Office for National Statistics

Statistical bulletin

Average weekly earnings in Great Britain: January 2023

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 these pages:

- Labour market overview
- Employment in the UK
- Vacancies and jobs in the UK
- Earnings and employment from Pay As You Earn Real Time Information, UK

2 . Main points for September to November 2022

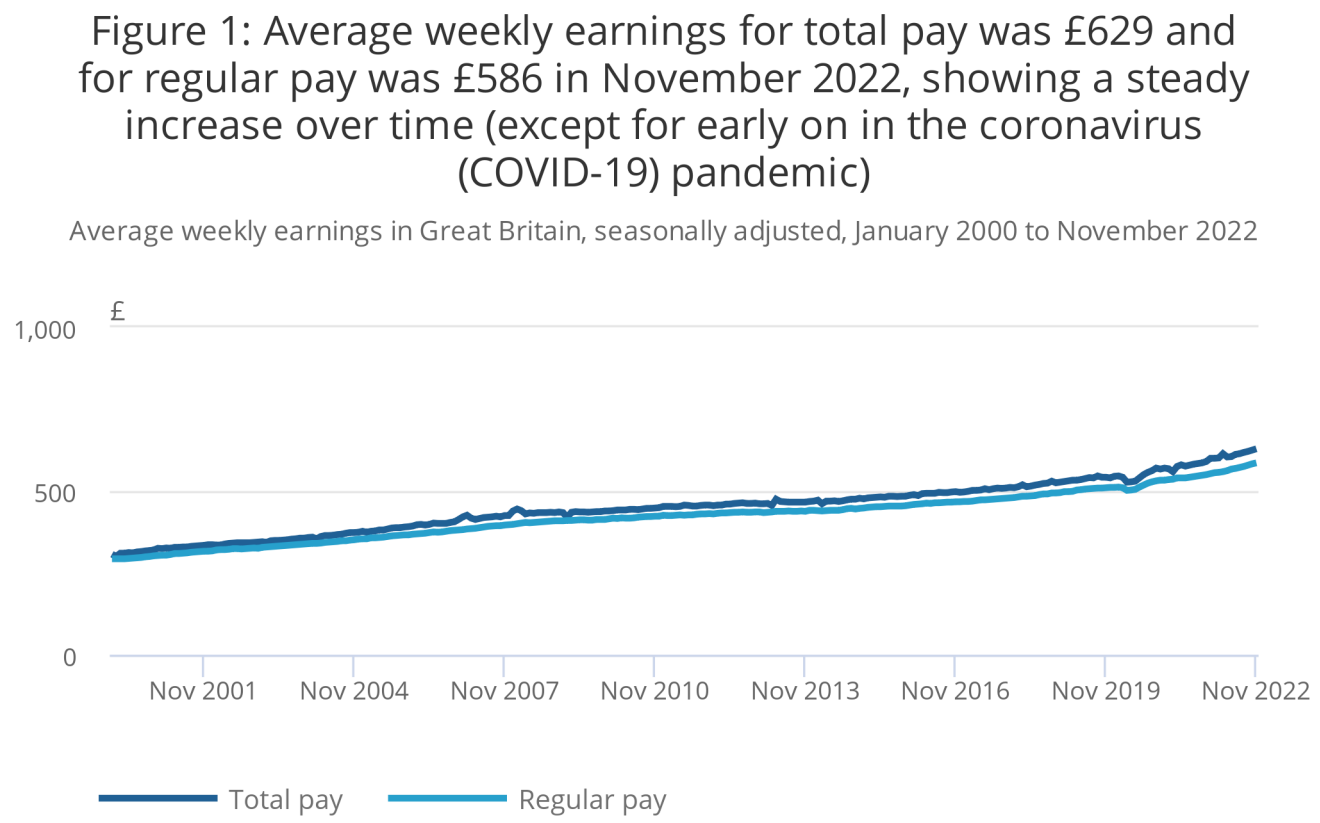
- Growth in average total pay (including bonuses) and regular pay (excluding bonuses) among employees was the same at 6.4% in September to November 2022; for regular pay this is the strongest growth rate seen outside of the coronavirus (COVID-19) pandemic period.
- In September to November 2022, growth in real terms (adjusted for inflation) for total and regular pay both fell by 2.6% on the year; this is slightly smaller than the record fall in real regular pay we saw in April to June 2022 (3.0%), but still remains among the largest falls in growth since comparable records began in 2001.
- Average regular pay growth for the private sector was 7.2% in September to November 2022, and 3.3% for the public sector; outside of the height of the coronavirus pandemic period, this is the largest growth rate seen for the private sector.
- The finance and business services sector saw the largest regular growth rate at 7.6%, followed by the construction sector at 6.3%.

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 (AWE)

Figure 1: Average weekly earnings for total pay was £629 and for regular pay was £586 in November 2022, showing a steady increase over time (except for early on in the coronavirus (COVID-19) pandemic)

Average weekly earnings in Great Britain, seasonally adjusted, January 2000 to November 2022



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

Average weekly earnings were estimated at £629 for total pay and £586 for regular pay in November 2022. Figure 1 shows that average weekly earnings have steadily increased, with the exception of the early months of the coronavirus (COVID-19) pandemic.

Figure 2: Both real total and regular pay fell on the year

Average weekly earnings annual growth rates in Great Britain, seasonally adjusted, January to March 2001 to September to November 2022

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

The rate of annual pay growth for both total pay and regular pay was 6.4% in September to November 2022; this is the strongest growth in regular pay seen outside of the coronavirus pandemic period.

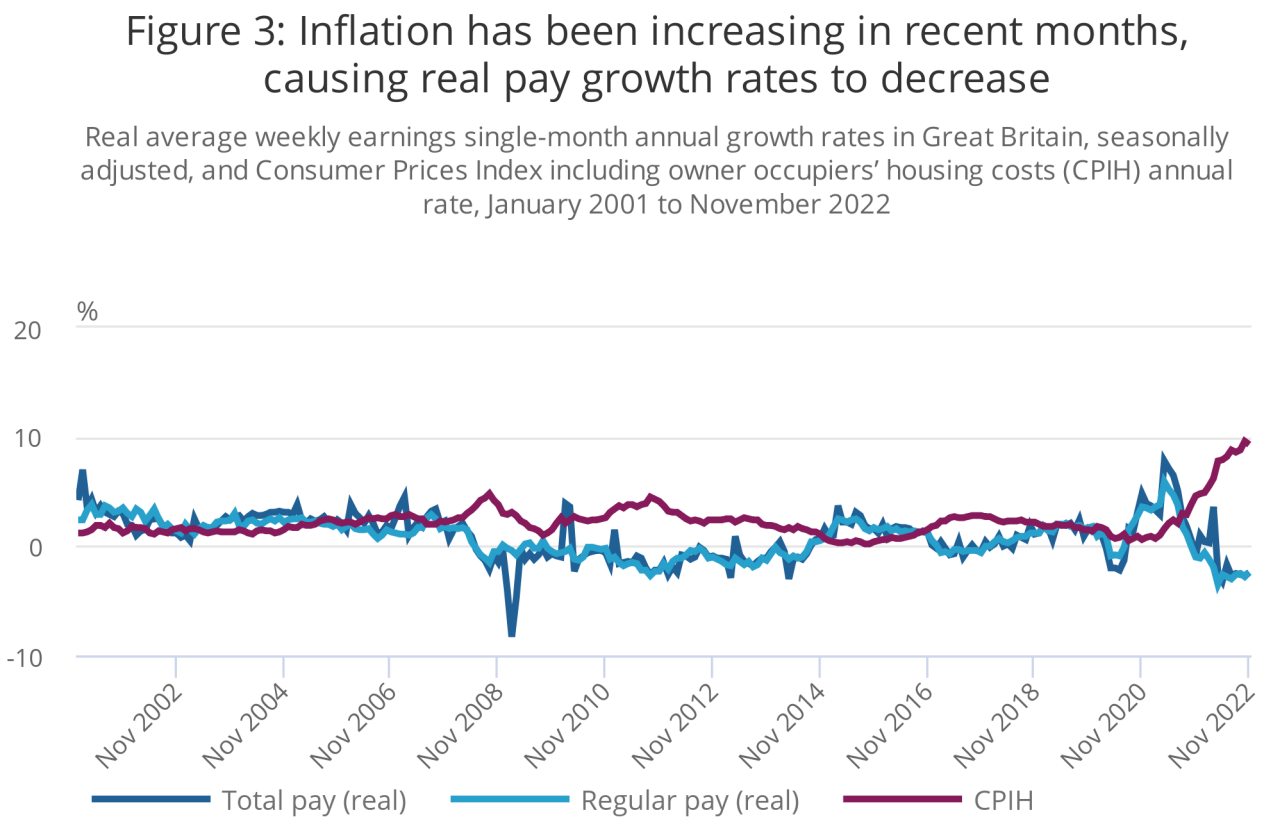
Over the last 12 months, we have continued to see higher levels of bonus payments compared with previous bonus levels, particularly in March 2022 when the non-seasonally adjusted bonus payment was extremely strong. The largest bonus payments are in the finance and business services sector.

Previously we noted that certain sectors were affected by a small amount of base effect because of the winter 2020 to 2021 lockdown. This is now having a minimal impact on the growth rates because the number of employees on furlough dropped from May 2021. However, some employees remained on the furlough scheme until it ended on 30 September 2021.

In real terms (adjusted for inflation), in September to November 2022, total pay fell by 2.6% on the year. A larger fall was last seen in February to April 2009, when it fell by 4.5% on the year. Regular pay fell by 2.6% on the year; this is slightly smaller than the record fall we saw in April to June 2022 (3.0%), but still remains among the largest falls we have seen since comparable records began in 2001.

Figure 3: Inflation has been increasing in recent months, causing real pay growth rates to decrease

Real average weekly earnings single-month annual growth rates in Great Britain, seasonally adjusted, and Consumer Prices Index including owner occupiers' housing costs (CPIH) annual rate, January 2001 to November 2022



Source: Office for National Statistics – Monthly Wages and Salaries Survey, Consumer price inflation

The difference between nominal and real growth rates is because of an increasing consumer price index, including owner occupiers' housing costs (CPIH). For the three months of September to November 2022, CPIH was an average of 9.2%. Figure 3 shows a comparison of monthly real total and regular pay growth rates and monthly inflation.

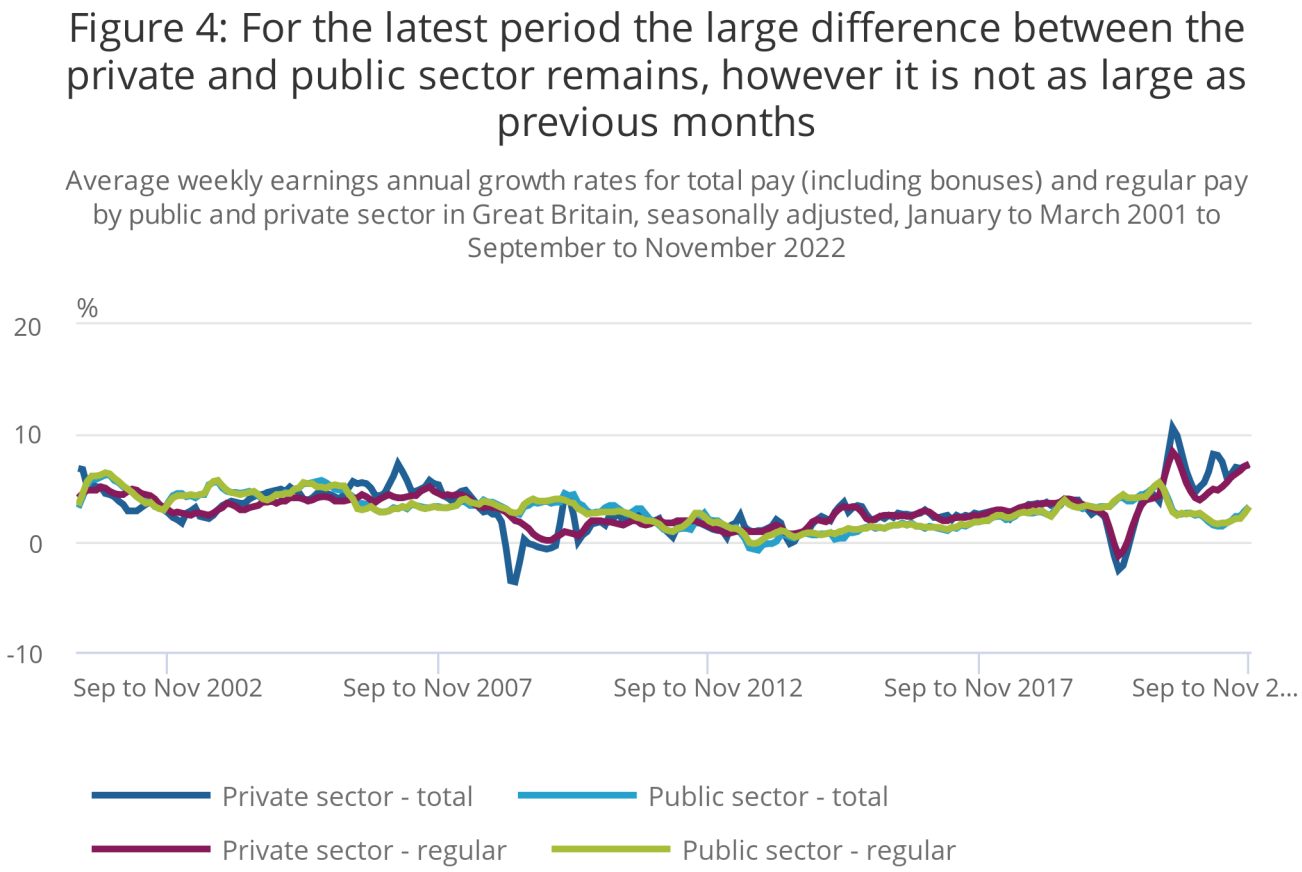
Our recommended measure of inflation is CPIH. However, we also publish supplementary real earnings tables using the Consumer Prices Index (CPI) excluding owner occupiers' housing costs. Using CPI real earnings, in September to November 2022, total pay fell by 3.9% on the year, a larger fall on the year was last seen in February to April 2009 when it fell by 4.5%. Regular pay fell by 3.8% on the year. This is slightly smaller than the record fall we saw in April to June 2022 (4.1%), but still remains among the largest falls we have seen since comparable records began in 2001.

The Earnings and employment from Pay As You Earn Real Time Information, UK bulletin also provides additional insights into the estimate of growth in median and mean pay, and the two data sources generally trend well for mean total pay. A more timely estimate of median pay is also provided but is subject to revisions.

Sector and industry

Figure 4: For the latest period the large difference between the private and public sector remains, however it is not as large as previous months

Average weekly earnings annual growth rates for total pay (including bonuses) and regular pay by public and private sector in Great Britain, seasonally adjusted, January to March 2001 to September to November 2022

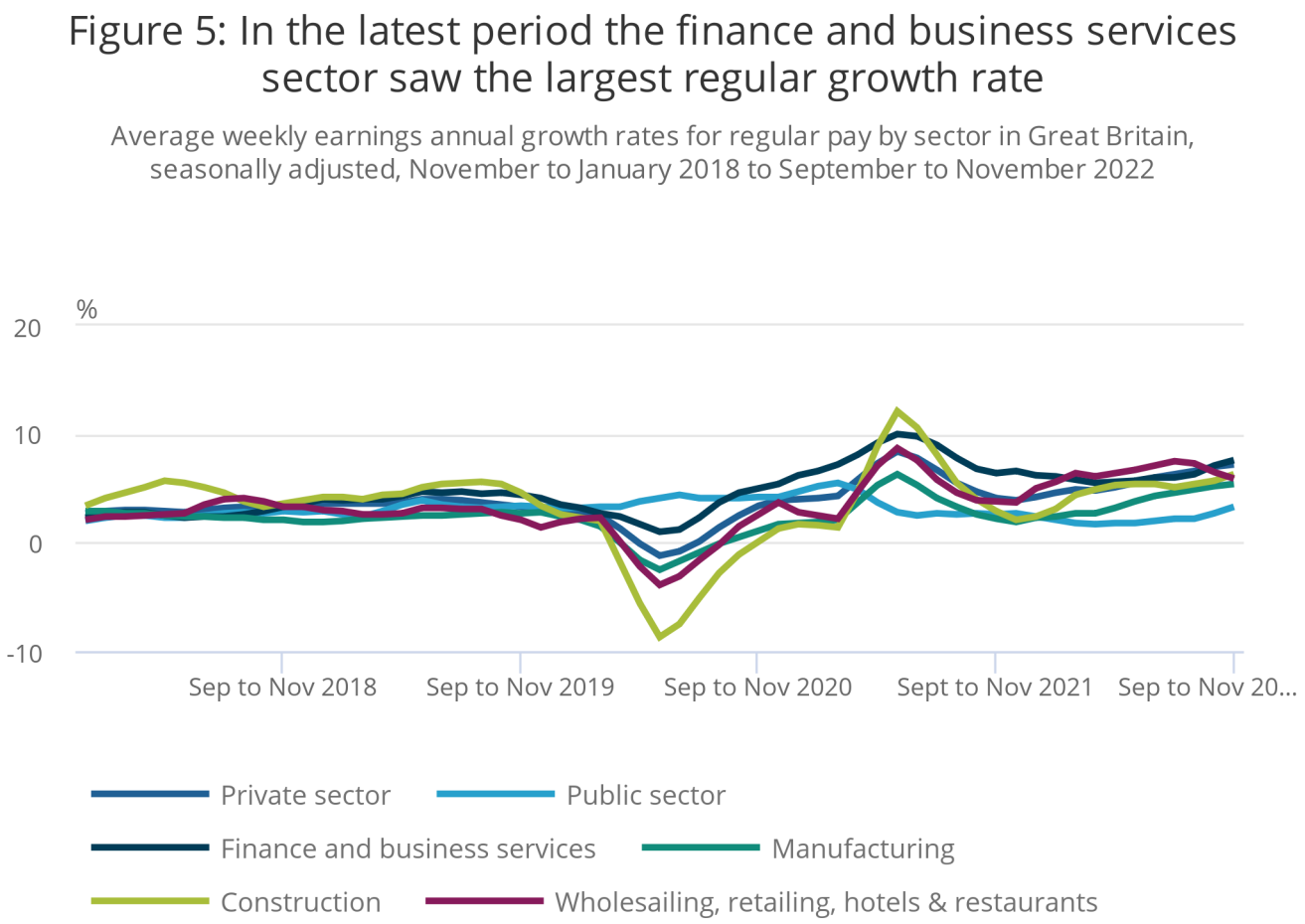


Source: Office for National Statistics – Monthly Wages and Salaries Survey

Average regular pay growth was 7.2% for the private sector in September to November 2022, and 3.3% for the public sector; this is the largest growth rate seen for the private sector outside the coronavirus pandemic period. For August to November 2022, the large difference between the private and public sector remains, however it is not as large as previous months.

Figure 5: In the latest period the finance and business services sector saw the largest regular growth rate

Average weekly earnings annual growth rates for regular pay by sector in Great Britain, seasonally adjusted, November to January 2018 to September to November 2022



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

In September to November 2022, the finance and business services sector saw the largest regular growth rate at 7.6%, followed by the construction sector at 6.3% (Figure 5). The wholesaling, retailing, hotels and restaurants sector includes the accommodation and food industry, which had the highest proportion of employees on furlough during September 2021. Therefore, the growth rate of 5.0% for accommodation and food may still have a minimal base effect.

Interpreting average earnings – base and compositional effects

Interpreting average earnings data over the last year has been difficult. Our How COVID-19 has impacted the Average Weekly Earnings data blog post explains the complexities of interpreting these data. There were temporary factors that we refer to as base and compositional effects.

The base effect refers to comparing two periods with different circumstances. Throughout the coronavirus pandemic, different scenarios have affected the base effect. More information on base effects can be found in our Average weekly earnings in Great Britain: May 2022 bulletin.

The compositional effect means pay growth has been affected by a changing composition of employee jobs, which during the coronavirus pandemic had increased average pay. It needs to be considered when interpreting average pay growth, as explained in Section 6: Measuring the data. The latest data show that the composition effect is now at more normal levels, and we are no longer seeing the excessive levels we saw during periods of the coronavirus pandemic in 2020 and 2021. Our How furlough and changes in the employee workforce have affected earnings growth during the coronavirus (COVID-19) pandemic, UK: 2020 to 2021 article looks in more detail at the impact of compositional effects on wage growth.

More about economy, business and jobs

- Explore the latest trends in employment, prices and trade in our economic dashboard.
- View all economic data.

4 . Average weekly earnings data

Average weekly earnings
Dataset EARN01 | Released 17 January 2023
Headline estimates of earnings growth in Great Britain (seasonally adjusted).

Average weekly earnings by sector
Dataset EARN02 | Released 17 January 2023
Estimates of earnings in Great Britain broken down to show the effects of changes in wages and the effects of changes in the composition of employment (not seasonally adjusted).

Average weekly earnings by industry
Dataset EARN03 | Released 17 January 2023
Estimates of earnings in Great Britain broken down by detailed industrial sector (not seasonally adjusted).

X09: Real Average weekly earnings using Consumer price inflation
Dataset X09 | Released 17 January 2023
Average weekly earnings for the whole economy, for both total and regular pay, in real terms (adjusted for consumer price inflation).

5 . Glossary

Average Weekly Earnings (AWE)

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. 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 bonus payments). 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 bulletin.

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 our Comparison of labour market data sources methodology.

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

This section provides more detail around the methodology of the survey. Further information on this is available in our Average weekly earnings quality and methodology information (QMI).

The survey response rate was 81%. This was slightly lower than the 83% target in the months before the coronavirus (COVID-19) pandemic.

Real earnings

The real Average Weekly Earnings (AWE) is calculated as the non-seasonally adjusted AWE (shown in our accompanying dataset EARN02) divided by the Consumer Prices Index including owner occupiers' housing costs (CPIH), which is our preferred measure of consumer price inflation (series identifier L522). The ratio is then referenced as an index with 2015 equals 100, and seasonally adjusted.

We also publish a dataset on real average weekly earnings, using Consumer Price Inflation (CPI) for the whole economy, for both total and regular pay (X09). Our recommended measure of consumer price inflation is CPIH, and our headline estimates using this measure are found in our accompanying dataset EARN01. These data have been compiled using the CPI as a supplementary dataset to view alongside the headline estimates produced using the CPIH.

Seasonal adjustment

Total pay, bonus pay and regular pay (excluding bonuses) for each sector (a total of 27 series) are seasonally adjusted using X13-ARIMA. Percentage changes are then derived from the seasonally adjusted average pay series.

Each of the 27 series is seasonally adjusted separately, to ensure the optimum seasonal adjustment of each series. The result of this is that relationships that hold in the unadjusted series do not necessarily hold for the seasonally adjusted series. For example, before seasonal adjustment, regular pay plus bonus pay equalled total pay, whereas after seasonal adjustment, they are not necessarily equal.

When there is an exceptionally large change in the series, this can lead to larger differences between regular pay plus bonus pay, and total pay. We saw this in March 2022, when there were very large bonus payments. Consequently, the direct seasonal adjustment method, which allows for evolving seasonality, caused a larger than normal difference. This is supported by other similar instances such as February 2007 and February 2008.

Compositional effect

Following the initial impact of the coronavirus pandemic, the change in pay growth was heavily affected by a changing composition of employee jobs, where we saw a fall in the number and proportion of lower-paid employee jobs. This changing composition naturally increased average pay and should be kept in mind when interpreting average pay growth. Changes in the profile of employee jobs in the economy will affect average pay growth. A decrease in employee numbers in jobs that have lower pay can have an upward effect on average pay, and the other way around.

We recently published an article on How furlough and changes in the employee workforce have affected earnings growth during the coronavirus (COVID-19) pandemic, UK: 2020 to 2021. This article looks in more detail at the impact of compositional effects on wage growth.

More information on the compositional effect on the data is available in the Measuring the data section of the Earnings and employment from Pay As You Earn Real Time Information, UK: May 2022 bulletin.

Sampling variability for average weekly earnings single-month growth rates in percentage points is also available in the Average weekly earnings in Great Britain: April 2022 bulletin.

More information on how labour market data sources are affected by the coronavirus pandemic and the challenges we have faced in producing estimates at this time can be found in our Coronavirus and the effects on UK labour market statistics article.

Our Comparison of labour market data sources methodology discusses some of the main differences between our data sources.

More information on measuring the data is available in the Average weekly earnings in Great Britain: April 2021 bulletin.

Making our published spreadsheets accessible

Following the Government Statistical Service (GSS) guidance on releasing statistics in spreadsheets, we will be amending our published tables over the coming months to improve usability, accessibility and machine readability of our published statistics. To help users change to the new formats, we will be publishing sample versions of a selection of our tables. Where practical, we will initially publish the tables in both the new and current formats. If you have any questions or comments, please email labour.market@ons.gov.uk.

7 . Strengths and limitations

Information on the strengths and limitations of this bulletin is available in:

- the Average weekly earnings in Great Britain: April 2021 bulletin
- our A guide to labour market statistics methodology
- our Income and earnings statistics guide methodology
- the Government Statistical Service Income and earnings interactive dashboard

8 . Related links

Employee earnings in the UK: 2022
Bulletin | Released 26 October 2022
Measures of employee earnings, using data from the Annual Survey for Hours and Earnings (ASHE).

Low and high pay in the UK: 2022
Bulletin | Released 26 October 2022
The distribution of hourly earnings of high-paid jobs, low-paid jobs and jobs paid below the National Minimum Wage.

Gender pay gap in the UK: 2022
Bulletin | Released 26 October 2022
Differences in pay between men and women by age, region, full time and part time, and occupation.

Comparison of labour market data sources
Methodology | Last revised 27 April 2022
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 Statistics.

9 . Cite this statistical bulletin

Office for National Statistics (ONS), released 17 January 2023, ONS website, statistical bulletin,Average weekly earnings in Great Britain: November 2022

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 20		570	5.2	3.7	569	5.2	3.6	573	4.5	4.4
Sep 21	(r)	586	5.1	6.1	585	5.7	6.8	585	2.5	2.8
Oct 21	(r)	588	4.6	5.2	588	5.1	5.7	585	2.7	2.7
Nov 21	(r)	589	3.4	4.4	591	4.0	4.9	585	2.1	2.4
Dec 21		600	5.8	4.6 (r)	602	6.6	5.2	589	2.5	2.5
Jan 22		600	5.2	4.8 (r)	602	6.0	5.5	589	1.9	2.2 (r)
Feb 22		601	5.8	5.6	604	6.8	6.5	590	1.3	1.9
Mar 22		614	9.9	7.0	618	11.5	8.1	590	1.5	1.6
Apr 22		604	5.0	6.9	607	5.8	8.0	590	1.6	1.5
May 22		605	4.4	6.4	607	5.0	7.4	591	1.4	1.5
Jun 22		612	6.3	5.2	617	7.3	6.0	594	2.3	1.8
Jul 22		614	5.9	5.5	619	6.6	6.3	594	2.3	2.0
Aug 22		618	6.1	6.1	623	6.7	6.9	598	2.7	2.4
Sep 22	(r)	621	6.1	6.0	627	7.1	6.8	598	2.2	2.4
Oct 22	(r)	625	6.4	6.2	630	7.1	7.0	607	3.8	2.9
Nov 22	**(p)**	629	6.7	6.4	634	7.2	7.1	608	3.9	3.3

		Services, SIC 2007 sections G-S (86%)[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 20		557	6.0	4.5	748	7.7	5.7	569	4.6	4.4
Sep 21	(r)	573	5.3	6.3	785	8.0	9.7	581	2.6	2.9
Oct 21	(r)	576	4.9	5.4	791	7.7	8.1	581	2.9	2.8
Nov 21	(r)	577	3.6	4.6	784	4.8	6.8	582	2.2	2.5
Dec 21		591	6.5	5.0 (r)	839	13.6	8.7 (r)	585	2.6	2.5 (r)
Jan 22		588	5.5	5.2 (r)	808	6.6	8.3 (r)	586	2.0	2.3
Feb 22		589	6.2	6.1	807	10.6	10.2	587	1.4	2.0
Mar 22		602	10.2	7.3	828	14.3	10.5	588	1.7	1.7
Apr 22		594	4.9	7.1	814	6.6	10.4	586	1.4	1.5
May 22		593	4.2	6.4	805	4.1	8.2	587	1.4	1.5
Jun 22		598	6.9	5.3	832	9.0	6.5	589	1.8	1.5
Jul 22		602	6.0	5.7	824	5.8	6.2	590	2.2	1.8
Aug 22		607	6.2	6.4	833	6.3	7.0	594	2.7	2.2
Sep 22	(r)	609	6.3	6.2	838	6.7	6.2	593	2.1	2.3
Oct 22	(r)	613	6.5	6.3	841	6.3	6.4	604	3.9	2.9
Nov 22	**(p)**	**617**	**7.0**	**6.6**	**849**	**8.2**	**7.1**	**605**	**4.0**	**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
Nov 20		636	2.6	1.2	656	1.4	-0.9	375	4.0	2.9
Sep 21	(r)	639	2.8	4.0	676	6.6	7.2	388	5.4	6.2
Oct 21	(r)	640	2.6	2.8	674	3.8	5.9	390	4.2	5.0
Nov 21	(r)	645	1.4	2.2	681	3.8	4.7	394	5.1	4.9
Dec 21		655	4.1	2.7	679	0.2	2.5	393	4.8	4.7 (r)
Jan 22		652	3.3	2.9	694	5.0	3.0 (r)	404	8.3	6.1 (r)
Feb 22		645	1.8	3.1	693	6.3	3.8	396	6.3	6.5
Mar 22		673	7.8	4.3	713	10.4	7.2	410	11.4	8.7
Apr 22		656	3.7	4.4	701	5.7	7.4	407	8.4	8.7
May 22		661	4.2	5.2	719	8.5	8.2	398	4.7	8.1
Jun 22		664	4.2	4.0	705	4.5	6.2	420	9.9	7.6
Jul 22		669	4.1	4.2	709	5.8	6.3	412	7.3	7.3
Aug 22		672	5.1	4.5	712	4.6	5.0	414	7.6	8.3
Sep 22		677 (r)	5.9	5.0	713	5.4	5.3	411	5.9	6.9
Oct 22	(r)	680	6.1	5.7	717	6.3	5.4	412	5.6	6.4
Nov 22	**(p)**	**679**	**5.3**	**5.8**	**715**	**5.0**	**5.6**	**413**	**4.9**	**5.4**

Source: Monthly Wages & Salaries Survey

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 enquiries: 01633 456120
Email: earnings@ons.gov.uk

EARNINGS

14 Average Weekly Earnings (nominal) - bonus pay

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

		Whole Economy (100%)[1]			Private sector (82%)[1]			Public sector (18%)[1]		
		Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]
		KAF4	KAF5	KAF6	KAF7	KAF8	KAF9	KAG2	KAG3	KAG4
Nov 20		39	24.7	5.3	47	23.2	6.2	6	229.7	88.1
Sep 21	(r)	41	25.1	29.9	49	26.0	30.6	2	31.4	12.7
Oct 21	(r)	41	22.5	23.7	50	21.9	24.3	2	-6.6	7.2
Nov 21	(r)	42	6.8	17.5	51	7.8	18.0	2	-70.3	-37.7
Dec 21		47	34.6	20.7 (r)	56	34.8	20.9 (r)	2	-32.0	-46.6 (r)
Jan 22		42	16.8	18.9 (r)	51	16.6	19.2 (r)	3	87.4	-35.9 (r)
Feb 22		42	28.5	26.5	51	29.3	26.7	2	-52.6	-22.6
Mar 22		45	45.0	29.4	54	45.2	29.6	2	-22.4	-19.3
Apr 22		42	18.6	30.1	52	18.2	30.2	1	-32.2	-39.9
May 22		37	-8.8	15.8	45	-7.7	16.2	2	-59.5	-43.0
Jun 22		45	27.0	11.3	55	26.4	11.6	2	38.3	-32.4
Jul 22		42	13.3	9.7	52	11.6	9.5	2	31.0	-18.2
Aug 22		44	10.5	16.6	53	9.8	15.6	3	109.9	55.1
Sep 22	(r)	43	5.6	9.7	52	5.5	8.9	4	101.7	79.8
Oct 22	(r)	43	3.9	6.7	52	3.9	6.3	3	17.5	71.2
Nov 22	**(p)**	**44**	**6.6**	**5.4**	**54**	**5.7**	**5.0**	**3**	**71.5**	**62.9**

		Services, SIC 2007 sections G-S (86%)[1]			Finance and business services, SIC 2007 sections K-N (22%)[1]			Public sector excluding financial services (18%)[1]		
		Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]
		K5CS	K5CT	K5CU	K5CV	K5CW	K5CX	KAH3	KAH4	KAH5
Nov 20		40	22.4	7.5	109	36.7	16.5	3	198.5	75.2
Sep 21	(r)	41	21.3	28.2	104	30.7	38.0	1	13.4	8.0
Oct 21	(r)	42	19.9	21.6	107	19.8	26.6	1	-8.5	-1.0
Nov 21	(r)	42	4.6	14.7	102	-6.3	12.7	1	-69.7	-40.1
Dec 21		49	37.2	19.9 (r)	136	57.3	21.2 (r)	1	-34.3	-46.8 (r)
Jan 22		43	16.2	18.7 (r)	102	12.8	19.0 (r)	2	86.8	-37.2 (r)
Feb 22		43	28.3	27.0	100	37.2	35.3	2	-75.0	-50.3
Mar 22		45	44.9	29.0	105	42.7	29.6	1	-31.8	-50.3
Apr 22		44	17.5	29.4	106	9.5	27.8	1	-30.4	-60.4
May 22		36	-15.7	12.4	87	-19.8	6.9	1	-60.2	-44.6
Jun 22		48	31.8	9.7	118	39.9	7.4	1	-13.0	-39.6
Jul 22		44	13.3	8.4	106	10.2	7.6	2	35.1	-25.6
Aug 22		45	9.6	17.7	105	4.8	17.2	2	118.9	34.0
Sep 22	(r)	44	6.2	9.6	100	-3.4	3.7	2	93.1	78.8
Oct 22	(r)	43	2.3	6.0	96	-10.5	-3.2	2	22.4	71.8
Nov 22	**(p)**	**46**	**7.9**	**5.5**	**111**	**9.0**	**-1.8**	**2**	**68.8**	**59.8**

		Manufacturing, SIC 2007 section C (8%)[1]			Construction, SIC 2007 section F (5%)[1]			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%)[2]		
		Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]
		K5D3	K5D4	K5D5	K5D6	K5D7	K5D8	K5D9	K5DA	K5DB
Nov 20		36	46.5	2.6	30	8.1	-14.2	23	14.2	5.6
Sep 21	(r)	23	-2.9	22.7	39	85.6	51.4	27	30.6	38.0
Oct 21	(r)	27	45.5	12.8	36	29.9	58.5	26	11.2	23.7
Nov 21	(r)	30	-16.7	2.3	42	39.5	48.5	29	24.1	21.6
Dec 21		34	49.8	17.9 (r)	36	-10.4	16.3 (r)	27	20.4	18.5 (r)
Jan 22		28	8.4	8.9 (r)	45	30.5	17.4 (r)	29	23.4	22.6 (r)
Feb 22		25	-9.8	14.2	43	58.3	21.8	25	15.8	20.0
Mar 22		36	45.0	13.6	49	78.1	53.6	33	58.6	31.9
Apr 22		29	14.1	15.4	35	13.4	48.2	32	33.3	35.4
May 22		30	18.8	25.8	52	83.9	56.6	21	-19.7	20.9
Jun 22		29	2.7	11.5	39	-9.2	23.3	43	49.1	21.4
Jul 22		34	-8.1	2.9	37	15.8	24.0	31	2.7	11.4
Aug 22		32	25.4	4.8	43	6.7	3.3	28	3.0	18.3
Sep 22	(r)	33	46.3	16.6	37	-5.1	5.2	27	-2.0	1.3
Oct 22	(r)	33	23.6	31.0	37	4.6	2.0	28	6.8	2.6
Nov 22	**(p)**	**32**	**6.9**	**23.8**	**37**	**-12.6**	**-4.8**	**26**	**-9.3**	**-1.8**

Source: Monthly Wages & Salaries Survey

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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[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 20		531	4.2	3.6	522	4.1	3.4	570	4.3	4.2
Sep 21		546	4.2 (r)	5.0	537	4.4	5.5	582	2.4	2.7
Oct 21		548 (r)	3.7	4.3	539	4.0	4.6	583	2.8	2.7
Nov 21	(r)	549	3.3	3.7	541	3.6	4.0	584	2.4	2.6
Dec 21		553	3.7	3.6	545	3.9	3.8 (r)	586	2.6	2.6 (r)
Jan 22		556	4.3	3.8	549	5.0	4.2	588	1.8	2.3 (r)
Feb 22		557	4.2	4.1	550	4.8	4.6	589	1.8	2.1
Mar 22		559	4.3	4.2	553	4.9	4.9	589	1.8	1.8
Apr 22		562	4.0	4.2	556	4.7	4.8	589	1.6	1.7
May 22		567	5.0	4.4	562	5.8	5.1	590	1.9	1.8
Jun 22		569	5.1	4.7	564	5.9	5.5	590	1.9	1.8
Jul 22		572	5.5	5.2	568	6.3	6.0	591	2.2	2.0
Aug 22		576	5.8	5.5	571	6.6	6.3	594	2.4	2.2
Sep 22		579	6.0	5.8	575	7.0	6.6	594 (r)	2.0	2.2
Oct 22	(r)	583	6.6	6.1	578	7.2	7.0	605	3.8	2.7
Nov 22	**(p)**	**586**	**6.7**	**6.4**	**581**	**7.3**	**7.2**	**607**	**3.9**	**3.3**

		Services, SIC 2007 sections G-S (86%)[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 20		518	4.9	4.2	652	5.6	5.0	567	4.4	4.3
Sep 21	(r)	533	4.4	5.3	686	6.3	7.8	579	2.5	2.9
Oct 21		535	4.1	4.6	689	6.4	6.7 (r)	580	2.9	2.8
Nov 21	(r)	537	3.7	4.0	691	6.0	6.3	581	2.4	2.6
Dec 21		540	4.2	4.0	700	6.9	6.5	583	2.7	2.7
Jan 22		543	4.5	4.1 (r)	697	5.4	6.1 (r)	585	1.9	2.3 (r)
Feb 22		544	4.4	4.4	700	6.0	6.1	586	1.8	2.1
Mar 22		546	4.5	4.5	703	6.0	5.8	586	1.8	1.8
Apr 22		548	4.2	4.4	708	4.5	5.5	585	1.5	1.7
May 22		554	5.2	4.6	718	6.4	5.6	587	1.9	1.7
Jun 22		555	5.3	4.9	721	6.3	5.7	587	1.9	1.8
Jul 22		559	5.6	5.4	720	5.2	6.0	588	2.1	2.0
Aug 22		563	6.1	5.7	731	6.3	6.0	591	2.4	2.1
Sep 22	(r)	566	6.2	6.0	737	7.5	6.3	591	2.0	2.2
Oct 22	(r)	571	6.7	6.3	742	7.6	7.1	602	3.8	2.7
Nov 22	**(p)**	**574**	**6.9**	**6.6**	**745**	**7.9**	**7.6**	**604**	**3.9**	**3.3**

		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]
		K5DU	K5DV	K5DW	K5DX	K5DY	K5DZ	K5E2	K5E3	K5E4
Nov 20		605	1.5	1.1	626	1.0	0.1	351	3.4	2.6
Sep 21	(r)	612	2.8	3.3	637	3.3	5.6	361	4.2	4.6
Oct 21	(r)	613	1.8	2.6	640	3.0	4.1	364	3.7	4.0
Nov 21	(r)	616	1.9	2.2	640	2.4	2.9	365	3.8	3.9
Dec 21		619	1.8	1.8 (r)	640	1.1	2.1	366	3.7	3.7
Jan 22		623	3.2	2.3	652	3.8	2.4	373	7.3	4.9 (r)
Feb 22		619	2.2	2.4	651	4.5	3.1	371	5.8	5.6
Mar 22		623	2.7	2.7	656	4.9	4.4	373	6.0	6.4
Apr 22		627	3.1	2.7	665	5.3	4.9	376	6.6	6.1
May 22		632	3.8	3.2	669	5.6	5.3	378	6.6	6.4
Jun 22		635	4.3	3.8	668	5.2	5.4	380	7.1	6.7
Jul 22		637	4.7	4.3	672	5.4	5.4	383	7.7	7.1
Aug 22		639	4.7	4.6	673	4.5	5.1	385	7.8	7.5
Sep 22		644	5.2	4.9	677	6.2	5.4	384	6.3	7.3
Oct 22	(r)	648	5.7	5.2	682	6.4	5.7	384	5.5	6.5
Nov 22	**(p)**	**648**	**5.2**	**5.4**	**680**	**6.2**	**6.3**	**386**	**5.9**	**5.9**

Source: Monthly Wages & Salaries Survey

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

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

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

EARNINGS

16 Average Weekly Earnings - real and nominal[1]

Great Britain whole economy, seasonally adjusted

Total pay (including bonuses)[1]

		Nominal earnings			Real earnings[3]		
		Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
			Single month	3 month average[2]		Single month	3 month average[2]
		KAB9	KAC2	KAC3	A3WX	A3WV	A3WW
Nov 20		570	5.2	3.7	525	4.8	3.0
Sep 21	(r)	586	5.1	6.1	521	2.1	3.4
Oct 21	(r)	588	4.6	5.2	521	0.7	1.8
Nov 21	(r)	589	3.4	4.4	520	-1.0	0.6
Dec 21		600	5.8	4.6 (r)	526	1.0	0.2 (r)
Jan 22		600	5.2	4.8 (r)	523	0.4	0.1 (r)
Feb 22		601	5.8	5.6	520	0.3	0.6
Mar 22		614	9.9	7.0	528	3.6	1.4
Apr 22		604	5.0	6.9	512	-2.5	0.4
May 22		605	4.4	6.4	507	-3.2	-0.8
Jun 22		612	6.3	5.2	511	-1.7	-2.5
Jul 22		614	5.9	5.5	509	-2.7	-2.5
Aug 22		618	6.1	6.1	509	-2.5	-2.3
Sep 22		621	6.1	6.0	508	-2.6	-2.6
Oct 22	(r)	625	6.4	6.2	507	-2.7	-2.6
Nov 22	**(p)**	**629**	**6.7**	**6.4**	**507**	**-2.4**	**-2.6**

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 20		531	4.2	3.6	488	3.6	2.8
Sep 21		546	4.2 (r)	5.0	486	1.1	2.2
Oct 21	(r)	548	3.7	4.3	485	0.1	1.0
Nov 21	(r)	549	3.3	3.7	483	-1.0	0.0
Dec 21		553	3.7	3.6	483	-1.1	-0.7
Jan 22		556	4.3	3.8	484	-0.6	-0.9
Feb 22		557	4.2	4.1	482	-1.2	-1.0
Mar 22		559	4.3	4.2	480	-1.9	-1.2
Apr 22		562	4.0	4.2	474	-3.5	-2.2
May 22		567	5.0	4.4	477	-2.6	-2.6
Jun 22		569	5.1	4.7	475	-2.8	-3.0
Jul 22		572	5.5	5.2	473	-3.0	-2.8
Aug 22		576	5.8	5.5	474	-2.6	-2.8
Sep 22		579	6.0	5.8	474	-2.5	-2.7
Oct 22	(r)	583	6.6	6.1	471	-2.8	-2.6
Nov 22	**(p)**	**586**	**6.7**	**6.4**	**471**	**-2.4**	**-2.6**

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.