

Statistical bulletin

Average weekly earnings in Great Britain: February 2020

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



Contact:
Roger Smith
labour.market@ons.gov.uk
+44 (0)1633 456120

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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 October to December 2019

- Estimated annual growth in average weekly earnings for employees in Great Britain slowed to 2.9% from 3.2% last month for total pay (including bonuses), and to 3.2% from 3.4% 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 1.4%, and annual growth in regular pay is estimated to be 1.8%.
- In real terms, regular pay is now at its highest level since the series began in 2000, whereas total pay is still 3.7% below its peak in February 2008.
- Annual growth in total pay remains weakest in the wholesaling, retailing, hotels and restaurants sector at 1.1%, and the manufacturing sector at 2.7%.

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.

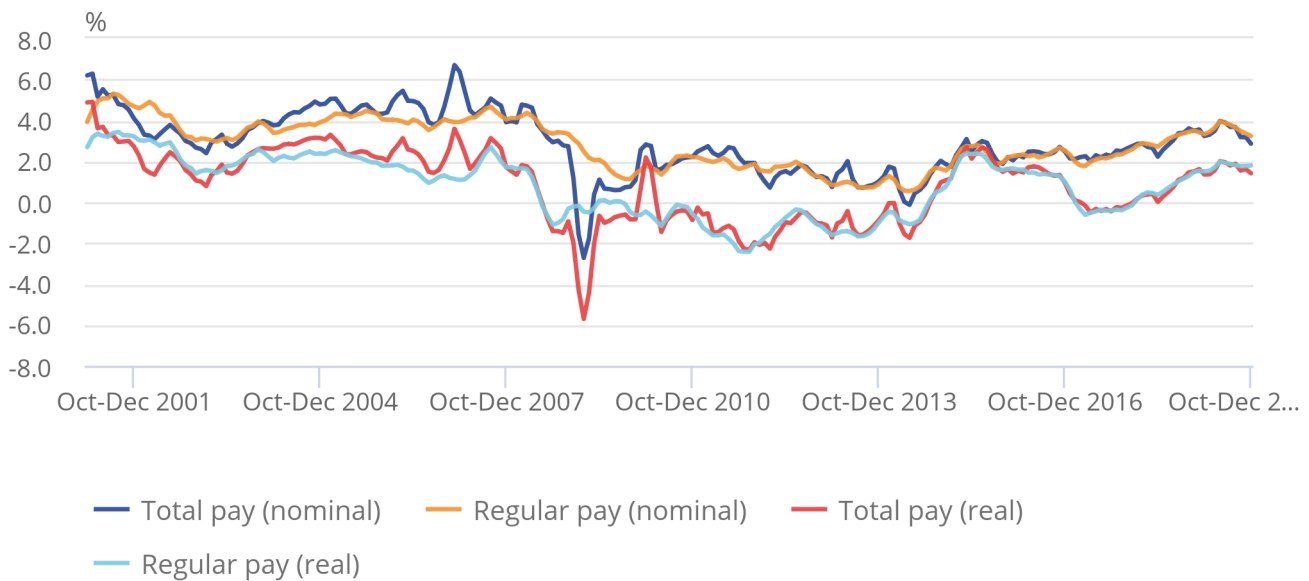
3 . Analysis of average weekly earnings

Figure 1: Pay growth for employees (including bonuses) has grown by 1.4% on the year when adjusted for inflation

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

Figure 1: Pay growth for employees (including bonuses) has grown by 1.4% on the year when adjusted for inflation

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



Source: Office for National Statistics – Monthly Wages and Salaries Survey, and UK consumer price inflation publication

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.

The rate of pay growth trended upwards from spring 2017, and in April to June 2019 reached 4.0% for total pay and 3.9% for regular pay, the highest nominal pay growth rates since 2008. However, since then growth has slowed, and in October to December 2019 it dropped to 2.9% for total pay and 3.2% 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.

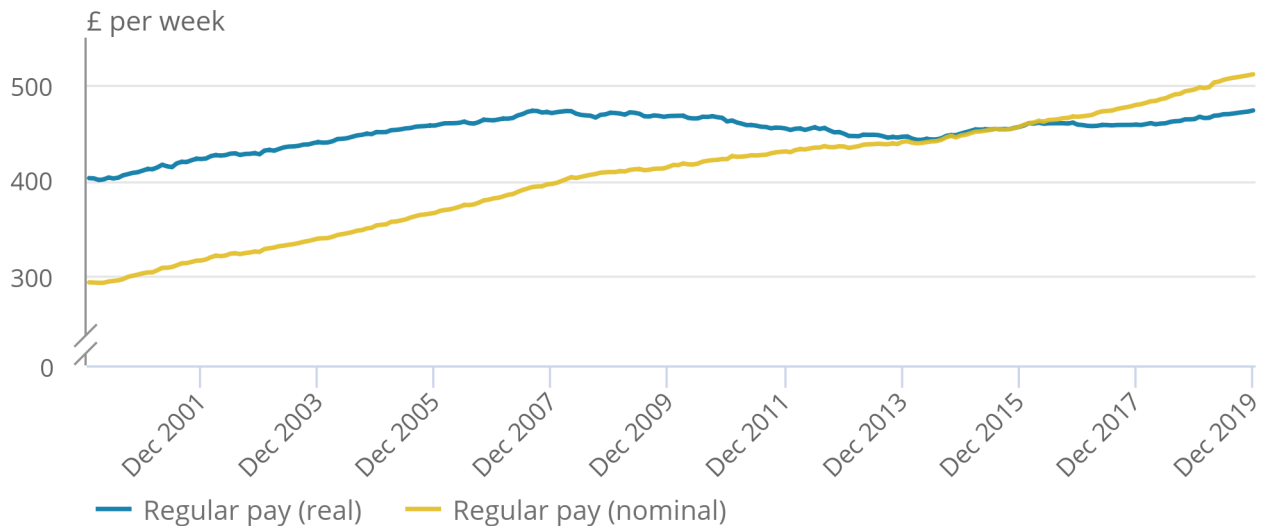
In real terms (after adjusting for the Consumer Prices Index including owner occupiers' housing costs (CPIH) measure of inflation), annual pay growth has been positive since December 2017 to February 2018 and is now 1.4% for total pay (compared with 1.6% last month) and 1.8% for regular pay (unchanged from last month).

Figure 2: In real terms, regular pay is now at its highest level since the series began in 2000

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

Figure 2: In real terms, regular pay is now at its highest level since the series began in 2000

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



Source: Office for National Statistics – Monthly Wages and Salaries Survey, and UK consumer price inflation publication

For December 2019, average regular pay, before tax and other deductions, for employees in Great Britain was estimated at £512 per week in nominal terms. The figure in real terms (constant 2015 prices) is £474 per week, which is £1 (0.1%) higher than the pre-economic downturn peak of £473 per week for March 2008.

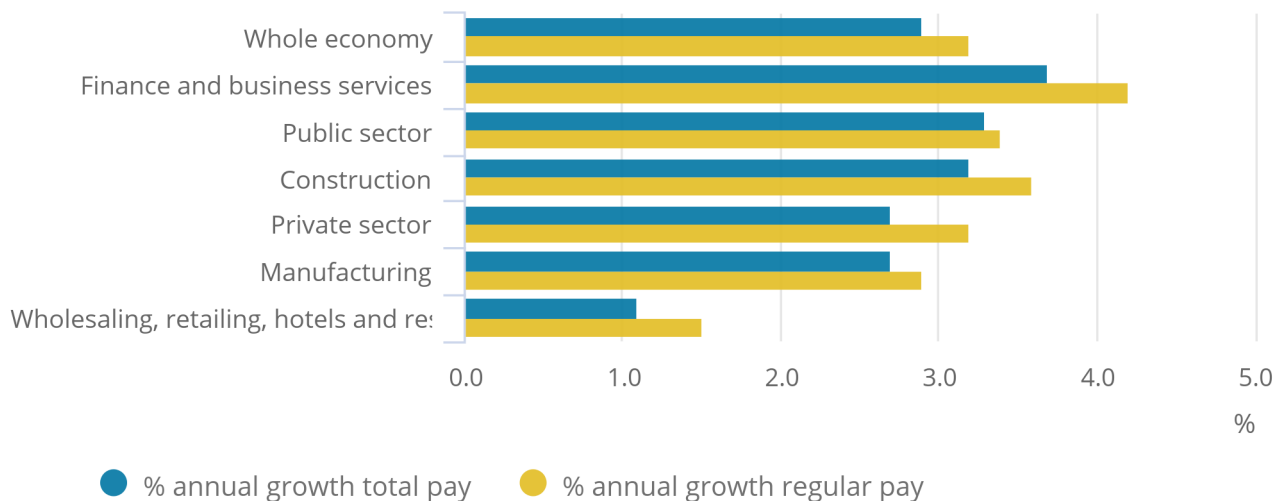
The equivalent figures for total pay in real terms are £503 per week in December 2019 and £522 in February 2008, a 3.7% difference.

Figure 3: Annual growth in total pay remains weakest in the wholesaling, retailing, hotels and restaurants sector, at 1.1%

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

Figure 3: Annual growth in total pay remains weakest in the wholesaling, retailing, hotels and restaurants sector, at 1.1%

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



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

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

- finance and business services saw the highest estimated growth, at 3.7% for total pay and 4.2% for regular pay
- wholesaling, retailing, hotels and restaurants saw the lowest growth, estimated at 1.1% for total pay and 1.5% for regular pay; this is the sector with the lowest average weekly pay (£340 regular pay compared with £512 across the whole economy)

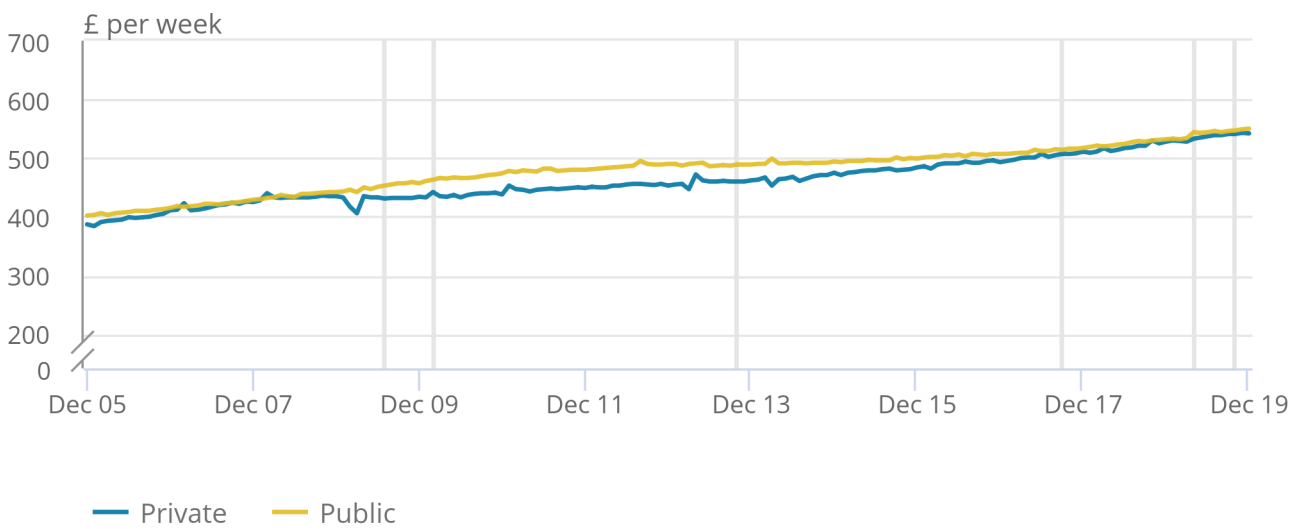
As these estimates are based on a sample, they are subject to sampling variability, which in the case of wholesaling, retailing, hotels and restaurants is approximately 1.5%. However, it has been evident throughout 2019 that the growth in weekly total pay within this sector is lower than for the whole economy.

It was also the case in two of the first three quarters of 2019 when considered in terms of hourly pay, as observed by the wage cost component of the Office for National Statistics’ (ONS’s) experimental [Index of Labour Costs per Hour](#) statistics. This is despite the April 2019 [National Living Wage rate and National Minimum Wage rates](#) – which directly affect the lowest-paid employees – being 4.9% higher than in 2018.

Figure 4: The gap between public and private sector pay has nearly closed

Average weekly earnings in Great Britain (including bonuses) for the public and private sector, seasonally adjusted, December 2005 and December 2019

From July 2009, Royal Bank of Scotland Group plc and Lloyds Banking Group plc were classified to the public sector. From March 2014, Lloyds Banking Group plc was reclassified back to the private sector. Public sector pay was frozen in 2010 to 2012. From 2013, Royal Mail plc was classified to the public sector, but most other public sector pay rises were limited to an average of 1% per year. From October 2017, the pay cap for public sector prison officers, and for staff of the National Health Service was lifted. From 2018 the pay cap was relaxed more widely.



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

Between October to December 2018 and October to December 2019, total pay in the public sector grew by 3.3%, compared with 2.7% in the private sector. This is one of very few periods over a number of years that saw public sector pay growing faster than private sector pay.

In 2010, pay for public sector employees was frozen and between 2013 and 2017, most public sector pay rises were restricted to an average 1%. Between 2010 and December 2019, the difference in average weekly pay between the two sectors fell from an average 6.8% (in favour of the public sector during the 12 months to December 2010) to 1.5%. The latter is similar to the difference that existed pre-2009.

There are differences in the employment and employee profiles between the two sectors, and these change over time, for example, the number of jobs in the public sector fell by over 1 million between September 2009 and September 2019. Understanding the underlying difference in pay and broader remuneration between the two sectors is a complex topic that we have explored, most recently in [Public and private sector earnings in the UK](#) based on Annual Survey of Hour and Earnings (ASHE) 2017 data.

4 . Average weekly earnings data

[Average weekly earnings](#)

Dataset EARN01 | Released 18 February 2020

Headline estimates of earnings growth in Great Britain (seasonally adjusted).

[Average weekly earnings by sector](#)

Dataset EARN02 | Released 18 February 2020

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 18 February 2020

Estimates 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 bonuses¹
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 \(CPIH\)](#) became our lead measure of inflation. It is our most comprehensive measure of UK consumer price inflation.

Monthly Wages and Salaries Survey (MWSS)

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

After EU withdrawal

As the UK leaves the EU, it is important that our statistics continue to be of high quality and are internationally comparable. During the transition period, those UK statistics that align with EU practice and rules will continue to do so in the same way as before 31 January 2020.

After the transition period, we will continue to produce our labour market statistics in line with the UK Statistics Authority's (UKSA's) [Code of Practice for Statistics](#) and in accordance with International Labour Organization (ILO) definitions and agreed international statistical guidance.

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.

More quality and methodology information on strengths, limitations, appropriate uses, and how the data were created is available in the [Average weekly earnings QMI](#).

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](#).

Changes implemented this month

Since the January UK labour market release, the seasonal adjustment parameters used to calculate average weekly earnings (AWE) estimates have been reviewed. This is an annual process, as outlined in the Average weekly earnings QMI. The full historical AWE time series has been open to seasonal adjustment revisions, which have been applied to the estimates in this February bulletin.

8 . Related links

[Labour market economic commentary](#)

Article | Released 18 February 2020

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).

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

Bulletin | Released 18 February 2020

Experimental monthly estimates of paid employees and their pay from HM Revenue and Customs' (HMRC) Pay As You Earn (PAYE) Real Time Information (RTI) data.

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 pay¹

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	
Dec 17	(r)	512	3.2	2.6	511	3.5	2.8	517	2.0	2.0
Oct 18	(r)	530	4.2	3.4	530	4.5	3.5	530	2.7	2.7
Nov 18	(r)	526	3.2	3.4	525	3.3	3.5	531	2.9	2.8
Dec 18	(r)	529	3.3	3.6	528	3.4	3.8	532	2.8	2.8
Jan 19	(r)	531	3.9	3.5	530	4.2	3.6	533	2.7	2.8
Feb 19	(r)	530	3.4	3.5	529	3.7	3.7	532	2.3	2.6
Mar 19	(r)	531	2.4	3.2	528	2.3	3.4	534	2.6	2.5
Apr 19	(r)	534	4.1	3.3	533	4.0	3.3	544	4.5	3.1
May 19	(r)	536	4.0	3.5	535	4.0	3.4	543	3.9	3.6
Jun 19	(r)	538	3.8	4.0	537	3.8	4.0	544	3.8	4.0
Jul 19	(r)	539	3.9	3.9	539	3.9	3.9	546	3.7	3.8
Aug 19	(r)	540	3.3	3.7	539	3.5	3.7	544	2.8	3.4
Sep 19	(r)	542	3.8	3.7	541	3.9	3.7	546	3.5	3.3
Oct 19	(r)	543	2.4	3.2	541	2.2	3.2	547	3.2	3.1
Nov 19	(r)	544	3.4	3.2	543	3.4	3.1	549	3.3	3.3
Dec 19	(p)	544	2.8	2.9	542	2.7	2.7	550	3.5	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
	K5BZ	K5C2	K5C3	K5C4	K5C5	K5C6	KAD8	KAD9	KAE2	
Dec 17	(r)	496	3.3	2.7	655	4.5	3.1	513	2.0	2.0
Oct 18	(r)	515	4.6	3.6	675	4.3	2.7	526	2.7	2.7
Nov 18	(r)	510	3.3	3.6	675	4.1	3.3	527	2.9	2.8
Dec 18	(r)	513	3.4	3.8	676	3.2	3.9	527	2.9	2.9
Jan 19	(r)	515	4.2	3.6	682	5.0	4.1	529	2.8	2.9
Feb 19	(r)	514	3.5	3.7	676	3.4	3.9	528	2.2	2.6
Mar 19	(r)	516	2.5	3.4	675	2.1	3.5	529	2.4	2.5
Apr 19	(r)	518	4.1	3.4	686	5.1	3.5	540	4.4	3.0
May 19	(r)	520	4.0	3.6	689	5.4	4.2	539	3.9	3.6
Jun 19	(r)	522	3.9	4.0	690	5.0	5.1	538	3.5	3.9
Jul 19	(r)	523	3.9	4.0	692	4.0	4.8	543	3.8	3.7
Aug 19	(r)	524	3.3	3.7	694	4.4	4.4	539	2.9	3.3
Sep 19	(r)	526	3.8	3.7	699	5.1	4.5	542	3.5	3.4
Oct 19	(r)	527	2.2	3.1	699	3.4	4.3	543	3.2	3.2
Nov 19	(r)	528	3.4	3.1	702	4.0	4.2	545	3.4	3.4
Dec 19	(p)	528	2.9	2.9	700	3.6	3.7	546	3.6	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
	K5CA	K5CB	K5CC	K5CD	K5CE	K5CF	K5CG	K5CH	K5CI	
Dec 17	(r)	596	3.2	3.1	603	2.6	1.4	349	2.6	2.2
Oct 18	(r)	604	1.8	1.9	625	3.1	3.4	360	4.2	3.5
Nov 18	(r)	604	1.5	1.8	628	4.3	3.4	356	1.9	2.8
Dec 18	(r)	607	1.8	1.7	637	5.5	4.3	358	2.6	2.9
Jan 19	(r)	609	2.2	1.8	632	3.8	4.6	357	2.8	2.5
Feb 19	(r)	607	1.9	2.0	636	5.3	4.9	357	2.4	2.6
Mar 19	(r)	605	0.9	1.7	632	3.0	4.0	350	-0.3	1.6
Apr 19	(r)	615	2.4	1.8	653	6.7	5.0	356	1.5	1.2
May 19	(r)	613	2.5	1.9	648	6.2	5.3	363	1.5	0.9
Jun 19	(r)	615	2.8	2.6	648	5.4	6.1	363	3.9	2.3
Jul 19	(r)	616	2.2	2.5	652	7.3	6.3	364	2.9	2.7
Aug 19	(r)	620	3.2	2.8	649	4.7	5.8	365	2.6	3.1
Sep 19	(r)	618	2.4	2.6	658	6.1	6.0	366	3.6	3.0
Oct 19	(r)	621	2.7	2.8	650	4.1	5.0	362	0.5	2.2
Nov 19	(r)	622	3.0	2.7	649	3.4	4.5	362	1.6	1.9
Dec 19	(p)	622	2.5	2.7	650	2.1	3.2	362	1.2	1.1

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

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.

Email: earnings@ons.gov.uk

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
Dec 17 (r)	32	11.1	4.7	38	10.5	4.4	2	-21.2	21.8
Oct 18 (r)	39	23.1	5.8	46	23.4	5.6	3	7.4	-5.3
Nov 18 (r)	31	-2.5	4.2	38	-1.3	4.6	2	-50.1	-32.9
Dec 18 (r)	33	2.5	7.6	40	2.7	8.1	2	-29.2	-28.5
Jan 19 (r)	33	8.2	2.7	40	7.9	3.0	3	104.4	-12.2
Feb 19 (r)	32	4.8	5.1	38	4.7	5.1	2	15.2	22.4
Mar 19 (r)	32	-0.3	4.2	37	-4.4	2.6	3	113.3	69.9
Apr 19 (r)	32	1.6	2.0	39	4.8	1.6	2	10.2	35.2
May 19 (r)	33	8.0	3.0	40	7.7	2.5	2	21.8	38.0
Jun 19 (r)	32	2.0	3.9	39	0.1	4.1	2	25.6	18.8
Jul 19 (r)	33	5.9	5.3	40	4.1	3.9	4	60.9	37.6
Aug 19 (r)	32	-1.8	2.0	39	0.2	1.4	1	-58.3	-1.3
Sep 19 (r)	34	9.1	4.3	41	8.9	4.3	2	31.6	-2.7
Oct 19 (r)	32	-16.0	-3.9	39	-15.7	-3.1	2	-38.8	-35.8
Nov 19 (r)	33	7.0	-1.2	40	7.0	-1.0	2	-0.1	-10.9
Dec 19 (p)	32	-3.8	-5.1	38	-3.7	-4.9	2	-4.6	-17.5

	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
Dec 17 (r)	34	15.0	7.0	81	19.1	6.3	1	-22.9	20.8
Oct 18 (r)	41	27.0	6.8	94	23.7	0.5	2	6.2	-4.4
Nov 18 (r)	33	-0.8	6.0	83	13.9	4.8	1	-50.2	-32.3
Dec 18 (r)	34	0.8	8.8	79	-2.0	11.5	1	-20.6	-26.8
Jan 19 (r)	34	9.2	3.0	81	8.1	6.4	2	105.6	-11.3
Feb 19 (r)	33	4.5	4.8	77	2.6	2.8	2	47.4	36.6
Mar 19 (r)	32	-3.7	3.2	77	1.3	4.0	2	117.9	87.4
Apr 19 (r)	32	2.8	1.1	78	1.2	1.7	1	11.3	53.4
May 19 (r)	34	7.4	2.1	81	21.1	7.3	2	23.8	45.3
Jun 19 (r)	33	3.0	4.4	80	2.7	7.7	1	-20.0	5.4
Jul 19 (r)	34	4.0	4.8	81	-0.5	7.0	2	54.5	22.6
Aug 19 (r)	33	-2.0	1.6	80	1.1	1.1	1	-57.0	-12.1
Sep 19 (r)	35	9.7	3.8	86	11.6	4.0	1	25.4	-2.6
Oct 19 (r)	33	-18.3	-4.7	82	-12.3	-0.7	1	-37.8	-34.3
Nov 19 (r)	35	7.6	-1.8	85	2.4	-0.2	1	-1.4	-11.1
Dec 19 (p)	33	-3.6	-5.8	80	0.8	-3.5	1	4.2	-14.8

	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
Dec 17 (r)	25	4.8	17.6	22	-22.7	-22.2	23	2.8	3.9
Oct 18 (r)	25	-9.7	-5.9	32	4.0	7.6	25	9.4	-3.5
Nov 18 (r)	24	-16.6	-9.7	27	-7.4	-1.9	22	-15.7	-6.0
Dec 18 (r)	26	4.4	-7.8	30	37.9	9.0	22	-3.3	-3.7
Jan 19 (r)	26	1.8	-4.0	27	0.3	7.9	22	-0.1	-6.9
Feb 19 (r)	23	-9.8	-1.3	29	21.3	18.6	23	0.2	-1.1
Mar 19 (r)	24	-6.9	-5.0	30	-3.5	5.1	19	-21.8	-7.6
Apr 19 (r)	27	3.2	-4.4	35	57.6	21.9	20	-11.2	-11.2
May 19 (r)	26	-3.7	-2.5	31	33.0	25.5	25	-13.5	-15.4
Jun 19 (r)	27	12.4	3.7	28	14.8	34.5	22	13.2	-5.4
Jul 19 (r)	25	-1.7	2.0	31	51.4	32.0	20	-4.5	-3.2
Aug 19 (r)	27	14.6	8.1	27	-21.4	8.4	22	2.1	3.4
Sep 19 (r)	24	-4.2	2.6	32	15.6	9.0	22	6.3	1.3
Oct 19 (r)	26	2.2	4.0	28	-12.0	-7.3	22	-13.2	-2.3
Nov 19 (r)	25	7.5	1.7	29	6.4	2.6	22	0.7	-2.7
Dec 19 (p)	25	-5.4	1.2	29	-2.8	-3.3	22	-2.7	-5.5

Source: Monthly Wages & Salaries Survey

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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 pay¹

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

		Whole Economy (100%) ²			Private sector (82%) ²			Public sector (18%) ²		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³
		KAI7	KAI8	KAI9	KAJ2	KAJ3	KAJ4	KAJ5	KAJ6	KAJ7
Dec 17	(r)	480	2.7	2.5	472	2.9	2.6	515	2.1	2.1
Oct 18	(r)	494	3.5	3.3	486	3.7	3.4	528	2.6	2.7
Nov 18	(r)	495	3.5	3.4	487	3.5	3.5	530	3.1	2.9
Dec 18	(r)	496	3.4	3.4	489	3.4	3.5	530	2.8	2.8
Jan 19	(r)	498	3.7	3.5	491	3.9	3.6	531	2.8	2.9
Feb 19	(r)	497	3.2	3.4	490	3.5	3.6	531	2.2	2.6
Mar 19	(r)	498	3.1	3.3	491	3.3	3.6	531	2.3	2.4
Apr 19	(r)	503	4.0	3.4	494	3.9	3.6	542	4.4	2.9
May 19	(r)	504	3.8	3.6	496	3.8	3.7	539	3.8	3.5
Jun 19	(r)	506	4.0	3.9	498	4.1	4.0	540	3.5	3.9
Jul 19	(r)	507	3.8	3.9	500	3.9	4.0	541	3.1	3.5
Aug 19	(r)	508	3.6	3.8	501	3.6	3.9	542	3.2	3.3
Sep 19	(r)	509	3.6	3.6	501	3.6	3.7	544	3.4	3.2
Oct 19	(r)	510	3.2	3.5	502	3.2	3.5	546	3.3	3.3
Nov 19	(r)	511	3.2	3.4	503	3.2	3.3	547	3.4	3.4
Dec 19	(p)	512	3.2	3.2	504	3.2	3.2	548	3.5	3.4

		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		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³
		K5DL	K5DM	K5DN	K5DO	K5DP	K5DQ	KAK6	KAK7	KAK8
Dec 17	(r)	463	2.5	2.4	574	2.5	2.5	512	2.2	2.1
Oct 18	(r)	478	3.7	3.5	592	3.4	2.9	525	2.6	2.8
Nov 18	(r)	478	3.5	3.5	594	3.6	3.3	526	3.1	2.9
Dec 18	(r)	479	3.6	3.6	596	3.9	3.6	526	2.8	2.9
Jan 19	(r)	481	3.8	3.6	600	4.6	4.0	528	2.8	2.9
Feb 19	(r)	480	3.2	3.5	600	3.3	3.9	527	2.2	2.6
Mar 19	(r)	482	3.2	3.4	604	4.1	4.0	528	2.4	2.5
Apr 19	(r)	486	4.1	3.5	605	4.5	4.0	538	4.3	3.0
May 19	(r)	487	3.9	3.7	606	4.3	4.3	536	3.9	3.5
Jun 19	(r)	489	4.2	4.1	613	5.2	4.7	537	3.6	3.9
Jul 19	(r)	491	3.8	4.0	611	4.2	4.6	538	3.2	3.6
Aug 19	(r)	491	3.5	3.8	613	4.6	4.7	539	3.3	3.3
Sep 19	(r)	492	3.6	3.7	616	4.7	4.5	541	3.4	3.3
Oct 19	(r)	493	3.2	3.5	619	4.5	4.6	542	3.4	3.4
Nov 19	(r)	494	3.3	3.4	618	4.0	4.4	544	3.5	3.4
Dec 19	(p)	495	3.3	3.3	620	3.9	4.2	545	3.5	3.5

		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		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³
		K5DU	K5DV	K5DW	K5DX	K5DY	K5DZ	K5E2	K5E3	K5E4
Dec 17	(r)	571	3.1	2.8	583	4.5	2.9	326	2.6	2.0
Oct 18	(r)	579	2.1	2.1	591	3.0	3.3	335	3.8	3.9
Nov 18	(r)	580	2.0	2.1	600	4.9	3.6	335	3.1	3.3
Dec 18	(r)	580	1.6	1.9	606	3.8	3.9	336	3.0	3.3
Jan 19	(r)	583	2.2	1.9	603	4.0	4.2	335	3.1	3.1
Feb 19	(r)	584	2.2	2.0	606	4.9	4.2	335	2.6	2.9
Mar 19	(r)	585	2.2	2.2	604	3.2	4.0	334	2.0	2.5
Apr 19	(r)	586	2.4	2.3	616	5.2	4.4	337	3.0	2.5
May 19	(r)	587	2.7	2.4	620	5.2	4.5	339	3.0	2.7
Jun 19	(r)	588	2.3	2.5	621	5.2	5.2	341	3.4	3.1
Jul 19	(r)	589	2.4	2.5	621	5.7	5.4	342	3.3	3.2
Aug 19	(r)	593	3.0	2.6	623	5.6	5.5	343	2.7	3.1
Sep 19	(r)	593	2.5	2.7	622	5.4	5.6	343	3.5	3.1
Oct 19	(r)	595	2.7	2.8	621	5.1	5.4	339	1.4	2.5
Nov 19	(r)	597	2.9	2.7	620	3.3	4.6	340	1.6	2.2
Dec 19	(p)	597	2.9	2.9	620	2.4	3.6	340	1.5	1.5

Source: Monthly Wages & Salaries Survey

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1. Estimates of regular pay exclude bonuses and 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.

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EARNINGS

16 Average Weekly Earnings - real and nominal¹

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		
Dec 17	(r)	512	3.2	2.6	489	0.4	-0.2
Oct 18	(r)	530	4.2	3.4	498	1.9	1.1
Nov 18	(r)	526	3.2	3.4	494	1.2	1.2
Dec 18	(r)	529	3.3	3.6	495	1.3	1.5
Jan 19	(r)	531	3.9	3.5	496	2.0	1.5
Feb 19	(r)	530	3.4	3.5	496	1.5	1.6
Mar 19	(r)	531	2.4	3.2	496	0.5	1.3
Apr 19	(r)	534	4.1	3.3	498	2.1	1.4
May 19	(r)	536	4.0	3.5	499	2.1	1.5
Jun 19	(r)	538	3.8	4.0	500	1.8	2.0
Jul 19	(r)	539	3.9	3.9	501	1.9	1.9
Aug 19	(r)	540	3.3	3.7	501	1.6	1.8
Sep 19	(r)	542	3.8	3.7	502	2.1	1.9
Oct 19	(r)	543	2.4	3.2	502	1.0	1.5
Nov 19	(r)	544	3.4	3.2	503	1.8	1.6
Dec 19	(p)	544	2.8	2.9	503	1.5	1.4

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		
Dec 17	(r)	480	2.7	2.5	459	0.0	-0.3
Oct 18	(r)	494	3.5	3.3	464	1.3	1.0
Nov 18	(r)	495	3.5	3.4	464	1.3	1.1
Dec 18	(r)	496	3.4	3.4	465	1.3	1.3
Jan 19	(r)	498	3.7	3.5	467	1.9	1.5
Feb 19	(r)	497	3.2	3.4	466	1.4	1.5
Mar 19	(r)	498	3.1	3.3	466	1.2	1.5
Apr 19	(r)	503	4.0	3.4	468	2.0	1.5
May 19	(r)	504	3.8	3.6	469	1.9	1.7
Jun 19	(r)	506	4.0	3.9	470	2.1	2.0
Jul 19	(r)	507	3.8	3.9	470	1.8	1.9
Aug 19	(r)	508	3.6	3.8	471	1.8	1.9
Sep 19	(r)	509	3.6	3.6	471	1.9	1.8
Oct 19	(r)	510	3.2	3.5	472	1.6	1.8
Nov 19	(r)	511	3.2	3.4	473	1.8	1.8
Dec 19	(p)	512	3.2	3.2	474	1.9	1.8

Source: Monthly Wages & Salaries Survey

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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.