

Statistical bulletin

# Average weekly earnings in Great Britain: January 2020

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 September to November 2019

- Estimated annual growth in average weekly earnings for employees in Great Britain remained unchanged at 3.2% for total pay (including bonuses), and slowed to 3.4% from 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 1.6%, and annual growth in regular pay is estimated to be 1.8%.
- Annual growth in total pay remains weakest in the wholesaling, retailing, hotels and restaurants sector, at 1.8%, and the manufacturing sector at 2.6%.

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.

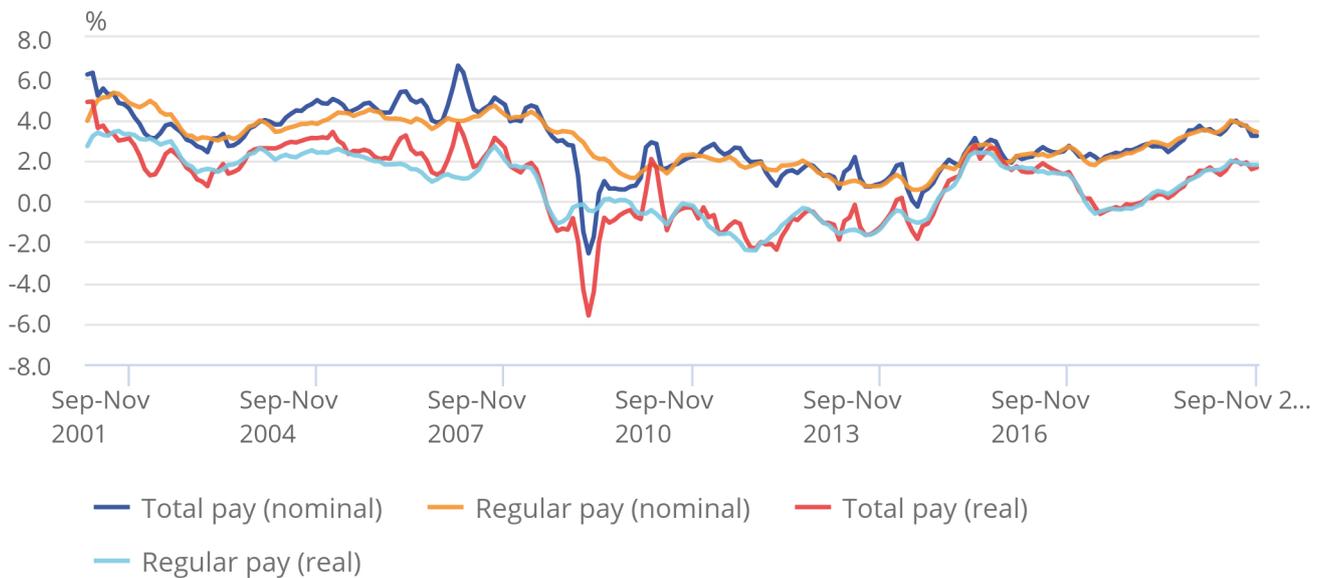
### 3 . Analysis of average weekly earnings

**Figure 1: Pay growth for employees (including bonuses) has grown by 1.6% on the year when adjusted for inflation**

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

Figure 1: Pay growth for employees (including bonuses) has grown by 1.6% on the year when adjusted for inflation

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



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

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, reaching 3.9% in May to July 2019, the highest nominal pay growth rate since 2008. However, in September to November 2019, growth dropped to 3.2% for total pay and 3.4% 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.

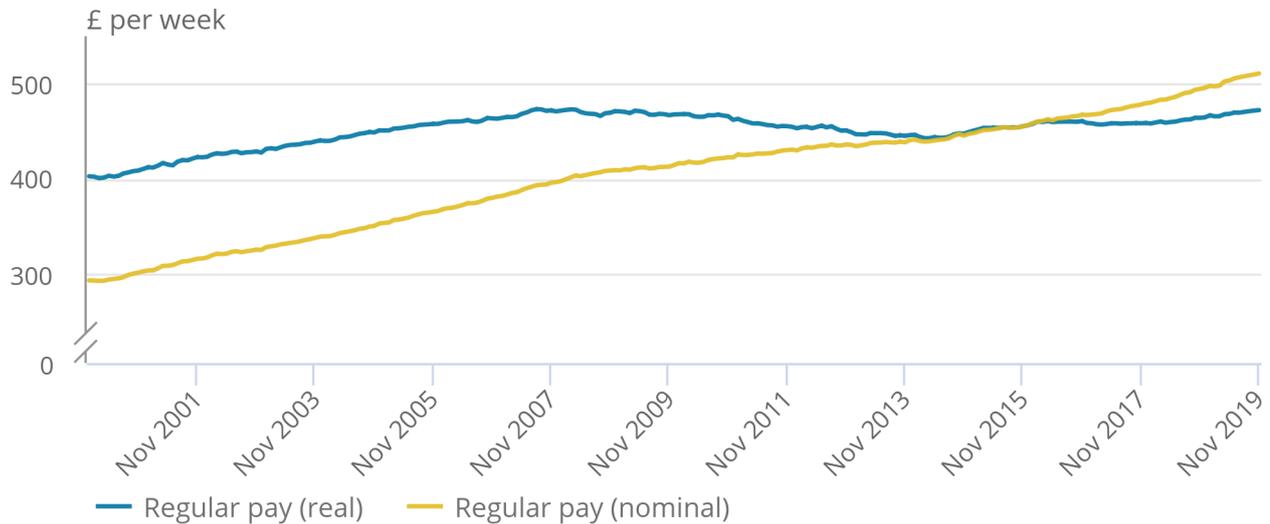
In real terms, annual pay growth has been positive since December 2017 to February 2018, and is now 1.6% for total pay (compared with 1.5% last month) and 1.8% for regular pay (unchanged from last month).

**Figure 2: Despite recent growth, earnings in real terms are still lower than before the 2008 to 2009 economic downturn**

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

Figure 2: Despite recent growth, earnings in real terms are still lower than before the 2008 to 2009 economic downturn

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



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

For November 2019, average regular pay, before tax and other deductions, for employees in Great Britain was estimated at £511 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-economic downturn peak of £473 per week in March 2008.

The equivalent figures for total pay in real terms are £503 per week in November 2019 and £525 in February 2008, a 4.1% difference.

**Figure 3: Annual growth in total pay remains weakest in the wholesaling, retailing, hotels and restaurants sector, at 1.8%**

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

Figure 3: Annual growth in total pay remains weakest in the wholesaling, retailing, hotels and restaurants sector, at 1.8%

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



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

Between September to November 2018 and September to November 2019, average pay growth varied by industry sector:

- construction saw the highest estimated growth at 4.4% for total pay and 4.6% for regular pay
- wholesaling, retailing, hotels and restaurants saw the lowest growth, estimated at 1.8 for total pay and 2.1% for regular pay; this is the sector with the lowest average weekly pay (£339 regular pay compared with £511 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.

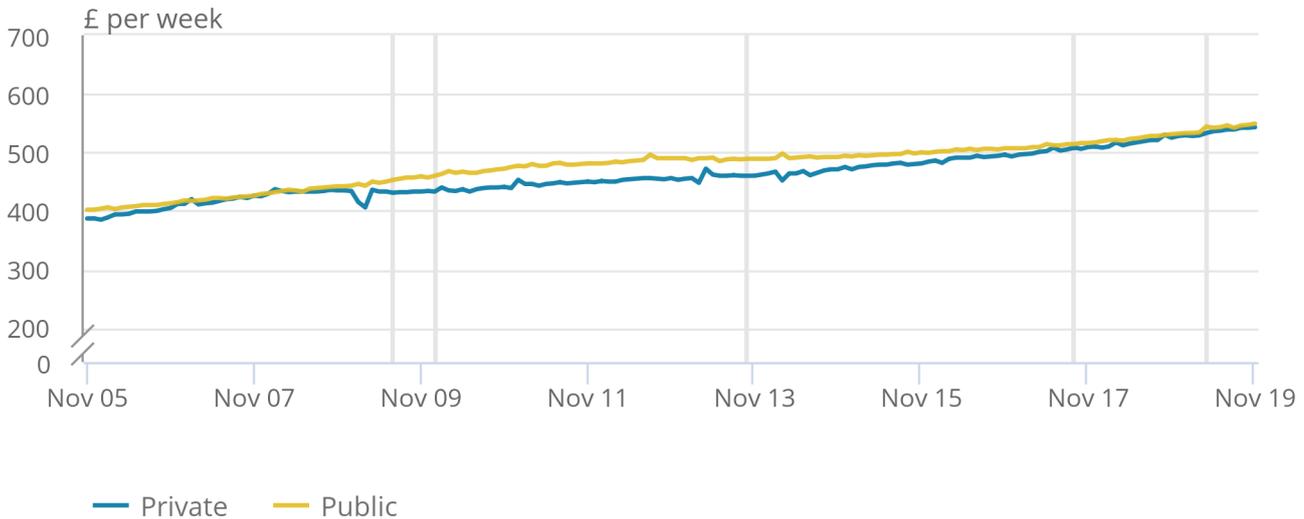
**Figure 4: The gap between public and private sector pay has nearly closed**

**Average weekly earnings in Great Britain (including bonuses) for the public and private sector, seasonally adjusted, between November 2005 and November 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, most other public sector pay rises were limited to an average of 1% per year.

From October 2017 the 2015 pay cap for public sector pension officers, and for staff of the National Health Service was lifted. From 2018 the 2015 pay cap was relaxed more widely.



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

Between September to November 2018 and September to November 2019, total pay in the public sector grew by 3.3%, compared with 3.1% 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 November 2019 the difference in average weekly pay between the two sectors fell from an average 6.9% (in favour of the public sector during the 12 months to December 2010) to 1.1%. 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 one 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 has been explored by the Office for National Statistics (ONS) in [Public and private sector earnings in the UK: 2017](#), based on Annual Survey of Hours and Earnings (ASHE) 2017 data.

## 4 . Average weekly earnings data

### [Average weekly earnings](#)

Dataset EARN01 | Released 21 January 2020

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

### [Average weekly earnings by sector](#)

Dataset EARN02 | Released 21 January 2020

Estimates of earnings in Great Britain broken down to show the effects of both changes in wages, and changes in the composition of employment (not seasonally adjusted)

### [Average weekly earnings by industry](#)

Dataset EARN03 | Released 21 January 2020

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)

	<b>Including bonuses (Jan to Apr)<sup>1 2</sup></b>	<b>Including bonuses (May to Dec)<sup>1 2</sup></b>	<b>Excluding bonuses<sup>1</sup></b>
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

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](#).

### Upcoming changes

The seasonal adjustment parameters used to calculate average weekly earnings (AWE) estimates will be reviewed prior to the next UK labour market release (18 February 2020). This is an annual process, as outlined in the [Average weekly earnings QMI](#). The review may lead to revisions to the historical AWE time series extending back throughout the entire time series.

## 8 . Related links

### [Labour market economic commentary](#)

Article | Released 21 January 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).

### [Index of Labour Costs per Hour,UK \(Experimental Statistics\)](#)

Bulletin | Released 16 December 2019

Changes in the costs of employing labour analysed by sector and industry.

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

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

(\*) 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<sup>1</sup>

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

	Whole Economy (100%) <sup>2</sup>			Private sector (82%) <sup>2</sup>			Public sector (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	KAB9	KAC2	KAC3	KAC4	KAC5	KAC6	KAC7	KAC8	KAC9
Nov 17	510	2.4	2.5	509	2.5	2.7	516	1.9	1.9
Sep 18	522	2.6	3.0	521	2.6	3.0	528	2.7	2.7
Oct 18	530	4.5	3.4	530	4.7	3.5	530	2.7	2.7
Nov 18 (r)	526	3.2	3.5	525	3.3	3.5	531	2.9	2.8
Dec 18	528	3.3	3.7	528	3.4	3.8	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	540	3.3	3.7	539	3.5	3.7	542	2.7	3.4
Sep 19 (r)	542	3.8	3.7	542	3.9	3.8	546	3.4	3.3
Oct 19 (r)	543	2.4	3.2	542	2.2	3.2	547	3.2	3.1
<b>Nov 19 (p)</b>	<b>544</b>	<b>3.3</b>	<b>3.2</b>	<b>543</b>	<b>3.4</b>	<b>3.1</b>	<b>549</b>	<b>3.3</b>	<b>3.3</b>

	Services, SIC 2007 sections G-S (85%) <sup>2</sup>			Finance and business services, SIC 2007 sections K-N (22%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5BZ	K5C2	K5C3	K5C4	K5C5	K5C6	KAD8	KAD9	KAE2
Nov 17	494	2.3	2.6	649	2.3	3.2	512	1.9	1.9
Sep 18 (r)	507	2.8	3.1	665	1.3	2.3	524	2.7	2.8
Oct 18 (r)	515	4.8	3.6	676	4.4	2.7	526	2.7	2.8
Nov 18 (r)	511	3.3	3.6	675	4.0	3.2	527	2.9	2.8
Dec 18	513	3.4	3.8 (r)	675	3.2	3.8 (r)	528	2.9	2.8
Jan 19	515	4.1	3.6 (r)	680	5.0	4.0 (r)	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	526	3.8	3.7	699	5.1	4.5	542	3.5	3.4 (r)
Oct 19 (r)	527	2.2	3.1	699	3.5	4.3	543	3.2	3.2
<b>Nov 19 (p)</b>	<b>528</b>	<b>3.4</b>	<b>3.2</b>	<b>703</b>	<b>4.2</b>	<b>4.2</b>	<b>545</b>	<b>3.4</b>	<b>3.4</b>

	Manufacturing, SIC 2007 section C (8%) <sup>2</sup>			Construction, SIC 2007 section F (5%) <sup>2</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5CA	K5CB	K5CC	K5CD	K5CE	K5CF	K5CG	K5CH	K5CI
Nov 17	596	3.1	2.7	600	1.8	1.9	350	2.3	2.0
Sep 18	603	2.1	2.1	619	2.5	3.4	353 (r)	2.1	3.4
Oct 18 (r)	604	1.7	1.9	624	3.0	3.3	360	4.3	3.4
Nov 18 (r)	604	1.5	1.8	628	4.6	3.3	357	2.0	2.8
Dec 18	606	1.7	1.6 (r)	636	5.5	4.4 (r)	357	2.6	2.9 (r)
Jan 19	609	2.2	1.8	629	3.8	4.6 (r)	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	4.7	5.8	365	2.6	3.1
Sep 19	618	2.4	2.6	657	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
<b>Nov 19 (p)</b>	<b>622</b>	<b>2.8</b>	<b>2.6</b>	<b>647</b>	<b>3.1</b>	<b>4.4</b>	<b>362</b>	<b>1.3</b>	<b>1.8</b>

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

Email: earnings@ons.gov.uk

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%) <sup>1</sup>			Private sector (82%) <sup>2</sup>			Public sector (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
	KAF4	KAF5	KAF6	KAF7	KAF8	KAF9	KAG2	KAG3	KAG4
Nov 17	33	4.4	8.0	39	3.6	7.5	4	62.4	23.8
Sep 18 (r)	31	-12.0	-2.8	38	-10.7	-2.5	1	-43.4	4.3
Oct 18 (r)	39	25.7	4.6	46	26.2	5.0	3	15.2	7.5
Nov 18 (r)	32	-2.7	2.8	38	-1.7	3.8	2	-47.9	-29.6
Dec 18	33	1.9	8.0 (r)	39	2.4	8.7 (r)	2	-31.5	-26.5 (r)
Jan 19	33	8.1	2.3 (r)	40	8.1	2.9 (r)	4	104.3	-9.7 (r)
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	32	-1.9	1.9	39	0.2	1.5	1	-58.4	-0.8
Sep 19 (r)	34	9.1	4.2	41	9.1	4.5	2	32.2	-3.4
Oct 19 (r)	33	-15.8	-3.8	39	-15.5	-3.0	2	-38.6	-35.6
<b>Nov 19 (p)</b>	<b>33</b>	<b>4.7</b>	<b>-1.8</b>	<b>40</b>	<b>4.9</b>	<b>-1.6</b>	<b>2</b>	<b>-5.0</b>	<b>-12.1</b>

	Services, SIC 2007 sections G-S (85%) <sup>1</sup>			Finance and business services, SIC 2007 sections K-N (22%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
	K5CS	K5CT	K5CU	K5CV	K5CW	K5CX	KAH3	KAH4	KAH5
Nov 17	33	4.4	9.6	74	0.1	15.5	3	62.2	27.8
Sep 18 (r)	32	-11.4	-2.1	77	-20.9	-6.1	1	-33.2	3.8
Oct 18 (r)	41	29.3	5.8	94	23.5	-1.4	2	12.5	2.8
Nov 18 (r)	33	-1.3	4.7	84	12.5	2.7	1	-48.5	-28.0
Dec 18	34	0.4	9.1 (r)	78	-2.5	10.9 (r)	1	-22.4	-25.3 (r)
Jan 19	34	9.4	2.7 (r)	81	8.0	5.8 (r)	2	111.4	-8.5 (r)
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	33	-2.2	1.7	80	1.1	1.1	1	-56.8	-10.0
Sep 19 (r)	35	10.0	3.9	86	11.8	4.1	1	24.3	-1.0
Oct 19 (r)	34	-18.1	-4.6	83	-12.1	-0.6	1	-37.9	-33.5
<b>Nov 19 (p)</b>	<b>35</b>	<b>5.7</b>	<b>-2.2</b>	<b>84</b>	<b>0.0</b>	<b>-0.9</b>	<b>1</b>	<b>-7.6</b>	<b>-13.3</b>

	Manufacturing, SIC 2007 section C (8%) <sup>2</sup>			Construction, SIC 2007 section F (5%) <sup>1</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
	K5D3	K5D4	K5D5	K5D6	K5D7	K5D8	K5D9	K5DA	K5DB
Nov 17	28	16.2	16.6	29	1.7	-8.8	26	10.6	4.2
Sep 18 (r)	25	-1.6	-5.6	29	-3.5	1.6	21	-11.2	-7.5
Oct 18 (r)	25	-12.9	-7.4	34	6.5	9.5	25	9.4	-3.8
Nov 18 (r)	24	-15.8	-10.4	27	-5.9	-0.7	22	-15.4	-6.2
Dec 18	26	4.0	-8.8 (r)	29	37.5	10.1 (r)	22	-3.4	-3.6 (r)
Jan 19	25	1.5	-4.0 (r)	26	0.0	8.2 (r)	22	-0.2	-6.8 (r)
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	27	14.6	8.2	27	-21.3	7.4	22	2.1	3.4
Sep 19 (r)	24	-4.3	2.5	34	16.8	8.6	22	6.3	1.3
Oct 19 (r)	26	2.1	3.9	29	-14.8	-7.6	22	-13.2	-2.3
<b>Nov 19 (p)</b>	<b>24</b>	<b>0.5</b>	<b>-0.6</b>	<b>28</b>	<b>1.5</b>	<b>0.3</b>	<b>22</b>	<b>-1.7</b>	<b>-3.5</b>

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

Email: earnings@ons.gov.uk

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<sup>1</sup>

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

	Whole Economy (100%) <sup>2</sup>			Private sector (82%) <sup>2</sup>			Public sector (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	KAI7	KAI8	KAI9	KAJ2	KAJ3	KAJ4	KAJ5	KAJ6	KAJ7
Nov 17	478	2.3	2.3	471	2.4	2.5	514	1.7	1.9
Sep 18	491	3.1	3.1	484	3.2	3.3 (r)	526	2.8	2.8
Oct 18	494	3.5	3.3	486	3.6	3.4	528	2.6	2.7
Nov 18 (r)	495	3.4	3.3	487	3.5	3.4	529	3.1	2.9
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	3.6	3.9	542	3.2	3.3
Sep 19	509	3.6	3.6	501	3.6	3.7	544	3.5	3.3
Oct 19	510	3.2	3.5	502	3.2	3.5	545	3.5	3.3
<b>Nov 19 (p)</b>	<b>511</b>	<b>3.3</b>	<b>3.4</b>	<b>503</b>	<b>3.2</b>	<b>3.4</b>	<b>547</b>	<b>3.4</b>	<b>3.4</b>
	Services, SIC 2007 sections G-S (85%) <sup>2</sup>			Finance and business services, SIC 2007 sections K-N (22%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	KSDL	K5DM	K5DN	K5DO	K5DP	K5DQ	KAK6	KAK7	KAK8
Nov 17	462	2.3	2.3	573	2.3	2.6	510	1.8	1.9
Sep 18 (r)	475	3.3	3.3	589	2.7	2.6	523	2.9	2.8
Oct 18	478	3.7	3.5	592	3.4	2.8	525	2.7 (r)	2.7
Nov 18 (r)	478	3.5	3.5	594	3.5	3.2	526	3.1	2.9
Dec 18	479	3.6	3.6	596	3.9	3.6	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	492	3.6	3.7	616 (r)	4.7	4.5	541	3.5	3.4
Oct 19	493	3.2	3.5	619	4.5 (r)	4.6	542	3.3	3.4
<b>Nov 19 (p)</b>	<b>494</b>	<b>3.3</b>	<b>3.4</b>	<b>620</b>	<b>4.4</b>	<b>4.5</b>	<b>544</b>	<b>3.4</b>	<b>3.4</b>
	Manufacturing, SIC 2007 section C (8%) <sup>2</sup>			Construction, SIC 2007 section F (5%) <sup>2</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5DU	K5DV	K5DW	K5DX	K5DY	K5DZ	K5E2	K5E3	K5E4
Nov 17	569	2.8	2.4	571	1.8	2.4	324	1.7	1.8
Sep 18	578	2.2	2.3	590	3.0	3.7	332	2.8	3.9
Oct 18	579	2.1	2.1	591 (r)	3.1	3.3	335	3.8	3.7
Nov 18 (r)	580	1.9	2.1	600	5.1	3.7	334	3.1	3.2
Dec 18	580	1.6	1.9	603	3.8	4.0 (r)	335	3.0	3.3
Jan 19	584	2.2	1.9	602	3.9	4.3 (r)	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	2.7	3.1
Sep 19	593 (r)	2.5	2.7	622	5.4	5.6	343	3.5	3.1
Oct 19 (r)	595	2.7	2.8	622	5.1	5.4	339	1.4	2.5
<b>Nov 19 (p)</b>	<b>597</b>	<b>2.9</b>	<b>2.7</b>	<b>620</b>	<b>3.2</b>	<b>4.6</b>	<b>339</b>	<b>1.5</b>	<b>2.1</b>

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

Email: earnings@ons.gov.uk

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.

# EARNINGS

## 16 Average Weekly Earnings - real and nominal<sup>1</sup>

Great Britain whole economy, seasonally adjusted

	Total pay (including bonuses) <sup>1</sup>					
	Nominal earnings			Real earnings <sup>3</sup>		
	Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
KAB9	KAC2	KAC3	A3WX	A3WV	A3WW	
Nov 17	510	2.4	2.5	490	-0.5	-0.2
Sep 18	522	2.6	3.0	492	0.4	0.7
Oct 18	530	4.5	3.4	498	2.1	1.1
Nov 18 (r)	526	3.2	3.5	494	1.0	1.2
Dec 18	528	3.3	3.7	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	540	3.3	3.7	500	1.5	1.8
Sep 19	542	3.8	3.7	503	2.1	1.9
Oct 19 (r)	543	2.4	3.2	503	1.0	1.5
<b>Nov 19 (p)</b>	<b>544</b>	<b>3.3</b>	<b>3.2</b>	<b>503</b>	<b>1.8</b>	<b>1.6</b>

	Regular pay (excluding bonuses)					
	Nominal earnings			Real earnings <sup>3</sup>		
	Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
KAI7	KAI8	KAI9	A2FC	A2F9	A2FA	
Nov 17	478	2.3	2.3	459	-0.5	-0.4
Sep 18	491	3.1	3.1	463	0.9	0.8
Oct 18	494	3.5	3.3	464	1.2	1.0
Nov 18 (r)	495	3.4	3.3	464	1.2	1.1
Dec 18	496	3.4	3.4	465	1.3	1.2 (r)
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	1.9
Sep 19	509	3.6	3.6	471	1.9	1.8
Oct 19	510	3.2	3.5	472	1.6	1.8
<b>Nov 19 (p)</b>	<b>511</b>	<b>3.3</b>	<b>3.4</b>	<b>472</b>	<b>1.8</b>	<b>1.8</b>

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

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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.