

Statistical bulletin

# Average weekly earnings in Great Britain: November 2022

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 July to September 2022

- Growth in average total pay (including bonuses) was 6.0% and growth in regular pay (excluding bonuses) was 5.7% among employees in July to September 2022; this is the strongest growth in regular pay seen outside of the coronavirus (COVID-19) pandemic period.
- In July to September 2022 growth in total and regular pay fell in real terms (adjusted for inflation) by 2.6% on the year for total pay and by 2.7% on the year for regular pay; this is slightly smaller than the record fall in real regular pay we saw 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 6.6% in July to September 2022, and 2.2% for the public sector; outside of the height of the pandemic period, this is the largest growth seen for the private sector and the largest difference between the private sector and public sector.
- The wholesaling, retailing, hotels and restaurants sector saw the largest regular growth rate at 7.3%, followed by the finance and business services sector at 6.2%.

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.

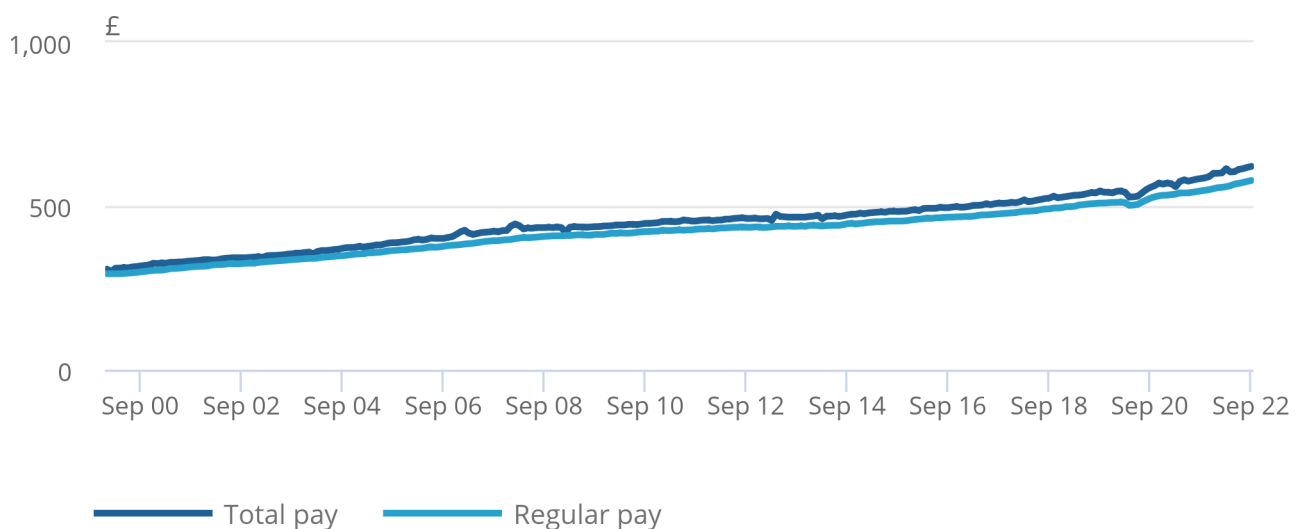
### 3 . Analysis of average weekly earnings (AWE)

**Figure 1: Average weekly earnings for total pay was £621 and for regular pay was £578 in September 2022, showing a steady increase over time (except for early on in the coronavirus pandemic)**

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

Figure 1: Average weekly earnings for total pay was £621 and for regular pay was £578 in September 2022, showing a steady increase over time (except for early on in the coronavirus pandemic)

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



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

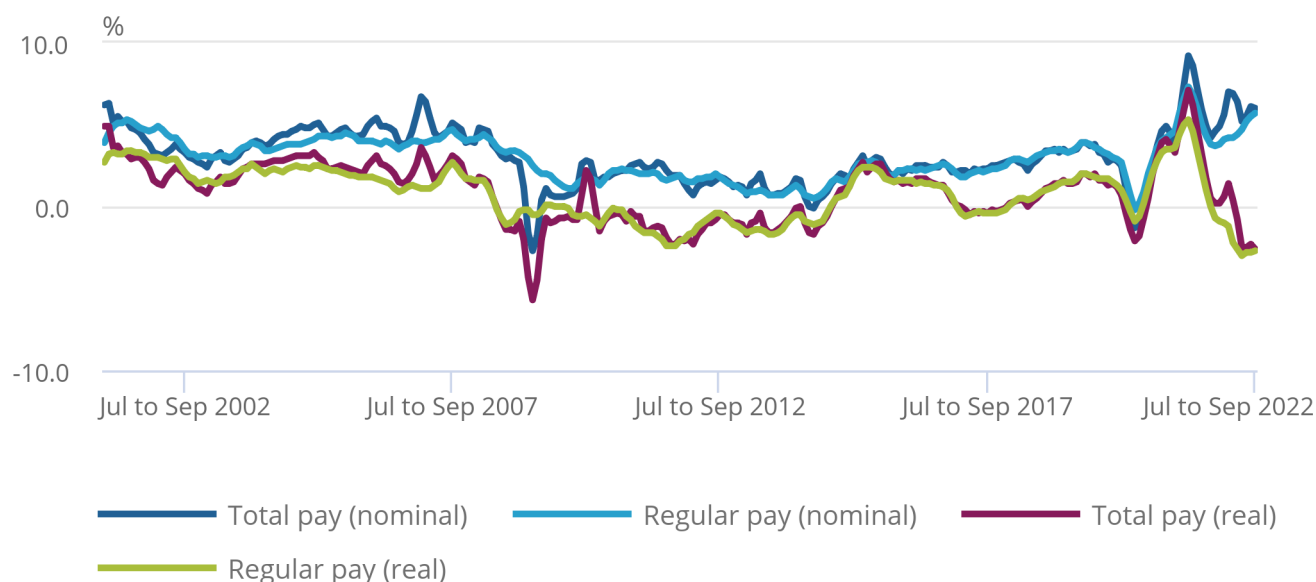
Average weekly earnings were estimated at £621 for total pay and £578 for regular pay in September 2022. Figure 1 shows that average weekly earnings have steadily increased, with the exception of the early months of the coronavirus (COVID-19) pandemic.

## 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 July to September 2022

### 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 July to September 2022



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

The rate of annual pay growth for total pay was 6.0%, and the annual pay growth for regular pay was 5.7%, in July to September 2022; this is the strongest growth in regular pay seen outside of the 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.

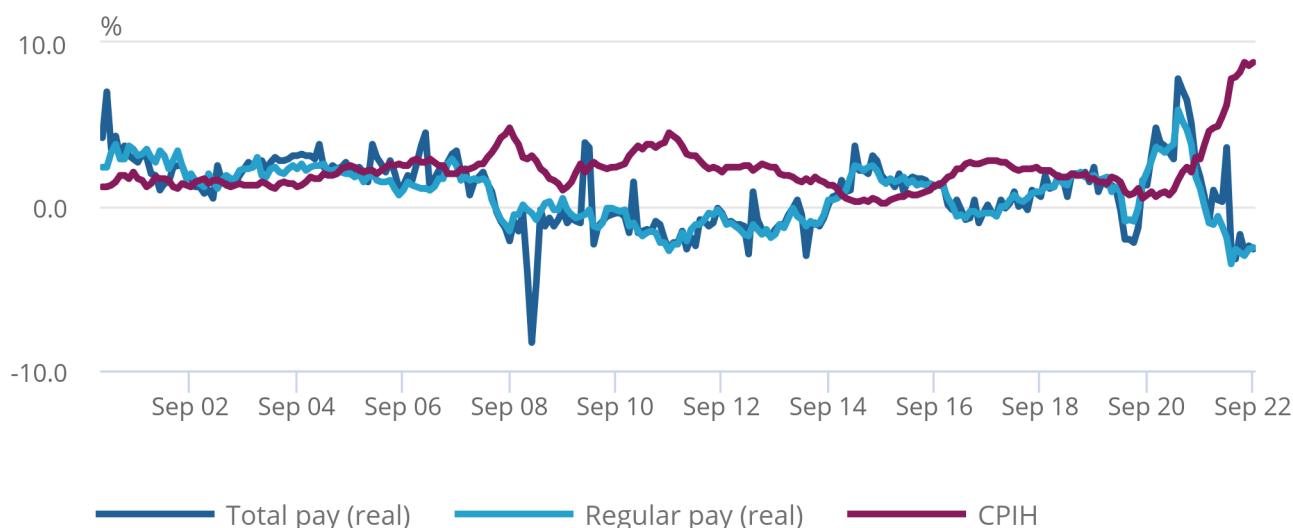
In real terms (adjusted for inflation), in July to September 2022, total pay fell by 2.6% on the year. A larger fall was last seen in February to April 2009, when it fell by 4.5% on the year. Regular pay fell by 2.7% on the year; this is slightly smaller than the record fall we saw in April to June 2022 (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 CPIH annual rate, January 2001 to September 2022

### 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 CPIH annual rate, January 2001 to September 2022



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

The increasing difference between nominal and real growth rates is because of increasing consumer price inflation, including owner occupiers' housing costs (CPIH). For the three months of July to September 2022, CPIH was an average of 8.7%. 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 July to September 2022, total pay fell by 3.7% 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.

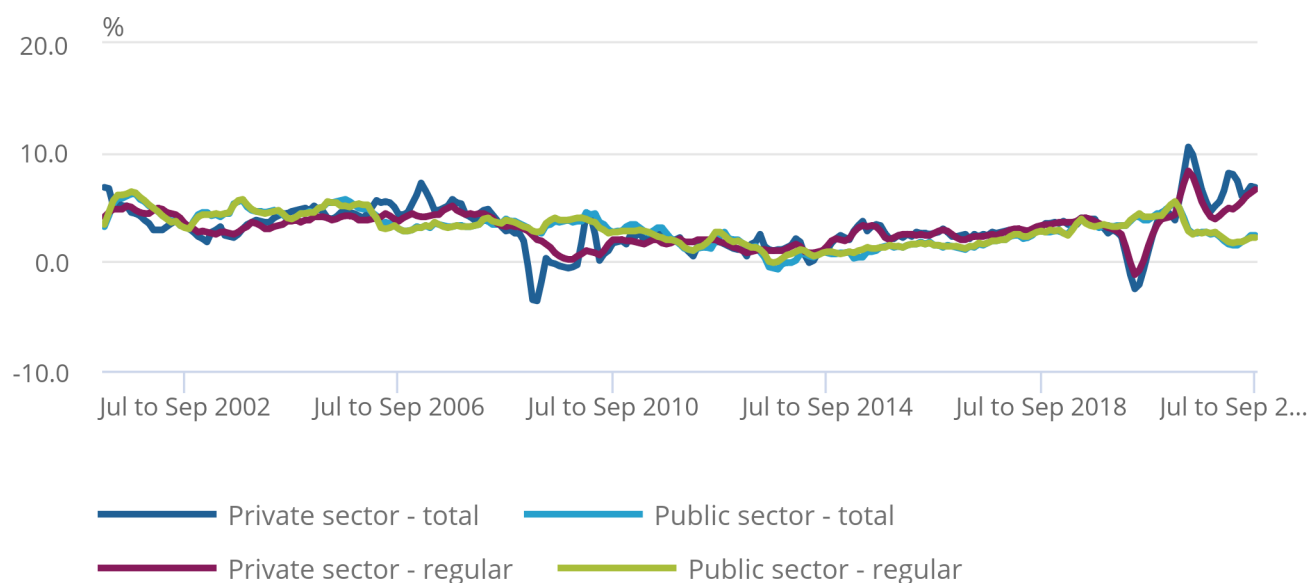
## Sector and industry

**Figure 4: Private sector regular growth rate is higher than public sector**

Average weekly earnings annual growth rates for total pay (including bonuses) and regular pay by public/private sector in Great Britain, seasonally adjusted, January to March 2005 to July to September 2022

### Figure 4: Private sector regular growth rate is higher than public sector

Average weekly earnings annual growth rates for total pay (including bonuses) and regular pay by public/private sector in Great Britain, seasonally adjusted, January to March 2005 to July to September 2022



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

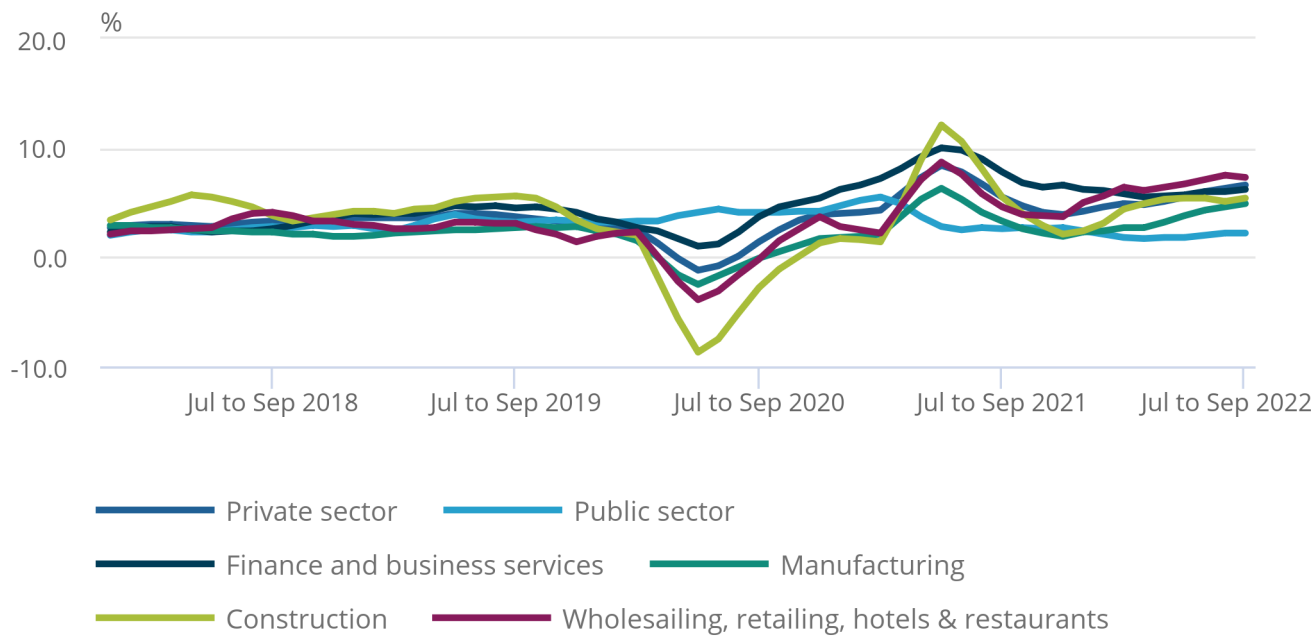
Average regular pay growth was 6.6% for the private sector in July to September 2022, and 2.2% for the public sector; this is the largest growth seen for the private sector outside the pandemic period. This is the largest difference we have seen between the private sector and public sector outside of the height of the pandemic period (Figure 4).

**Figure 5: Pre-coronavirus (COVID-19) pandemic sector growth rates were similar, then during the coronavirus pandemic, most sectors saw a decrease in regular pay, which recovered in 2021**

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

Figure 5: Pre-coronavirus (COVID-19) pandemic sector growth rates were similar, then during the coronavirus pandemic, most sectors saw a decrease in regular pay, which recovered in 2021

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



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

In July to September 2022, the wholesaling, retailing, hotels and restaurants sector saw the largest regular growth rate at 7.3%, followed by the finance and business services sector at 6.2% (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 July to September 2021. Therefore, the growth rate of 6.3% 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 the [May 2022 edition of this 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

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

## 4 . Average weekly earnings data

### [Average weekly earnings](#)

Dataset EARN01 | Released 15 November 2022

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

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

Dataset EARN02 | Released 15 November 2022

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 15 November 2022

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 15 November 2022

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 80%. This was slightly lower than the 83% target in the months prior to 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.

This month, we released a new dataset (X09) on real average weekly earnings, using Consumer Price Inflation (CPI) for the whole economy, for both total and regular pay. 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 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 May 2022 edition of this bulletin](#).

Sampling variability for average weekly earnings single-month growth rates in percentage points is also available in the [April 2021 edition of this 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 April 2021 edition of this 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](mailto:labour.market@ons.gov.uk).

## 7 . Strengths and limitations

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

- the [April 2021 edition of this 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 15 November 2022, 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
<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
Sep 20		557	2.2	1.3	554	2.0	0.9	570	4.5	3.8	
Jul 21	(r)	580	7.4	8.6	580	8.4	9.9	581	3.0	2.6	
Aug 21	(r)	582	5.8	7.3	584	6.5	8.3	582	2.8	2.6	
Sep 21	(r)	586	5.1	6.1	585	5.7	6.8	584	2.4	2.7	
Oct 21		586	4.3	5.1 (r)	586	4.7	5.6 (r)	586	2.9	2.7	
Nov 21		590	3.6	4.3 (r)	590	3.8	4.7 (r)	587	2.4	2.6 (r)	
Dec 21		600	5.8	4.6	602	6.6	5.1	589	2.5	2.6	
Jan 22		600	5.2	4.9	602	6.0	5.5	589	1.9	2.3	
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	(r)	614	5.9	5.5	619	6.6	6.3	594	2.3	2.0	
Aug 22	(r)	618	6.1	6.1	624	6.8	6.9	597	2.6	2.4	
Sep 22	(p)	621	6.0	6.0	626	7.0	6.8	597	2.1	2.4	
Services, SIC 2007 sections G-S (86%) <sup>2</sup>				Finance and business services, SIC 2007 sections K-N (22%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>				
Weekly Earnings (£)		% changes year on year		Weekly Earnings (£)		% changes year on year		Weekly Earnings (£)		% changes year on year	
		Single month	3 month average <sup>3</sup>			Single month	3 month average <sup>3</sup>			Single month	3 month average <sup>3</sup>
K5BZ		K5C2	K5C3	K5C4		K5C5	K5C6	KAD8		KAD9	KAE2
Sep 20		544	3.2	2.0	727	3.8	2.4	566	4.5	3.8	
Jul 21	(r)	568	7.7	8.4	779	12.6	12.7	577	3.1	2.8	
Aug 21	(r)	572	6.0	7.1	784	8.6	11.1	577	2.9	2.9	
Sep 21	(r)	573	5.3	6.3	785	8.0	9.6	580	2.5	2.8	
Oct 21		575	4.7	5.3 (r)	789	7.4	8.0 (r)	582	3.0	2.8	
Nov 21		578	3.9	4.6 (r)	792	5.9	7.1 (r)	583	2.4	2.6	
Dec 21		591	6.5	5.0	839	13.6	8.9	585	2.6	2.7	
Jan 22		588	5.5	5.3	808	6.6	8.7	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 (r)	6.2	590	2.2	1.8	
Aug 22	(r)	607	6.2	6.3	833	6.3	7.0	593	2.6	2.2	
Sep 22	(p)	608	6.2	6.1	835	6.4	6.1	592	2.1	2.3	
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 (22%) <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
Sep 20		621	0.5	-0.4	634	-3.8	-4.0	368	0.6	-0.5	
Jul 21	(r)	643	5.9	6.7	670	7.8	12.2	384	7.7	10.4	
Aug 21	(r)	639	3.2	5.5	680	7.2	9.6	385	5.4	7.8	
Sep 21	(r)	638	2.8	3.9	675	6.5	7.2	388	5.4	6.2	
Oct 21		641	2.6	2.8	674	3.7	5.8	388	3.8	4.9 (r)	
Nov 21		644	1.2	2.2	681	3.7	4.6	393	4.9	4.7 (r)	
Dec 21		655	4.1	2.6	679	0.2	2.5	393	4.8	4.5	
Jan 22		652	3.3	2.9	694	5.0	2.9	404	8.3	6.0	
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	(r)	669	4.1	4.2	709	5.8	6.3	412	7.3	7.3	
Aug 22	(r)	672	5.1	4.5	712	4.6	5.0	414	7.6	8.3	
Sep 22	(p)	677	6.0	5.1	713	5.6	5.3	411	5.9	7.0	

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

Email: [earnings@ons.gov.uk](mailto:earnings@ons.gov.uk)

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

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

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

# EARNINGS

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

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

			Whole Economy (100%) <sup>1</sup>			Private sector (82%) <sup>1</sup>			Public sector (18%) <sup>1</sup>		
			Weekly Earnings (£)			Weekly Earnings (£)			Weekly Earnings (£)		
			% changes year on year			% changes year on year			% 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
Sep 20			33	-12.0	-11.5	39	-9.8	-9.4	2	-13.1	-45.2
Jul 21	(r)		37	43.5	51.1	47	42.7	51.1	2	3.3	28.9
Aug 21	(r)		40	24.3	36.9	49	25.6	38.5	1	-6.0	-10.3
Sep 21	(r)		41	26.5	30.6	50	26.8	31.1	2	42.8	14.8
Oct 21			40	16.9	22.5 (r)	48	17.2	23.1 (r)	2	3.4	13.5 (r)
Nov 21			40	3.7	15.0 (r)	49	4.9	15.6 (r)	2	-66.3	-31.0 (r)
Dec 21			47	34.6	17.8	56	34.8	18.3	2	-32.0	-42.4
Jan 22			42	16.8	17.8	51	16.6	18.1	3	87.4	-33.7
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	(r)		42	13.3	9.7	52	11.6	9.5	2	31.0	-18.2
Aug 22	(r)		44	10.9	16.8	54	10.2	15.7	3	107.7	53.5
Sep 22	(p)		44	5.7	9.9	52	5.5	9.1	5	103.6	80.5

			Services, SIC 2007 sections G-S (86%) <sup>1</sup>			Finance and business services, SIC 2007 sections K-N (22%) <sup>1</sup>			Public sector excluding financial services (18%) <sup>1</sup>		
			Weekly Earnings (£)			Weekly Earnings (£)			Weekly Earnings (£)		
			% changes year on year			% changes year on year			% 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	K5CV	K5CX	KAH3	KAH4	KAH5
Sep 20			34	-7.6	-10.3	79	-7.3	-13.0	1	-15.7	-44.4
Jul 21	(r)		39	42.0	50.4	96	56.9	52.5	1	14.6	62.7
Aug 21	(r)		41	24.2	35.0	101	31.2	43.4	1	-5.4	19.8
Sep 21	(r)		41	22.1	28.6	104	31.3	38.5	1	13.6	8.2
Oct 21			41	15.2	20.4 (r)	105	16.6	25.9 (r)	1	1.7	3.5 (r)
Nov 21			42	2.7	12.7 (r)	106	-2.6	13.3 (r)	1	-66.3	-35.6 (r)
Dec 21			49	37.2	17.7	136	57.3	21.6	1	-34.3	-42.9
Jan 22			43	16.2	18.0	102	12.8	20.4	2	86.8	-35.3
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	(r)		44	13.3	8.4	106	10.2	7.6	2	35.1	-25.6
Aug 22	(r)		45	9.9	17.8	106	5.3	17.4	2	119.3	34.2
Sep 22	(p)		43	5.4	9.5	99	-4.6	3.5	2	93.3	79.1

			Manufacturing, SIC 2007 section C (8%) <sup>1</sup>			Construction, SIC 2007 section F (5%) <sup>1</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (22%) <sup>2</sup>		
			Weekly Earnings (£)			Weekly Earnings (£)			Weekly Earnings (£)		
			% changes year on year			% changes year on year			% 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
Sep 20			23	-5.8	-11.1	21	-39.8	-24.7	21	-8.0	-6.4
Jul 21	(r)		37	74.4	48.6	32	12.5	65.6	30	54.0	61.1
Aug 21	(r)		26	3.9	45.2	40	69.2	63.9	28	31.2	44.9
Sep 21	(r)		23	-3.2	22.9	39	87.6	52.5	27	31.6	38.6
Oct 21			27	45.3	12.9 (r)	33	22.6	56.9 (r)	26	9.4	23.5 (r)
Nov 21			29	-19.8	0.8 (r)	41	34.5	44.5 (r)	28	20.5	20.1 (r)
Dec 21			34	49.8	16.4	36	-10.4	12.7	27	20.4	16.7
Jan 22			28	8.4	7.6	45	30.5	16.0	29	23.4	21.5
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	(r)		34	-8.1	2.9	37	15.8	24.0	31	2.7	11.4
Aug 22	(r)		33	25.7	4.9	43	7.1	3.4	29	3.1	18.3
Sep 22	(p)		33	44.8	16.2	38	-1.8	6.4	27	-3.1	1.0

Source: Monthly Wages & Salaries Survey

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Email: [earnings@ons.gov.uk](mailto:earnings@ons.gov.uk)

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

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

# EARNINGS

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

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

	Whole Economy (100%) <sup>2</sup>			Private sector (82%) <sup>2</sup>			Public sector (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	KAI7	KAI8	KAI9	KAJ2	KAJ3	KAJ4	KAJ5	KAJ6	KAJ7
Sep 20	524	3.0	2.0	514	2.6	1.4	568	4.4	4.1
Jul 21 (r)	542	6.0	6.8	534	6.7	7.8	579	2.9	2.5
Aug 21	544	4.9	6.0	536	5.4	6.7	579	2.8	2.7
Sep 21 (r)	545	4.0	5.0	537	4.4	5.5	581	2.3	2.7
Oct 21	548	3.9	4.3	540	4.1	4.6 (r)	583	2.9	2.7
Nov 21	550	3.5	3.8	541	3.7	4.0 (r)	585	2.6	2.6
Dec 21	553	3.7	3.7	545	3.9	3.9	586	2.6	2.7
Jan 22	556	4.3	3.8	549	5.0	4.2	588	1.8	2.4
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 (r)	575	5.8	5.5	571	6.6	6.3	593	2.4	2.2
Sep 22 (p)	578	6.0	5.7	574	7.0	6.6	593	1.9	2.2
	Services, SIC 2007 sections G-S (86%) <sup>2</sup>			Finance and business services, SIC 2007 sections K-N (22%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5DL	K5DM	K5DN	K5DO	K5DP	K5DQ	KAK6	KAK7	KAK8
Sep 20	510	3.7	2.6	645	4.6	3.7	565	4.4	4.1
Jul 21 (r)	529	6.2	6.8	684	9.7	9.9	576	3.0	2.6
Aug 21	530	5.2	6.2 (r)	687	7.2	9.0	576	2.8	2.8
Sep 21 (r)	532	4.3	5.2	684	6.2	7.7	578	2.4	2.8
Oct 21	535	4.2	4.6	691	6.6	6.7	581	3.0	2.8
Nov 21	537	3.8	4.1	692	6.2	6.3 (r)	582	2.6	2.7
Dec 21	540	4.2	4.1	700	6.9	6.6	583	2.7	2.8
Jan 22	543	4.5	4.2	697	5.4	6.2	585	1.9	2.4
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 (r)	563	6.1	5.7	731	6.3	6.0	590	2.4	2.1
Sep 22 (p)	565	6.1	5.9	734	7.2	6.2	590	1.9	2.1
	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 (22%) <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
Sep 20	596	0.5	-0.1	617	-1.0	-2.8	347	0.7	-0.2
Jul 21 (r)	609	3.9	5.3	637	7.5	10.5	356	5.5	7.6
Aug 21 (r)	610	3.1	4.2	643	5.7	8.1	357	4.1	5.8
Sep 21 (r)	612	2.8	3.3	637	3.3	5.5	361	4.2	4.6
Oct 21	614	1.9	2.6	641	3.1	4.0	363	3.4	3.9
Nov 21	616	2.0	2.2	640	2.3	2.9	365	3.9	3.8
Dec 21	619	1.8	1.9	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	5.0
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 (r)	5.4	5.4	383	7.7	7.1
Aug 22 (r)	639	4.7	4.6	672	4.5	5.1	385	7.8	7.5
Sep 22 (p)	645	5.3	4.9	677	6.2	5.4	384	6.4	7.3

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
Sep 20	557	2.2	1.3	511	1.3	0.5
Jul 21	580	7.4	8.6	523	5.4	6.3
Aug 21 (r)	582	5.8	7.3	522	2.8	4.8
Sep 21 (r)	586	5.1	6.1	522	2.2	3.5
Oct 21	586	4.3	5.1 (r)	520	0.6	1.8 (r)
Nov 21	590	3.6	4.3 (r)	520	-0.9	0.6 (r)
Dec 21	600	5.8	4.6	526	1.0	0.2
Jan 22	600	5.2	4.9	523	0.4	0.2
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 (r)	614	5.9	5.5	509	-2.7	-2.5
Aug 22 (r)	618	6.1	6.1	509	-2.4	-2.3
Sep 22 (p)	621	6.0	6.0	509	-2.6	-2.6

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
Sep 20	524	3.0	2.0	481	2.1	1.2
Jul 21 (r)	542	6.0	6.8	488	3.8	4.6
Aug 21	544	4.9	6.0	487	1.9	3.5
Sep 21 (r)	545	4.0	5.0	486	1.1	2.3
Oct 21	548	3.9	4.3	484	0.0	1.0
Nov 21	550	3.5	3.8	483	-1.0	0.0
Dec 21	553	3.7	3.7	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 (r)	575	5.8	5.5	474	-2.6	-2.8
Sep 22 (p)	578	6.0	5.7	474	-2.5	-2.7

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.