

Statistical bulletin

Average weekly earnings in Great Britain: March 2020

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



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

Release date:
17 March 2020

Next release:
21 April 2020

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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 November 2019 to January 2020

- Pay continued to grow faster than inflation, but its rate of growth has slowed since mid-2019.
- Estimated annual growth in average weekly earnings for employees in Great Britain in the three months to January 2020 was 3.1% for both total pay (including bonuses) and regular pay (excluding bonuses).
- In real terms (after adjusting for [inflation](#)), annual growth in both total pay and regular pay is estimated to be 1.5%; this is down from a recent peak of 2.0% in the three months to June 2019.
- Annual growth in pay remains weakest in the wholesaling, retailing, hotels and restaurants sector, at 2.2% for total pay and 2.0% for regular pay, and strongest in the finance and business services sector (3.6% and 3.5% respectively); however, a comparison of current total pay levels with those from 2008 shows a picture of stronger-than-average pay growth in the wholesaling, retailing, hotels and restaurants sector over the long term.

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.

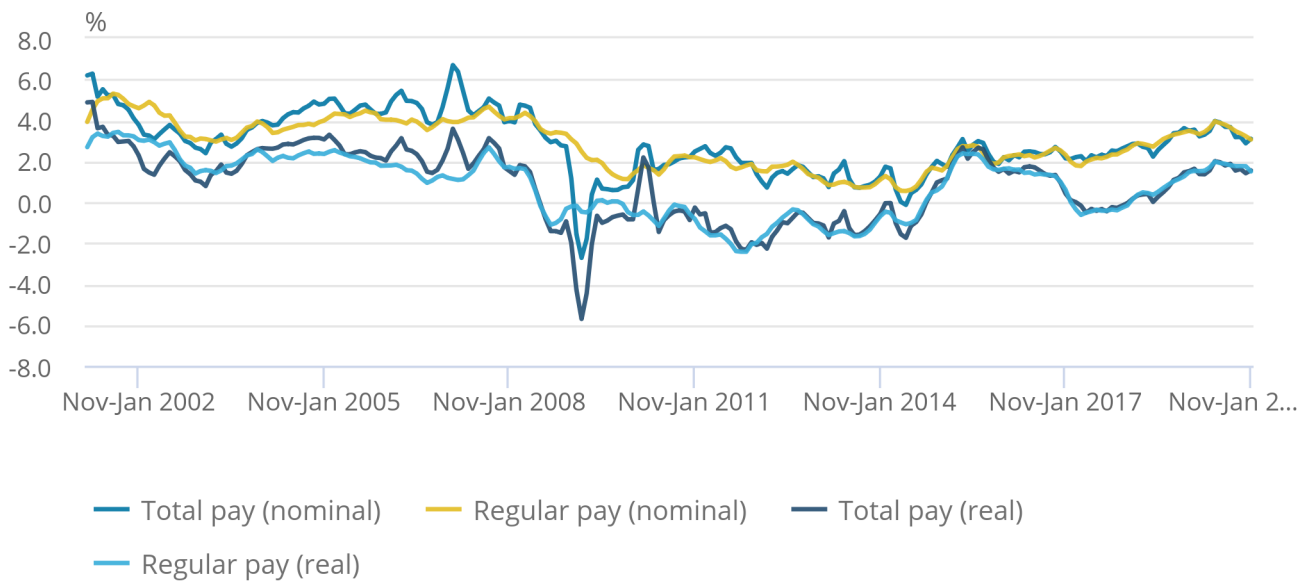
3 . Analysis of average weekly earnings

Figure 1: Pay growth for employees in both total pay (including bonuses) and regular pay (excluding bonuses) is estimated to be 3.1%, which translates to 1.5% in real terms

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

Figure 1: Pay growth for employees in both total pay (including bonuses) and regular pay (excluding bonuses) is estimated to be 3.1%, which translates to 1.5% in real terms

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



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. In April to June 2019, it reached 4.0% for total pay and 3.9% for regular pay, the highest nominal pay growth rates since 2008. However, since then growth has slowed. In November 2019 to January 2020, it stood at 3.1% for both total pay and regular pay.

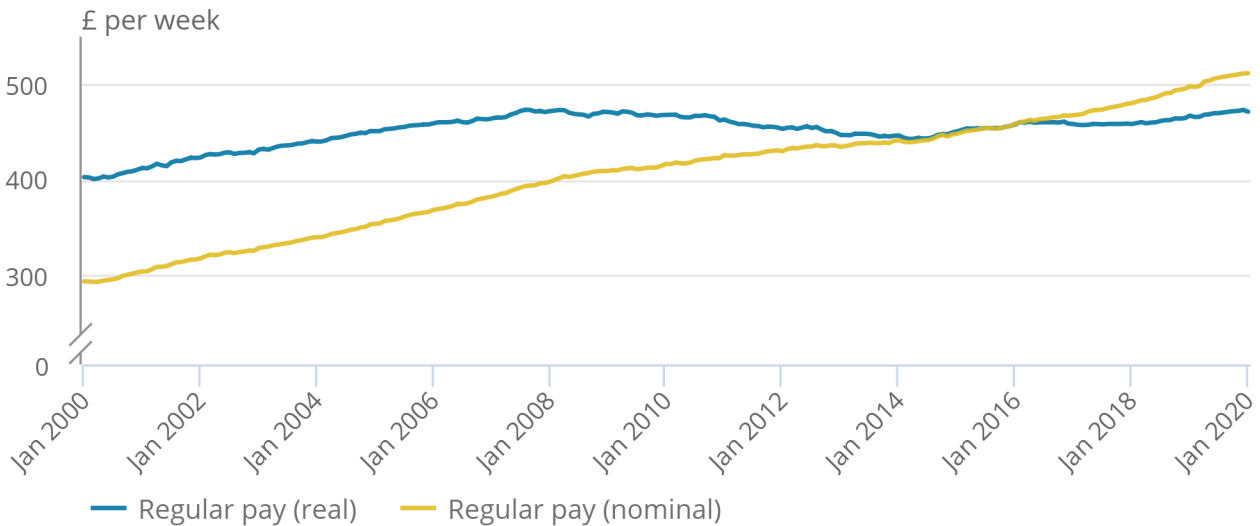
In real terms, annual pay growth has been positive since the three months to February 2018. This means that during that period, pay has been growing faster than [inflation](#). Growth in real terms for both total pay and regular pay reached a recent peak of 2.0% in the three months to June 2019, before decreasing to 1.5% in the three months to January 2020.

Figure 2: In real terms, regular pay fell to £471 per week and is back below the pre-2008 economic downturn peak

Great Britain average weekly earnings excluding bonuses, seasonally adjusted, January 2000 to January 2020

Figure 2: In real terms, regular pay fell to £471 per week and is back below the pre-2008 economic downturn peak

Great Britain average weekly earnings excluding bonuses, seasonally adjusted, January 2000 to January 2020



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

For January 2020, average regular pay, before tax and other deductions, for employees in Great Britain was estimated at £512 per week in nominal terms. The figure in real terms (constant 2015 prices) is £471 per week, which is £2 (0.4%) less than the pre-2008 economic downturn peak of £473 per week for March 2008.

The equivalent figures for total pay in real terms are £503 per week in January 2020 and £522 in February 2008, a 3.6% difference.

Figure 3: Annual growth in total pay remained weakest in the wholesaling, retailing, hotels and restaurants sector, at 2.2% for total pay and 2.0% for regular pay

Annual growth in Great Britain nominal average weekly earnings (total and regular), seasonally adjusted, between November to January 2019 and November to January 2020

Figure 3: Annual growth in total pay remained weakest in the wholesaling, retailing, hotels and restaurants sector, at 2.2% for total pay and 2.0% for regular pay

Annual growth in Great Britain nominal average weekly earnings (total and regular), seasonally adjusted, between November to January 2019 and November to January 2020



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

Between November to January 2019 and November to January 2020, average pay growth varied by industry sector (Figure 3). The finance and business services sector saw the highest estimated growth, at 3.6% for total pay and 3.5% for regular pay. The wholesaling, retailing, hotels and restaurants sector saw the lowest growth, estimated at 2.2% for total pay and 2.0% for regular pay.

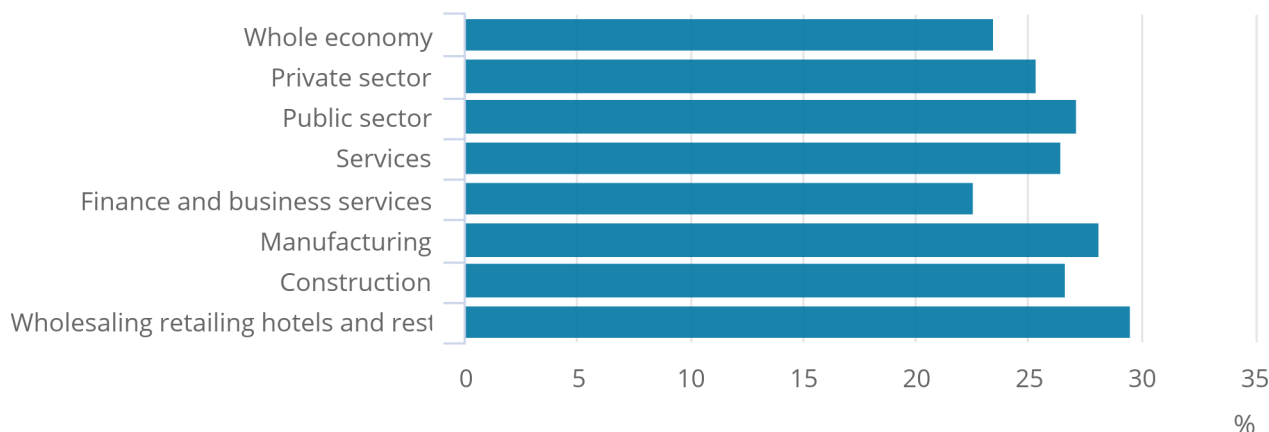
As these estimates are based on a sample, they are subject to sampling variability, which in the case of the wholesaling, retailing, hotels and restaurants sector is approximately 1.5%. However, it has been evident since late 2018 that the growth in weekly total pay in this sector is lower than for the whole economy.

Figure 4: Although wholesaling, retailing, hotels and restaurants has seen relatively weak pay growth over the last 12 months, its total pay growth since before the 2008 economic downturn has been stronger than for any other sector

Percentage growth in Great Britain nominal average weekly earnings (total), seasonally adjusted, between January to March 2008 and November to January 2020

Figure 4: Although wholesaling, retailing, hotels and restaurants has seen relatively weak pay growth over the last 12 months, its total pay growth since before the 2008 economic downturn has been stronger than for any other sector

Percentage growth in Great Britain nominal average weekly earnings (total), seasonally adjusted, between January to March 2008 and November to January 2020



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

Growth in pay within different sectors can be conducted on the [Average Weekly Earnings](#) series over any period back to 2000. In Figure 4, we have compared latest pay with the three months to March 2008, which was the peak prior to the 2008 economic downturn.

Despite having lower than average pay recently (as shown in Figure 3), the wholesaling, retailing, hotels and restaurants sector has seen stronger growth in total pay than any other sector since 2008. Average total pay growth in this sector has grown by 29.5% since the three months to March 2008, compared with 23.5% for whole economy. This highlights that the rate of pay growth between different time periods can be very different across sectors.

Growth in total pay since the three months to March 2008 has been lowest within the finance and business services sector, at 22.6%; this is a little below the growth for the whole economy. Growth in that sector (58.6%) had been substantially greater than the growth in the whole economy (44.2%) from 2000 to 2008.

It should be noted that the pay estimates in this bulletin reflect the profile of jobs in each sector at each point in time. This profile can change over time, which might naturally increase or reduce average pay.

4 . Average weekly earnings data

[Average weekly earnings](#)

Dataset EARN01 | Released 17 March 2020

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

[Average weekly earnings by sector](#)

Dataset EARN02 | Released 17 March 2020

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

[Average weekly earnings by industry](#)

Dataset EARN03 | Released 17 March 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, in percentage points

	Including bonuses (Jan to Apr)^{1 2}	Including bonuses (May to Dec)^{1 2}	Excluding bonuses¹
Whole economy	± 0.9	± 0.5	± 0.5
Private sector	± 0.9	± 0.6	± 0.5
Public sector	± 0.9	± 0.5	± 0.5
Services	± 1.0	± 0.6	± 0.5
Finance and business services	± 2.8	± 1.6	± 1.4
Public sector excluding financial services	± 0.7	± 0.5	± 0.5
Manufacturing	± 1.1	± 1.0	± 0.9
Construction	± 2.5	± 2.6	± 2.4
Wholesale and retail, hotels and restaurants	± 2.1	± 1.7	± 1.5

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

Notes

1. These sampling variability estimates are for 95% confidence intervals and are calculated on data for the 12 months from January to December 2014 that are not seasonally adjusted. [Back to table](#)
2. Separate estimates of sampling variability are given for the including bonuses estimates from January to April when most bonus payments are made. [Back to table](#)

5 . Glossary

Average Weekly Earnings (AWE)

[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).

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)

The 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

After EU withdrawal

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

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

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

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

[Labour market economic commentary: March 2020](#)

Article | Released 17 March 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 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 ASHE.

[Earnings and employment from Pay As You Earn Real Time Information, UK: July 2014 to January 2020](#)

Bulletin | Released 17 March 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 Labour Costs per Hour, UK: July to September 2019](#)

Bulletin | Released 17 March 2020

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

Index of Tables

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

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

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

(*) Tables 2 and 10 in the Statistical Bulletin pdf file have been amalgamated into one spreadsheet (Dataset A05 SA).

(**) Table JOBS02 provides more detail than Table 6 in the Statistical Bulletin pdf file.

The following symbols are used in the tables: p provisional, r revised, .. Not available,* suppressed due to small sample size.

The four-character identification codes appearing in the tables are the ONS references for the data series appearing in the Labour Market Statistics dataset which is available on the website at:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatistics>

EARNINGS

13 Average Weekly Earnings (nominal) - total pay¹

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

	Whole Economy (100%) ²			Private sector (82%) ²			Public sector (18%) ²		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average ³		Single month	3 month average ³		Single month	3 month average ³
	KAB9	KAC2	KAC3	KAC4	KAC5	KAC6	KAC7	KAC8	KAC9
Jan 18	511	2.7	2.7	509	2.8	2.9	519	2.3	2.0
Nov 18 (r)	526	3.3	3.4	525	3.3	3.5	531	2.9	2.7
Dec 18	529	3.3	3.6	528	3.5 (r)	3.8	532	2.8	2.8
Jan 19 (r)	530	3.8	3.5	530	4.1	3.6	533	2.8	2.8
Feb 19	530	3.4	3.5	529	3.7	3.7	532	2.3	2.6
Mar 19	531	2.4	3.2	528	2.3	3.3 (r)	534	2.6	2.6 (r)
Apr 19	534	4.1	3.3	533	4.0	3.3	544	4.5	3.1
May 19	536	4.0	3.5	535	4.0	3.4	543	3.9	3.6
Jun 19	538	3.8	4.0	537	3.8	4.0	544	3.8	4.0
Jul 19	539	3.9	3.9	539	3.9	3.9	546	3.7	3.8
Aug 19	540	3.3	3.7	539	3.5	3.7	544	2.8	3.4
Sep 19	542	3.8	3.7	541	3.9	3.7	546	3.5	3.3
Oct 19	543	2.4	3.2	541	2.2	3.2	547	3.2	3.1
Nov 19 (r)	544	3.4	3.2	543	3.4	3.2	548	3.3	3.3
Dec 19 (r)	544	2.8	2.9	543	2.7	2.8	549	3.3	3.3
Jan 20 (p)	547	3.1	3.1	546	3.1	3.1	549	2.9	3.2

	Services, SIC 2007 sections G-S (85%) ²			Finance and business services, SIC 2007 sections K-N (22%) ²			Public sector excluding financial services (17%) 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
Jan 18	494	2.5	2.7	649	2.6	3.1	515	2.4	2.1
Nov 18 (r)	511	3.4	3.6	675	4.1	3.3	527	2.9	2.8
Dec 18	513	3.4	3.8	676	3.2	3.9	527	2.9	2.8 (r)
Jan 19 (r)	514	4.1	3.6	682	5.0	4.1	529	2.8	2.9
Feb 19	514	3.5	3.7	676	3.4	3.9	528	2.2	2.6
Mar 19	516	2.5	3.4	675	2.1	3.5	529	2.4	2.5
Apr 19	518	4.1	3.4	686	5.1	3.5	540	4.4	3.0
May 19	520	4.0	3.6	689	5.4	4.2	539	3.9	3.6
Jun 19	522	3.9	4.0	690	5.0	5.1	538	3.5	3.9
Jul 19	523	3.9	4.0	692	4.0	4.8	543	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
Oct 19	527	2.2	3.1	699	3.4	4.3	543	3.2	3.2
Nov 19 (r)	528	3.5	3.2	702	4.0	4.2	545	3.4	3.4
Dec 19 (r)	528	3.0	2.9	700	3.6	3.7	545	3.4	3.3
Jan 20 (p)	531	3.3	3.2	703	3.1	3.6	545	2.9	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
	K5CA	K5CB	K5CC	K5CD	K5CE	K5CF	K5CG	K5CH	K5CI
Jan 18	596	2.9	3.1	609	4.8	3.1	347	1.7	2.3
Nov 18 (r)	604	1.4	1.8	628	4.3	3.4	357	2.0	2.9
Dec 18 (r)	606	1.7	1.7	638	5.7	4.4	358	2.8	3.0
Jan 19 (r)	610	2.4	1.8	631	3.7	4.6	356	2.7	2.5
Feb 19	607	1.9	2.0	636	5.3	4.9	357	2.4	2.6
Mar 19	605	0.9	1.7	632	3.0	4.0	350	-0.3	1.6
Apr 19	615	2.4	1.8	653	6.7	5.0	356	1.5	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	648	5.4	6.1	363	3.9	2.3
Jul 19	616	2.2	2.5	652	7.3	6.3	364	2.9	2.7
Aug 19	620	3.2	2.8	649	4.7	5.8	365	2.6	3.1
Sep 19	618	2.4	2.6	658	6.1	6.0	366	3.6	3.0
Oct 19	621	2.7	2.8	650	4.1	5.0	362	0.5	2.2
Nov 19	622	3.0	2.7	649	3.4	4.5	362	1.6	1.9
Dec 19 (r)	620	2.3	2.7	650	1.9	3.1	362	1.2	1.1
Jan 20 (p)	619	1.4	2.2	655	3.8	3.0	369	3.8	2.2

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
Jan 18	31	2.7	5.4	37	2.8	5.2	2	-7.9	12.9
Nov 18 (r)	32	-0.8	4.8	38	-0.6	4.9	2	-48.8	-32.3
Dec 18 (r)	33	3.1	8.4	40	3.3	8.6	2	-21.8	-26.0
Jan 19 (r)	32	5.4	2.5	39	5.3	2.6	3	64.1	-17.7
Feb 19	32	4.8	4.4 (r)	38	4.7	4.4 (r)	2	15.2	14.2 (r)
Mar 19	32	-0.3	3.2 (r)	37	-4.4	1.7 (r)	3	113.3	56.1 (r)
Apr 19	32	1.6	2.0	39	4.8	1.6	2	10.2	35.2
May 19	33	8.0	3.0	40	7.7	2.5	2	21.8	38.0
Jun 19	32	2.0	3.9	39	0.1	4.1	2	25.6	18.8
Jul 19	33	5.9	5.3	40	4.1	3.9	4	60.9	37.6
Aug 19	32	-1.8	2.0	39	0.2	1.4	1	-58.3	-1.3
Sep 19	34	9.1	4.3	41	8.9	4.3	2	31.6	-2.7
Oct 19	32	-16.0	-3.9	39	-15.7	-3.1	2	-38.8	-35.8
Nov 19 (r)	34	7.4	-1.0	41	7.5	-0.8	2	1.1	-10.4
Dec 19 (r)	32	-2.7	-4.6	39	-2.7	-4.4	2	-5.8	-17.0
Jan 20 (p)	35	7.0	3.8	41	7.3	4.0	4	26.6	9.6

	Services, SIC 2007 sections G-S (85%) ¹			Finance and business services, SIC 2007 sections K-N (22%) ²			Public sector excluding financial services (17%) 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
Jan 18	31	1.9	6.5	75	5.0	7.3	1	3.3	15.4
Nov 18 (r)	33	-0.1	6.3	83	14.3	4.9	1	-48.6	-31.5
Dec 18 (r)	34	1.5	9.3	79	-1.8	11.8	1	-18.7	-25.6
Jan 19 (r)	33	6.4	2.5	80	6.7	6.1	2	69.2	-17.0
Feb 19	33	4.5	4.1 (r)	77	2.6	2.4 (r)	2	47.4	27.4 (r)
Mar 19	32	-3.7	2.3 (r)	77	1.3	3.5 (r)	2	117.9	76.0 (r)
Apr 19	32	2.8	1.1	78	1.2	1.7	1	11.3	53.4
May 19	34	7.4	2.1	81	21.1	7.3	2	23.8	45.3
Jun 19	33	3.0	4.4	80	2.7	7.7	1	-20.0	5.4
Jul 19	34	4.0	4.8	81	-0.5	7.0	2	54.5	22.6
Aug 19	33	-2.0	1.6	80	1.1	1.1	1	-57.0	-12.1
Sep 19	35	9.7	3.8	86	11.6	4.0	1	25.4	-2.6
Oct 19	33	-18.3	-4.7	82	-12.3	-0.7	1	-37.8	-34.3
Nov 19 (r)	35	8.1	-1.6	85	2.7	-0.1	1	-0.5	-10.7
Dec 19 (r)	33	-2.8	-5.3	80	1.4	-3.2	1	6.0	-13.8
Jan 20 (p)	36	7.4	4.2	85	5.7	3.3	2	7.6	4.6

	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
Jan 18	25	9.9	10.3	27	31.5	0.4	22	-2.2	4.2
Nov 18 (r)	24	-16.8	-9.8	27	-6.7	-1.7	22	-15.0	-5.7
Dec 18 (r)	26	4.2	-7.9	30	39.7	9.7	22	-2.6	-3.2
Jan 19 (r)	26	3.2	-3.6	25	-5.2	6.9	21	-1.9	-6.9
Feb 19	23	-9.8	-0.8 (r)	29	21.3	17.2 (r)	23	0.2	-1.4 (r)
Mar 19	24	-6.9	-4.5 (r)	30	-3.5	3.3 (r)	19	-21.8	-8.2 (r)
Apr 19	27	3.2	-4.4	35	57.6	21.9	20	-11.2	-11.2
May 19	26	-3.7	-2.5	31	33.0	25.5	25	-13.5	-15.4
Jun 19	27	12.4	3.7	28	14.8	34.5	22	13.2	-5.4
Jul 19	25	-1.7	2.0	31	51.4	32.0	20	-4.5	-3.2
Aug 19	27	14.6	8.1	27	-21.4	8.4	22	2.1	3.4
Sep 19	24	-4.2	2.6	32	15.6	9.0	22	6.3	1.3
Oct 19	26	2.2	4.0	28	-12.0	-7.3	22	-13.2	-2.3
Nov 19 (r)	25	7.5	1.7	29	6.5	2.7	22	0.8	-2.6
Dec 19 (r)	25	-5.4	1.2	30	-0.5	-2.5	22	-1.8	-5.1
Jan 20 (p)	25	-5.5	-1.4	35	40.6	14.3	25	19.2	5.9

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 pay¹

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

	Whole Economy (100%) ²			Private sector (82%) ²			Public sector (18%) ²		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average ³		Single month	3 month average ³		Single month	3 month average ³
	KAI7	KAI8	KAI9	KAJ2	KAJ3	KAJ4	KAJ5	KAJ6	KAJ7
Jan 18	480	2.7	2.6	473	2.8	2.7	517	2.3	2.0
Nov 18 (r)	494	3.4	3.3	487	3.5	3.5	529	3.1	2.9
Dec 18 (r)	496	3.3	3.4	488	3.4	3.5	530	2.8	2.8
Jan 19	498	3.7	3.5	491	3.9	3.6	532 (r)	2.8	2.9
Feb 19	497	3.2	3.4	490	3.5	3.6	531	2.2	2.6
Mar 19	498	3.1	3.3	491	3.3	3.6	531	2.3	2.4
Apr 19	503	4.0	3.4	494	3.9	3.6	542	4.4	2.9
May 19	504	3.8	3.6	496	3.8	3.7	539	3.8	3.5
Jun 19	506	4.0	3.9	498	4.1	4.0	540	3.5	3.9
Jul 19	507	3.8	3.9	500	3.9	4.0	541	3.1	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	3.4	3.2
Oct 19	510	3.2	3.5	502	3.2	3.5	546	3.3	3.3
Nov 19	510 (r)	3.2	3.4	503	3.2	3.3	547	3.4	3.4
Dec 19 (r)	511	3.2	3.2	504	3.2	3.2	548	3.3	3.4
Jan 20 (p)	512	2.8	3.1	504	2.7	3.0	547	2.9	3.2

	Services, SIC 2007 sections G-S (85%) ²			Finance and business services, SIC 2007 sections K-N (22%) ²			Public sector excluding financial services (17%) 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
Jan 18	463	2.6	2.5	574	2.1	2.3	513	2.3	2.1
Nov 18	478	3.5	3.5	594	3.6	3.3	526	3.1	2.9
Dec 18 (r)	479	3.5	3.6	596	3.8	3.6	526	2.8	2.9
Jan 19 (r)	481	3.9	3.6	602	4.9	4.1	528	2.9	2.9
Feb 19	480	3.2	3.5	600	3.3	4.0 (r)	527	2.2	2.6
Mar 19	482	3.2	3.4	604	4.1	4.1 (r)	528	2.4	2.5
Apr 19	486	4.1	3.5	605	4.5	4.0	538	4.3	3.0
May 19	487	3.9	3.7	606	4.3	4.3	536	3.9	3.5
Jun 19	489	4.2	4.1	613	5.2	4.7	537	3.6	3.9
Jul 19	491	3.8	4.0	611	4.2	4.6	538	3.2	3.6
Aug 19	491	3.5	3.8	613	4.6	4.7	539	3.3	3.3
Sep 19	492	3.6	3.7	616	4.7	4.5	541	3.4	3.3
Oct 19	493	3.2	3.5	619	4.5	4.6	542	3.4	3.4
Nov 19	494	3.3	3.4	618	4.0	4.4	544	3.4 (r)	3.4
Dec 19 (r)	495	3.4	3.3	619	3.9	4.2	544	3.4	3.4
Jan 20 (p)	496	3.0	3.2	617	2.6	3.5	544	3.0	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
Jan 18	571	2.7	2.9	580	4.1	3.5	325	2.1	2.2
Nov 18 (r)	580	2.0	2.1	600	4.8	3.6	335	3.2	3.3
Dec 18 (r)	579	1.5	1.9	606	4.0	3.9	336	3.1	3.4
Jan 19 (r)	584	2.2	1.9	604	4.0	4.3	334	3.0	3.1
Feb 19	584	2.2	2.0	606	4.9	4.3 (r)	335	2.6	2.9
Mar 19	585	2.2	2.2	604	3.2	4.0	334	2.0	2.5
Apr 19	586	2.4	2.3	616	5.2	4.4	337	3.0	2.5
May 19	587	2.7	2.4	620	5.2	4.5	339	3.0	2.7
Jun 19	588	2.3	2.5	621	5.2	5.2	341	3.4	3.1
Jul 19	589	2.4	2.5	621	5.7	5.4	342	3.3	3.2
Aug 19	593	3.0	2.6	623	5.6	5.5	343	2.7	3.1
Sep 19	593	2.5	2.7	622	5.4	5.6	343	3.5	3.1
Oct 19	595	2.7	2.8	621	5.1	5.4	339	1.4	2.5
Nov 19	597	2.9	2.7	620	3.3	4.6	340	1.6	2.2
Dec 19 (r)	595	2.8	2.8	619	2.0	3.5	340	1.4	1.5
Jan 20 (p)	593	1.5	2.4	620	2.7	2.7	344	2.9	2.0

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

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.

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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 nominal¹

Great Britain whole economy, seasonally adjusted

Total pay (including bonuses) ¹						
	Nominal earnings			Real earnings ³		
	Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
		Single month	3 month average ²		Single month	3 month average ²
	KAB9	KAC2	KAC3	A3WX	A3WV	A3WW
Jan 18	511	2.7	2.7	487	-0.1	-0.1
Nov 18	526	3.3 (r)	3.4	494	1.2	1.2
Dec 18	529	3.3	3.6	495	1.3	1.4 (r)
Jan 19 (r)	530	3.8	3.5	497	2.1	1.5
Feb 19	530	3.4	3.5	496	1.5	1.6
Mar 19	531	2.4	3.2	496	0.5	1.4 (r)
Apr 19	534	4.1	3.3	498	2.1	1.4
May 19	536	4.0	3.5	499	2.1	1.5
Jun 19	538	3.8	4.0	500	1.8	2.0
Jul 19	539	3.9	3.9	501	1.9	1.9
Aug 19	540	3.3	3.7	501	1.6	1.8
Sep 19	542	3.8	3.7	502	2.1	1.9
Oct 19	543	2.4	3.2	502	1.0	1.5
Nov 19	544	3.4	3.2	503	1.8	1.6
Dec 19	544	2.8	2.9	503	1.5	1.4
Jan 20 (p)	547	3.1	3.1	503	1.4	1.5

Regular pay (excluding bonuses)						
	Nominal earnings			Real earnings ³		
	Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
		Single month	3 month average ²		Single month	3 month average ²
	KAI7	KAI8	KAI9	A2FC	A2F9	A2FA
Jan 18	480	2.7	2.6	458	0.0	-0.2
Nov 18 (r)	494	3.4	3.3	464	1.2	1.1
Dec 18 (r)	496	3.3	3.4	465	1.3	1.2
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	504	3.8	3.6	469	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	471	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
Nov 19 (r)	510	3.2	3.4	472	1.8	1.8
Dec 19 (r)	511	3.2	3.2	473	1.9	1.7
Jan 20 (p)	512	2.8	3.1	471	0.9	1.5

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.