Statistical bulletin

Average weekly earnings in Great Britain: December 2019

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

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1 . Other pages in this release

Other commentary from the latest labour market data can be found on the following pages:

- Labour market overview

- Employment in the UK

- Vacancies and jobs

2 . Main points for August to October 2019

- Estimated annual growth in average weekly earnings for employees in Great Britain slowed to 3.2% for total pay (including bonuses) and 3.5% for regular pay (excluding bonuses).

- The annual growth in total pay was weakened by unusually high bonus payments paid in October 2018 compared with more typical average bonus payments paid in October 2019.

- In real terms (after adjusting for inflation), annual growth in total pay is estimated to be 1.5%, and annual growth in regular pay is estimated to be 1.8%.

- Annual growth in total pay remains weakest in the retail, wholesale, hotels and restaurants sector, at 2.3%, and the manufacturing sector at 2.7%.
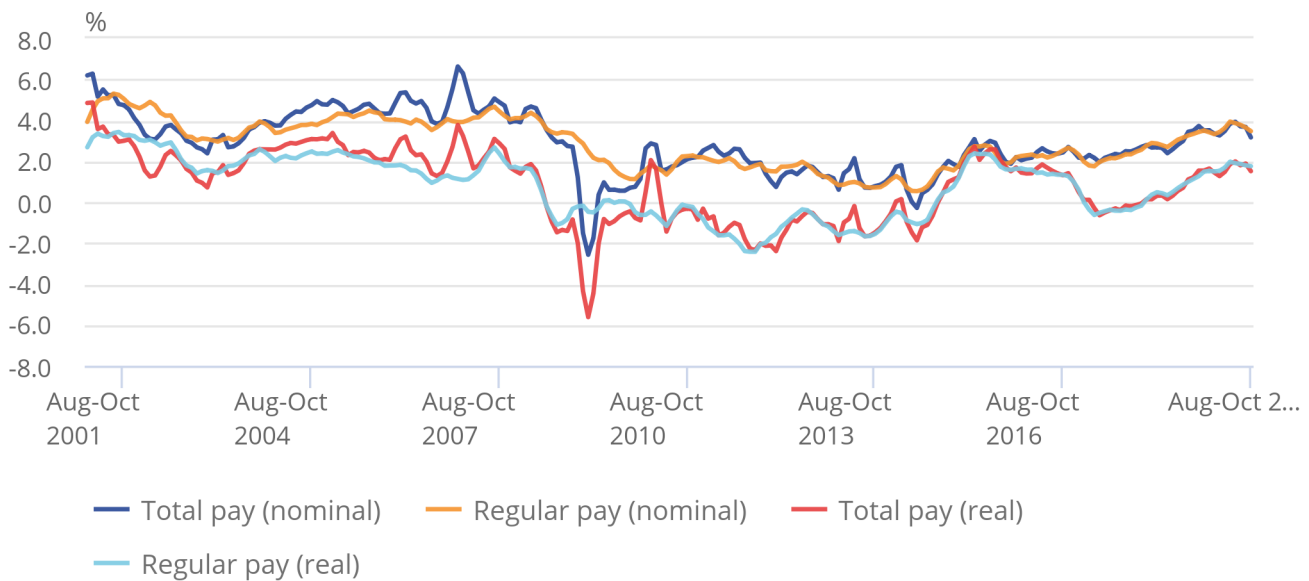
3 . Analysis of average weekly earnings

Figure 1: Pay for employees (including bonuses) has grown by 1.5% on the year when adjusted for inflation

Great Britain average weekly earnings annual growth rates, between January to March 2001 and August to October 2019, seasonally adjusted

Figure 1: Pay for employees (including bonuses) has grown by 1.5% on the year when adjusted for inflation

Great Britain average weekly earnings annual growth rates, between January to March 2001 and August to October 2019, seasonally adjusted

Source: Office for National Statistics – Monthly Wages and Salaries Survey

The estimates in this bulletin come from a survey of businesses. It is not possible to survey every business each month, so these statistics are estimates based on a sample, not precise figures.

The rate of pay growth has trended upwards since March to May 2017, reaching 3.9% in May to July 2019, the highest nominal pay growth rate since 2008. In August to October 2019, growth dropped to 3.2% for total pay and 3.5% for regular pay.

The growth in total pay is impacted downwards by unusually high bonuses having been paid in October 2018, whereas those in October 2019 are at more typical levels.

In real terms, annual pay growth has been positive since December 2017 to February 2018 and is now 1.5% for total pay and 1.8% for regular pay.
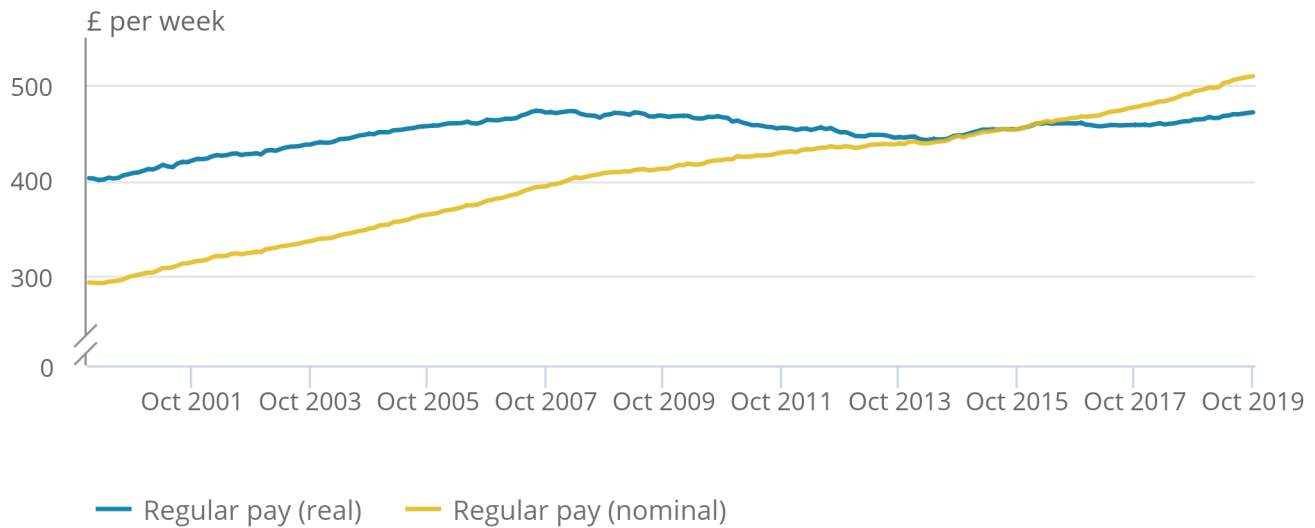
The earnings estimates are not just a measure of pay rises as they also reflect changes in the number of paid hours worked and changes in the structure of the workforce, for example, more high-paid jobs would have an upward effect on earnings growth rates.

Figure 2: Earnings in real terms are lower than before the 2008 to 2009 recession

Great Britain average weekly earnings excluding bonuses, January 2000 to October 2019, seasonally adjusted

Figure 2: Earnings in real terms are lower than before the 2008 to 2009 recession

Great Britain average weekly earnings excluding bonuses, January 2000 to October 2019, seasonally adjusted

Source: Office for National Statistics – Monthly Wages and Salaries Survey

For October 2019, average regular pay, before tax and other deductions, for employees in Great Britain was estimated at £510 per week in nominal terms. The figure in real terms (constant 2015 prices) is £472 per week, which is still £1 (0.2%) lower than the pre-recession peak of £473 per week for April 2008.
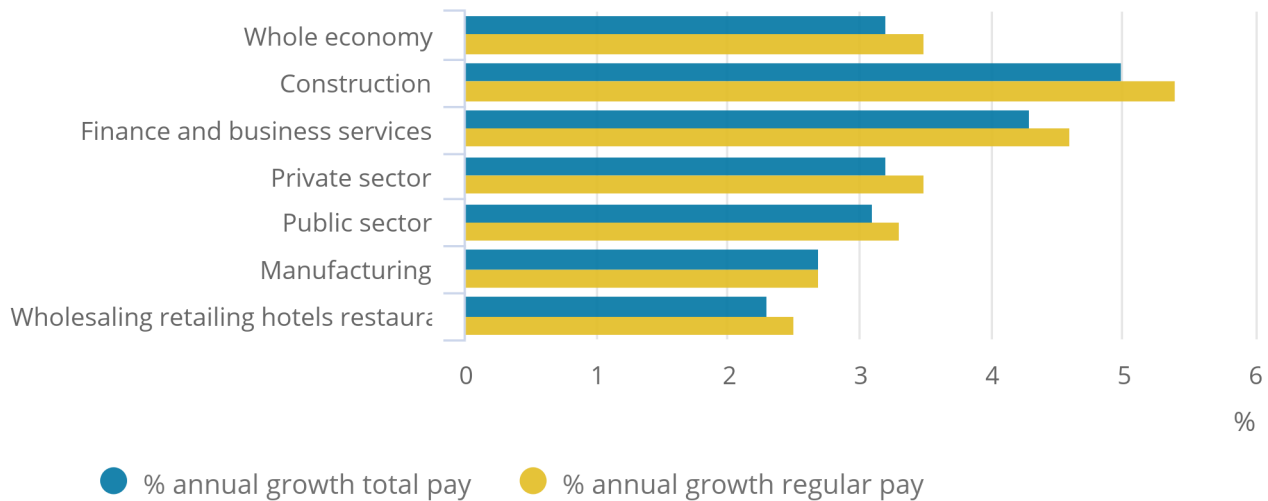
The equivalent figures for total pay in real terms are £502 per week in October 2019 and £525 in February 2008, a 4.3% difference.

Figure 3: Annual growth in total pay remains weakest in the retail, wholesale, hotels and restaurants sector at 2.3%

Annual growth in Great Britain nominal average weekly earnings (total and regular), between July to September 2018 and August to October 2019, seasonally adjusted

Figure 3: Annual growth in total pay remains weakest in the retail, wholesale, hotels and restaurants sector at 2.3%

Annual growth in Great Britain nominal average weekly earnings (total and regular), between July to September 2018 and August to October 2019, seasonally adjusted

● % annual growth total pay   ● % annual growth regular pay

Source: Office for National Statistics – Monthly Wages and Salaries Survey

Between August to October 2018 and August to October 2019, average pay growth varied by industry sector:

- construction saw the highest estimated growth at 5.0% for total pay and 5.4% for regular pay

- retail, wholesale, hotels and restaurants saw the lowest growth, estimated at 2.3% for total pay and 2.5% for regular pay; this is the sector with the lowest average weekly pay (£339 regular pay compared with £510 across the whole economy)

The pattern of higher growth in construction, and finance and business services, and lower growth in manufacturing and wholesaling, retailing, hotels and restaurants has been evident throughout 2019.

Figure 4: Public sector annual pay growth has fallen back below that of the private sector

Annual growth in Great Britain nominal average weekly earnings (including bonuses) for the public and private sector, October 2017 to October 2019, seasonally adjusted

Source: Office for National Statistics – Monthly Wages and Salaries Survey

Between August to October 2018 and August to October 2019, public sector annual total pay grew by 3.1%, down from 4.0% in April to June 2019.
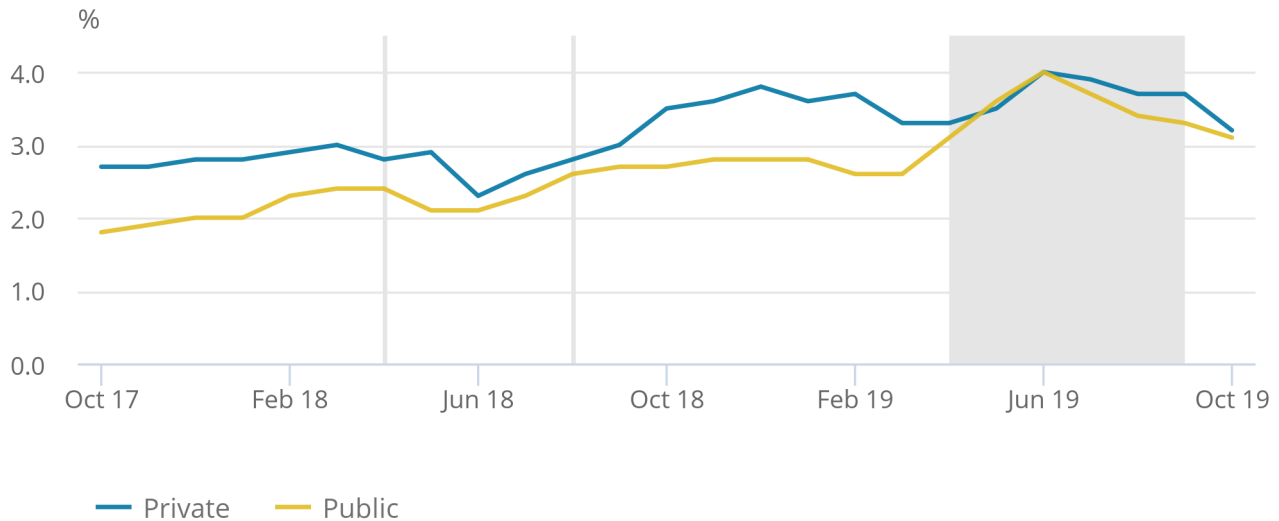
This public sector pay growth pattern is affected by the timing of NHS pay rises which saw some April 2018 pay increases not being paid until summer 2018. As a result, public sector pay estimates for the months April to July 2019 include two NHS pay rises for 2018 and 2019 when compared with 2018. In addition, the single month of April 2019 included a one-off payment to some NHS staff.

Outside of months in 2019 when its pay growth was impacted by the timing of NHS pay rises, the public sector has experienced consistently lower pay growth than the private sector since September 2014.

4 . Average weekly earnings data

Average weekly earnings
Dataset EARN01 | Released 17 December 2019
Headline estimates of earnings growth in Great Britain (seasonally adjusted).

Average weekly earnings by sector
Dataset EARN02 | Released 17 December 2019
Estimates of earnings in Great Britain broken down to show the effects of changes in wages and the effects of changes in the composition of employment (not seasonally adjusted).

Average weekly earnings by industry
Dataset EARN03 | Released 17 December 2019
Estimates of earnings in Great Britain broken down by detailed industrial sector (not seasonally adjusted).

Table 1: Sampling variability for average weekly earnings single month growth rates (percentage points)

	Including bonuses (Jan to Apr)[1][2]	Including bonuses (May to Dec)[1][2]	Excluding bonuses[1]
Whole economy	± 0.9	± 0.5	± 0.5
Private sector	± 0.9	± 0.6	± 0.5
Public sector	± 0.9	± 0.5	± 0.5
Services	± 1.0	± 0.6	± 0.5
Finance and business services	± 2.8	± 1.6	± 1.4
Public sector excluding financial services	± 0.7	± 0.5	± 0.5
Manufacturing	± 1.1	± 1.0	± 0.9
Construction	± 2.5	± 2.6	± 2.4
Wholesale and retail, hotels and restaurants	± 2.1	± 1.7	± 1.5

Source: Office for National Statistics - Monthly Wages and Salaries Survey

Notes

1. These sampling variability estimates are for 95% confidence intervals and are calculated on data for the 12 months from January to December 2014 that are not seasonally adjusted. Back to table

2. Separate estimates of sampling variability are given for the including bonuses estimates from January to April when most bonus payments are made. Back to table

5 . Glossary

Average weekly earnings

Average weekly earnings (AWE) is the lead monthly measure of average weekly earnings per employee. It is calculated using information based on the Monthly Wages and Salaries Survey (MWSS), which samples around 9,000 employers in Great Britain.

The estimates are not just a measure of pay rises as they do not, for example, adjust for changes in the proportion of the workforce who work full-time or part-time, or other compositional changes within the workforce. The estimates do not include earnings of self-employed people.

Estimates are available for both total pay (which includes bonus payments) and for regular pay (which excludes bonuses). Estimates are available in both nominal terms (not adjusted for inflation) and real terms (adjusted for inflation).

Bonus

A bonus is a form of reward or recognition granted by an employer. When an employee receives a bonus payment, there is no expectation or assumption that the bonus will be used to cover any specific expense. The value and timing of a bonus payment can be at the discretion of the employer or stipulated in workplace agreements.

Consumer Prices Index including owner occupiers' housing costs (CPIH)

As of 21 March 2017, the Consumer Prices Index including owner occupiers' housing costs 2 became our lead measure of inflation. It is our most comprehensive measure of UK consumer price inflation.

Monthly Wages and Salaries Survey (MWSS)

The Monthly Wages and Salaries Survey (MWSS) is a survey through which we collect information on wages and salaries. It is distributed monthly to around 9,000 employers covering around 12.8 million employees.

A more detailed Glossary is available.

6 . Measuring the data

This bulletin relies on data collected from the Monthly Wages and Salaries Survey, a survey of employers in Great Britain excluding small businesses employing fewer than 20 people.

The Quality and Methodology Information (QMI) report pulls together important qualitative information on the various dimensions of data quality, as well as providing a summary of the methods used to compile the output.

7 . Strengths and limitations

The figures in this bulletin come from a survey of businesses, which gathers information from a sample rather than from the whole population. The sample is designed to be as accurate as possible given practical limitations such as time and cost constraints. Results from sample surveys are always estimates, not precise figures. This can have an impact on how changes in the estimates should be interpreted, especially for short-term comparisons.

As the number of people available in the sample gets smaller, the variability of the estimates that we can make from that sample size gets larger. Estimates for small groups (for example, earnings for the construction sector), which are based on quite small subsets of the Monthly Wages and Salaries Survey sample, are less reliable and tend to be more volatile than for larger aggregated groups (for example, earnings for the private sector).

In general, short-term changes in the growth rates reported in this bulletin are not usually greater than the level that can be explained by sampling variability. Short-term movements in reported rates should be considered alongside longer-term patterns in the series, and corresponding movements in other sources to give a fuller picture.

Further information is available in A guide to labour market statistics and A guide to sources of data on earnings and income.

8 . Related links

Labour market economic commentary: December 2019
Article | Released 17 December 2019
Additional economic analysis of the latest UK labour market headline statistics and long-term trends.

Employee earnings in the UK: 2019
Bulletin | Released 29 October 2019
Estimates of employee earnings, using data from our Annual Survey of Hours and Earnings (ASHE). Figures are presented mainly for full-time employees, although some detail for part-time workers is also included.

Low and high pay in the UK: 2019
Bulletin | Released 29 October 2019
The distribution of earnings of high- and low-paid jobs, earnings by selected percentiles and jobs paid below the National Minimum Wage, compiled from our Annual Survey of Hours and Earnings (ASHE).

Gender pay gap in the UK: 2019
Bulletin | Released 29 October 2019
Differences in pay between men and women by age, region, full-time and part-time, and occupation as compiled from our Annual Survey of Hours and Earnings (ASHE).

Index of labour costs per hour in the UK: July to September 2019
Bulletin | Released 16 December 2019
Changes in the costs of employing labour analysed by sector and industry. Experimental Statistics.

Index of Tables

The table below provides an index of the tables appearing in this Statistical Bulletin and it shows how these table numbers match up with the Excel spreadsheet datasets which are available on the website at:
https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/june2019/relateddata

The complete set of labour market tables is available from the Labour Market Overview bulletin.

Statistical Bulletin table number	Table description	Dataset
	SUMMARY	
1	Labour Force Survey Summary	Dataset A02 SA
2 (*)	Labour market status by age group	Dataset A05 SA
	EMPLOYMENT AND JOBS	
3	Full-time, part-time & temporary workers	Dataset EMP01 SA
4	Public and private sector employment	Dataset EMP02
4(1)	Public sector employment by industry	Dataset EMP03
5	Workforce jobs summary	Dataset JOBS01
6 (**)	Workforce jobs by industry	Dataset JOBS02
7	Actual weekly hours worked	Dataset HOUR01 SA
7(1)	Usual weekly hours worked	Dataset HOUR02 SA
	NON-UK WORKERS	
8	Employment by country of birth and nationality	Dataset EMP06
8(1)	Unemployment and economic inactivity by country of birth and nationality	Dataset A12
	UNEMPLOYMENT	
9	Unemployment by age and duration	Dataset UNEM01 SA
	ECONOMIC ACTIVITY AND INACTIVITY	
10(*)	Economic activity by age	Dataset A05 SA
11	Economic inactivity by reason	Dataset INAC01 SA
12	Labour market and educational status of young people	Dataset A06 SA
	EARNINGS	
13	Average Weekly Earnings (nominal) - Total pay	Dataset EARN01
14	Average Weekly Earnings (nominal) - Bonus pay	Dataset EARN01
15	Average Weekly Earnings (nominal) - Regular pay	Dataset EARN01
16	Average Weekly Earnings real and nominal (summary table)	Dataset EARN01
	INTERNATIONAL SUMMARY	
17	International comparisons of employment and unemployment	Dataset A10
	LABOUR DISPUTES	
18	Labour disputes	Dataset LABD01
	VACANCIES	
19	Vacancies by size of business	Dataset VACS03
20	Vacancies and unemployment	Dataset VACS01
21	Vacancies by industry	Dataset VACS02
	REDUNDANCIES	
22	Redundancies levels and rates	Dataset RED01 SA
	REGIONAL SUMMARY	
23	Regional labour market summary	Dataset A07

(*) Tables 2 and 10 in the Statistical Bulletin pdf file have been amalgamated into one spreadsheet (Dataset A05 SA).
(**) Table JOBS02 provides more detail than Table 6 in the Statistical Bulletin pdf file.

The following symbols are used in the tables: p provisional, r revised, .. Not available,* suppressed due to small sample size.
The four-character identification codes appearing in the tables are the ONS references for the data series appearing in the Labour Market Statistics dataset which is available on the website at:
https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatistics

EARNINGS

13 Average Weekly Earnings (nominal) - total pay[1]

Standard Industrial Classification (2007) · Great Britain, seasonally adjusted

		Whole Economy (100%)[2]			Private sector (82%)[2]			Public sector (18%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		KAB9	KAC2	KAC3	KAC4	KAC5	KAC6	KAC7	KAC8	KAC9
Oct 17		507	2.2	2.5	506	2.4	2.7	516	2.2	1.8
Aug 18	(r)	522	3.2	2.8	521	3.2	2.8	528	2.7	2.6
Sep 18	(r)	522	2.6	3.0	521	2.6	3.0	528	2.7	2.7
Oct 18	(r)	530	4.5	3.4	530	4.7	3.5	530	2.7	2.7
Nov 18		527	3.4	3.5 (r)	526	3.4	3.6 (r)	531	2.9	2.8
Dec 18		528	3.3	3.7 (r)	528	3.4	3.8 (r)	532	2.8	2.8
Jan 19		530	3.9	3.5	529	4.1	3.6	533	2.7	2.8
Feb 19		529	3.4	3.5	528	3.6	3.7	533	2.3	2.6
Mar 19		530	2.8	3.3	529	2.3	3.3	534	2.6	2.6
Apr 19		534	3.6	3.3	533	4.0	3.3	544	4.5	3.1
May 19		537	4.0	3.5	536	4.1	3.5	542	3.8	3.6
Jun 19		539	3.9	3.8	537	3.8	4.0	543	3.7	4.0
Jul 19		540	3.9	3.9	539	3.9	3.9	546	3.7	3.7
Aug 19	(r)	540	3.3	3.7	539	3.5	3.7	542	2.7	3.4
Sep 19	(r)	542	3.8	3.7	541	3.9	3.7	546	3.4	3.3
Oct 19	**(p)**	**542**	**2.4**	**3.2**	**541**	**2.2**	**3.2**	**547**	**3.2**	**3.1**

		Services, SIC 2007 sections G-S (85%)[2]			Finance and business services, SIC 2007 sections K-N (22%)[2]			Public sector excluding financial services (18%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		K5BZ	K5C2	K5C3	K5C4	K5C5	K5C6	KAD8	KAD9	KAE2
Oct 17		492	2.4	2.6	647	2.7	3.6	512	2.3	1.9
Aug 18	(r)	507	3.3	2.8	665	2.3	2.0	524	2.9	2.8
Sep 18	(r)	507	2.7	3.1	665	1.3	2.3	523	2.7	2.8
Oct 18	(r)	515	4.7	3.6	675	4.4	2.7	526	2.7	2.7
Nov 18		512	3.5	3.6	677	4.3	3.3	527	3.0	2.8
Dec 18		513	3.4	3.9 (r)	675	3.2	3.9	528	2.9	2.8 (r)
Jan 19		515	4.1	3.7	680	5.0	4.1	529	2.8	2.9
Feb 19		514	3.5	3.7	675	3.4	3.8	529	2.3	2.6
Mar 19		514	2.9	3.5	678	3.1	3.8	530	2.3	2.5
Apr 19		518	3.6	3.3	682	3.9	3.5	540	4.5	3.0
May 19		521	4.1	3.5	689	5.4	4.1	538	3.9	3.6
Jun 19		523	4.0	3.9	690	5.0	4.8	537	3.4	3.9
Jul 19		524	3.9	4.0	691	4.0	4.8	542	3.8	3.7
Aug 19		524	3.3	3.7	694	4.4	4.4	539	2.7	3.3
Sep 19	(r)	526	3.8	3.7	699	5.1	4.5	542	3.5	3.3
Oct 19	**(p)**	**527**	**2.2**	**3.1**	**699**	**3.4**	**4.3**	**543**	**3.3**	**3.2**

		Manufacturing, SIC 2007 section C (8%)[2]			Construction, SIC 2007 section F (5%)[2]			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		K5CA	K5CB	K5CC	K5CD	K5CE	K5CF	K5CG	K5CH	K5CI
Oct 17		594	3.0	2.3	606	0.2	2.1	346	1.5	1.7
Aug 18	(r)	600	1.8	2.1	621	4.4	4.2	356	3.9	3.4
Sep 18	(r)	603	2.1	2.1	619	2.5	3.4	354	2.1	3.4
Oct 18	(r)	605	1.8	1.9	625	3.1	3.3	361	4.4	3.5
Nov 18		605	1.5	1.8	626	4.3	3.3	357	1.9	2.8
Dec 18		606	1.7	1.7	636	5.5	4.3	357	2.6	3.0 (r)
Jan 19		609	2.2	1.8	629	3.8	4.5	356	2.9	2.5
Feb 19		607	1.9	1.9	635	5.3	4.8	357	2.4	2.6
Mar 19		605	0.9	1.7	632	3.1	4.1	349	-0.7	1.5
Apr 19		615	2.4	1.8	651	6.5	5.0	357	1.9	1.2
May 19		613	2.5	1.9	648	6.2	5.3	363	1.5	0.9
Jun 19		615	2.8	2.6	649	5.4	6.1	363	3.9	2.4
Jul 19		615	2.2	2.5	654	7.2	6.3	364	2.9	2.7
Aug 19		619	3.2	2.8	650 (r)	4.7	5.8	365	2.6	3.1
Sep 19	(r)	618	2.4	2.6	657	6.1	6.0	366	3.6	3.0
Oct 19	**(p)**	**620**	**2.6**	**2.7**	**650**	**4.0**	**5.0**	**363**	**0.6**	**2.3**

1. Estimates of total pay include bonuses but exclude arrears of pay.
2. The figure in brackets is the percentage of whole economy employment in that sector or industry for the latest time period.
3. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

EARNINGS

14 Average Weekly Earnings (nominal) - bonus pay

Standard Industrial Classification (2007)   Great Britain, seasonally adjusted

		Whole Economy (100%)[1]			Private sector (82%)[2]			Public sector (18%)[2]	
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[2]		Single month	3 month average[2]		Single month	3 month average[2]
		KAF4	KAF5	KAF6	KAF7	KAF8	KAF9	KAG2	KAG3	KAG4
Oct 17		31	-0.8	8.5	37	-1.1	8.5	2	23.5	-1.7
Aug 18	(r)	32	2.6	-0.6	39	1.9	-2.0	4	49.3	17.7
Sep 18	(r)	31	-12.3	-2.9	37	-11.0	-2.6	1	-41.6	4.9
Oct 18	(r)	39	25.6	4.5	46	26.2	4.9	3	13.8	7.6
Nov 18		33	0.1	3.6 (r)	39	0.9	4.6 (r)	2	-49.7	-30.4 (r)
Dec 18		33	1.9	8.9 (r)	39	2.4	9.6 (r)	2	-31.5	-27.7 (r)
Jan 19		33	8.1	3.2	40	8.1	3.8	4	104.3	-10.6
Feb 19		32	4.7	4.8	38	4.8	5.1	2	15.3	24.7
Mar 19		32	-0.4	4.1	38	-0.9	3.9	3	113.6	70.8
Apr 19		32	1.4	1.9	38	1.1	1.6	2	10.2	35.2
May 19		33	8.5	3.1	40	8.0	2.7	3	23.4	38.2
Jun 19		32	2.1	3.9	39	0.1	3.0	3	28.2	20.3
Jul 19		34	5.6	5.4	40	4.2	4.0	4	60.9	38.3
Aug 19	(r)	32	-1.9	1.9	39	0.2	1.5	1	-58.4	-0.8
Sep 19	(r)	34	8.9	4.1	41	9.0	4.4	2	32.9	-3.0
Oct 19	**(p)**	**32**	**-16.6**	**-4.2**	**39**	**-16.3**	**-3.4**	**2**	**-38.1**	**-34.9**

		Services, SIC 2007 sections G-S (85%)[1]			Finance and business services, SIC 2007 sections K-N (22%)[2]			Public sector excluding financial services (18%)[2]	
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[2]		Single month	3 month average[2]		Single month	3 month average[2]
		K5CS	K5CT	K5CU	K5CV	K5CW	K5CX	KAH3	KAH4	KAH5
Oct 17		32	2.2	10.3	76	3.1	19.5	2	22.8	-2.1
Aug 18	(r)	33	2.0	0.1	79	-1.2	-2.1	2	25.2	13.3
Sep 18	(r)	33	-10.1	-1.6	77	-21.1	-6.2	1	-31.4	4.4
Oct 18	(r)	41	28.6	6.1	94	23.4	-1.5	2	11.9	3.2
Nov 18		34	1.4	5.8 (r)	87	16.5	3.8 (r)	1	-49.4	-28.1 (r)
Dec 18		34	0.4	9.8 (r)	78	-2.5	12.1 (r)	1	-22.4	-25.9 (r)
Jan 19		34	9.4	3.6	81	8.0	7.1	2	111.4	-9.0
Feb 19		33	4.7	4.7	76	2.2	2.4	2	52.6	41.3
Mar 19		32	0.3	4.7	77	1.4	3.9	2	125.2	93.7
Apr 19		32	-1.2	1.2	78	1.2	1.6	2	12.7	58.4
May 19		34	7.8	2.2	83	20.9	7.4	2	26.7	49.4
Jun 19		33	3.1	3.2	79	2.7	7.8	1	-16.4	7.9
Jul 19		34	4.2	5.0	81	-0.3	7.1	2	54.2	23.7
Aug 19	(r)	33	-2.2	1.7	80	1.1	1.1	1	-56.8	-10.0
Sep 19	(r)	36	10.8	4.2	86	11.7	4.0	1	24.0	-0.9
Oct 19	**(p)**	**33**	**-18.5**	**-4.5**	**82**	**-12.6**	**-0.8**	**1**	**-37.6**	**-33.1**

		Manufacturing, SIC 2007 section C (8%)[2]			Construction, SIC 2007 section F (5%)[1]			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%)[2]	
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[2]		Single month	3 month average[2]		Single month	3 month average[2]
		K5D3	K5D4	K5D5	K5D6	K5D7	K5D8	K5D9	K5DA	K5DB
Oct 17		29	36.1	11.0	32	-30.3	-7.1	23	-3.0	3.7
Aug 18	(r)	24	-7.0	-6.0	34	27.9	0.1	21	-9.1	-7.7
Sep 18	(r)	25	-1.4	-5.5	29	-4.4	1.3	21	-11.2	-7.4
Oct 18	(r)	26	-11.8	-6.9	35	7.5	9.6	25	8.8	-3.9
Nov 18		24	-16.8	-10.3 (r)	27	-7.5	-1.2 (r)	22	-15.6	-6.4 (r)
Dec 18		26	4.0	-8.7 (r)	29	37.5	9.9 (r)	22	-3.4	-3.9 (r)
Jan 19		25	1.5	-4.3	26	0.0	7.6	22	-0.2	-6.9
Feb 19		23	-9.6	-1.4	30	20.3	18.1	22	0.0	-1.2
Mar 19		24	-6.9	-5.1	28	-2.6	5.3	19	-21.7	-7.8
Apr 19		27	3.2	-4.4	38	61.8	24.2	21	-11.0	-11.2
May 19		26	-3.7	-2.5	31	30.4	27.4	25	-13.4	-15.3
Jun 19		27	12.5	3.7	27	14.8	35.6	22	13.4	-5.2
Jul 19		25	-1.7	2.1	30	46.4	29.9	21	-4.4	-3.0
Aug 19	(r)	27	14.6	8.2	27	-21.3	7.4	22	2.1	3.4
Sep 19	(r)	24	-4.3	2.6	34	16.7	8.5	22	6.3	1.3
Oct 19	**(p)**	**25**	**-1.5**	**2.7**	**29**	**-15.2**	**-7.8**	**22**	**-11.7**	**-1.7**

1. The figure in brackets is the percentage of whole economy employment in that sector or industry for the latest time period.
2. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

EARNINGS

15 Average Weekly Earnings (nominal) - regular pay[1]

Standard Industrial Classification (2007)   Great Britain, seasonally adjusted

		Whole Economy (100%)[2]			Private sector (82%)[2]			Public sector (18%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		KAI7	KAI8	KAI9	KAJ2	KAJ3	KAJ4	KAJ5	KAJ6	KAJ7
Oct 17		477	2.4	2.3	469	2.5	2.5	515	2.3	1.9
Aug 18	(r)	490	3.2	3.0	483	3.4	3.1	525	2.7	2.7
Sep 18	(r)	491	3.1	3.1	484	3.2	3.2	526	2.8	2.8
Oct 18	(r)	494	3.5	3.3	486	3.6	3.4	528	2.6	2.7
Nov 18		495	3.5	3.3 (r)	487	3.5	3.4 (r)	530	3.1	2.8 (r)
Dec 18		496	3.4	3.4	488	3.4	3.5	530	2.9	2.9
Jan 19		498	3.7	3.5	491	3.9	3.6	531	2.7	2.9
Feb 19		497	3.2	3.4	490	3.5	3.6	530	2.2	2.6
Mar 19		498	3.1	3.3	491	3.3	3.5	531	2.2	2.3
Apr 19		503	4.0	3.4	494	3.9	3.6	542	4.5	3.0
May 19		503	3.8	3.6	496	3.8	3.7	540	3.8	3.5
Jun 19		506	4.0	3.9	498	4.1	4.0	540	3.4	3.9
Jul 19		507	3.8	3.9	499	3.9	4.0	541	3.2	3.5
Aug 19		508	3.6	3.8	501 (r)	3.6	3.9	542	3.2	3.3
Sep 19	(r)	509	3.6	3.6	501	3.6	3.7	544	3.5	3.3
Oct 19	**(p)**	**510**	**3.2**	**3.5**	**502**	**3.2**	**3.5**	**545**	**3.3**	**3.3**

		Services, SIC 2007 sections G-S (85%)[2]			Finance and business services, SIC 2007 sections K-N (22%)[2]			Public sector excluding financial services (18%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		K5DL	K5DM	K5DN	K5DO	K5DP	K5DQ	KAK6	KAK7	KAK8
Oct 17		461	2.5	2.4	573	2.8	2.8	511	2.3	1.9
Aug 18	(r)	475	3.4	3.1	586	2.4	2.4	522	2.7	2.7
Sep 18		475	3.3	3.3	589	2.7	2.6	522	2.8	2.8
Oct 18	(r)	478	3.7	3.5	592	3.4	2.8	525	2.6	2.7
Nov 18		478	3.5	3.5	594	3.6	3.3	526	3.1	2.9
Dec 18		479	3.6	3.6	596	3.9	3.6 (r)	526	2.9	2.9
Jan 19		481	3.8	3.6	600	4.6	4.0	527	2.7	2.9
Feb 19		480	3.2	3.5	600	3.3	3.9	527	2.2	2.6
Mar 19		482	3.3	3.5	604	4.4	4.1	527	2.1	2.4
Apr 19		486	4.0	3.5	604	4.2	4.0	538	4.6	3.0
May 19		487	3.9	3.7	606	4.3	4.3	536	3.8	3.5
Jun 19		489	4.2	4.0	612	5.2	4.6	536	3.5	4.0
Jul 19		490	3.8	4.0	611	4.2	4.6	538	3.3	3.5
Aug 19		491	3.5	3.8	613	4.6	4.7	539	3.2	3.3
Sep 19	(r)	492	3.6	3.7	617	4.7	4.5	541	3.5	3.4
Oct 19	**(p)**	**493**	**3.2**	**3.5**	**619**	**4.6**	**4.6**	**542**	**3.3**	**3.4**

		Manufacturing, SIC 2007 section C (8%)[2]			Construction, SIC 2007 section F (5%)[2]			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		K5DU	K5DV	K5DW	K5DX	K5DY	K5DZ	K5E2	K5E3	K5E4
Oct 17		567	2.4	2.1	574	2.6	2.6	322	1.7	1.6
Aug 18		576	2.0	2.4	590	3.9	4.5	334	4.5 (r)	4.0
Sep 18	(r)	578	2.2	2.3	590	3.0	3.7	332	2.8	3.9
Oct 18	(r)	579	2.1	2.1	592	3.1	3.3	335	3.8	3.7
Nov 18		580	2.0	2.1	599	4.8	3.6	334	3.1	3.2 (r)
Dec 18		580	1.6	1.9	603	3.8	3.9	335	3.0	3.3
Jan 19		584	2.2	1.9	602	3.9	4.2	334	3.1	3.1
Feb 19		585	2.2	2.0	605	4.9	4.2	334	2.5	2.9
Mar 19		585	2.2	2.2	604	3.2	4.0	333	2.0	2.5
Apr 19		586	2.3	2.3	616	5.2	4.4	337	3.0	2.5
May 19		587	2.6	2.4	620	5.2	4.5	339	3.0	2.6
Jun 19		587	2.3	2.4	622	5.2	5.2	341	3.4	3.1
Jul 19		589	2.4	2.5	622	5.8	5.4	343	3.3	3.2
Aug 19		593	3.0	2.6	623	5.6	5.5	343 (r)	2.7	3.1
Sep 19	(r)	592	2.5	2.7	622	5.4	5.6	343	3.5	3.1
Oct 19	**(p)**	**594**	**2.7**	**2.7**	**622**	**5.1**	**5.4**	**339**	**1.3**	**2.5**

Source: Monthly Wages & Salaries Survey

1. Estimates of regular pay exclude bonuses and arrears of pay.

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2. The figure in brackets is the percentage of whole economy employment in that sector or industry for the latest time period.

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3. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

EARNINGS

16 Average Weekly Earnings - real and nominal[1]

Great Britain whole economy, seasonally adjusted

		Total pay (including bonuses)[1]					
		Nominal earnings			Real earnings[3]		
		Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
			Single month	3 month average[2]		Single month	3 month average[2]
		KAB9	KAC2	KAC3	A3WX	A3WV	A3WW
Oct 17		507	2.2	2.5	488	-0.4	-0.3
Aug 18	(r)	522	3.2	2.8	493	0.9	0.5
Sep 18	(r)	522	2.6	3.0	492	0.4	0.7
Oct 18	(r)	530	4.5	3.4	498	2.1	1.1
Nov 18		527	3.4	3.5 (r)	495	1.2	1.2
Dec 18		528	3.3	3.7 (r)	496	1.3	1.5
Jan 19		530	3.9	3.5	497	2.1	1.5
Feb 19		529	3.4	3.5	495	1.5	1.6
Mar 19		530	2.8	3.3	495	0.7	1.4
Apr 19		534	3.6	3.3	497	1.6	1.3
May 19		537	4.0	3.5	499	2.1	1.5
Jun 19		539	3.9	3.8	499	1.9	1.9
Jul 19		540	3.9	3.9	501	2.0	2.0
Aug 19	(r)	540	3.3	3.7	500	1.5	1.8
Sep 19	(r)	542	3.8	3.7	503	2.1	1.9
Oct 19	**(p)**	**542**	**2.4**	**3.2**	**502**	**0.9**	**1.5**

		Regular pay (excluding bonuses)					
		Nominal earnings			Real earnings[3]		
		Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
			Single month	3 month average[2]		Single month	3 month average[2]
		KAI7	KAI8	KAI9	A2FC	A2F9	A2FA
Oct 17		477	2.4	2.3	458	-0.4	-0.4
Aug 18		490	3.2	3.0	462	0.9 (r)	0.7
Sep 18		491	3.1	3.1	463	0.9	0.8
Oct 18		494	3.5	3.3	464	1.2 (r)	1.0
Nov 18		495	3.5	3.3 (r)	464	1.3	1.1
Dec 18		496	3.4	3.4	465	1.3	1.3
Jan 19		498	3.7	3.5	467	1.9	1.5
Feb 19		497	3.2	3.4	466	1.4	1.5
Mar 19		498	3.1	3.3	466	1.2	1.5
Apr 19		503	4.0	3.4	468	2.0	1.5
May 19		503	3.8	3.6	468	1.9	1.7
Jun 19		506	4.0	3.9	470	2.1	2.0
Jul 19		507	3.8	3.9	470	1.8	1.9
Aug 19		508	3.6	3.8	470	1.8 (r)	1.9
Sep 19	(r)	509	3.6	3.6	471	1.9	1.8
Oct 19	**(p)**	**510**	**3.2**	**3.5**	**472**	**1.6**	**1.8**

1. Estimates of total pay include bonuses but exclude arrears of pay.
2. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.
3. Estimates of real earnings are calculated by deflating the nominal earnings estimates by the Consumer Prices Index including owner occupiers' housing costs (CPIH), our preferred measure of consumer price inflation.