

Statistical bulletin

# Average weekly earnings in Great Britain: May 2020

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



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Release date:  
19 May 2020

Next release:  
16 June 2020

## Notice

### 19 May 2020

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 COVID-19. More details about the impact on labour market outputs can be found in our [statement](#).

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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 January to March 2020

- Average weekly earnings (AWE) estimates are based on the pay period that includes the last week of each month, which in March 2020 was after the implementation of coronavirus (COVID-19) social distancing and lockdown measures; the majority of employees' pay will not have been impacted by the measures because [most employees are paid four-weekly or monthly](#) and monthly payroll payments will typically have been set in advance of the announcements.
- Estimated annual growth in average weekly earnings for employees in Great Britain in the three months to March 2020 was 2.4% for total pay (including bonuses) and 2.7% for regular pay (excluding bonuses).
- Single month growth in average weekly earnings for March 2020 was 1.5% for total pay and 2.4% for regular pay.
- Pay in the three months to March 2020 continued to grow faster than inflation over the same period, but its rate of growth has slowed since mid-2019.
- In real terms (after adjusting for [inflation](#)), annual growth is estimated to be 0.7% in total pay and 1.0% in regular pay, both down from a recent peak of 2.0% in the three months to June 2019.
- Public sector annual pay growth has now outstripped private sector annual pay growth for five consecutive three-month periods.

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.

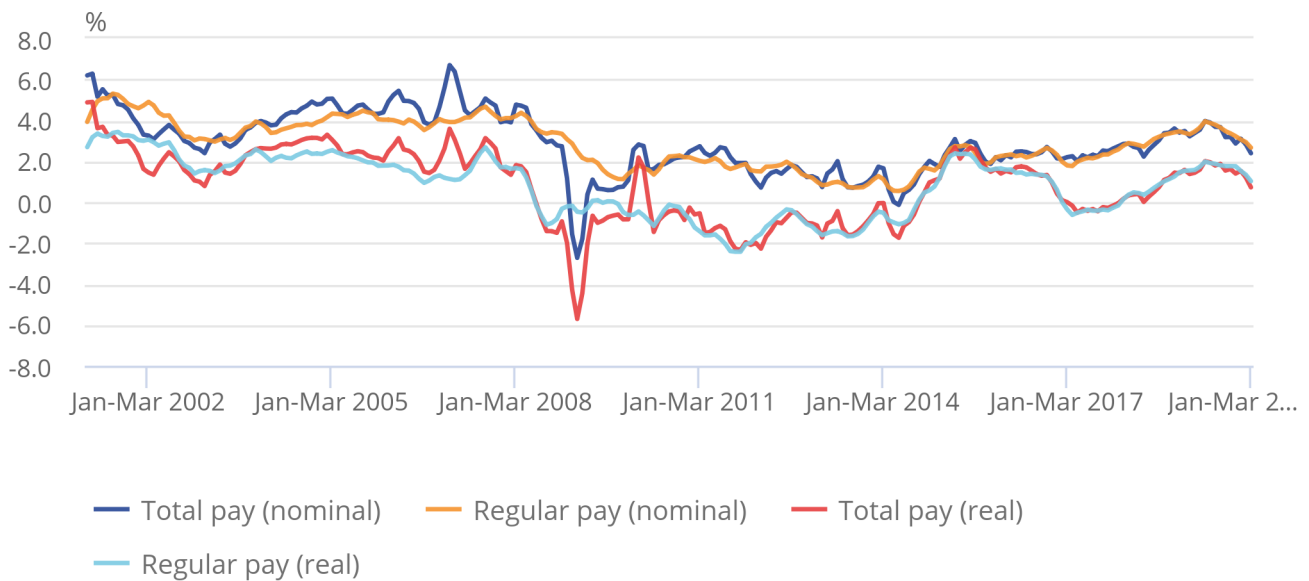
### 3 . Analysis of average weekly earnings

**Figure 1: Pay growth for employees in total pay (including bonuses) is estimated to be 2.4%; this translates to 0.7% in real terms**

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

Figure 1: Pay growth for employees in total pay (including bonuses) is estimated to be 2.4%; this translates to 0.7% in real terms

Great Britain average weekly earnings annual growth rates, seasonally adjusted, January to March 2001 to January to March 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 January to March 2020, it stood at 2.4% for total pay and 2.7% for regular pay.

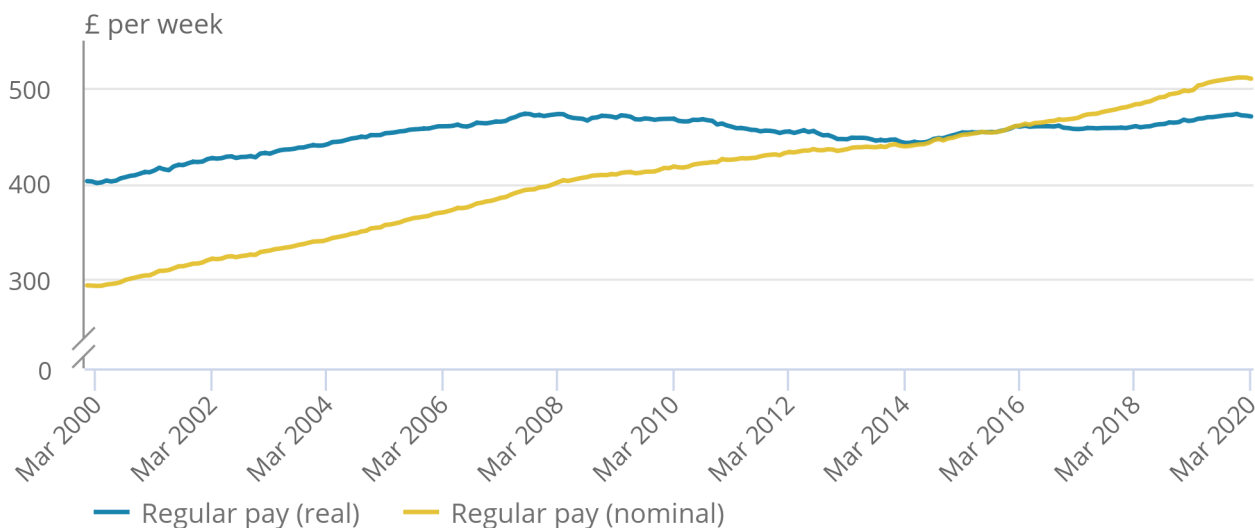
In real terms, annual pay growth has been positive since the three months to February 2018. This means that during that period, pay has been growing faster than [inflation](#). Growth in real terms for both total pay and regular pay reached a recent peak of 2.0% in the three months to June 2019, before decreasing to 0.7% for total pay and 1.0% for regular pay in the three months to March 2020.

**Figure 2: In real terms, regular pay fell to £471 per week in March 2020 and was back below the recent December 2019 peak and levels seen prior to the pre-2008 economic downturn**

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

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



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

For March 2020, average regular pay, before tax and other deductions, for employees in Great Britain was estimated at £510 per week in nominal terms. The figure in real terms (constant 2015 prices) is £471 per week, which is £2 (0.5%) less than the pre-2008 economic downturn peak of £473 per week for March 2008.

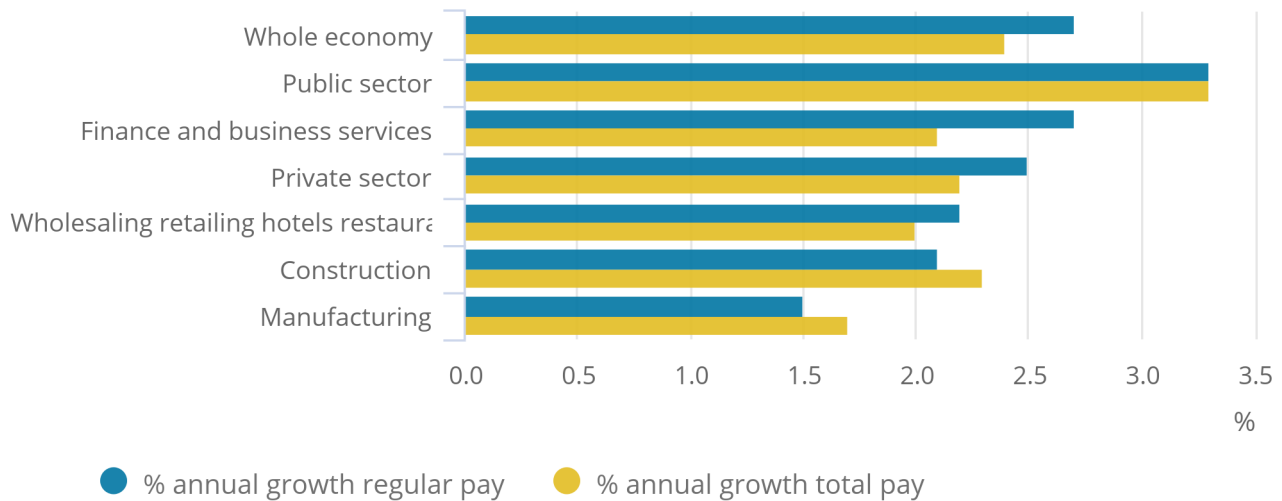
The equivalent figures for total pay in real terms are £497 per week in March 2020 and £522 in February 2008, a 5% difference.

**Figure 3: Annual pay growth is weakest in the manufacturing sector at 1.7% for total pay and 1.5% for regular pay**

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

Figure 3: Annual pay growth is weakest in the manufacturing sector at 1.7% for total pay and 1.5% for regular pay

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



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

Between January to March 2019 and January to March 2020, average pay growth varied by industry sector (Figure 3). The public sector saw the highest estimated growth, at 3.3% for both total pay and regular pay. The manufacturing sector saw the lowest growth, estimated at 1.7% for total pay and 1.5% for regular pay.

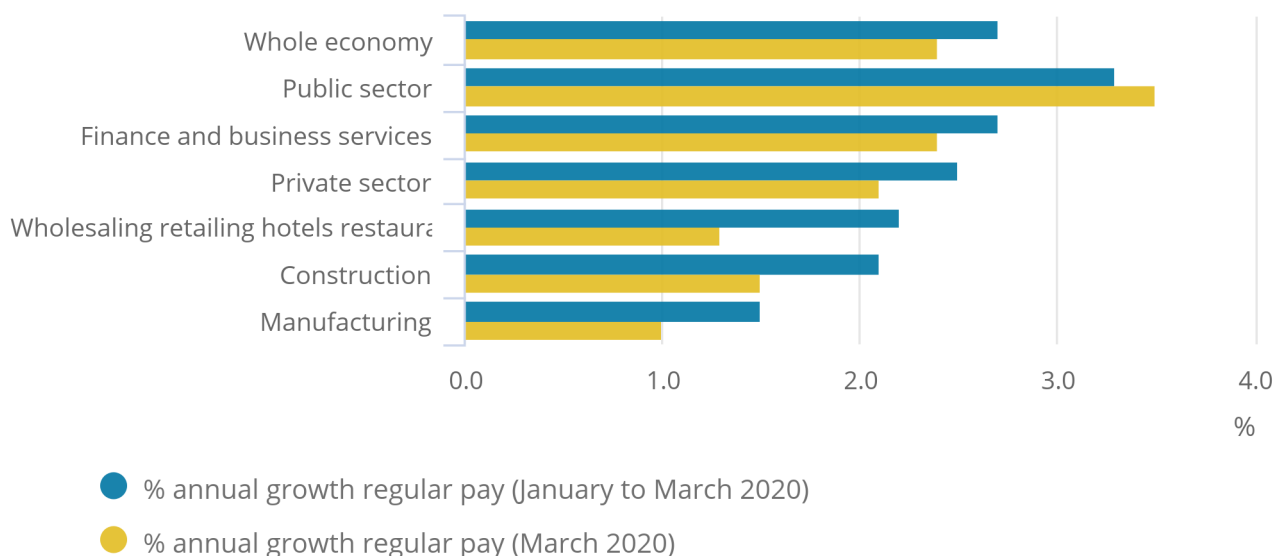
Despite having lower than average pay recently, the wholesaling, retailing, hotels and restaurants sector and manufacturing have seen stronger growth in total pay since 2008 than for any other sector. This industry sector analysis over time was explored in more detail in the [March 2020 release](#).

**Figure 4: Apart from the public sector, all sectors had lower annual regular pay growth in March 2020 when compared with January to March 2020**

Annual growth in Great Britain nominal average weekly earnings excluding bonuses by sector, seasonally adjusted, between January to March 2019 and January to March 2020 compared with between March 2019 and March 2020

Figure 4: Apart from the public sector, all sectors had lower annual regular pay growth in March 2020 when compared with January to March 2020

Annual growth in Great Britain nominal average weekly earnings excluding bonuses by sector, seasonally adjusted, between January to March 2019 and January to March 2020 compared with between March 2019 and March 2020



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

Figure 4 includes estimates of annual growth in regular pay for the single month of March 2020. These March estimates are of interest because they relate to the pay period that includes the last week of the month, which was after the announcement of both the government lockdown measures and the Coronavirus Job Retention Scheme (CJRS, on 23 and 20 March 2020 respectively).

Note that single-month estimates are subject to sampling variability, which in the case of the whole economy is approximately 0.5% (Table 1). However, Figure 4 suggests limited downward impact on employee regular pay in March 2020. At the whole-economy level, the estimated March 2020 single-month growth in average weekly earnings (AWE) for regular pay was 2.4%, a little lower than the 2.7% for the three months between January and March 2020. A similar pattern is seen for all sectors except the public sector.

Some weekly paid employees will have received less pay because of reduced work and/or being furloughed at the end of March 2020. However, most employees’ pay will not yet reflect changed work or remuneration conditions, because [most employees are paid four-weekly or monthly](#) and their monthly payroll payments will typically have been set in advance of the announcements.

## 4 . Average weekly earnings data

### [Average weekly earnings](#)

Dataset EARN01 | Released 19 May 2020

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

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

Dataset EARN02 | Released 19 May 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 19 May 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

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

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

### Notes

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

## 5 . Glossary



## Average Weekly Earnings

[Average Weekly Earnings \(AWE\)](#) is the lead monthly measure of average weekly earnings per employee. It is calculated using information based on the Monthly Wages and Salaries Survey (MWSS), which samples around 9,000 employers in Great Britain.

The estimates are not just a measure of pay rises as they do not, for example, adjust for changes in the proportion of the workforce who work full-time or part-time or other compositional changes within the workforce. The estimates do not include earnings of self-employed people.

Estimates are available for both total pay (which includes bonus payments) and 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

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

### Coronavirus (COVID-19)

The coronavirus (COVID-19) pandemic presents challenges to accurate measurement of the labour market, as [outlined in this article](#). In March, average weekly earnings (AWE) responses from companies were of sufficient volume (a response rate of 77%, close to the 83% target in more typical months) that the challenges were handled within the existing survey design. Further declines in response rates may require methodology revisions in coming months.

In response to the developing situation, we are working to ensure that we continue to publish economic statistics. For more information, please see [COVID-19 and the production of statistics](#).

We have reviewed all publications and data published as part of the labour market release in response to the COVID-19 pandemic. This has led to the [postponement of some publications and datasets](#) to ensure that we can continue to publish our main labour market data. This will protect the delivery and quality of our remaining outputs and ensure we can respond to new demands as a direct result of COVID-19.

David Freeman, head of labour market statistics at the Office for National Statistics (ONS), has looked at how the ONS is responding to the pressing need for new information in his blog, [Measuring the labour market during the coronavirus](#).

For more information on how labour market data sources, among others, will be affected by the COVID-19 pandemic, see the [statement published on 27 March 2020](#).

Data in this statistical bulletin and accompanying datasets relate to periods up to and including March 2020 and are largely unaffected by recent developments.

Our latest data and analysis on the impact of COVID-19 on the UK economy and population is now available on our dedicated [COVID-19 web page](#). This is the hub for all special COVID-19-related publications, drawing on all available 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

### [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: May 2020](#)

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

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

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

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

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

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

# EARNINGS

## 13 Average Weekly Earnings (nominal) - total pay<sup>1</sup>

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

	Whole Economy (100%) <sup>2</sup>			Private sector (82%) <sup>2</sup>			Public sector (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	KAB9	KAC2	KAC3	KAC4	KAC5	KAC6	KAC7	KAC8	KAC9
Mar 18	519	3.3	2.9	517	3.3	2.9	520	2.2	2.4
Jan 19	529	3.6 (r)	3.4	528	3.8	3.5	533	2.8	2.8
Feb 19 (r)	530	3.5	3.5	530	3.7	3.6	532	2.2	2.6
Mar 19 (r)	532	2.5	3.2	531	2.7	3.4	534	2.6	2.5
Apr 19	534	4.1	3.4	533	4.0	3.5 (r)	544	4.5	3.1
May 19	536	4.0	3.5	535	4.0	3.6 (r)	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	544	3.4	3.2	543	3.4	3.2	548	3.3	3.3
Dec 19	544	2.8	2.9	542	2.7	2.8	549	3.3	3.3
Jan 20	546	3.1	3.1	545	3.1 (r)	3.1	549	3.0	3.2
Feb 20 (r)	544	2.5	2.8	542	2.3	2.7	551	3.5	3.3
<b>Mar 20 (p)</b>	<b>540</b>	<b>1.5</b>	<b>2.4</b>	<b>537</b>	<b>1.1</b>	<b>2.2</b>	<b>552</b>	<b>3.4</b>	<b>3.3</b>

	Services, SIC 2007 sections G-S (85%) <sup>2</sup>			Finance and business services, SIC 2007 sections K-N (21%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5BZ	K5C2	K5C3	K5C4	K5C5	K5C6	KAD8	KAD9	KAE2
Mar 18	503	3.0	2.8	661	2.1	2.8	517	2.4	2.4
Jan 19 (r)	513	3.8	3.5	679	4.5	3.9	529	2.8	2.9
Feb 19 (r)	515	3.6	3.6	677	3.6	3.7	528	2.2	2.7
Mar 19 (r)	516	2.7	3.4	680	2.9	3.6	529	2.4	2.5
Apr 19	518	4.1	3.4 (r)	686	5.1	3.8 (r)	540	4.4	3.0
May 19	520	4.0	3.6	689	5.4	4.4 (r)	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	528	3.5	3.2	702	4.0	4.2	545	3.4	3.4
Dec 19	528	2.9	2.9	700	3.6	3.7	545	3.4	3.3
Jan 20 (r)	530	3.3	3.2	701	3.2	3.6	545	3.1	3.3
Feb 20 (r)	528	2.6	3.0	695	2.6	3.1	547	3.6	3.4
<b>Mar 20 (p)</b>	<b>524</b>	<b>1.6</b>	<b>2.5</b>	<b>683</b>	<b>0.4</b>	<b>2.1</b>	<b>548</b>	<b>3.6</b>	<b>3.4</b>

	Manufacturing, SIC 2007 section C (8%) <sup>2</sup>			Construction, SIC 2007 section F (5%) <sup>2</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5CA	K5CB	K5CC	K5CD	K5CE	K5CF	K5CG	K5CH	K5CI
Mar 18	599	3.1	2.8	613	6.3	4.7	351	2.5	2.3
Jan 19 (r)	610	2.3	1.8	629	3.4	4.5	356	2.6	2.4
Feb 19 (r)	607	1.9	2.0	635	5.1	4.7	358	2.4	2.6
Mar 19 (r)	605	1.0	1.7	638	4.0	4.2	351	0.0	1.7
Apr 19	615	2.4	1.8	653	6.7	5.3 (r)	356	1.5	1.3
May 19	613	2.5	2.0 (r)	648	6.2	5.7 (r)	363	1.5	1.0 (r)
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	620	2.3	2.7	649	1.9	3.1	362	1.2	1.1
Jan 20 (r)	619	1.5	2.3	653	3.8	3.0	369	3.7	2.2
Feb 20 (r)	620	2.2	2.0	651	2.5	2.7	362	1.3	2.1
<b>Mar 20 (p)</b>	<b>614</b>	<b>1.5</b>	<b>1.7</b>	<b>641</b>	<b>0.5</b>	<b>2.3</b>	<b>355</b>	<b>1.0</b>	<b>2.0</b>

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

1. Estimates of total pay include bonuses but exclude arrears of pay.

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

Email: earnings@ons.gov.uk

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

# EARNINGS

## 14 Average Weekly Earnings (nominal) - bonus pay

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

	Whole Economy (100%) <sup>1</sup>						Private sector (82%) <sup>2</sup>			Public sector (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year			Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year			
		Single month	3 month average <sup>2</sup>			Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>		
	KAF4	KAF5	KAF6	KAF7	KAF8	KAF9	KAG2	KAG3	KAG4			
Mar 18	32	1.0	1.2	39	5.6	2.7	1	-43.3	-17.5			
Jan 19 (r)	32	3.7	1.8	38	3.4	1.9	3	59.6	-20.0			
Feb 19 (r)	32	5.5	4.0	39	5.5	3.9	2	9.4	9.1			
Mar 19 (r)	32	1.4	3.5	38	-2.4	2.1	3	127.9	55.8			
Apr 19	32	1.6	2.8 (r)	39	4.8	2.5 (r)	2	10.2	36.3 (r)			
May 19	33	8.0	3.6 (r)	40	7.7	3.2 (r)	2	21.8	41.3 (r)			
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	34	7.4	-1.0	41	7.5	-0.8	2	1.1	-10.4			
Dec 19	32	-2.8	-4.6	38	-2.9	-4.5	2	-2.9	-16.4			
Jan 20 (r)	34	7.5	3.9	41	7.7	4.0	3	25.8	10.1			
Feb 20 (r)	32	-1.2	1.1	38	-1.2	1.1	2	9.5	12.8			
<b>Mar 20 (p)</b>	<b>31</b>	<b>-3.4</b>	<b>1.0</b>	<b>37</b>	<b>-2.5</b>	<b>1.3</b>	<b>2</b>	<b>-27.0</b>	<b>2.1</b>			

	Services, SIC 2007 sections G-S (85%) <sup>1</sup>			Finance and business services, SIC 2007 sections K-N (21%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
	K5CS	K5CT	K5CU	K5CV	K5CW	K5CX	KAH3	KAH4	KAH5
Mar 18	33	3.9	2.2	76	-2.8	2.4	1	-25.0	-9.0
Jan 19 (r)	33	6.3	2.3	78	4.1	5.0	2	61.8	-18.3
Feb 19 (r)	33	5.4	4.1	78	4.2	1.8	2	28.5	19.4
Mar 19 (r)	33	-1.6	3.3	79	3.2	3.8	2	108.6	63.7
Apr 19	32	2.8	2.1 (r)	78	1.2	2.9 (r)	1	11.3	44.4 (r)
May 19	34	7.4	2.8 (r)	81	21.1	7.9 (r)	2	23.8	42.7 (r)
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	35	8.1	-1.6	85	2.7	-0.1	1	-0.5	-10.7
Dec 19	33	-3.2	-5.5	79	1.0	-3.3	1	5.9	-13.7
Jan 20 (r)	36	8.7	4.5	84	6.7	3.4	2	10.2	5.5
Feb 20 (r)	32	-2.4	1.0	77	-1.1	2.2	2	14.1	10.4
<b>Mar 20 (p)</b>	<b>31</b>	<b>-3.8</b>	<b>0.9</b>	<b>76</b>	<b>-4.1</b>	<b>0.5</b>	<b>1</b>	<b>-30.9</b>	<b>-4.8</b>

	Manufacturing, SIC 2007 section C (8%) <sup>2</sup>			Construction, SIC 2007 section F (5%) <sup>1</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
	K5D3	K5D4	K5D5	K5D6	K5D7	K5D8	K5D9	K5DA	K5DB
Mar 18	26	8.4	0.6	31	15.3	7.3	24	10.8	2.9
Jan 19 (r)	26	2.6	-3.8	25	-5.9	6.6	21	-3.8	-7.8
Feb 19 (r)	23	-9.5	-0.9	29	17.5	15.6	23	2.0	-1.7
Mar 19 (r)	24	-6.7	-4.6	32	2.3	4.2	19	-20.9	-7.9
Apr 19	27	3.2	-4.3 (r)	35	57.6	23.0 (r)	20	-11.2	-10.3 (r)
May 19	26	-3.7	-2.4 (r)	31	33.0	27.8 (r)	25	-13.5	-15.1 (r)
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	25	7.5	1.7	29	6.5	2.7	22	0.8	-2.6
Dec 19	25	-5.4	1.2	30	-0.5	-2.5	22	-2.1	-5.2
Jan 20 (r)	25	-4.0	-0.9	35	40.6	14.2	25	19.6	5.8
Feb 20 (r)	26	11.2	0.2	33	15.3	17.1	20	-11.3	1.5
<b>Mar 20 (p)</b>	<b>26</b>	<b>5.6</b>	<b>4.0</b>	<b>29</b>	<b>-8.6</b>	<b>13.8</b>	<b>19</b>	<b>-1.9</b>	<b>1.8</b>

Source: Monthly Wages & Salaries Survey

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

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

# EARNINGS

## 15 Average Weekly Earnings (nominal) - regular pay<sup>1</sup>

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

	Whole Economy (100%) <sup>2</sup>			Private sector (82%) <sup>2</sup>			Public sector (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	KAI7	KAI8	KAI9	KAJ2	KAJ3	KAJ4	KAJ5	KAJ6	KAJ7
Mar 18	483	3.0	2.9	476	3.2	3.0	519	2.5	2.4
Jan 19 (r)	498	3.6	3.4	491	3.8	3.6	531	2.8	2.9
Feb 19 (r)	497	3.2	3.4	490	3.5	3.6	531	2.2	2.6
Mar 19 (r)	498	3.1	3.3	492	3.5	3.6	531	2.3	2.4
Apr 19	503	4.0	3.4	494	3.9	3.6	542	4.4	3.0
May 19	504	3.8	3.6	496	3.8	3.8 (r)	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	3.2	3.4	503	3.2	3.3	547	3.4	3.4
Dec 19	511	3.2	3.2	504	3.2	3.2	548	3.3	3.4
Jan 20	511	2.8	3.1	504	2.7	3.0	548 (r)	3.0	3.2
Feb 20 (r)	511	2.8	2.9	504	2.7	2.8	549	3.3	3.2
<b>Mar 20 (p)</b>	<b>510</b>	<b>2.4</b>	<b>2.7</b>	<b>503</b>	<b>2.1</b>	<b>2.5</b>	<b>550</b>	<b>3.5</b>	<b>3.3</b>

	Services, SIC 2007 sections G-S (85%) <sup>2</sup>			Finance and business services, SIC 2007 sections K-N (21%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5DL	K5DM	K5DN	K5DO	K5DP	K5DQ	KAK6	KAK7	KAK8
Mar 18	467	3.0	2.8	580	3.1	2.8	516	2.4	2.4
Jan 19 (r)	481	3.8	3.6	601	4.7	4.0	528	2.9	2.9
Feb 19 (r)	480	3.2	3.5	600	3.3	3.9	527	2.3	2.7
Mar 19	482	3.2	3.4	604	4.2 (r)	4.1	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	3.4
Dec 19	495	3.4	3.3	619	3.9	4.2	544	3.4	3.4
Jan 20	495	3.0	3.2	616 (r)	2.5	3.5	544	3.1	3.3
Feb 20 (r)	495	3.1	3.1	619	3.3	3.2	546	3.4	3.3
<b>Mar 20 (p)</b>	<b>495</b>	<b>2.6</b>	<b>2.9</b>	<b>619</b>	<b>2.4</b>	<b>2.7</b>	<b>547</b>	<b>3.6</b>	<b>3.4</b>

	Manufacturing, SIC 2007 section C (8%) <sup>2</sup>			Construction, SIC 2007 section F (5%) <sup>2</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5DU	K5DV	K5DW	K5DX	K5DY	K5DZ	K5E2	K5E3	K5E4
Mar 18	572	2.6	2.7	585	6.0	4.6	327	2.4	2.4
Jan 19 (r)	584	2.3	1.9	603	3.9	4.2	335	3.0	3.1
Feb 19 (r)	585	2.2	2.0	606	4.8	4.2	334	2.5	2.9
Mar 19 (r)	585	2.3	2.3	605	3.4	4.0	334	2.2	2.6
Apr 19	586	2.4	2.3	616	5.2	4.5	337	3.0	2.6 (r)
May 19	587	2.7	2.4	620	5.2	4.6 (r)	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	596	2.8	2.8	618	2.0	3.5	340	1.4	1.5
Jan 20	594	1.7	2.4	619 (r)	2.7	2.7	344	2.9	2.0
Feb 20 (r)	596	1.9	2.1	618	2.1	2.3	342	2.3	2.2
<b>Mar 20 (p)</b>	<b>591</b>	<b>1.0</b>	<b>1.5</b>	<b>614</b>	<b>1.5</b>	<b>2.1</b>	<b>339</b>	<b>1.3</b>	<b>2.2</b>

Source: Monthly Wages & Salaries Survey

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

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

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

# EARNINGS

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

Great Britain whole economy, seasonally adjusted

	Total pay (including bonuses) <sup>1</sup>					
	Nominal earnings			Real earnings <sup>3</sup>		
	Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
KAB9	KAC2	KAC3	A3WX	A3WV	A3WW	
Mar 18	519	3.3	2.9	494	0.9	0.3
Jan 19	529	3.6 (r)	3.4	496	1.9	1.4
Feb 19 (r)	530	3.5	3.5	496	1.6	1.6
Mar 19 (r)	532	2.5	3.2	497	0.6	1.4
Apr 19	534	4.1	3.4	498	2.1	1.4
May 19	536	4.0	3.5	499	2.1	1.6 (r)
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	502	1.4	1.4
Jan 20 (r)	546	3.1	3.1	502	1.3	1.5
Feb 20	544 (r)	2.5	2.8	501	0.8	1.2
<b>Mar 20 (p)</b>	<b>540</b>	<b>1.5</b>	<b>2.4</b>	<b>497</b>	<b>0.0</b>	<b>0.7</b>

	Regular pay (excluding bonuses)					
	Nominal earnings			Real earnings <sup>3</sup>		
	Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
KAI7	KAI8	KAI9	A2FC	A2F9	A2FA	
Mar 18	483	3.0	2.9	460	0.7	0.4
Jan 19	498	3.6	3.4 (r)	467	1.9	1.5
Feb 19 (r)	497	3.2	3.4	466	1.4	1.5
Mar 19	498	3.1	3.3	466	1.3 (r)	1.5
Apr 19	503	4.0	3.4	468	2.0	1.6 (r)
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	510	3.2	3.4	472	1.8	1.8
Dec 19	511	3.2	3.2	473	1.8	1.7
Jan 20	511	2.8	3.1	472	1.0	1.5
Feb 20	511	2.8	2.9	471	1.2 (r)	1.3
<b>Mar 20 (p)</b>	<b>510</b>	<b>2.4</b>	<b>2.7</b>	<b>471</b>	<b>0.9</b>	<b>1.0</b>

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.