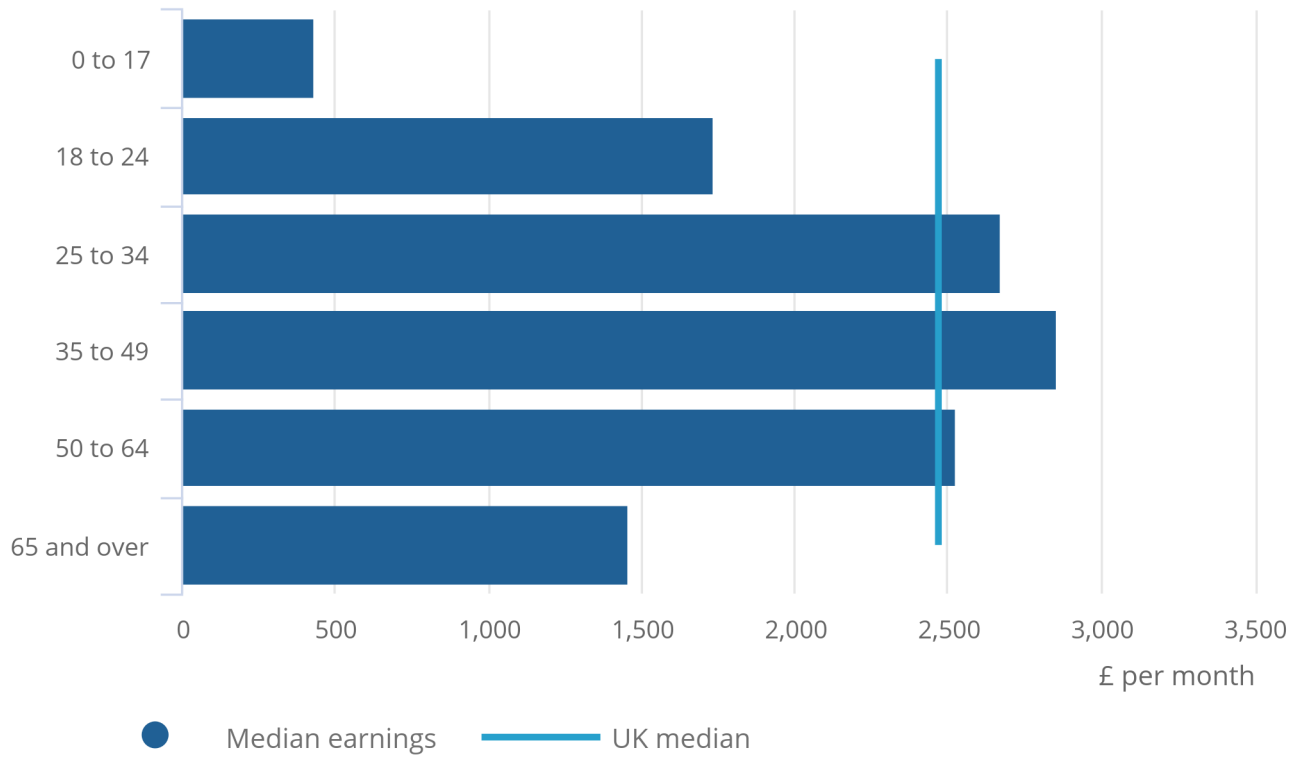
Median pay in February 2025 ranged from £430 for those aged under 18 years to £2,859 for those aged 35 to 49 years (Figure 13). Overall, median pay is higher in the central age bands, of those studied.

Figure 13: Median pay varies by age

Median pay, seasonally adjusted, UK, February 2025

Figure 13: Median pay varies by age

Median pay, seasonally adjusted, UK, February 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 March 2025

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. These are official statistics in development.

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

Dataset | Released 20 March 2025

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

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

Dataset | Released 20 March 2025

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. These are official statistics in development.

It is also possible for suitable applicants to access a sample of RTI data through HMRC's Datalab or through the ONS Integrated Data Service (IDS). 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](#).

More information on RTI data available in the IDS can be found on the [IDS website](#).

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 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](mailto:RTI_Statistics). Alternatively, you can contact OSR by emailing regulation@statistics.gov.uk or via 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 February 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.

HMRC is seeking views from users of statistical publications on proposed changes, including this release as a joint ONS and HMRC publication, in its latest statistics [consultation document](#).

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

Methodology

Our 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.

Pre-release data

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

The Bank of England was granted exceptional pre-release access to this bulletin and accompanying tables at 9:00am on Monday 17 March 2025 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](#).

Status of official statistics in development

Official statistics in development are [official statistics that are undergoing a development](#). They were previously called "experimental statistics". In June 2023, the Office for Statistics Regulation (OSR) published an [assessment report of HM Revenue and Customs \(HMRC\) and Office for National Statistics \(ONS\) statistics on earnings and employment from Pay as You Earn Real Time Information \(PAYE RTI\)](#). HMRC and the ONS developed an action plan for focusing on the six requirements and [published an update on progress on 9 December 2024](#).

This is a joint release between HMRC and the 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 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](#). If you have any questions, feedback or comments, please email us at labour.market@ons.gov.uk or rtistatistics.enquiries@hmrc.gov.uk.

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 are shown in our [Comparison of labour market data sources methodology](#), which discusses the advantages of new administrative data sources and the limitations of some of our published figures.

10 . Related links

[Labour market overview: March 2025](#)

Bulletin | Released 20 March 2025

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

[Employment in the UK: March 2025](#)

Bulletin | Released 20 March 2025

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

[Labour market in the regions of the UK: March 2025](#)

Bulletin | Released 20 March 2025

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: March 2025](#)

Bulletin | Released 20 March 2025

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

[Vacancies and jobs in the UK: March 2025](#)

Bulletin | Released 20 March 2025

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 March 2025, ONS website, statistical bulletin, Earnings and employment from [Pay As You Earn Real Time Information, UK: March 2025](#).

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted
February 2015	27,215,266
February 2016	27,799,160
February 2017	28,133,293
February 2018	28,495,715
February 2019	28,827,160
February 2020	29,042,192
February 2021	28,161,279
February 2022	29,420,545
February 2023	30,010,525
February 2024	30,366,174
March 2024	30,387,664
April 2024	30,387,137
May 2024	30,430,223
June 2024	30,422,182
July 2024	30,432,359
August 2024	30,407,955
September 2024	30,407,202
October 2024	30,438,655
November 2024	30,411,846
December 2024	30,403,015
January 2025	30,412,342
February 2025	30,432,858
Change on year	66,684
Change %	0.2

Source: PAYE RTI

- Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
- These data are official statistics in development.
- 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.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- 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
February 2015	1,620
February 2016	1,640
February 2017	1,677
February 2018	1,728
February 2019	1,791
February 2020	1,861
February 2021	1,942
February 2022	2,055
February 2023	2,209
February 2024	2,347
March 2024	2,356
April 2024	2,373
May 2024	2,384
June 2024	2,389
July 2024	2,400
August 2024	2,413
September 2024	2,409
October 2024	2,457
November 2024	2,472
December 2024	2,454
January 2025	2,474
February 2025	2,465
Change on year	118
Change %	5.0

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

MEAN PAY

3 Mean monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
	Mean pay
January 2015	2,236
January 2016	2,235
January 2017	2,288
January 2018	2,367
January 2019	2,424
January 2020	2,511
January 2021	2,640
January 2022	2,833
January 2023	2,975
January 2024	3,123
February 2024	3,139
March 2024	3,166
April 2024	3,186
May 2024	3,194
June 2024	3,204
July 2024	3,201
August 2024	3,223
September 2024	3,225
October 2024	3,308
November 2024	3,287
December 2024	3,282
January 2025	3,294
Change on year	171
Change %	5.5

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
	Aggregate pay
January 2015	60,720,945,557
January 2016	62,047,551,149
January 2017	64,278,598,853
January 2018	67,420,649,587
January 2019	69,802,015,563
January 2020	72,970,213,045
January 2021	74,366,334,114
January 2022	83,028,568,216
January 2023	89,119,767,048
January 2024	94,854,032,944
February 2024	95,323,389,478
March 2024	96,194,246,827
April 2024	96,802,440,177
May 2024	97,208,576,019
June 2024	97,475,069,823
July 2024	97,417,093,082
August 2024	97,990,275,102
September 2024	98,063,447,953
October 2024	100,685,402,928
November 2024	99,956,130,934
December 2024	99,790,675,760
January 2025	100,171,674,661
Change on year	5,317,641,717
Change %	5.6

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

PAY DISTRIBUTION

5 Monthly pay by percentile from PAYE RTI

Period	£ per month, 3 month moving average UK, all industries, seasonally adjusted						
	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	95th percentile	99th percentile
January 2015	515	904	1,615	2,619	3,956	5,346	11,291
January 2016	531	918	1,633	2,637	3,985	5,363	11,106
January 2017	551	947	1,667	2,679	4,053	5,466	11,357
January 2018	576	986	1,720	2,752	4,160	5,618	11,705
January 2019	601	1,019	1,778	2,829	4,268	5,790	12,066
January 2020	622	1,063	1,838	2,916	4,410	5,967	12,390
January 2021	672	1,123	1,921	3,034	4,599	6,259	13,012
January 2022	679	1,165	2,031	3,178	4,820	6,584	13,848
January 2023	720	1,261	2,187	3,408	5,168	7,050	14,640
January 2024	769	1,358	2,324	3,578	5,403	7,318	15,210
February 2024	776	1,363	2,334	3,591	5,427	7,356	15,304
March 2024	780	1,371	2,344	3,601	5,448	7,396	15,410
April 2024	782	1,381	2,355	3,614	5,470	7,428	15,508
May 2024	784	1,395	2,369	3,625	5,487	7,447	15,577
June 2024	787	1,402	2,381	3,636	5,499	7,460	15,596
July 2024	790	1,411	2,392	3,646	5,502	7,468	15,588
August 2024	791	1,418	2,403	3,659	5,510	7,468	15,581
September 2024	795	1,430	2,411	3,668	5,521	7,475	15,529
October 2024	800	1,444	2,433	3,711	5,590	7,540	15,776
November 2024	805	1,458	2,447	3,737	5,639	7,629	15,875
December 2024	808	1,467	2,461	3,760	5,659	7,650	15,966
January 2025	813	1,471	2,463	3,753	5,645	7,651	15,882
Change on year	44	113	139	175	242	333	672
Change %	5.7	8.3	6.0	4.9	4.5	4.6	4.4

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

EMPLOYEE FLOWS

6 Inflows and outflows from PAYE RTI

Period	Inflows	Payrolled employees
		UK, all industries, seasonally adjusted
		Outflows
January 2017	666,107	657,519
January 2018	668,710	646,841
January 2019	678,105	637,665
January 2020	707,042	646,629
January 2021	592,682	551,477
January 2022	691,594	636,730
January 2023	675,023	640,401
January 2024	649,831	628,574
February 2024	645,287	647,083
March 2024	643,650	622,160
April 2024	602,038	602,565
May 2024	652,127	609,041
June 2024	621,379	629,420
July 2024	605,765	595,588
August 2024	595,365	619,769
September 2024	610,537	611,290
October 2024	596,664	565,211
November 2024	597,054	623,863
December 2024	615,896	624,727
January 2025	632,944	623,617
Change on year	-16,887	-4,957
Change %	-2.6	-0.8

Source: PAYE RTI

- Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
- These data are official statistics in development.
- 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.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

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
February 2015	1,043,939	2,959,685	2,181,426	1,987,151	2,340,671	2,593,917	3,770,574	3,849,311	2,275,210	1,200,480	2,325,933	686,968
February 2016	1,056,215	3,018,520	2,218,473	2,034,887	2,399,441	2,661,012	3,883,087	3,933,343	2,323,393	1,219,758	2,347,346	703,685
February 2017	1,060,842	3,059,098	2,250,091	2,068,089	2,434,988	2,696,220	3,931,050	3,977,539	2,356,049	1,232,170	2,352,351	714,806
February 2018	1,069,600	3,105,952	2,276,216	2,099,015	2,464,872	2,733,806	3,989,194	4,023,045	2,385,226	1,249,648	2,367,861	731,278
February 2019	1,073,808	3,142,355	2,301,617	2,119,723	2,490,393	2,767,508	4,067,126	4,070,301	2,406,001	1,261,101	2,382,214	745,013
February 2020	1,078,302	3,160,913	2,316,206	2,129,724	2,495,654	2,788,458	4,135,774	4,105,948	2,424,802	1,266,199	2,385,518	754,692
February 2021	1,054,955	3,093,955	2,260,914	2,082,061	2,430,912	2,716,012	3,913,192	3,973,343	2,357,087	1,230,938	2,307,699	740,211
February 2022	1,102,603	3,223,612	2,358,024	2,165,216	2,536,929	2,817,210	4,161,984	4,142,702	2,450,455	1,286,398	2,403,810	771,603
February 2023	1,117,987	3,277,598	2,390,545	2,195,854	2,585,874	2,871,618	4,314,389	4,235,007	2,493,117	1,306,936	2,435,109	786,490
February 2024	1,130,501	3,315,867	2,410,706	2,216,513	2,622,117	2,904,662	4,380,548	4,284,462	2,520,894	1,319,253	2,461,347	799,302
March 2024	1,131,187	3,319,278	2,412,143	2,216,848	2,622,863	2,908,189	4,382,917	4,287,172	2,523,921	1,320,832	2,462,198	800,117
April 2024	1,130,967	3,323,741	2,413,527	2,215,714	2,625,847	2,906,974	4,385,755	4,286,440	2,518,524	1,317,445	2,460,800	801,402
May 2024	1,132,347	3,329,650	2,416,260	2,218,964	2,629,129	2,910,760	4,391,815	4,292,102	2,524,796	1,319,125	2,461,844	803,431
June 2024	1,131,401	3,326,625	2,415,216	2,219,353	2,626,883	2,911,199	4,388,925	4,291,136	2,526,265	1,319,192	2,460,855	805,132
July 2024	1,131,092	3,327,456	2,415,669	2,220,493	2,627,786	2,913,087	4,388,635	4,291,678	2,527,189	1,319,600	2,463,759	805,914
August 2024	1,130,231	3,324,207	2,412,844	2,218,967	2,625,718	2,910,631	4,385,060	4,289,738	2,524,584	1,318,020	2,462,186	805,769
September 2024	1,130,519	3,323,967	2,411,529	2,219,175	2,626,481	2,910,051	4,385,342	4,289,599	2,524,453	1,318,076	2,461,892	806,118
October 2024	1,131,767	3,328,217	2,414,619	2,221,202	2,630,633	2,913,177	4,385,455	4,295,304	2,528,917	1,320,170	2,462,874	806,322
November 2024	1,130,509	3,324,560	2,414,022	2,220,307	2,626,625	2,911,773	4,377,464	4,293,806	2,525,060	1,320,209	2,460,786	806,724
December 2024	1,130,290	3,323,935	2,412,347	2,219,435	2,625,919	2,911,445	4,381,288	4,295,231	2,524,759	1,318,495	2,454,096	805,775
January 2025	1,130,467	3,326,474	2,412,145	2,220,863	2,626,604	2,910,881	4,381,139	4,294,598	2,522,704	1,319,247	2,459,142	808,079
February 2025	1,131,169	3,331,069	2,413,377	2,222,566	2,629,411	2,913,532	4,383,042	4,297,320	2,523,267	1,319,977	2,458,823	809,304
Change on year	668	15,202	2,671	6,053	7,294	8,870	2,494	12,858	2,373	724	-2,524	10,002
Change %	0.1	0.5	0.1	0.3	0.3	0.3	0.1	0.3	0.1	0.1	-0.1	1.3

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients' PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

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
February 2015	1,540	1,534	1,518	1,532	1,538	1,659	1,947	1,736	1,522	1,520	1,660	1,495
February 2016	1,547	1,547	1,532	1,548	1,555	1,682	1,972	1,760	1,539	1,531	1,679	1,509
February 2017	1,580	1,583	1,556	1,580	1,593	1,712	2,022	1,800	1,576	1,575	1,702	1,535
February 2018	1,631	1,636	1,611	1,633	1,652	1,773	2,086	1,853	1,630	1,625	1,746	1,592
February 2019	1,684	1,699	1,670	1,694	1,699	1,845	2,155	1,922	1,695	1,680	1,804	1,690
February 2020	1,744	1,760	1,726	1,752	1,754	1,914	2,239	1,993	1,755	1,746	1,871	1,712
February 2021	1,811	1,838	1,803	1,837	1,835	2,002	2,344	2,078	1,836	1,829	1,974	1,793
February 2022	1,916	1,944	1,911	1,952	1,937	2,124	2,482	2,194	1,948	1,933	2,063	1,918
February 2023	2,060	2,084	2,050	2,089	2,083	2,269	2,640	2,350	2,097	2,078	2,258	2,056
February 2024	2,208	2,229	2,185	2,233	2,229	2,405	2,784	2,493	2,241	2,227	2,354	2,158
March 2024	2,220	2,239	2,196	2,241	2,236	2,416	2,794	2,504	2,248	2,232	2,384	2,169
April 2024	2,233	2,263	2,217	2,257	2,256	2,433	2,804	2,515	2,271	2,249	2,396	2,195
May 2024	2,247	2,276	2,230	2,271	2,267	2,445	2,812	2,529	2,287	2,251	2,414	2,235
June 2024	2,250	2,280	2,229	2,278	2,266	2,445	2,818	2,525	2,280	2,258	2,417	2,309
July 2024	2,266	2,296	2,248	2,294	2,285	2,465	2,842	2,542	2,295	2,269	2,430	2,238
August 2024	2,277	2,307	2,255	2,304	2,294	2,476	2,856	2,549	2,309	2,289	2,440	2,305
September 2024	2,266	2,299	2,255	2,302	2,289	2,479	2,853	2,551	2,311	2,290	2,452	2,249
October 2024	2,339	2,364	2,311	2,355	2,347	2,536	2,910	2,608	2,361	2,330	2,482	2,276
November 2024	2,321	2,350	2,303	2,337	2,331	2,511	2,902	2,597	2,360	2,363	2,535	2,289
December 2024	2,319	2,336	2,292	2,335	2,339	2,503	2,899	2,590	2,346	2,337	2,486	2,290
January 2025	2,332	2,361	2,308	2,360	2,351	2,534	2,929	2,603	2,360	2,352	2,491	2,297
February 2025	2,330	2,356	2,299	2,357	2,348	2,526	2,913	2,592	2,351	2,346	2,466	2,295
Change on year	122	127	114	124	119	121	129	99	110	119	112	137
Change %	5.5	5.7	5.2	5.6	5.3	5.0	4.6	4.0	4.9	5.3	4.8	6.3

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients' PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

REGIONAL PAYROLLED EMPLOYEES (NUTS2)

9 Regional payrolled employees from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted			
	February 2024	February 2025	Change on year	Change %
Tees Valley and Durham	506,180	505,890	-290	-0.1
Northumberland and Tyne and Wear	624,321	625,278	957	0.2
Cumbria	224,165	226,544	2,379	1.1
Greater Manchester	1,293,519	1,298,087	4,568	0.4
Lancashire	663,720	667,892	4,172	0.6
Cheshire	451,302	453,070	1,768	0.4
Merseyside	683,162	685,476	2,314	0.3
East Yorkshire and Northern Lincolnshire	413,966	414,502	536	0.1
North Yorkshire	367,152	367,825	673	0.2
South Yorkshire	600,913	603,135	2,222	0.4
West Yorkshire	1,028,675	1,027,915	-760	-0.1
Derbyshire and Nottinghamshire	987,294	987,976	682	0.1
Leicestershire, Rutland and Northamptonshire	894,007	898,090	4,083	0.5
Lincolnshire	335,213	336,500	1,287	0.4
Herefordshire, Worcestershire and Warwickshire	636,803	638,376	1,573	0.2
Shropshire and Staffordshire	732,201	732,622	421	0.1
West Midlands (county)	1,253,114	1,258,412	5,298	0.4
East Anglia	1,145,264	1,146,956	1,692	0.1
Bedfordshire and Hertfordshire	911,561	916,362	4,801	0.5
Essex	847,838	850,213	2,375	0.3
Inner London - West	546,627	541,752	-4,875	-0.9
Inner London - East	1,237,858	1,234,859	-2,999	-0.2
Outer London - East and North East	919,257	925,873	6,616	0.7
Outer London - South	632,180	635,023	2,843	0.4
Outer London - West and North West	1,044,625	1,045,535	910	0.1
Berkshire, Buckinghamshire and Oxfordshire	1,231,514	1,235,600	4,086	0.3
Surrey, East and West Sussex	1,312,223	1,315,253	3,030	0.2
Hampshire and Isle of Wight	916,174	917,032	858	0.1
Kent	824,550	829,436	4,886	0.6
Gloucestershire, Wiltshire and Bristol/Bath area	1,204,125	1,205,955	1,830	0.2
Dorset and Somerset	578,000	578,212	212	0.0
Cornwall and Isles of Scilly	231,199	230,889	-310	-0.1
Devon	507,570	508,210	640	0.1
West Wales and The Valleys	801,857	801,493	-364	0.0
East Wales	517,396	518,485	1,089	0.2
North Eastern Scotland	230,921	230,082	-839	-0.4
Highlands and Islands	207,404	208,363	959	0.5
Eastern Scotland	918,518	917,113	-1,405	-0.2
West Central Scotland	695,971	695,575	-396	-0.1
Southern Scotland	408,532	407,691	-841	-0.2
Northern Ireland	799,302	809,304	10,002	1.3

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

REGIONAL MEDIAN PAY (NUTS2)

10 Regional median monthly pay from PAYE RTI

Period	£ per month			
	February 2024	February 2025	Change on year	Change %
	UK, all industries, seasonally adjusted			
Tees Valley and Durham	2,201	2,317	116	5.3
Northumberland and Tyne and Wear	2,206	2,327	121	5.5
Cumbria	2,228	2,368	140	6.3
Greater Manchester	2,228	2,354	126	5.7
Lancashire	2,152	2,277	125	5.8
Cheshire	2,350	2,473	123	5.2
Merseyside	2,237	2,371	134	6.0
East Yorkshire and Northern Lincolnshire	2,151	2,284	133	6.2
North Yorkshire	2,196	2,272	76	3.5
South Yorkshire	2,166	2,293	127	5.9
West Yorkshire	2,205	2,314	109	4.9
Derbyshire and Nottinghamshire	2,227	2,348	121	5.4
Leicestershire, Rutland and Northamptonshire	2,255	2,381	126	5.6
Lincolnshire	2,166	2,287	121	5.6
Herefordshire, Worcestershire and Warwickshire	2,335	2,450	115	4.9
Shropshire and Staffordshire	2,222	2,336	114	5.1
West Midlands (county)	2,179	2,304	125	5.7
East Anglia	2,290	2,404	114	5.0
Bedfordshire and Hertfordshire	2,559	2,664	105	4.1
Essex	2,452	2,564	112	4.6
Inner London - West	3,465	3,623	158	4.6
Inner London - East	2,870	2,996	126	4.4
Outer London - East and North East	2,557	2,669	112	4.4
Outer London - South	2,832	2,965	133	4.7
Outer London - West and North West	2,582	2,715	133	5.2
Berkshire, Buckinghamshire and Oxfordshire	2,634	2,746	112	4.3
Surrey, East and West Sussex	2,498	2,601	103	4.1
Hampshire and Isle of Wight	2,391	2,492	101	4.2
Kent	2,395	2,497	102	4.3
Gloucestershire, Wiltshire and Bristol/Bath area	2,369	2,474	105	4.4
Dorset and Somerset	2,200	2,311	111	5.0
Cornwall and Isles of Scilly	2,059	2,166	107	5.2
Devon	2,138	2,244	106	5.0
West Wales and The Valleys	2,189	2,312	123	5.6
East Wales	2,280	2,401	121	5.3
North Eastern Scotland	2,491	2,604	113	4.5
Highlands and Islands	2,268	2,357	89	3.9
Eastern Scotland	2,379	2,490	111	4.7
West Central Scotland	2,370	2,483	113	4.8
Southern Scotland	2,306	2,432	126	5.5
Northern Ireland	2,158	2,295	137	6.3

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

INDUSTRY PAYROLLED EMPLOYEES

11 Industry payrolled employees from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted			
	February 2024	February 2025	Change on year	Change %
Agriculture, forestry and fishing	191,907	194,705	2,798	1.5
Mining and quarrying	49,408	48,975	-433	-0.9
Manufacturing	2,347,388	2,325,296	-22,092	-0.9
Energy production and supply	111,061	115,113	4,052	3.6
Water supply, sewerage and waste	200,183	206,570	6,387	3.2
Construction	1,337,310	1,337,203	-107	0.0
Wholesale and retail; repair of motor vehicles	4,359,778	4,325,125	-34,653	-0.8
Transportation and storage	1,370,779	1,390,721	19,942	1.5
Accommodation and food service activities	2,198,752	2,134,425	-64,327	-2.9
Information and communication	1,299,358	1,272,932	-26,426	-2.0
Finance and insurance	1,103,227	1,115,505	12,278	1.1
Real estate	456,542	468,530	11,988	2.6
Professional, scientific and technical	2,449,004	2,446,459	-2,545	-0.1
Administrative and support services	2,479,041	2,478,035	-1,006	0.0
Public administration and defence; social security	1,525,595	1,547,581	21,986	1.4
Education	3,220,086	3,254,623	34,537	1.1
Health and social work	4,373,396	4,465,243	91,847	2.1
Arts, entertainment and recreation	629,614	642,380	12,766	2.0
Other service activities	548,437	552,662	4,225	0.8
Households and Extraterritorial	115,308	110,774	-4,534	-3.9

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

INDUSTRY MEDIAN PAY

12 Industry median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	February 2024	February 2025	Change on year	Change %
Agriculture, forestry and fishing	2,061	2,255	194	9.4
Mining and quarrying	4,574	4,357	-217	-4.7
Manufacturing	2,768	2,884	116	4.2
Energy production and supply	4,247	4,432	185	4.4
Water supply, sewerage and waste	2,969	3,118	149	5.0
Construction	2,539	2,638	99	3.9
Wholesale and retail; repair of motor vehicles	1,871	2,021	150	8.0
Transportation and storage	2,718	2,888	170	6.3
Accommodation and food service activities	1,224	1,338	114	9.3
Information and communication	3,706	3,835	129	3.5
Finance and insurance	3,927	3,845	-82	-2.1
Real estate	2,385	2,488	103	4.3
Professional, scientific and technical	2,981	3,099	118	4.0
Administrative and support services	2,066	2,187	121	5.9
Public administration and defence; social security	2,976	3,012	36	1.2
Education	2,367	2,477	110	4.6
Health and social work	2,255	2,422	167	7.4
Arts, entertainment and recreation	1,572	1,663	91	5.8
Other service activities	1,744	1,868	124	7.1
Households and Extraterritorial	1,132	1,193	61	5.4

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

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
February 2015	413,992	3,556,331	6,464,602	9,225,527	6,724,824	829,989
February 2016	439,517	3,606,347	6,635,036	9,323,495	6,953,880	840,884
February 2017	442,994	3,595,640	6,726,326	9,353,872	7,160,005	854,456
February 2018	445,049	3,577,041	6,800,940	9,399,051	7,392,178	881,455
February 2019	441,651	3,540,565	6,854,172	9,450,527	7,616,153	924,091
February 2020	435,248	3,494,311	6,866,013	9,472,775	7,766,527	1,007,318
February 2021	291,940	3,160,819	6,658,827	9,329,156	7,743,601	976,936
February 2022	503,426	3,475,392	6,865,172	9,542,637	7,987,081	1,046,837
February 2023	521,634	3,489,435	7,011,842	9,753,856	8,116,422	1,117,337
February 2024	497,214	3,476,649	7,103,154	9,938,965	8,164,365	1,185,827
March 2024	494,978	3,472,236	7,108,260	9,954,793	8,166,034	1,191,364
April 2024	492,246	3,482,698	7,109,734	9,959,066	8,151,845	1,191,547
May 2024	489,076	3,482,755	7,120,161	9,980,270	8,159,056	1,198,905
June 2024	485,852	3,472,657	7,118,215	9,985,284	8,155,691	1,204,482
July 2024	474,330	3,463,433	7,120,429	9,997,872	8,159,903	1,216,393
August 2024	466,853	3,453,218	7,117,082	10,004,827	8,152,810	1,213,166
September 2024	462,085	3,451,637	7,116,957	10,015,063	8,153,807	1,207,654
October 2024	460,165	3,454,624	7,115,834	10,023,320	8,166,270	1,218,441
November 2024	457,308	3,448,709	7,097,693	10,024,721	8,162,893	1,220,520
December 2024	453,565	3,446,216	7,086,294	10,034,851	8,159,786	1,222,304
January 2025	451,288	3,446,616	7,077,742	10,048,215	8,161,798	1,226,684
February 2025	447,102	3,450,442	7,078,894	10,063,917	8,158,610	1,233,892
Change on year	-50,112	-26,207	-24,260	124,952	-5,755	48,065
Change %	-10.1	-0.8	-0.3	1.3	-0.1	4.1

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

MEDIAN PAY 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
February 2015	281	1,112	1,767	1,925	1,739	737
February 2016	289	1,122	1,735	1,941	1,749	766
February 2017	297	1,198	1,837	1,976	1,773	797
February 2018	307	1,243	1,900	2,037	1,811	841
February 2019	322	1,298	1,976	2,101	1,861	888
February 2020	332	1,310	1,996	2,168	1,916	991
February 2021	386	1,385	2,112	2,257	1,986	1,084
February 2022	407	1,450	2,246	2,414	2,118	1,160
February 2023	414	1,587	2,417	2,578	2,258	1,261
February 2024	417	1,633	2,478	2,734	2,402	1,357
March 2024	420	1,683	2,555	2,748	2,412	1,363
April 2024	422	1,698	2,560	2,761	2,434	1,377
May 2024	425	1,714	2,577	2,774	2,441	1,390
June 2024	426	1,701	2,581	2,775	2,444	1,384
July 2024	426	1,724	2,593	2,789	2,458	1,388
August 2024	427	1,736	2,607	2,805	2,469	1,405
September 2024	423	1,742	2,607	2,787	2,455	1,415
October 2024	428	1,731	2,645	2,872	2,529	1,445
November 2024	433	1,754	2,660	2,863	2,513	1,443
December 2024	428	1,748	2,650	2,844	2,510	1,437
January 2025	430	1,734	2,669	2,872	2,528	1,459
February 2025	430	1,738	2,675	2,859	2,529	1,456
Change on year	13	105	197	125	127	99
Change %	3.1	6.4	7.9	4.6	5.3	7.3

Source: PAYE RTI

1. Figures for Feb 2025 are early estimates and are more likely to be subject to more significant revisions.
2. These data are official statistics in development.
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 recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.