Statistical bulletin

Average weekly earnings in Great Britain: January 2021

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

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Next release:
23 February 2021

Notice

26 January 2021

The effect of the coronavirus (COVID-19) pandemic on our capacity means we have reviewed the existing labour market releases and will be suspending some publications.

This will protect the delivery and quality of our remaining labour market outputs as well as ensuring we can respond to new demands as a direct result of the coronavirus. More details about the impact on labour market outputs can be found in our statement.

Table of contents

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 in the UK

2 . Main points for September to November 2020

- Annual growth in average employee pay continued to strengthen, but this growth is increasingly being driven by compositional effects of a fall in the number and proportion of lower-paid employee jobs.

- Growth in average total pay (including bonuses) among employees for the three months September to November 2020 increased to 3.6%, and growth in regular pay (excluding bonuses) also increased to 3.6%.

- Current average pay growth rates are being impacted upwards by a fall in the number and proportion of lower-paid jobs compared with before the coronavirus (Covid-19) pandemic; it is estimated that underlying wage growth – if the effect of this change in profile of jobs is removed – is likely to be under 2%.

- During the early summer months, some industry sectors experienced substantial falls in average pay, for example accommodation and food services and construction saw pay down more than 10% in April to June; in September to November the majority of industry sectors are now seeing positive pay growth.

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.

Estimates are based on all employees on company payrolls, including those who have been furloughed under the Coronavirus Job Retention Scheme (CJRS).

3 . Analysis of average weekly earnings

Figure 1: The annual growth in both total pay (3.6%) and regular pay (3.6%) in September to November 2020 returned to levels witnessed at the start of 2020

Great Britain average weekly earnings annual growth rates, seasonally adjusted, January to March 2001 to September to November 2020

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

In September to November 2020, the rate of annual pay growth was positive 3.6% for total pay and positive 3.6% for regular pay.

The rate of total and regular pay growth had stood at 2.9% in December 2019 to February 2020 immediately prior to any impact from the coronavirus (COVID-19) pandemic was seen; it then slowed sharply in April to June 2020 to negative 1.3% for total pay and negative 0.1% for regular pay before some increase between July and November. The lower % growth figure for total pay reflected many bonus payments being cancelled or postponed.

In real terms, total pay is now growing at a faster rate than inflation, at positive 2.8%, and regular pay growth in real terms is also positive, at 2.8%.

Decreasing furlough rates over time have contributed towards more positive growth compared to April to June 2020; we estimated that approximately 30% of employees were furloughed in early summer 2020, dropping to less than 10% in September and October. However, this is not the only driver of change in pay growth; it is increasingly being impacted by changing composition of employee jobs (Figure 2).

Figure 2: A notable proportion of the growth in average pay is because of a fall in the number and proportion of lower-paid employee jobs

Calculated annual composition effect (for three months to stated date) on pay because of changes in employee job profiles by occupation and full-time/part-time status, and age of employee, from three months to January 2020, to three months to November 2020

Figure 2: A notable proportion of the growth in average pay is because of a fall in the number and proportion of lower-paid employee jobs

Calculated annual composition effect (for three months to stated date) on pay because of changes in employee job profiles by occupation and full-time/part-time status, and age of employee, from three months to January 2020, to three months to November 2020
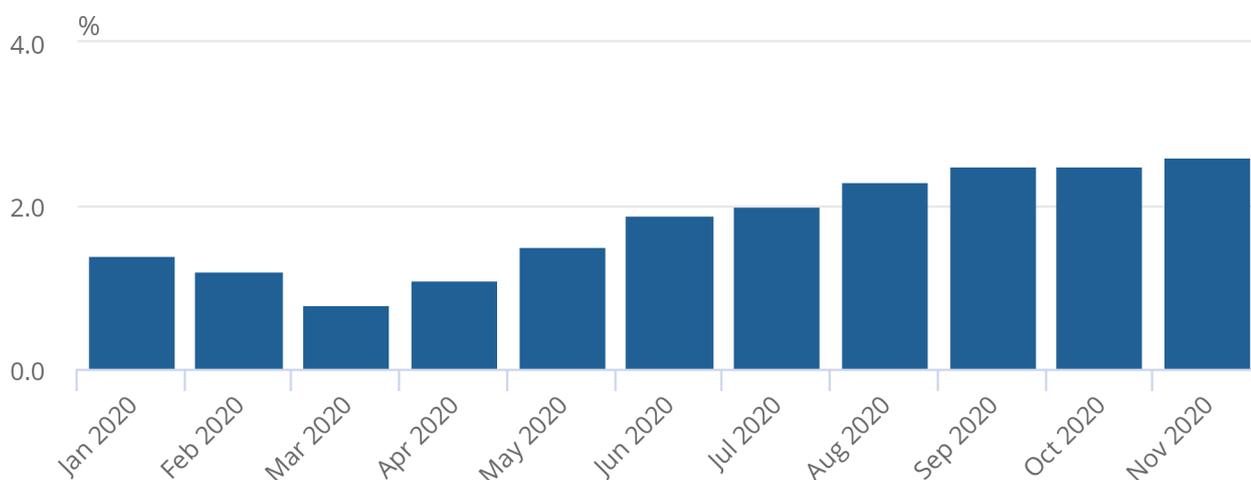
Source: Annual Survey of Hours and Earnings 2020 mean weekly pay by main occupation group and full-time/part -time and age Occupation: Labour Force Survey, main and second job by main occupation group and full-time/part-time and age

Changes in the profile of employee jobs in the economy will impact average pay growth; a decrease in employee numbers in jobs that have lower pay can have an upward effect on average pay, and vice versa. This is particularly important to consider at present because both of the two main sources of information about number of employee paid through payroll (HM Revenue and Custom's Pay As You Earn Real Time Information, and Office for National Statistics' Monthly Wages and Salaries Survey) identify a year-on-year fall of close to 3%.We consider such compositional effects from three angles.

More about economy, business and jobs

- All ONS analysis, summarised in our economy, business and jobs roundup.
- Explore the latest trends in employment, prices and trade in our economic dashboard.
- View all economic data.

Analysis of Labour Force Survey (LFS) data highlights a recent decrease in the number of part-time jobs (which have a lower average pay), and jobs in some lower-paying occupations such as elementary occupations. This changing composition naturally increases average pay and needs to be borne in mind when interpreting average pay growth. Figure 2 highlights that the impact of these changes, when taken in combination with age of employee, is approximately 2.5%, compared with approximately 1% before Covid-19 affected the workforce. It therefore appears that the net impact of recent job losses, when measured in terms of type of job and age profile of jobholder, is to increase the estimate of average pay by approximately 1.5%.

Similar analysis, but based on the changing distribution of jobs between industries, is provided in Dataset Earn02. The pattern of change in jobs between industries has a much smaller impact on average pay growth, estimated at 0.2%. This is the net impact of a falling number of employees on payroll in lower-paying sectors such as accommodation and food services and arts and entertainment, being offset by a fall in number of employees in the higher-paying industry professional, scientific and technical activities, and an increase in number of employees in lower-paying health and social work activities. This was discussed in the Average Weekly Earnings in Great Britain: November 2020. HM Revenue and Customs (HMRC) estimated changes in number of payrolled employees within industries are published in Earnings and employment from Pay As You Earn Real Time Information, UK: January 2021.

A third angle is provided by analysis of job inflows and outflows in Earnings and employment from Pay As You Earn Real Time Information, UK: November 2020. This considered tenure of employees who fill the stock of jobs and suggests that a fall in new entrants to the labour market (who are lower-paid than average) has contributed to an increase in average pay, with a magnitude of approximately 1%.

These three compositional analyses are not mutually exclusive, and don't necessarily consider all the compositional effects that impact average pay. Therefore, they don't provide a definitive answer to how much job composition changes have had an impact, but they do indicate that a substantial proportion of estimated pay growth is due to recent changes in employee job profiles. Underlying wage growth is likely to be less than 2%. We plan to conduct more detailed analysis on the impact of compositional factors.

Figure 3: Annual percentage growth in total pay has increased in nearly all sectors since early summer

Annual growth in Great Britain nominal average weekly earnings including bonuses by sector, seasonally adjusted, September to November 2020 compared with April to June 2020

Figure 3: Annual percentage growth in total pay has increased in nearly all sectors since early summer

Annual growth in Great Britain nominal average weekly earnings including bonuses by sector, seasonally adjusted, September to November 2020 compared with April to June 2020

● % annual growth total pay (April to June 2020)

● % annual growth total pay (September to November 2020)
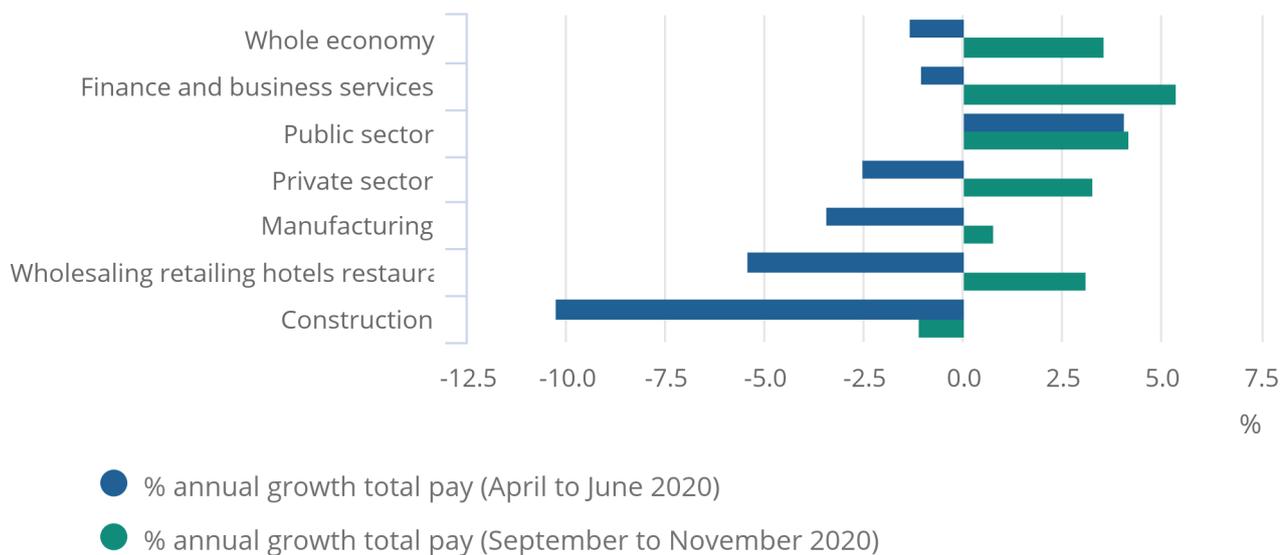
Source: Office for National Statistics – Monthly Wages and Salaries Survey

Between September to November 2019 and September to November 2020, average pay growth varied by industry sector (Figure 3). The finance and business services sector saw the highest estimated growth in total pay, at 5.4%. Negative growth was seen in the construction sector, estimated at negative 1.1%. The wholesaling, retailing, hotels and restaurants sector, estimated at 3.1%, and manufacturing, estimated at 0.8%, were positive. This is an improvement on the growth rates in April to June 2020, the three-month period with the biggest falls in average pay, when these sectors had falls of 5.4% and 3.4% respectively.

The pattern of pay growth is affected by the proportion of employees who are furloughed and the extent to which employers have topped up payments received for these employees under the Coronavirus Job Retention Scheme (CJRS). We have published estimates of less than 8% of the workforce on partial or furlough leaving during October, before rising to 15.5% later in November.

Figure 4: In real terms, average pay has rebounded from the sharp falls during early summer 2020, and regular pay in November is at a record high

Great Britain average weekly earnings adjusted for inflation, seasonally adjusted, January 2000 to November 2020

Figure 4: In real terms, average pay has rebounded from the sharp falls during early summer 2020, and regular pay in November is at a record high

Great Britain average weekly earnings adjusted for inflation, seasonally adjusted, January 2000 to November 2020

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

For November 2020, average total pay, before tax and other deductions, for employees in Great Britain was estimated at £567 per week in nominal terms. When expressed in real terms (constant 2015 prices) the figure in November 2020 was £521 per week, notably higher than the £488 per week estimated in June 2020.

Average regular pay was estimated at £531 per week in nominal terms. When expressed in real terms (constant 2015 prices) the figure in November 2020 was a record £488, after having fallen back to £464 per week in April 2020.

4 . Average weekly earnings data

Average weekly earnings
Dataset EARN01 | Released 26 January 2021
Headline estimates of earnings growth in Great Britain (seasonally adjusted).

Average weekly earnings by sector
Dataset EARN02 | Released 26 January 2021
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 26 January 2021
Estimates of earnings in Great Britain broken down by detailed industrial sector (not seasonally adjusted).

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

Estimates of pay growth are also published using HM Revenue and Customs (HMRC) data in the Earnings and employment from Pay As You Earn Real Time Information, UK: January 2021

The HMRC estimates are presented in median pay-terms, but they also include mean pay as does AWE. There are some differences between the sources, most notably that the HMRC estimates include any redundancy payments that are made through payroll. Further detail is provided in a Comparison of labour market sources, published 11 December 2020.

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

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

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

The survey response rate was 78%, only slightly lower than the 83% target in more typical months.

In line with international guidance, the seasonal adjustment process has been reviewed this month, with all periods in the AWE series open to revision.

Coronavirus

For more information on how labour market data sources are affected by the coronavirus (COVID-19) pandemic, see the article published on 6 May 2020, which details some of the challenges that we have faced in producing estimates at this time.

An article published 11 December 2020 compares our labour market data sources and discusses some of the main differences.

Our latest data and analysis on the impact of the coronavirus on the UK economy and population are available on our dedicated coronavirus web page. This is the hub for all special coronavirus-related publications, drawing on all available data. In response to the developing coronavirus (COVID-19) pandemic, we are working to ensure that we continue to publish economic statistics. For more information, please see COVID-19 and the production of statistics.

In April 2020, potentially significant changes in employee pay, associated with social distancing measures, made it necessary to change some aspects of the processing of average weekly earnings (AWE) data. The normal approach to processing both non-responding companies and those whose pay shows sharp unconfirmed changes from historical returns, is to roll forward (impute) employee and pay details from the most recent responding month. In April, additional data validation was conducted, and information gathered from responding companies was used in the imputation of non-responding companies.

End of EU exit transition period

As the UK enters into a new Trade and Cooperation Agreement with the EU, the UK statistical system will continue to produce and publish our wide range of economic and social statistics and analysis. We are committed to continued alignment with the highest international statistical standards, enabling comparability both over time and internationally, and ensuring the general public, statistical users and decision makers have the data they need to be informed.

As the shape of the UK's future statistical relationship with the EU becomes clearer over the coming period, we are making preparations to assume responsibilities that as part of our membership of the EU, and during the transition period, were delegated to the statistical office of the EU, Eurostat. This includes responsibilities relating to international comparability of economic statistics, deciding what international statistical guidance to apply in the UK context and to provide further scrutiny of our statistics and sector classification decisions.

In applying international statistical standards and best practice to UK economic statistics, we will draw on the technical advice of experts in the UK and internationally, and our work will be underpinned by the UK's well-established and robust framework for independent official statistics, set out in the Statistics and Registration Service Act 2007. Further information on our proposals will be made available early this year.

We will continue to produce our labour market statistics in line with the UK Statistics Authority's Code of Practice for Statistics and in accordance with International Labour Organization (ILO) definitions and agreed international statistical guidance.

Estimates for small businesses in average weekly earnings

This bulletin relies on data collected from the Monthly Wages and Salaries Survey (MWSS), 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.

Because the MWSS does not sample businesses with fewer than 20 employees, the earnings for these businesses are estimated using a factor derived from the Annual Survey of Hours and Earnings (ASHE). These "under 20s" factors are reviewed annually, and the revised factors are included in AWE if they cause notable changes to the earnings data.

The main challenge for updating the factors this year is that the ASHE data are felt to be out-of-date considering the rapidly changing picture regarding furloughed employees. Initial investigations suggest that not updating the under 20s factors would have little impact on the AWE estimates -- the impact is estimated to be approximately 0.2% at whole economy level.

Therefore, it has been agreed that the under 20s factors will not be updated for 2020. However, we will explore the possibility of using more up-to-date data to produce factors better reflecting the evolving situation for furloughed employees.

Further information on the under 20s factors is available.

Sampling variability

Table 1: Sampling variability for average weekly earnings single month growth rates in 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.

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

7 . Strengths and limitations

The figures in this bulletin come from a survey of businesses that 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 small subsets of the Monthly Wages and Salaries Survey (MWSS) 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

Employee earnings in the UK: 2020

Bulletin | Released 03 November 2020

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: 2020

Bulletin | Released 03 November 2020

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 ASHE.

Gender pay gap in the UK: 2020

Bulletin | Released 03 November 2020

Differences in pay between men and women by age, region, full-time and part-time, and occupation as compiled from our ASHE.

Earnings and employment from Pay As You Earn Real Time Information, UK: January 2021

Bulletin | Released 26 January 2021

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.

Comparison of labour market sources

Article | Released 11 December 2020

The strengths and weaknesses of the main data sources we use to produce the labour market figures, including the advantages of new administrative data sources and limitations of some of our published figures.

Index of Labour Costs per Hour, UK: July to September 2020

Bulletin | Released 15 December 2020

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

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
Nov 18 (r)	526	3.2	3.4	525	3.2	3.5	531	2.8	2.7
Sep 19 (r)	545	4.0	3.7	542	4.0	3.9	545	3.4	3.3
Oct 19 (r)	542	2.3	3.2	540	2.1	3.2	547	3.2	3.1
Nov 19 (r)	543	3.2	3.2	541	3.2	3.1	548	3.2	3.3
Dec 19 (r)	543	2.8	2.8	542	2.7	2.6	549	3.3	3.2
Jan 20 (r)	546	3.1	3.1	545	3.1	3.0	550	3.1	3.2
Feb 20 (r)	545	2.7	2.9	543	2.5	2.8	552	3.6	3.3
Mar 20 (r)	538	1.2	2.3	533	0.8	2.1	553	3.4	3.4
Apr 20 (r)	528	-1.1	0.9	521	-2.0	0.4	560	3.0	3.3
May 20 (r)	529	-1.2	-0.4	521	-2.5	-1.2	569	4.8	3.7
Jun 20 (r)	530	-1.5	-1.3	522	-2.9	-2.5	568	4.6	4.1
Jul 20 (r)	539	-0.2	-1.0	535	-0.9	-2.1	563	3.0	4.1
Aug 20 (r)	550	2.0	0.1	551	1.9	-0.6	565	3.8	3.8
Sep 20 (r)	559	2.6	1.4	553	2.1	1.0	569	4.3	3.7
Oct 20 (r)	562	3.7	2.8	559	3.5	2.5	569	4.0	4.0
Nov 20 (p)	**567**	**4.4**	**3.6**	**565**	**4.3**	**3.3**	**572**	**4.3**	**4.2**

	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
Nov 18 (r)	510	3.3	3.6	672	3.9	3.2	526	2.9	2.8
Sep 19 (r)	527	3.9	3.8	700	5.1	4.6	541	3.5	3.3
Oct 19 (r)	525	2.1	3.1	695	3.2	4.3	543	3.2	3.2
Nov 19 (r)	527	3.3	3.1	696	3.6	4.0	544	3.4	3.4
Dec 19 (r)	528	2.9	2.8	696	3.4	3.4	545	3.4	3.3
Jan 20 (r)	530	3.3	3.2	698	3.1	3.4	546	3.1	3.3
Feb 20 (r)	529	2.7	3.0	692	2.5	3.0	548	3.6	3.4
Mar 20 (r)	522	1.2	2.4	677	-0.2	1.8	549	3.6	3.4
Apr 20 (r)	520	0.2	1.4	687	0.0	0.8	556	3.1	3.4
May 20 (r)	518	-0.3	0.4	687	-0.2	-0.1	565	4.8	3.8
Jun 20 (r)	516	-1.0	-0.4	678	-2.7	-1.0	564	4.8	4.2
Jul 20 (r)	527	0.3	-0.3	693	-0.3	-1.1	559	3.0	4.2
Aug 20 (r)	540	2.9	0.7	726	4.3	0.4	560	3.7	3.8
Sep 20 (r)	544	3.2	2.1	729	4.1	2.7	565	4.4	3.7
Oct 20 (r)	548	4.4	3.5	736	5.8	4.7	565	4.0	4.0
Nov 20 (p)	**554**	**5.2**	**4.3**	**739**	**6.2**	**5.4**	**568**	**4.4**	**4.3**

	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
Nov 18 (r)	603	1.4	1.8	626	4.3	3.4	355	1.8	2.7
Sep 19 (r)	618	2.4	2.6	661	6.3	6.1	367	3.6	3.1
Oct 19 (r)	620	2.7	2.8	649	4.0	5.1	359	0.3	2.2
Nov 19 (r)	621	2.9	2.7	647	3.3	4.6	361	1.5	1.8
Dec 19 (r)	620	2.3	2.6	648	1.8	3.1	362	1.2	1.0
Jan 20 (r)	620	1.5	2.2	653	3.8	3.0	369	3.7	2.1
Feb 20 (r)	621	2.2	2.0	651	2.5	2.7	362	1.3	2.1
Mar 20 (r)	615	1.6	1.8	632	0.2	2.2	355	1.1	2.1
Apr 20 (r)	592	-3.8	0.0	581	-11.0	-2.8	339	-4.9	-0.8
May 20 (r)	595	-2.9	-1.7	578	-10.8	-7.3	338	-7.1	-3.7
Jun 20 (r)	593	-3.5	-3.4	592	-8.7	-10.2	348	-4.3	-5.4
Jul 20 (r)	607	-1.4	-2.6	619	-5.3	-8.2	357	-1.9	-4.4
Aug 20 (r)	619	-0.2	-1.7	636	-2.5	-5.5	366	0.0	-2.0
Sep 20 (r)	620	0.4	-0.4	638	-3.6	-3.8	370	0.8	-0.3
Oct 20 (r)	624	0.6	0.3	648	-0.3	-2.1	374	4.2	1.7
Nov 20 (p)	**630**	**1.5**	**0.8**	**652**	**0.7**	**-1.1**	**376**	**4.2**	**3.1**

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%)[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
Nov 18 (r)	30	-4.3	3.6	37	-3.3	4.1	2	-52.8	-34.9
Sep 19 (r)	37	10.7	4.5	42	10.8	5.1	2	38.2	3.8
Oct 19 (r)	32	-16.7	-3.5	38	-16.8	-3.4	2	-40.3	-33.7
Nov 19 (r)	31	5.1	-1.3	38	4.0	-1.7	2	-6.1	-10.6
Dec 19 (r)	32	-3.6	-6.0	38	-3.7	-6.3	2	-3.6	-19.6
Jan 20 (r)	35	8.6	3.3	42	9.0	3.1	4	24.6	8.1
Feb 20 (r)	32	-1.5	1.1	38	-1.5	1.2	2	9.1	12.5
Mar 20 (r)	31	-4.2	1.0	37	-3.7	1.3	2	-29.4	1.0
Apr 20 (r)	27	-15.4	-7.0	32	-15.5	-6.9	2	-5.6	-10.5
May 20 (r)	26	-20.2	-13.3	31	-20.9	-13.5	3	28.8	-5.3
Jun 20 (r)	24	-25.0	-20.2	28	-26.6	-21.0	2	-7.8	4.1
Jul 20 (r)	25	-23.9	-23.0	33	-18.7	-22.0	2	-66.0	-29.3
Aug 20 (r)	33	5.6	-14.6	40	5.0	-13.7	1	-34.0	-44.0
Sep 20 (r)	33	-9.9	-9.6	38	-8.8	-7.8	2	0.7	-43.6
Oct 20 (r)	34	7.3	0.5	40	7.0	0.7	2	61.4	7.5
Nov 20 (p)	**35**	**11.6**	**2.3**	**42**	**10.0**	**2.3**	**5**	**174.1**	**77.6**

	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
Nov 18 (r)	32	-2.9	4.9	80	11.8	2.4	1	-52.6	-33.9
Sep 19 (r)	35	9.9	4.5	84	10.3	3.9	1	26.5	5.4
Oct 19 (r)	32	-19.6	-5.4	75	-13.4	-1.4	1	-40.1	-32.8
Nov 19 (r)	33	4.6	-3.1	80	-0.6	-1.8	1	-9.3	-13.2
Dec 19 (r)	32	-4.1	-7.4	77	-0.6	-5.1	1	5.3	-17.7
Jan 20 (r)	36	9.2	3.2	86	7.6	2.1	2	8.2	2.0
Feb 20 (r)	32	-2.5	0.9	75	-2.1	1.7	2	12.8	9.0
Mar 20 (r)	31	-5.3	0.5	73	-6.7	-0.3	1	-35.8	-7.8
Apr 20 (r)	28	-11.9	-6.5	71	-10.7	-6.5	1	-5.5	-12.8
May 20 (r)	27	-20.1	-12.5	73	-13.7	-10.5	2	22.7	-11.3
Jun 20 (r)	25	-23.6	-18.6	55	-33.1	-19.3	1	14.0	9.6
Jul 20 (r)	28	-24.2	-22.6	60	-27.5	-24.7	1	-67.7	-29.6
Aug 20 (r)	34	5.6	-14.5	77	-2.6	-21.3	1	-33.2	-43.4
Sep 20 (r)	33	-6.4	-8.9	79	-6.0	-12.1	1	-3.5	-45.5
Oct 20 (r)	35	9.7	2.7	95	26.8	5.5	2	59.1	7.0
Nov 20 (p)	**37**	**12.3**	**4.9**	**95**	**19.1**	**12.7**	**3**	**162.3**	**71.1**

	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
Nov 18 (r)	23	-17.0	-9.6	26	-8.3	-1.3	21	-16.8	-6.6
Sep 19 (r)	24	-4.2	2.9	35	18.3	9.7	22	6.9	1.6
Oct 19 (r)	26	3.1	4.1	28	-12.0	-6.1	21	-14.3	-2.7
Nov 19 (r)	25	6.9	1.8	28	5.3	3.5	21	-0.6	-3.2
Dec 19 (r)	25	-5.6	1.2	30	-1.2	-3.1	21	-2.4	-6.1
Jan 20 (r)	25	-4.2	-1.3	35	40.0	13.5	25	19.6	5.4
Feb 20 (r)	25	11.0	-0.1	32	14.7	16.5	20	-11.3	1.5
Mar 20 (r)	25	7.3	4.3	28	-8.7	13.7	19	-4.0	1.1
Apr 20 (r)	23	-17.8	-0.9	15	-57.5	-20.4	16	-20.3	-11.8
May 20 (r)	23	-10.7	-7.7	16	-48.3	-39.2	15	-37.3	-21.5
Jun 20 (r)	17	-37.8	-22.4	21	-25.8	-45.2	19	-21.6	-26.7
Jul 20 (r)	21	-21.4	-23.7	26	-15.5	-29.8	19	-9.8	-23.4
Aug 20 (r)	26	-4.0	-21.3	25	-8.0	-16.4	22	2.8	-10.0
Sep 20 (r)	23	-7.6	-11.1	22	-38.5	-21.9	21	-7.4	-4.9
Oct 20 (r)	19	-29.8	-13.9	25	-9.5	-20.3	23	11.3	2.0
Nov 20 (p)	**26**	**5.3**	**-11.1**	**28**	**1.0**	**-17.6**	**24**	**17.0**	**6.6**

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
Nov 18	(r)	494	3.4	3.4	487	3.5	3.4	529	3.1	2.8
Sep 19	(r)	509	3.6	3.7	501	3.6	3.7	544	3.4	3.2
Oct 19	(r)	509	3.2	3.5	502	3.2	3.5	545	3.3	3.3
Nov 19	(r)	510	3.2	3.3	502	3.1	3.3	546	3.3	3.4
Dec 19	(r)	511	3.2	3.2	503	3.1	3.2	547	3.3	3.3
Jan 20	(r)	511	2.8	3.0	504	2.7	3.0	547	3.0	3.2
Feb 20	(r)	511	2.8	2.9	503	2.7	2.8	548	3.4	3.2
Mar 20	(r)	510	2.4	2.6	502	2.1	2.5	550	3.5	3.3
Apr 20	(r)	503	-0.1	1.7	490	-0.9	1.3	559	3.1	3.3
May 20	(r)	503	-0.2	0.7	490	-1.4	-0.1	566	4.8	3.8
Jun 20	(r)	505	-0.2	-0.1	492	-1.3	-1.2	565	4.6	4.1
Jul 20	(r)	512	0.9	0.2	501	0.2	-0.8	562	4.0	4.4
Aug 20	(r)	518	1.9	0.9	508	1.5	0.1	563	3.8	4.1
Sep 20	(r)	524	2.9	1.9	514	2.5	1.4	567	4.4	4.0
Oct 20	(r)	528	3.6	2.8	519	3.4	2.5	567	4.0	4.1
Nov 20	**(p)**	**531**	**4.2**	**3.6**	**523**	**4.1**	**3.4**	**569**	**4.2**	**4.2**

		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
Nov 18	(r)	478	3.5	3.5	593	3.6	3.3	525	3.1	2.9
Sep 19	(r)	492	3.6	3.7	616	4.6	4.5	541	3.5	3.3
Oct 19	(r)	493	3.2	3.5	618	4.5	4.6	542	3.4	3.4
Nov 19	(r)	494	3.3	3.4	617	4.0	4.4	543	3.4	3.4
Dec 19	(r)	495	3.4	3.3	618	3.9	4.1	544	3.4	3.4
Jan 20	(r)	495	3.0	3.2	616	2.5	3.5	544	3.1	3.3
Feb 20	(r)	495	3.0	3.1	618	3.2	3.2	545	3.5	3.3
Mar 20	(r)	494	2.6	2.9	617	2.3	2.7	547	3.6	3.4
Apr 20	(r)	490	0.8	2.2	615	1.5	2.4	556	3.2	3.4
May 20	(r)	491	0.8	1.4	615	1.2	1.7	563	4.8	3.9
Jun 20	(r)	492	0.6	0.7	616	0.4	1.0	562	4.6	4.2
Jul 20	(r)	498	1.6	1.0	625	2.2	1.2	559	3.9	4.4
Aug 20	(r)	504	2.6	1.6	641	4.5	2.3	560	3.8	4.1
Sep 20	(r)	510	3.6	2.6	645	4.6	3.8	564	4.4	4.0
Oct 20	(r)	514	4.2	3.5	647	4.7	4.6	564	4.0	4.1
Nov 20	**(p)**	**518**	**4.9**	**4.3**	**653**	**5.8**	**5.1**	**566**	**4.2**	**4.2**

		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]
		K5DU	K5DV	K5DW	K5DX	K5DY	K5DZ	K5E2	K5E3	K5E4
Nov 18	(r)	579	1.9	2.1	599	4.9	3.6	334	3.1	3.3
Sep 19	(r)	593	2.5	2.7	623	5.5	5.6	344	3.6	3.1
Oct 19	(r)	595	2.7	2.8	621	5.1	5.4	338	1.3	2.5
Nov 19	(r)	596	2.9	2.7	619	3.3	4.6	340	1.6	2.1
Dec 19	(r)	596	2.8	2.8	618	2.0	3.4	340	1.4	1.4
Jan 20	(r)	594	1.7	2.4	619	2.7	2.6	344	2.9	2.0
Feb 20	(r)	596	1.9	2.1	618	2.1	2.2	342	2.3	2.2
Mar 20	(r)	590	0.9	1.5	610	1.2	2.0	340	1.7	2.3
Apr 20	(r)	570	-2.9	0.0	564	-8.5	-1.8	324	-3.9	0.0
May 20	(r)	572	-2.7	-1.6	561	-9.5	-5.6	324	-4.5	-2.2
Jun 20	(r)	577	-1.8	-2.5	570	-8.1	-8.7	330	-3.3	-3.9
Jul 20	(r)	585	-0.6	-1.7	593	-4.8	-7.5	337	-1.5	-3.1
Aug 20	(r)	592	-0.2	-0.9	609	-2.4	-5.1	342	-0.2	-1.7
Sep 20	(r)	596	0.5	-0.1	616	-1.1	-2.8	348	1.2	-0.1
Oct 20	(r)	602	1.3	0.6	622	0.3	-1.1	351	3.8	1.6
Nov 20	**(p)**	**604**	**1.4**	**1.1**	**624**	**0.7**	**0.0**	**352**	**3.5**	**2.8**

Source: Monthly Wages & Salaries Survey

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 nominal[1]

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
Nov 18	(r)	526	3.2	3.4		493	1.1	1.2
Sep 19	(r)	545	4.0	3.7		505	2.4	2.0
Oct 19	(r)	542	2.3	3.2		502	0.9	1.6
Nov 19	(r)	543	3.2	3.2		501	1.6	1.6
Dec 19	(r)	543	2.8	2.8		502	1.4	1.3
Jan 20	(r)	546	3.1	3.1		503	1.3	1.5
Feb 20	(r)	545	2.7	2.9		501	0.9	1.2
Mar 20	(r)	538	1.2	2.3		495	-0.3	0.7
Apr 20	(r)	528	-1.1	0.9		488	-1.9	-0.4
May 20	(r)	529	-1.2	-0.4		489	-2.0	-1.4
Jun 20	(r)	530	-1.5	-1.3		488	-2.3	-2.1
Jul 20	(r)	539	-0.2	-1.0		496	-1.2	-1.8
Aug 20	(r)	550	2.0	0.1		507	1.5	-0.7
Sep 20	(r)	559	2.6	1.4		514	1.9	0.7
Oct 20	(r)	562	3.7	2.8		516	2.8	2.1
Nov 20	**(p)**	**567**	**4.4**	**3.6**		**521**	**3.8**	**2.8**

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
Nov 18	(r)	494	3.4	3.4		463	1.2	1.1
Sep 19	(r)	509	3.6	3.7		471	1.9	1.8
Oct 19	(r)	509	3.2	3.5		471	1.6	1.7
Nov 19	(r)	510	3.2	3.3		471	1.7	1.7
Dec 19	(r)	511	3.2	3.2		472	1.8	1.7
Jan 20	(r)	511	2.8	3.0		471	1.0	1.5
Feb 20	(r)	511	2.8	2.9		471	1.2	1.3
Mar 20	(r)	510	2.4	2.6		471	0.9	1.0
Apr 20	(r)	503	-0.1	1.7		464	-0.9	0.4
May 20	(r)	503	-0.2	0.7		465	-0.8	-0.3
Jun 20	(r)	505	-0.2	-0.1		466	-1.0	-0.9
Jul 20	(r)	512	0.9	0.2		470	-0.1	-0.6
Aug 20	(r)	518	1.9	0.9		478	1.5	0.2
Sep 20	(r)	524	2.9	1.9		481	2.1	1.2
Oct 20	(r)	528	3.6	2.8		484	2.8	2.1
Nov 20	**(p)**	**531**	**4.2**	**3.6**		**488**	**3.5**	**2.8**

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.