

Statistical bulletin

# Earnings and employment from Pay As You Earn Real Time Information, UK: November 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).

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# 1 . Main points

- Early estimates for October 2025 indicate that the number of payrolled employees was 30.3 million, which is a fall of 0.6% from October 2024; this is equivalent to 180,000 fewer employees.
- The largest increase was in the public administration and defence sector, with a rise of 16,000 employees; the largest decrease was in the wholesale and retail sector, with a fall of 71,000 employees.
- Payrolled employment decreased by 32,000 employees (0.1%) in October 2025, compared with September 2025; figures for October should be treated as provisional estimates and are likely to be revised when more data are received next month.
- UK payrolled employee growth for September 2025 compared with August 2025 has been revised from a decrease of 10,000 reported in the last bulletin to a decrease of 32,000; 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 October 2025 indicate that median monthly pay increased by 3.1%, compared with October 2024.
- Annual growth in median pay in October 2025 was highest in the public administration and defence sector, with an increase of 6.5%; it was lowest in the health and social work sector, with a decrease of 1.9%.

## About the data in this bulletin

Early estimates for October 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.

Early estimates are subject to significant revisions as more returns are received by HMRC. The timing of the data extracts for October (taking place on 1 November), means that revisions are more likely. Estimates will be updated next month.

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 October 2025 indicate that there were 30.3 million payrolled employees (Figure 1), a fall of 0.6% compared with the same period of the previous year. This is a decline of 180,000 employees over the 12-month period. Compared with the previous month, the number of payrolled employees decreased by 0.1%, or 32,000 people, in October 2025.

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

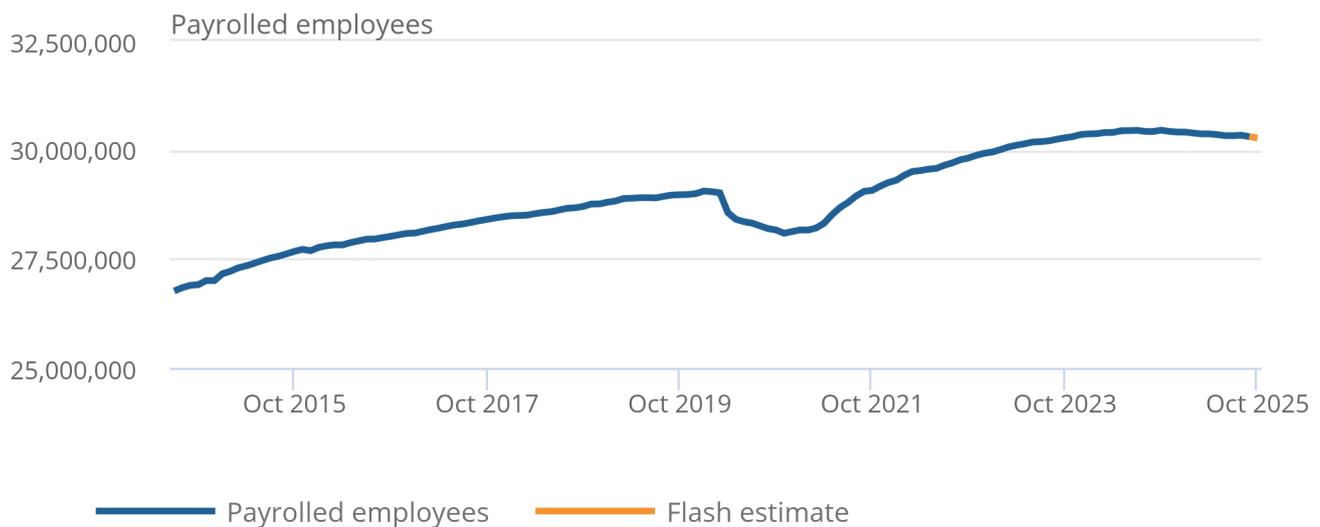
When comparing the number of payrolled employees in September 2025 with the previous month, the number decreased by 0.1%. This is revised down from the early estimate of a 0.0% change reported in our previous bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: October 2025](#).

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

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

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



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

#### Notes:

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

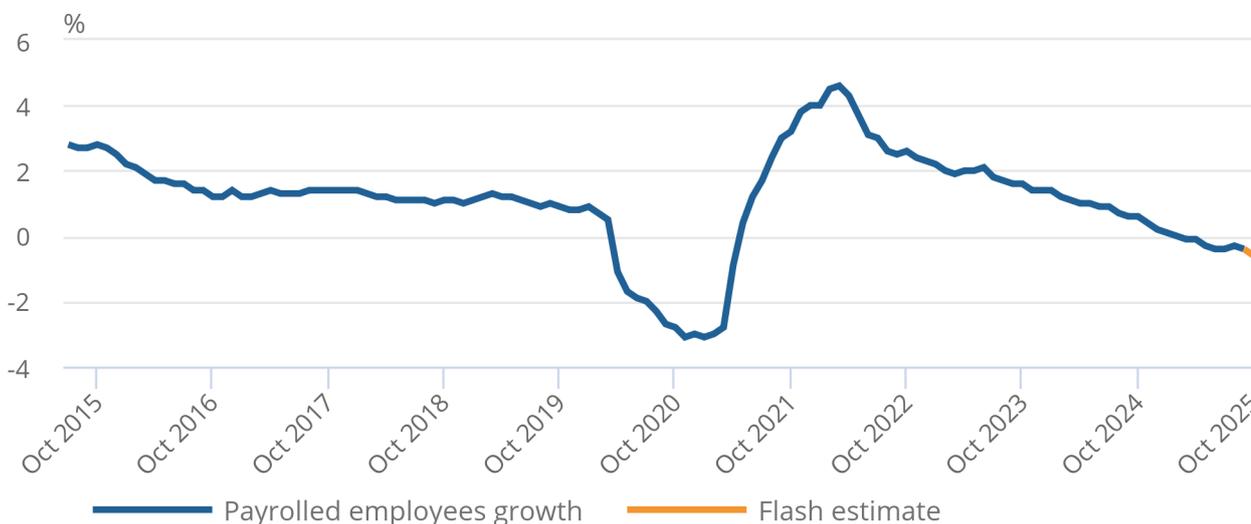
From April 2022, the annual growth rate has been falling. Through 2022, this fall was partially caused by the comparison with the increase in employee numbers from March 2021, which levelled off as we no longer compared against this higher baseline. However, growth rates then continued to decrease throughout 2023 and 2024.

**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 October 2025

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



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

Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more substantial revisions.
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### 3 . Median monthly pay

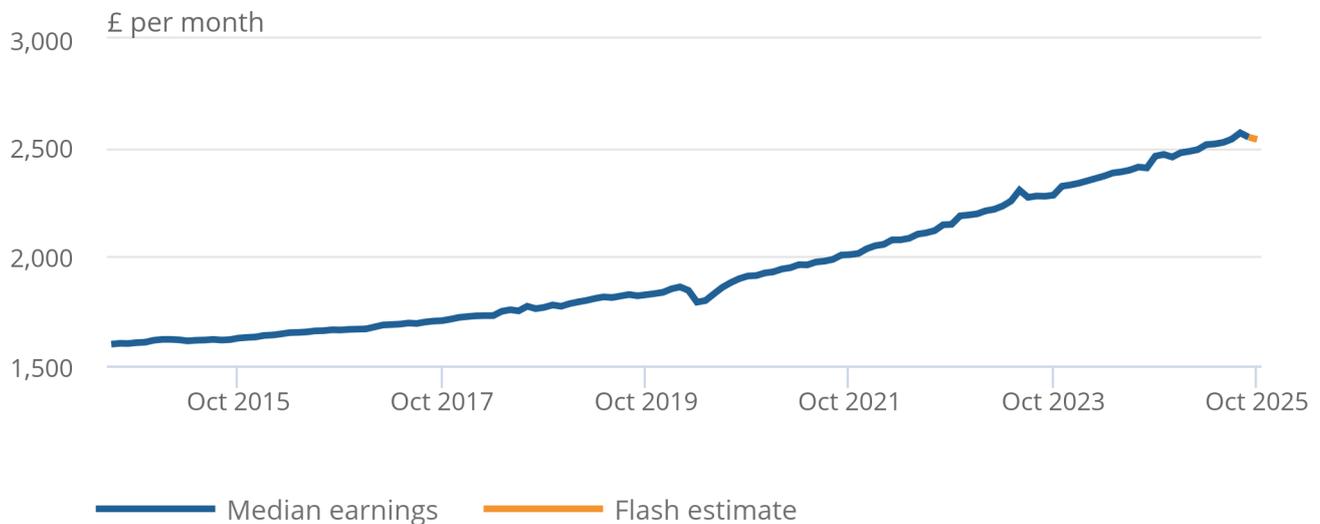
Early estimates for October 2025 indicate that median monthly pay was £2,538, an increase of 3.1% compared with the same period of the previous year (Figure 3).

**Figure 3: Median Pay continues to trend upwards**

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

#### Figure 3: Median Pay continues to trend upwards

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



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

**Notes:**

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

**Figure 4: The rate of growth in median pay has remained 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 October 2025

Figure 4: The rate of growth in median pay has remained 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 October 2025



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

Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more substantial revisions.
2. The September 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 October 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 815,000 in Northern Ireland to 4,346,000 in London, in October 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

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

### Notes:

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

[Download the data](#)

Comparing October 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 3.3% in payrolled employees compared with October 2024, and Mid Ulster experienced an increase of 1.7% (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, October 2025

### Notes:

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

[Download the data](#)

Median pay across the NUTS3 regions of the UK in October 2025 ranged from £2,212 in the Isle of Wight to £3,851 in Wandsworth (Figure 7).

Inner London generally differs from Outer London, with median pay ranging from £2,538 in Enfield to £3,851 in Wandsworth. Median pay in October 2025 for London as a whole was £2,989.

## Figure 7: Median pay varies across the UK

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

### Notes:

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

[Download the data](#)

## 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 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 October 2025 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 2.8% in information and communication to positive 1.7% in arts, entertainment and recreation.

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

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

#### Notes:

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

**Download the data**

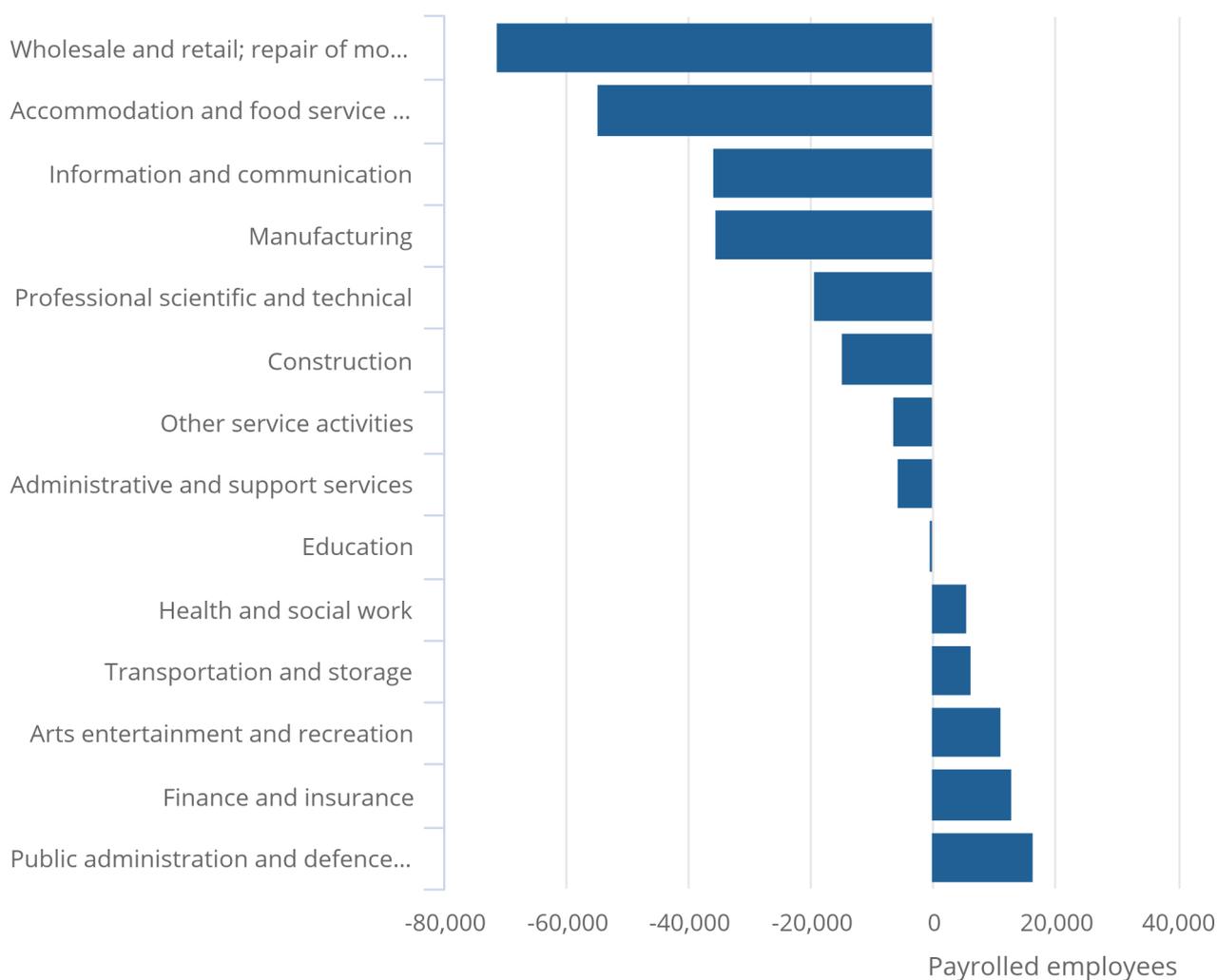
The increase in payrolled employees between October 2024 and October 2025 was largest in the public administration and defence sector (a rise of 16,000 employees), while the largest fall was in the wholesale and retail sector (a fall of 71,000 employees) (Figure 9).

**Figure 9: Many of the sectors show a decrease in payrolled employees since October 2024, while the public administration and defence sector has seen the greatest increase**

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

Figure 9: Many of the sectors show a decrease in payrolled employees since October 2024, while the public administration and defence sector has seen the greatest increase

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

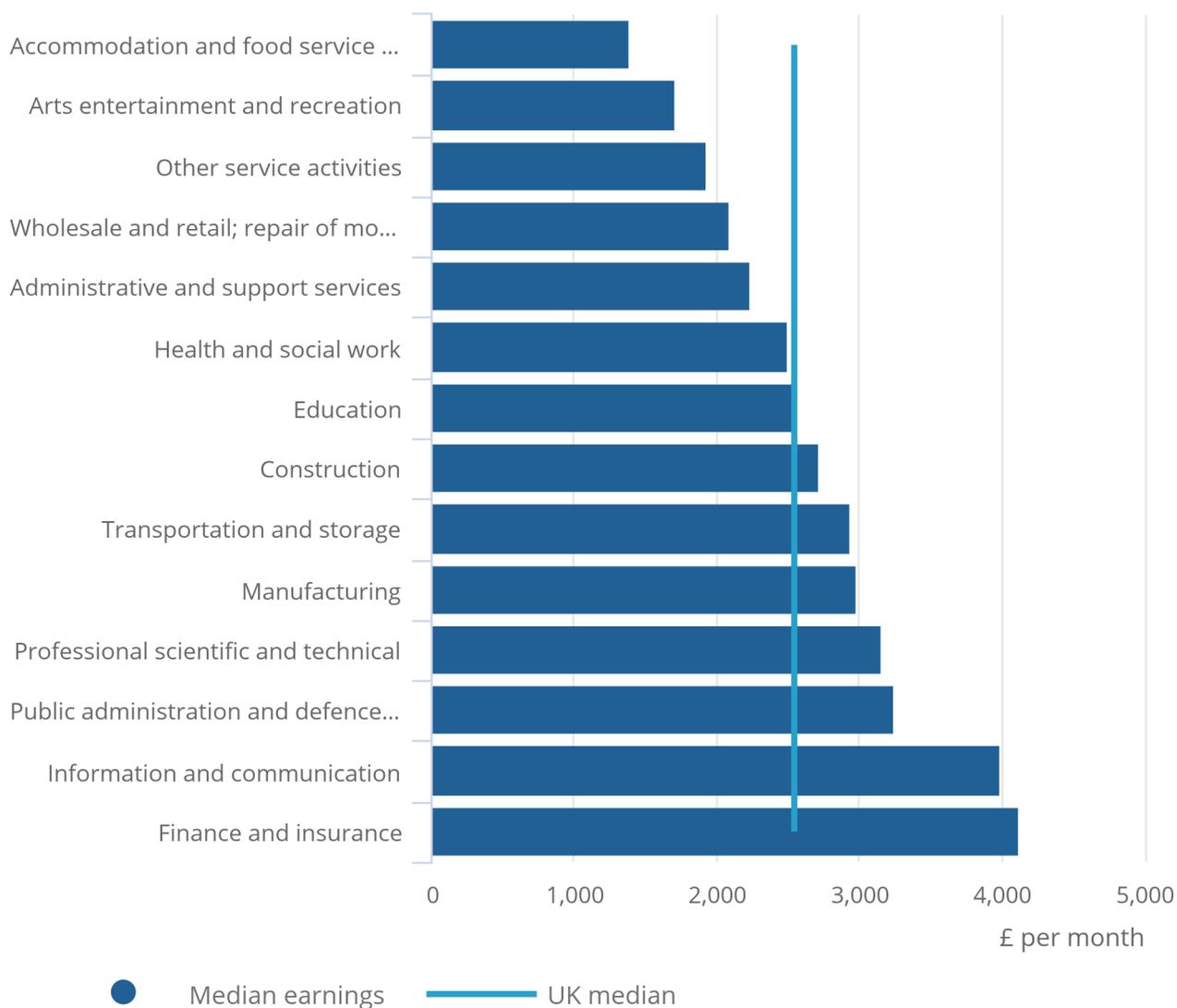
Median pay in October 2025 across the highlighted sectors ranged from £1,387 in the accommodation and food service activities sector to £4,118 in finance and insurance (Figure 10).

**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, October 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, October 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 public administration and defence sector, at positive 6.5%, and slowest in the health and social work sector, at negative 1.9% (Figure 11).

The negative growth in the health and social work sector is likely because of the timing of public sector pay settlements, where backdated payments were made in a different calendar month than those from 2024.

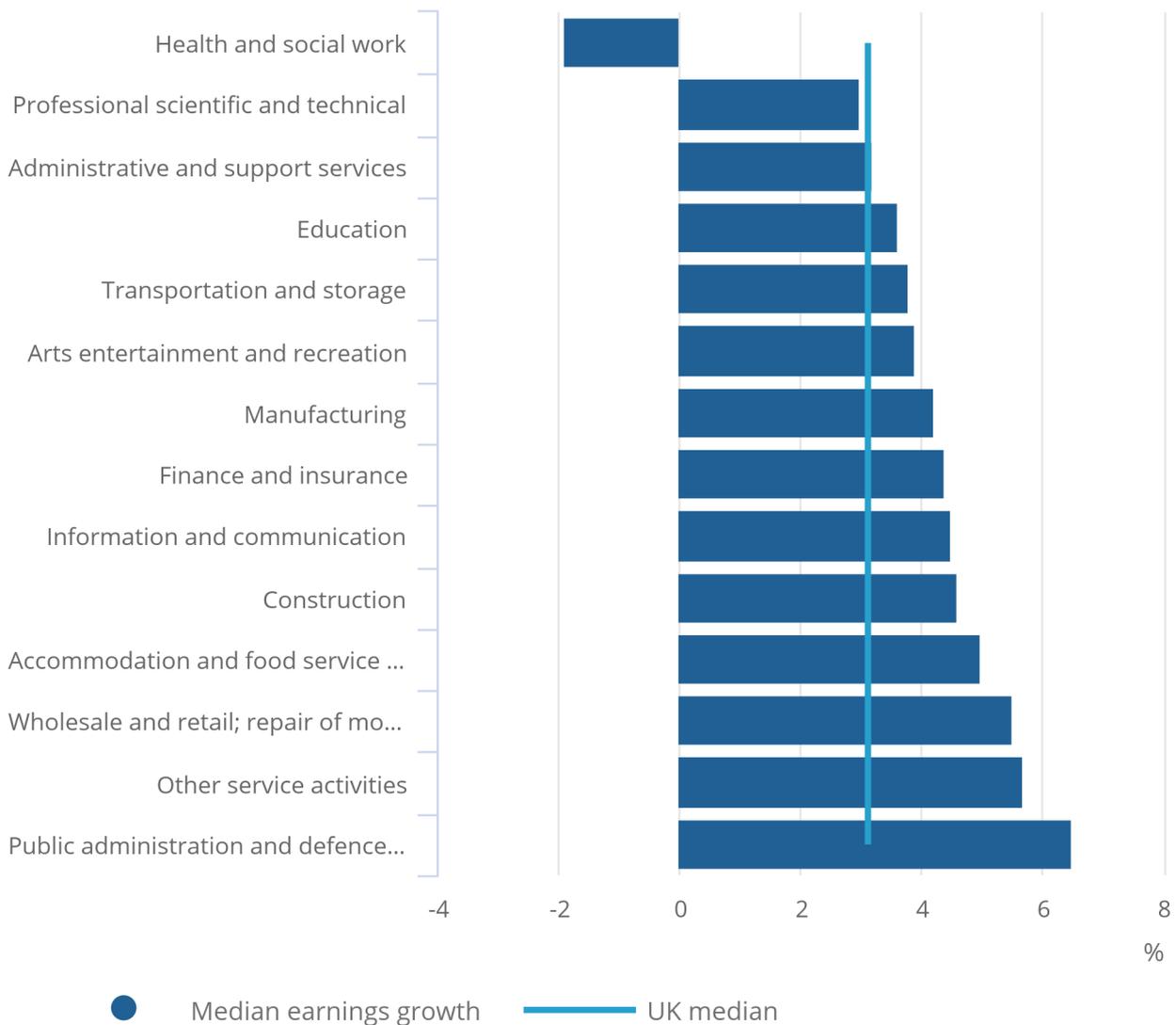
Estimates of mean pay for each sector are available in the [accompanying datasets](#).

### Figure 11: Median pay increased most in the public administration and defence sector

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

## Figure 11: Median pay increased most in the public administration and defence sector

Percentage change on same month in previous year, seasonally adjusted, UK, October 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 30.3 million payrolled employees in the UK in October 2025, 94.5% are aged 18 to 64 years.

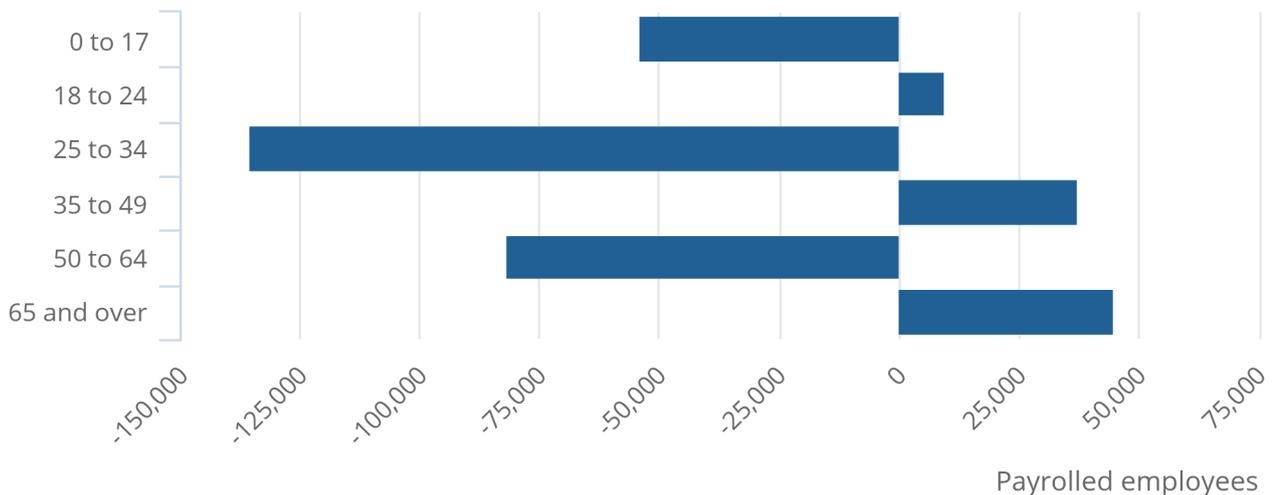
Between October 2024 and October 2025, there was a decrease of 44,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 65 years and over increased by 45,000 (Figure 12).

### Figure 12: The 65 years and over age group has seen the greatest increase in payrolled employees since October 2024

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

#### Figure 12: The 65 years and over age group has seen the greatest increase in payrolled employees since October 2024

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



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

#### Notes:

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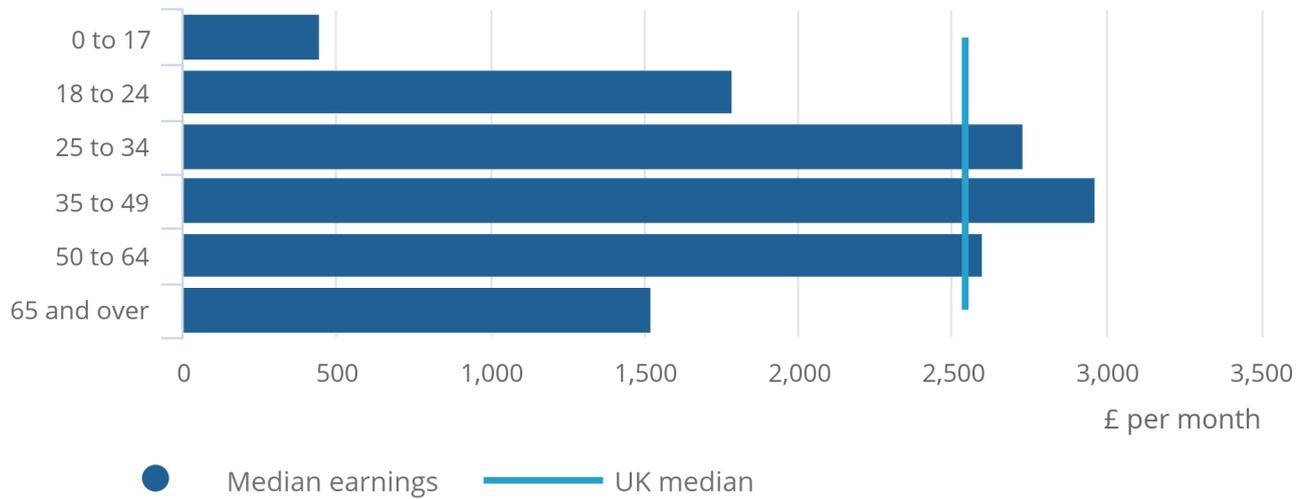
Median pay in October 2025 ranged from £445 for those aged under 18 years to £2,963 for those aged 35 to 49 years (Figure 13). Overall, median pay is higher in the central age bands, of those studied.

### Figure 13: Median pay varies by age

Median pay, seasonally adjusted, UK, October 2025

### Figure 13: Median pay varies by age

Median pay, seasonally adjusted, UK, October 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 11 November 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.

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

Dataset | Released 11 November 2025

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 11 November 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.

It is also possible for suitable applicants to access a sample of RTI data through HM Revenue and Customs's (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 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](mailto: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 October 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.

In the next publication we plan to incorporate data for the whole time-series. This may lead to some revisions for older years' figures as the latest information is applied.

Please email [labour.market@ons.gov.uk](mailto:labour.market@ons.gov.uk) or [rtistatistics.enquiries@hmrc.gov.uk](mailto:rtistatistics.enquiries@hmrc.gov.uk) if you would like to offer feedback on how this bulletin 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 [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 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](mailto:labour.market@ons.gov.uk) or [rtstatistics.enquiries@hmrc.gov.uk](mailto:rtstatistics.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). It is not unusual to see divergences in these indicators for more than one period.

In the [Labour market overview](#), we state that RTI give a more reliable read on employees.

RTI and WFJ have been broadly coherent over the last few years, although WFJ is showing an increase in more recent periods. A rise in second jobs as reported on LFS may in part explain some of the increase in WFJ as it is a measure of jobs, rather than the number of employed people. WFJ can also sometimes lag our other labour market indicators, as seen at the start of the coronavirus (COVID-19) pandemic.

Understanding coherence challenges around the employment indicators continues to be a priority. In April 2025, we published an update on our work on [reconciling estimates of employment from the LFS and WFJ](#). This work makes several adjustments to both LFS and WFJ estimates to try and account for known differences in concepts, coverage and measurement.

LFS reweighting has improved the coherence picture, as strong population growth in recent years is now incorporated into our estimates of all three labour market statuses.

## 10 . Related links

### [Labour market overview: November 2025](#)

Bulletin | Released 11 November 2025

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

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

Bulletin | Released 11 November 2025

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

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

Bulletin | Released 11 November 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: November 2025](#)

Bulletin | Released 11 November 2025

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

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

Bulletin | Released 11 November 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 11 November 2025, ONS website, statistical bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: November 2025](#).

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

| Period         | Payrolled employees<br>UK, all industries, seasonally adjusted |
|----------------|--|
| October 2014   | 26,906,995   |
| October 2015   | 27,672,671   |
| October 2016   | 28,017,021   |
| October 2017   | 28,405,943   |
| October 2018   | 28,704,209   |
| October 2019   | 28,971,038   |
| October 2020   | 28,163,839   |
| October 2021   | 29,071,407   |
| October 2022   | 29,815,300   |
| October 2023   | 30,278,292   |
| October 2024   | 30,452,574   |
| November 2024  | 30,425,019   |
| December 2024  | 30,409,695   |
| January 2025   | 30,409,348   |
| February 2025  | 30,386,640   |
| March 2025     | 30,369,062   |
| April 2025     | 30,367,688   |
| May 2025       | 30,350,640   |
| June 2025      | 30,327,516   |
| July 2025      | 30,326,799   |
| August 2025    | 30,337,052   |
| September 2025 | 30,304,980   |
| October 2025   | 30,273,000   |
| Change on year | -179,574   |
| Change %       | -0.6   |

Source: PAYE RTI

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2. These data are accredited official statistics.
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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.
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12. Pay figures are based on gross earnings.

MEDIAN PAY

2 Median monthly pay from PAYE RTI

|                | £ per month                             |
|----------------|---|
|                | UK, all industries, seasonally adjusted |
| Period         | Median pay                              |
| October 2014   | 1,605                                   |
| October 2015   | 1,626                                   |
| October 2016   | 1,663                                   |
| October 2017   | 1,706                                   |
| October 2018   | 1,767                                   |
| October 2019   | 1,825                                   |
| October 2020   | 1,911                                   |
| October 2021   | 2,009                                   |
| October 2022   | 2,148                                   |
| October 2023   | 2,282                                   |
| October 2024   | 2,461                                   |
| November 2024  | 2,469                                   |
| December 2024  | 2,457                                   |
| January 2025   | 2,477                                   |
| February 2025  | 2,483                                   |
| March 2025     | 2,491                                   |
| April 2025     | 2,514                                   |
| May 2025       | 2,517                                   |
| June 2025      | 2,524                                   |
| July 2025      | 2,539                                   |
| August 2025    | 2,568                                   |
| September 2025 | 2,548                                   |
| October 2025   | 2,538                                   |
| Change on year | 77                                      |
| Change %       | 3.1                                     |

Source: PAYE RTI

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## MEAN PAY

### 3 Mean monthly pay from PAYE RTI

|                | £ per month                             |
|----------------|---|
|                | UK, all industries, seasonally adjusted |
| Period         | Mean pay                                |
| September 2014 | 2,199                                   |
| September 2015 | 2,225                                   |
| September 2016 | 2,287                                   |
| September 2017 | 2,346                                   |
| September 2018 | 2,424                                   |
| September 2019 | 2,492                                   |
| September 2020 | 2,598                                   |
| September 2021 | 2,739                                   |
| September 2022 | 2,912                                   |
| September 2023 | 3,081                                   |
| September 2024 | 3,240                                   |
| October 2024   | 3,298                                   |
| November 2024  | 3,287                                   |
| December 2024  | 3,272                                   |
| January 2025   | 3,301                                   |
| February 2025  | 3,322                                   |
| March 2025     | 3,329                                   |
| April 2025     | 3,319                                   |
| May 2025       | 3,328                                   |
| June 2025      | 3,330                                   |
| July 2025      | 3,368                                   |
| August 2025    | 3,422                                   |
| September 2025 | 3,403                                   |
| Change on year | 163                                     |
| Change %       | 5                                       |

Source: PAYE RTI

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AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

|                | £ per month                             |
|----------------|---|
|                | UK, all industries, seasonally adjusted |
| Period         | Aggregate pay                           |
| September 2014 | 59,150,948,643                          |
| September 2015 | 61,451,994,455                          |
| September 2016 | 64,008,117,143                          |
| September 2017 | 66,561,517,645                          |
| September 2018 | 69,508,795,823                          |
| September 2019 | 72,175,909,437                          |
| September 2020 | 73,256,018,208                          |
| September 2021 | 79,577,138,954                          |
| September 2022 | 86,707,485,903                          |
| September 2023 | 93,171,614,823                          |
| September 2024 | 98,563,663,820                          |
| October 2024   | 100,434,076,323                         |
| November 2024  | 99,997,537,157                          |
| December 2024  | 99,510,834,019                          |
| January 2025   | 100,370,121,864                         |
| February 2025  | 100,939,039,776                         |
| March 2025     | 101,096,877,204                         |
| April 2025     | 100,802,166,147                         |
| May 2025       | 101,005,027,004                         |
| June 2025      | 101,002,086,508                         |
| July 2025      | 102,138,431,553                         |
| August 2025    | 103,823,961,892                         |
| September 2025 | 103,135,158,293                         |
| Change on year | 4,571,494,473                           |
| Change %       | 4.6                                     |

Source: PAYE RTI

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PAY DISTRIBUTION

5 Monthly pay by percentile from PAYE RTI

| Period         | £ per month, 3 month moving average<br>UK, all industries, seasonally adjusted |                 |                 |                 |                 |                 |                 |
|----------------|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|                | 10th percentile  | 25th percentile | 50th percentile | 75th percentile | 90th percentile | 95th percentile | 99th percentile |
| September 2014 | 505  | 887             | 1,600           | 2,598           | 3,920           | 5,267           | 10,870          |
| September 2015 | 521  | 903             | 1,619           | 2,624           | 3,961           | 5,335           | 11,030          |
| September 2016 | 549  | 939             | 1,662           | 2,671           | 4,036           | 5,446           | 11,314          |
| September 2017 | 568  | 972             | 1,701           | 2,724           | 4,119           | 5,568           | 11,624          |
| September 2018 | 593  | 1,009           | 1,764           | 2,810           | 4,257           | 5,766           | 12,028          |
| September 2019 | 619  | 1,052           | 1,825           | 2,892           | 4,367           | 5,936           | 12,390          |
| September 2020 | 648  | 1,095           | 1,884           | 2,961           | 4,481           | 6,095           | 12,738          |
| September 2021 | 675  | 1,153           | 1,995           | 3,133           | 4,747           | 6,480           | 13,594          |
| September 2022 | 701  | 1,221           | 2,130           | 3,334           | 5,068           | 6,904           | 14,417          |
| September 2023 | 754  | 1,322           | 2,281           | 3,532           | 5,345           | 7,281           | 15,120          |
| September 2024 | 795  | 1,430           | 2,411           | 3,671           | 5,530           | 7,489           | 15,575          |
| October 2024   | 800  | 1,443           | 2,432           | 3,712           | 5,596           | 7,548           | 15,761          |
| November 2024  | 805  | 1,455           | 2,446           | 3,738           | 5,643           | 7,630           | 15,862          |
| December 2024  | 809  | 1,464           | 2,459           | 3,756           | 5,657           | 7,644           | 15,960          |
| January 2025   | 814  | 1,468           | 2,463           | 3,752           | 5,644           | 7,646           | 15,906          |
| February 2025  | 819  | 1,474           | 2,470           | 3,760           | 5,645           | 7,631           | 15,942          |
| March 2025     | 823  | 1,482           | 2,482           | 3,775           | 5,682           | 7,672           | 16,031          |
| April 2025     | 832  | 1,493           | 2,494           | 3,789           | 5,697           | 7,683           | 16,058          |
| May 2025       | 838  | 1,503           | 2,507           | 3,799           | 5,705           | 7,694           | 16,016          |
| June 2025      | 845  | 1,509           | 2,519           | 3,807           | 5,703           | 7,697           | 15,983          |
| July 2025      | 847  | 1,516           | 2,529           | 3,820           | 5,716           | 7,715           | 16,008          |
| August 2025    | 851  | 1,527           | 2,547           | 3,851           | 5,762           | 7,759           | 16,204          |
| September 2025 | 855  | 1,539           | 2,557           | 3,868           | 5,784           | 7,785           | 16,212          |
| Change on year | 60   | 109             | 146             | 197             | 254             | 296             | 637             |
| Change %       | 7.5  | 7.6             | 6.1             | 5.4             | 4.6             | 4               | 4.1             |

Source: PAYE RTI

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## EMPLOYEE FLOWS

### 6 Inflows and outflows from PAYE RTI

| Period         | Inflows | Payrolled employees                     |
|----------------|---------|---|
|                |         | UK, all industries, seasonally adjusted |
|                |         | Outflows                                |
| September 2017 | 678,680 | 641,337                                 |
| September 2018 | 675,768 | 665,780                                 |
| September 2019 | 663,486 | 632,622                                 |
| September 2020 | 547,883 | 610,400                                 |
| September 2021 | 699,741 | 595,422                                 |
| September 2022 | 699,799 | 628,853                                 |
| September 2023 | 644,054 | 608,130                                 |
| September 2024 | 603,610 | 605,975                                 |
| October 2024   | 592,937 | 561,954                                 |
| November 2024  | 590,139 | 617,694                                 |
| December 2024  | 602,718 | 618,042                                 |
| January 2025   | 613,340 | 613,687                                 |
| February 2025  | 595,021 | 617,729                                 |
| March 2025     | 592,395 | 609,973                                 |
| April 2025     | 593,910 | 595,284                                 |
| May 2025       | 591,542 | 608,590                                 |
| June 2025      | 577,526 | 600,650                                 |
| July 2025      | 577,432 | 578,149                                 |
| August 2025    | 588,564 | 578,311                                 |
| September 2025 | 582,915 | 614,987                                 |
| Change on year | -20,695 | 9,012                                   |
| Change %       | -3.4    | 1.5                                     |

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS1)

7 Regional payrolled employees from PAYE RTI

| Period         | Payrolled employees<br>UK, all industries, seasonally adjusted |            |                                |                  |                  |           |           |            |            |           |           |                     |
|----------------|--|------------|--------------------------------|------------------|------------------|-----------|-----------|------------|------------|-----------|-----------|---------------------|
|                | North East   | North West | Yorkshire<br>and The<br>Humber | East<br>Midlands | West<br>Midlands | East      | London    | South East | South West | Wales     | Scotland  | Northern<br>Ireland |
| October 2014   | 1,033,795  | 2,925,857  | 2,161,721                      | 1,966,938        | 2,309,121        | 2,564,030 | 3,709,969 | 3,807,942  | 2,253,976  | 1,190,277 | 2,305,554 | 677,815             |
| October 2015   | 1,053,906  | 3,006,884  | 2,211,702                      | 2,025,129        | 2,387,264        | 2,643,664 | 3,860,059 | 3,913,205  | 2,312,911  | 1,214,588 | 2,342,723 | 700,635             |
| October 2016   | 1,059,517  | 3,040,275  | 2,238,613                      | 2,056,314        | 2,424,052        | 2,688,712 | 3,911,247 | 3,962,562  | 2,347,223  | 1,228,527 | 2,349,514 | 710,464             |
| October 2017   | 1,068,378  | 3,094,115  | 2,271,497                      | 2,090,924        | 2,457,907        | 2,724,646 | 3,973,356 | 4,009,645  | 2,377,446  | 1,245,954 | 2,366,729 | 725,347             |
| October 2018   | 1,072,023  | 3,128,757  | 2,292,515                      | 2,112,117        | 2,482,045        | 2,754,522 | 4,035,053 | 4,050,714  | 2,398,244  | 1,259,523 | 2,377,776 | 740,919             |
| October 2019   | 1,075,029  | 3,153,361  | 2,314,270                      | 2,127,690        | 2,493,165        | 2,784,071 | 4,114,416 | 4,090,081  | 2,419,586  | 1,263,986 | 2,385,548 | 749,836             |
| October 2020   | 1,052,655  | 3,085,587  | 2,260,081                      | 2,078,987        | 2,424,356        | 2,714,139 | 3,933,926 | 3,977,037  | 2,357,141  | 1,233,694 | 2,307,811 | 738,426             |
| October 2021   | 1,089,481  | 3,193,467  | 2,331,405                      | 2,139,249        | 2,507,687        | 2,787,943 | 4,087,438 | 4,094,607  | 2,426,538  | 1,272,012 | 2,378,334 | 763,249             |
| October 2022   | 1,112,068  | 3,258,080  | 2,379,968                      | 2,184,971        | 2,570,107        | 2,850,907 | 4,268,463 | 4,204,608  | 2,479,337  | 1,301,266 | 2,424,331 | 781,196             |
| October 2023   | 1,126,314  | 3,303,899  | 2,406,130                      | 2,209,894        | 2,612,692        | 2,895,663 | 4,363,987 | 4,273,886  | 2,516,121  | 1,316,584 | 2,456,682 | 796,440             |
| October 2024   | 1,131,930  | 3,330,971  | 2,417,155                      | 2,221,107        | 2,631,252        | 2,913,515 | 4,392,830 | 4,296,734  | 2,527,497  | 1,319,871 | 2,463,016 | 806,695             |
| November 2024  | 1,131,429  | 3,327,950  | 2,415,473                      | 2,218,194        | 2,627,523        | 2,911,180 | 4,388,648 | 4,294,085  | 2,524,507  | 1,318,922 | 2,460,509 | 806,599             |
| December 2024  | 1,130,953  | 3,327,526  | 2,413,178                      | 2,216,118        | 2,625,518        | 2,910,607 | 4,390,253 | 4,294,009  | 2,523,547  | 1,316,820 | 2,454,873 | 806,294             |
| January 2025   | 1,130,858  | 3,327,265  | 2,411,695                      | 2,216,110        | 2,625,609        | 2,911,047 | 4,390,315 | 4,293,276  | 2,521,828  | 1,316,581 | 2,457,093 | 807,672             |
| February 2025  | 1,129,392  | 3,326,315  | 2,409,791                      | 2,214,524        | 2,623,633        | 2,909,863 | 4,388,383 | 4,289,501  | 2,517,689  | 1,314,638 | 2,454,588 | 808,322             |
| March 2025     | 1,128,799  | 3,325,022  | 2,408,719                      | 2,214,304        | 2,622,967        | 2,908,815 | 4,382,605 | 4,286,656  | 2,515,068  | 1,313,485 | 2,452,749 | 809,874             |
| April 2025     | 1,128,418  | 3,325,475  | 2,408,123                      | 2,216,140        | 2,625,173        | 2,909,725 | 4,378,623 | 4,286,504  | 2,515,343  | 1,313,703 | 2,451,517 | 808,943             |
| May 2025       | 1,127,338  | 3,323,426  | 2,407,364                      | 2,215,736        | 2,623,194        | 2,907,436 | 4,373,521 | 4,284,783  | 2,516,037  | 1,312,316 | 2,449,414 | 810,076             |
| June 2025      | 1,126,876  | 3,322,009  | 2,406,424                      | 2,214,119        | 2,620,523        | 2,905,106 | 4,368,573 | 4,280,931  | 2,513,304  | 1,312,075 | 2,448,292 | 809,284             |
| July 2025      | 1,126,696  | 3,321,983  | 2,406,798                      | 2,213,995        | 2,619,508        | 2,905,982 | 4,365,951 | 4,280,281  | 2,512,729  | 1,312,334 | 2,449,237 | 811,305             |
| August 2025    | 1,127,850  | 3,320,437  | 2,407,584                      | 2,215,008        | 2,621,386        | 2,907,799 | 4,368,065 | 4,280,215  | 2,513,624  | 1,312,845 | 2,449,580 | 812,660             |
| September 2025 | 1,126,532  | 3,315,806  | 2,405,282                      | 2,212,136        | 2,617,747        | 2,906,097 | 4,360,234 | 4,276,408  | 2,510,659  | 1,310,696 | 2,449,255 | 814,126             |
| October 2025   | 1,125,311  | 3,311,278  | 2,403,363                      | 2,209,408        | 2,614,487        | 2,903,320 | 4,345,824 | 4,276,557  | 2,510,910  | 1,310,006 | 2,447,495 | 815,041             |
| Change on year | -6,619   | -19,693    | -13,792                        | -11,699          | -16,765          | -10,195   | -47,006   | -20,177    | -16,587    | -9,865    | -15,521   | 8,346               |
| Change %       | -0.6   | -0.6       | -0.6                           | -0.5             | -0.6             | -0.3      | -1.1      | -0.5       | -0.7       | -0.7      | -0.6      | 1                   |

Source: PAYE RTI

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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 |
| October 2014   | 1,533                                   | 1,518      | 1,502                    | 1,516         | 1,522         | 1,643 | 1,931  | 1,722      | 1,507      | 1,503 | 1,654    | 1,494            |
| October 2015   | 1,539                                   | 1,534      | 1,520                    | 1,532         | 1,543         | 1,667 | 1,956  | 1,746      | 1,526      | 1,526 | 1,672    | 1,497            |
| October 2016   | 1,572                                   | 1,572      | 1,552                    | 1,570         | 1,585         | 1,702 | 2,006  | 1,784      | 1,563      | 1,560 | 1,701    | 1,523            |
| October 2017   | 1,610                                   | 1,618      | 1,596                    | 1,618         | 1,630         | 1,759 | 2,066  | 1,837      | 1,615      | 1,601 | 1,740    | 1,566            |
| October 2018   | 1,666                                   | 1,678      | 1,647                    | 1,677         | 1,683         | 1,819 | 2,130  | 1,895      | 1,673      | 1,667 | 1,788    | 1,632            |
| October 2019   | 1,717                                   | 1,732      | 1,702                    | 1,727         | 1,731         | 1,882 | 2,201  | 1,960      | 1,729      | 1,715 | 1,860    | 1,693            |
| October 2020   | 1,793                                   | 1,816      | 1,787                    | 1,809         | 1,810         | 1,972 | 2,314  | 2,044      | 1,816      | 1,819 | 1,944    | 1,779            |
| October 2021   | 1,867                                   | 1,896      | 1,869                    | 1,907         | 1,899         | 2,081 | 2,442  | 2,155      | 1,907      | 1,884 | 2,037    | 1,860            |
| October 2022   | 2,022                                   | 2,042      | 2,010                    | 2,040         | 2,034         | 2,221 | 2,591  | 2,302      | 2,053      | 2,031 | 2,166    | 1,988            |
| October 2023   | 2,147                                   | 2,177      | 2,132                    | 2,175         | 2,170         | 2,356 | 2,722  | 2,438      | 2,195      | 2,171 | 2,322    | 2,114            |
| October 2024   | 2,339                                   | 2,369      | 2,312                    | 2,352         | 2,346         | 2,538 | 2,915  | 2,610      | 2,364      | 2,336 | 2,492    | 2,281            |
| November 2024  | 2,322                                   | 2,351      | 2,301                    | 2,339         | 2,333         | 2,512 | 2,903  | 2,599      | 2,344      | 2,360 | 2,521    | 2,294            |
| December 2024  | 2,321                                   | 2,338      | 2,294                    | 2,344         | 2,340         | 2,504 | 2,899  | 2,595      | 2,351      | 2,338 | 2,490    | 2,292            |
| January 2025   | 2,334                                   | 2,363      | 2,310                    | 2,360         | 2,353         | 2,536 | 2,926  | 2,606      | 2,364      | 2,354 | 2,496    | 2,305            |
| February 2025  | 2,341                                   | 2,374      | 2,315                    | 2,369         | 2,360         | 2,544 | 2,935  | 2,611      | 2,369      | 2,357 | 2,499    | 2,308            |
| March 2025     | 2,351                                   | 2,380      | 2,325                    | 2,380         | 2,371         | 2,545 | 2,938  | 2,618      | 2,371      | 2,367 | 2,521    | 2,400            |
| April 2025     | 2,363                                   | 2,394      | 2,350                    | 2,393         | 2,384         | 2,565 | 2,951  | 2,641      | 2,408      | 2,378 | 2,523    | 2,403            |
| May 2025       | 2,373                                   | 2,403      | 2,356                    | 2,400         | 2,391         | 2,572 | 2,956  | 2,649      | 2,408      | 2,383 | 2,540    | 2,372            |
| June 2025      | 2,386                                   | 2,412      | 2,366                    | 2,410         | 2,404         | 2,578 | 2,963  | 2,656      | 2,415      | 2,391 | 2,555    | 2,351            |
| July 2025      | 2,400                                   | 2,433      | 2,385                    | 2,428         | 2,420         | 2,600 | 2,983  | 2,674      | 2,433      | 2,412 | 2,581    | 2,367            |
| August 2025    | 2,452                                   | 2,471      | 2,417                    | 2,462         | 2,460         | 2,633 | 3,027  | 2,710      | 2,471      | 2,454 | 2,599    | 2,373            |
| September 2025 | 2,418                                   | 2,443      | 2,394                    | 2,440         | 2,436         | 2,614 | 3,000  | 2,689      | 2,447      | 2,435 | 2,603    | 2,411            |
| October 2025   | 2,408                                   | 2,438      | 2,385                    | 2,427         | 2,427         | 2,609 | 2,989  | 2,686      | 2,444      | 2,422 | 2,581    | 2,411            |
| Change on year | 69                                      | 69         | 73                       | 75            | 81            | 71    | 74     | 76         | 80         | 86    | 89       | 130              |
| Change %       | 2.9                                     | 2.9        | 3.2                      | 3.2           | 3.5           | 2.8   | 2.5    | 2.9        | 3.4        | 3.7   | 3.6      | 5.7              |

Source: PAYE RTI

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2. These data are accredited official statistics.
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12. Pay figures are based on gross earnings.

REGIONAL PAYROLLED EMPLOYEES (NUTS2)

9 Regional payrolled employees from PAYE RTI

| Period   | Payrolled employees                     |              |                |          |
|--|---|--------------|----------------|----------|
|  | October 2024                            | October 2025 | Change on year | Change % |
|  | UK, all industries, seasonally adjusted |              |                |          |
| Tees Valley and Durham                           | 506,300                                 | 503,466      | -2,834         | -0.6     |
| Northumberland and Tyne and Wear                 | 625,630                                 | 621,844      | -3,786         | -0.6     |
| Cumbria  | 225,836                                 | 225,519      | -317           | -0.1     |
| Greater Manchester                               | 1,300,199                               | 1,291,001    | -9,198         | -0.7     |
| Lancashire                                       | 666,777                                 | 663,340      | -3,437         | -0.5     |
| Cheshire   | 452,536                                 | 450,695      | -1,841         | -0.4     |
| Merseyside                                       | 685,623                                 | 680,723      | -4,900         | -0.7     |
| East Yorkshire and Northern Lincolnshire         | 414,213                                 | 413,327      | -886           | -0.2     |
| North Yorkshire                                  | 369,060                                 | 366,584      | -2,476         | -0.7     |
| South Yorkshire                                  | 602,445                                 | 598,420      | -4,025         | -0.7     |
| West Yorkshire                                   | 1,031,437                               | 1,025,033    | -6,404         | -0.6     |
| Derbyshire and Nottinghamshire                   | 987,807                                 | 981,890      | -5,917         | -0.6     |
| Leicestershire, Rutland and Northamptonshire     | 897,051                                 | 892,807      | -4,244         | -0.5     |
| Lincolnshire                                     | 336,250                                 | 334,711      | -1,539         | -0.5     |
| Herefordshire, Worcestershire and Warwickshire   | 638,579                                 | 636,461      | -2,118         | -0.3     |
| Shropshire and Staffordshire                     | 733,634                                 | 729,711      | -3,923         | -0.5     |
| West Midlands (county)                           | 1,259,038                               | 1,248,315    | -10,723        | -0.9     |
| East Anglia                                      | 1,147,305                               | 1,142,989    | -4,316         | -0.4     |
| Bedfordshire and Hertfordshire                   | 915,919                                 | 911,718      | -4,201         | -0.5     |
| Essex  | 850,291                                 | 848,612      | -1,679         | -0.2     |
| Inner London - West                              | 545,164                                 | 535,369      | -9,795         | -1.8     |
| Inner London - East                              | 1,237,542                               | 1,221,751    | -15,791        | -1.3     |
| Outer London - East and North East               | 926,173                                 | 921,653      | -4,520         | -0.5     |
| Outer London - South                             | 636,017                                 | 630,813      | -5,204         | -0.8     |
| Outer London - West and North West               | 1,047,934                               | 1,036,238    | -11,696        | -1.1     |
| Berkshire, Buckinghamshire and Oxfordshire       | 1,235,093                               | 1,229,111    | -5,982         | -0.5     |
| Surrey, East and West Sussex                     | 1,316,266                               | 1,309,558    | -6,708         | -0.5     |
| Hampshire and Isle of Wight                      | 917,041                                 | 911,483      | -5,558         | -0.6     |
| Kent   | 828,335                                 | 826,405      | -1,930         | -0.2     |
| Gloucestershire, Wiltshire and Bristol/Bath area | 1,208,176                               | 1,201,321    | -6,855         | -0.6     |
| Dorset and Somerset                              | 578,977                                 | 575,064      | -3,913         | -0.7     |
| Cornwall and Isles of Scilly                     | 231,700                                 | 229,774      | -1,926         | -0.8     |
| Devon  | 508,644                                 | 504,751      | -3,893         | -0.8     |
| West Wales and The Valleys                       | 801,392                                 | 795,048      | -6,344         | -0.8     |
| East Wales                                       | 518,479                                 | 514,959      | -3,520         | -0.7     |
| North Eastern Scotland                           | 230,747                                 | 226,754      | -3,993         | -1.7     |
| Highlands and Islands                            | 208,266                                 | 207,696      | -570           | -0.3     |
| Eastern Scotland                                 | 919,380                                 | 915,218      | -4,162         | -0.5     |
| West Central Scotland                            | 696,125                                 | 692,141      | -3,984         | -0.6     |
| Southern Scotland                                | 408,497                                 | 405,686      | -2,811         | -0.7     |
| Northern Ireland                                 | 806,695                                 | 815,041      | 8,346          | 1        |

Source: PAYE RTI

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REGIONAL MEDIAN PAY (NUTS2)

10 Regional median monthly pay from PAYE RTI

£ per month

UK, all industries, seasonally adjusted

| Period   | October 2024 | October 2025 | Change on year | Change % |
|--|--------------|--------------|----------------|----------|
| Tees Valley and Durham                           | 2,336        | 2,405        | 69             | 3        |
| Northumberland and Tyne and Wear                 | 2,346        | 2,418        | 72             | 3.1      |
| Cumbria  | 2,377        | 2,452        | 75             | 3.2      |
| Greater Manchester                               | 2,370        | 2,432        | 62             | 2.6      |
| Lancashire                                       | 2,280        | 2,360        | 80             | 3.5      |
| Cheshire   | 2,482        | 2,551        | 69             | 2.8      |
| Merseyside                                       | 2,386        | 2,447        | 61             | 2.6      |
| East Yorkshire and Northern Lincolnshire         | 2,271        | 2,362        | 91             | 4        |
| North Yorkshire                                  | 2,305        | 2,416        | 111            | 4.8      |
| South Yorkshire                                  | 2,302        | 2,371        | 69             | 3        |
| West Yorkshire                                   | 2,328        | 2,384        | 56             | 2.4      |
| Derbyshire and Nottinghamshire                   | 2,351        | 2,425        | 74             | 3.1      |
| Leicestershire, Rutland and Northamptonshire     | 2,381        | 2,460        | 79             | 3.3      |
| Lincolnshire                                     | 2,301        | 2,382        | 81             | 3.5      |
| Herefordshire, Worcestershire and Warwickshire   | 2,456        | 2,541        | 85             | 3.5      |
| Shropshire and Staffordshire                     | 2,346        | 2,436        | 90             | 3.8      |
| West Midlands (county)                           | 2,300        | 2,379        | 79             | 3.4      |
| East Anglia                                      | 2,412        | 2,490        | 78             | 3.2      |
| Bedfordshire and Hertfordshire                   | 2,678        | 2,760        | 82             | 3.1      |
| Essex  | 2,566        | 2,647        | 81             | 3.2      |
| Inner London - West                              | 3,613        | 3,731        | 118            | 3.3      |
| Inner London - East                              | 2,997        | 3,072        | 75             | 2.5      |
| Outer London - East and North East               | 2,667        | 2,745        | 78             | 2.9      |
| Outer London - South                             | 2,976        | 3,047        | 71             | 2.4      |
| Outer London - West and North West               | 2,699        | 2,790        | 91             | 3.4      |
| Berkshire, Buckinghamshire and Oxfordshire       | 2,761        | 2,838        | 77             | 2.8      |
| Surrey, East and West Sussex                     | 2,618        | 2,689        | 71             | 2.7      |
| Hampshire and Isle of Wight                      | 2,515        | 2,585        | 70             | 2.8      |
| Kent   | 2,515        | 2,583        | 68             | 2.7      |
| Gloucestershire, Wiltshire and Bristol/Bath area | 2,465        | 2,553        | 88             | 3.6      |
| Dorset and Somerset                              | 2,317        | 2,399        | 82             | 3.5      |
| Cornwall and Isles of Scilly                     | 2,165        | 2,245        | 80             | 3.7      |
| Devon  | 2,261        | 2,327        | 66             | 2.9      |
| West Wales and The Valleys                       | 2,294        | 2,383        | 89             | 3.9      |
| East Wales                                       | 2,401        | 2,486        | 85             | 3.5      |
| North Eastern Scotland                           | 2,666        | 2,699        | 33             | 1.2      |
| Highlands and Islands                            | 2,397        | 2,492        | 95             | 4        |
| Eastern Scotland                                 | 2,491        | 2,606        | 115            | 4.6      |
| West Central Scotland                            | 2,504        | 2,590        | 86             | 3.4      |
| Southern Scotland                                | 2,456        | 2,537        | 81             | 3.3      |
| Northern Ireland                                 | 2,281        | 2,411        | 130            | 5.7      |

Source: PAYE RTI

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## INDUSTRY PAYROLLED EMPLOYEES

### 11 Industry payrolled employees from PAYE RTI

| Period   | Payrolled employees                     |              |                |          |
|--|---|--------------|----------------|----------|
|  | October 2024                            | October 2025 | Change on year | Change % |
|  | UK, all industries, seasonally adjusted |              |                |          |
| Agriculture, forestry and fishing                  | 193,292                                 | 193,209      | -83            | 0        |
| Mining and quarrying                               | 49,039                                  | 47,205       | -1,834         | -3.7     |
| Manufacturing                                      | 2,332,785                               | 2,297,211    | -35,574        | -1.5     |
| Energy production and supply                       | 113,143                                 | 117,232      | 4,089          | 3.6      |
| Water supply, sewerage and waste                   | 203,449                                 | 210,194      | 6,745          | 3.3      |
| Construction                                       | 1,341,666                               | 1,326,897    | -14,769        | -1.1     |
| Wholesale and retail; repair of motor vehicles     | 4,328,040                               | 4,256,760    | -71,280        | -1.6     |
| Transportation and storage                         | 1,384,119                               | 1,390,504    | 6,385          | 0.5      |
| Accommodation and food service activities          | 2,167,030                               | 2,112,418    | -54,612        | -2.5     |
| Information and communication                      | 1,283,025                               | 1,247,341    | -35,684        | -2.8     |
| Finance and insurance                              | 1,116,458                               | 1,129,451    | 12,993         | 1.2      |
| Real estate  | 466,761                                 | 472,315      | 5,554          | 1.2      |
| Professional, scientific and technical             | 2,452,162                               | 2,432,890    | -19,272        | -0.8     |
| Administrative and support services                | 2,471,514                               | 2,466,053    | -5,461         | -0.2     |
| Public administration and defence; social security | 1,546,972                               | 1,563,312    | 16,340         | 1.1      |
| Education  | 3,241,385                               | 3,241,062    | -323           | 0        |
| Health and social work                             | 4,453,440                               | 4,459,176    | 5,736          | 0.1      |
| Arts, entertainment and recreation                 | 636,452                                 | 647,530      | 11,078         | 1.7      |
| Other service activities                           | 556,632                                 | 550,439      | -6,193         | -1.1     |
| Households and Extraterritorial                    | 115,210                                 | 111,800      | -3,410         | -3       |

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## INDUSTRY MEDIAN PAY

### 12 Industry median monthly pay from PAYE RTI

| Period   | UK, all industries, seasonally adjusted |              |                |          |
|--|---|--------------|----------------|----------|
|  | October 2024                            | October 2025 | Change on year | Change % |
| Agriculture, forestry and fishing                  | 2,199                                   | 2,326        | 127            | 5.8      |
| Mining and quarrying                               | 4,549                                   | 4,533        | -16            | -0.4     |
| Manufacturing                                      | 2,859                                   | 2,978        | 119            | 4.2      |
| Energy production and supply                       | 4,425                                   | 4,484        | 59             | 1.3      |
| Water supply, sewerage and waste                   | 3,074                                   | 3,221        | 147            | 4.8      |
| Construction                                       | 2,603                                   | 2,723        | 120            | 4.6      |
| Wholesale and retail; repair of motor vehicles     | 1,982                                   | 2,091        | 109            | 5.5      |
| Transportation and storage                         | 2,827                                   | 2,934        | 107            | 3.8      |
| Accommodation and food service activities          | 1,321                                   | 1,387        | 66             | 5        |
| Information and communication                      | 3,815                                   | 3,985        | 170            | 4.5      |
| Finance and insurance                              | 3,945                                   | 4,118        | 173            | 4.4      |
| Real estate  | 2,465                                   | 2,542        | 77             | 3.1      |
| Professional, scientific and technical             | 3,069                                   | 3,162        | 93             | 3        |
| Administrative and support services                | 2,171                                   | 2,241        | 70             | 3.2      |
| Public administration and defence; social security | 3,053                                   | 3,250        | 197            | 6.5      |
| Education  | 2,460                                   | 2,549        | 89             | 3.6      |
| Health and social work                             | 2,549                                   | 2,501        | -48            | -1.9     |
| Arts, entertainment and recreation                 | 1,650                                   | 1,715        | 65             | 3.9      |
| Other service activities                           | 1,828                                   | 1,932        | 104            | 5.7      |
| Households and Extraterritorial                    | 1,193                                   | 1,211        | 18             | 1.5      |

Source: PAYE RTI

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PAYROLLED EMPLOYEES BY AGE

13 Payrolled employees by age from PAYE RTI

| Period         | Payrolled employees<br>UK, all industries, seasonally adjusted |           |           |            |           |             |
|----------------|--|-----------|-----------|------------|-----------|-------------|
|                | 0 to 17  | 18 to 24  | 25 to 34  | 35 to 49   | 50 to 64  | 65 and over |
| October 2014   | 405,457  | 3,510,376 | 6,389,268 | 9,164,719  | 6,616,498 | 820,677     |
| October 2015   | 436,162  | 3,617,949 | 6,595,159 | 9,305,221  | 6,881,744 | 836,435     |
| October 2016   | 440,199  | 3,603,329 | 6,700,876 | 9,340,429  | 7,083,373 | 848,815     |
| October 2017   | 441,291  | 3,591,282 | 6,786,208 | 9,390,242  | 7,323,888 | 873,032     |
| October 2018   | 439,631  | 3,564,232 | 6,834,438 | 9,426,919  | 7,538,420 | 900,569     |
| October 2019   | 434,783  | 3,511,912 | 6,870,367 | 9,452,990  | 7,717,477 | 983,509     |
| October 2020   | 299,318  | 3,185,559 | 6,659,683 | 9,316,177  | 7,719,026 | 984,076     |
| October 2021   | 481,467  | 3,421,562 | 6,783,745 | 9,451,763  | 7,908,339 | 1,024,531   |
| October 2022   | 533,469  | 3,482,024 | 6,963,717 | 9,674,493  | 8,075,606 | 1,085,990   |
| October 2023   | 509,467  | 3,484,653 | 7,083,223 | 9,878,128  | 8,158,366 | 1,164,456   |
| October 2024   | 462,217  | 3,456,994 | 7,115,901 | 10,029,288 | 8,169,086 | 1,219,089   |
| November 2024  | 460,910  | 3,451,468 | 7,102,185 | 10,030,686 | 8,159,566 | 1,220,204   |
| December 2024  | 457,936  | 3,449,950 | 7,091,430 | 10,038,221 | 8,151,359 | 1,220,799   |
| January 2025   | 455,771  | 3,447,647 | 7,082,404 | 10,049,583 | 8,149,784 | 1,224,161   |
| February 2025  | 453,295  | 3,437,745 | 7,070,103 | 10,055,284 | 8,143,580 | 1,226,632   |
| March 2025     | 450,629  | 3,429,823 | 7,057,856 | 10,060,745 | 8,139,748 | 1,230,261   |
| April 2025     | 450,835  | 3,441,701 | 7,053,507 | 10,062,352 | 8,126,488 | 1,232,805   |
| May 2025       | 446,685  | 3,442,656 | 7,043,259 | 10,062,944 | 8,121,925 | 1,233,171   |
| June 2025      | 440,765  | 3,434,541 | 7,032,053 | 10,065,189 | 8,118,617 | 1,236,352   |
| July 2025      | 432,827  | 3,430,151 | 7,022,790 | 10,075,207 | 8,119,482 | 1,246,342   |
| August 2025    | 425,713  | 3,430,580 | 7,014,374 | 10,086,543 | 8,122,691 | 1,257,151   |
| September 2025 | 418,334  | 3,429,439 | 7,000,039 | 10,088,218 | 8,110,218 | 1,258,732   |
| October 2025   | 408,185  | 3,466,572 | 6,980,297 | 10,066,645 | 8,087,248 | 1,264,054   |
| Change on year | -54,032  | 9,578     | -135,604  | 37,357     | -81,838   | 44,965      |
| Change %       | -11.7  | 0.3       | -1.9      | 0.4        | -1        | 3.7         |

Source: PAYE RTI

1. Where relevant, Figures for October 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 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         | UK, all industries, seasonally adjusted |          |          |          |          |             |
|----------------|---|----------|----------|----------|----------|-------------|
|                | 0 to 17                                 | 18 to 24 | 25 to 34 | 35 to 49 | 50 to 64 | 65 and over |
| October 2014   | 273                                     | 1,082    | 1,730    | 1,909    | 1,725    | 735         |
| October 2015   | 288                                     | 1,133    | 1,762    | 1,930    | 1,739    | 757         |
| October 2016   | 295                                     | 1,181    | 1,811    | 1,966    | 1,763    | 787         |
| October 2017   | 302                                     | 1,216    | 1,858    | 2,015    | 1,795    | 819         |
| October 2018   | 316                                     | 1,265    | 1,925    | 2,075    | 1,840    | 867         |
| October 2019   | 324                                     | 1,318    | 2,000    | 2,135    | 1,886    | 959         |
| October 2020   | 363                                     | 1,359    | 2,069    | 2,222    | 1,956    | 1,057       |
| October 2021   | 402                                     | 1,415    | 2,182    | 2,364    | 2,061    | 1,126       |
| October 2022   | 412                                     | 1,538    | 2,350    | 2,534    | 2,196    | 1,216       |
| October 2023   | 413                                     | 1,639    | 2,479    | 2,671    | 2,338    | 1,314       |
| October 2024   | 430                                     | 1,737    | 2,650    | 2,874    | 2,535    | 1,444       |
| November 2024  | 432                                     | 1,752    | 2,659    | 2,858    | 2,514    | 1,441       |
| December 2024  | 431                                     | 1,755    | 2,653    | 2,852    | 2,505    | 1,434       |
| January 2025   | 434                                     | 1,745    | 2,672    | 2,875    | 2,528    | 1,454       |
| February 2025  | 435                                     | 1,758    | 2,688    | 2,882    | 2,541    | 1,462       |
| March 2025     | 432                                     | 1,769    | 2,692    | 2,896    | 2,553    | 1,470       |
| April 2025     | 441                                     | 1,781    | 2,708    | 2,916    | 2,559    | 1,476       |
| May 2025       | 450                                     | 1,794    | 2,712    | 2,920    | 2,566    | 1,489       |
| June 2025      | 442                                     | 1,791    | 2,718    | 2,926    | 2,570    | 1,492       |
| July 2025      | 451                                     | 1,803    | 2,735    | 2,950    | 2,593    | 1,507       |
| August 2025    | 447                                     | 1,811    | 2,771    | 2,989    | 2,635    | 1,515       |
| September 2025 | 444                                     | 1,815    | 2,745    | 2,961    | 2,613    | 1,515       |
| October 2025   | 445                                     | 1,783    | 2,728    | 2,963    | 2,603    | 1,520       |
| Change on year | 15                                      | 46       | 78       | 89       | 68       | 76          |
| Change %       | 3.5                                     | 2.6      | 2.9      | 3.1      | 2.7      | 5.3         |

Source: PAYE RTI

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