

Statistical bulletin

# Earnings and employment from Pay As You Earn Real Time Information, UK: October 2020

Experimental monthly estimates of payrolled employees and their pay from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) data. This is a joint release between HMRC and the Office for National Statistics (ONS).

Contact:  
Debra Leaker, Anthony Rourke  
labour.market@ons.gov.uk;  
rtstatistics.enquiries@hmrc.gov.uk  
ONS: +44 (0)1633 455400;  
HMRC: +44 (0)3000 515265

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# 1 . Main points

- The number of payrolled employees in the UK in August 2020 fell by 2.2%, compared with the same period of the previous year.
- Early estimates for September 2020 indicate that the number of payrolled employees fell by 2.2%, compared with September 2019.
- In September 2020, 20,000 more people were in payrolled employment when compared with August 2020 and 673,000 fewer people were in payrolled employment when compared with March 2020.
- Median monthly pay increased by 3.2% in August 2020, compared with the same period of the previous year.
- Early estimates for September 2020 indicate that median monthly pay increased by 4.3%, compared with the same period of the previous year.
- Early estimates are now available for regional information.
- Annual growth in payrolled employees in September 2020 was highest in Northern Ireland (negative 0.4%) and lowest in London (negative 3.5%).
- Annual growth in median pay for employees in September 2020 was highest in Wales (positive 5.6%) and lowest in London (positive 3.8%).
- Pay growth in the UK for employees was highest at the 25th percentile (positive 2.5%) and lowest at the 75th percentile (positive 1.3%) in the three months to August 2020, for the percentiles we have analysed.

## About the data in this release

Early estimates for September 2020 are provided to give an indication of the likely level of employees and median pay in the latest period. The figures for September 2020 are based on around 85% of the information being available and are considered of lower quality and may be subject to revision in next month's release when between 98% to 99% of data will be available. This work has been brought forward in response to the coronavirus (COVID-19) pandemic, and methods will continue to be developed.

This release covers people paid through the Pay As You Earn (PAYE) system where their pay is reported through the Real Time Information (RTI) system. As employees who are "furloughed" as part of the Coronavirus Job Retention Scheme (CJRS) programme should still have their payments reported through this system, they should feature in these data and contribute toward the employment and pay statistics for the relevant periods.

Statistics in this release are based on people who are employed in at least one job paid through PAYE, and monthly estimates reflect the average of such people for each day of the calendar month. This follows the introduction of a [new methodology](#) in December 2019, designed to better align with international guidelines for labour market statistics. This differs from the methodology used prior to December 2019, which produced statistics based on the total number of people paid in a particular time period.

## 2 . Individuals receiving pay

In August 2020, 28.3 million people were payrolled employees (Figure 1). This represents a 2.2% fall in payrolled employees when compared with the same period of the previous year. When comparing the number of payrolled employees in August 2020 with the previous month, the number fell by 0.1% – unchanged from the early estimate in the [previous bulletin](#).

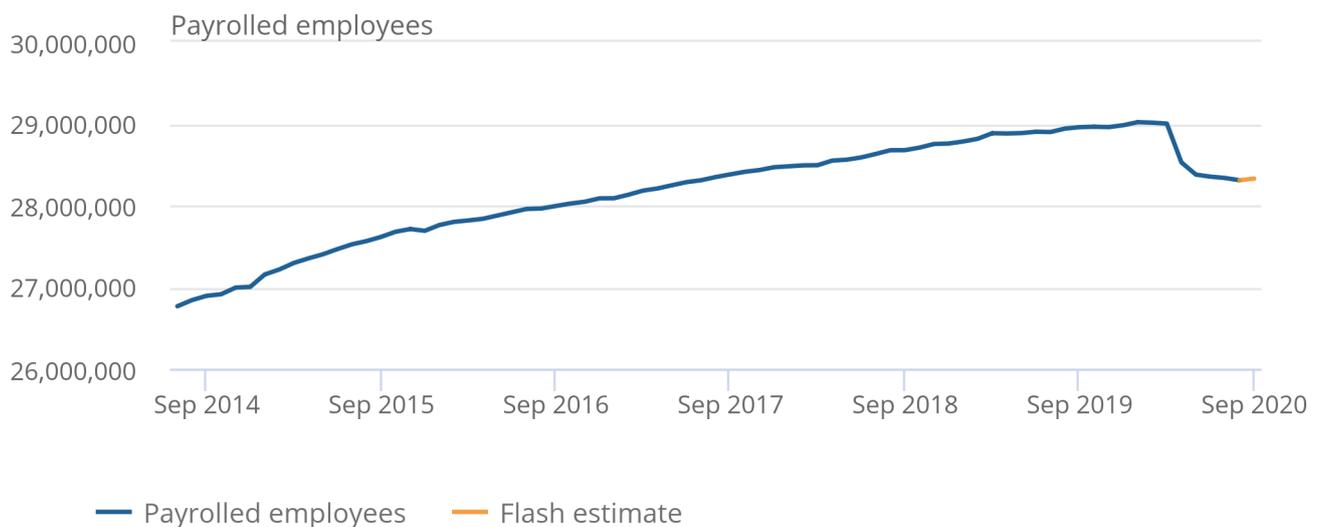
Early estimates for September 2020 indicate that there were 28.3 million payrolled employees, a fall of 2.2% compared with the same period in the previous year and a decline of 629,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees increased by 0.1% in September 2020 – equivalent to 20,000 people.

**Figure 1: After rising for several years, the number of employees has fallen in recent months**

Payrolled employees, seasonally adjusted, UK, July 2014 to September 2020

### Figure 1: After rising for several years, the number of employees has fallen in recent months

Payrolled employees, seasonally adjusted, UK, July 2014 to September 2020



Source: HM Revenue and Customs – Pay As You Earn Real Time Information

**Notes:**

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The August 2020 figure is not a flash estimate of payrolled employees; this is included purely for graphing purposes.

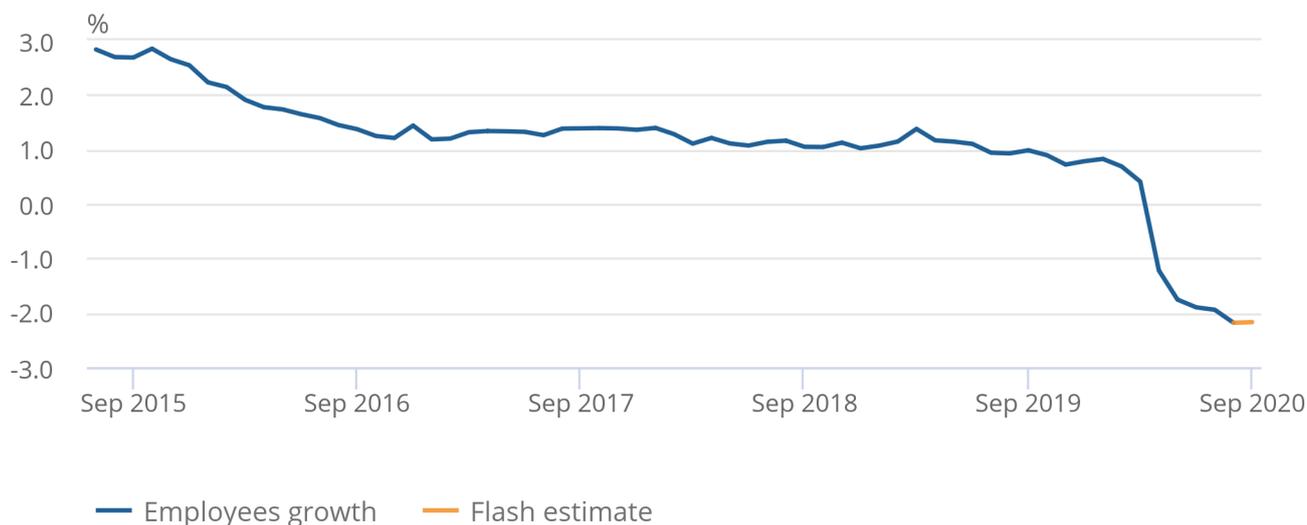
Annual growth in the number of employees remained broadly within a range of 1.0% to 1.5% until 2019, following higher rates of growth prior to mid-2016 (Figure 2). Starting around early 2019, employee growth began a slight downward trend. However, employee growth slowed more substantially recently (becoming negative in April 2020), coinciding with the coronavirus (COVID-19) pandemic as well as related economic and policy responses.

## Figure 2: Growth in the number of payrolled employees fell recently, becoming negative in April 2020

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to September 2020

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Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to September 2020



Source: HM Revenue and Customs – Pay As You Earn Real Time Information

#### Notes:

1. Percentage change has been calculated using unrounded figures.
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## 3 . Median monthly pay

Median monthly pay for payrolled employees in August 2020 was £1,881 (Figure 3). This represents a 3.2% increase, compared with the same period of the previous year. This is a moderate revision to the early estimate of a 2.7% increase in August 2020 reported in the [previous bulletin](#).

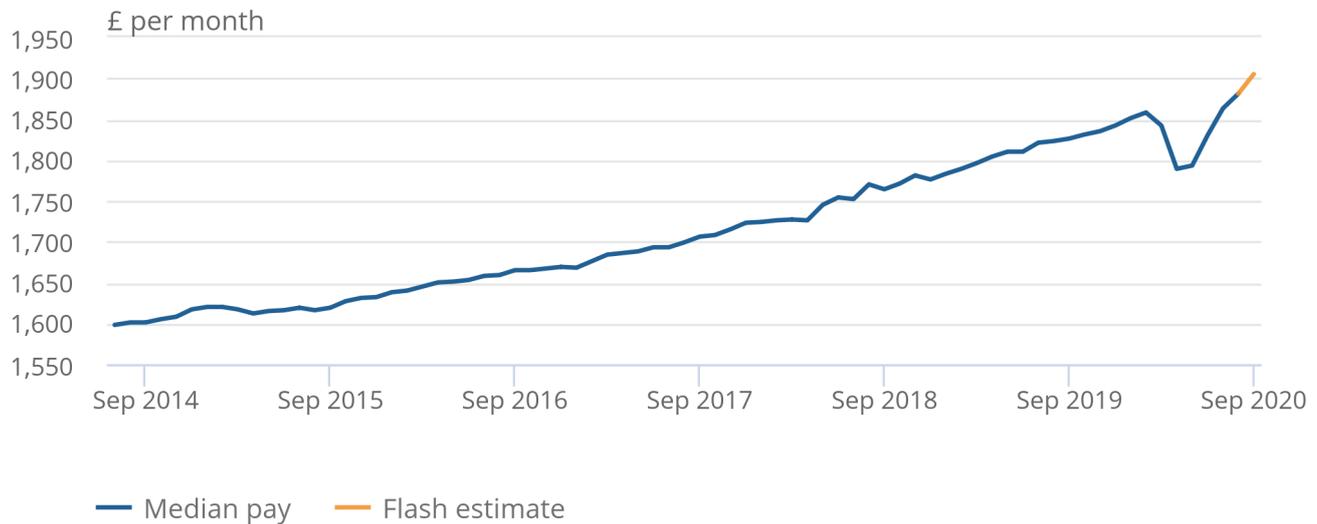
Early estimates for September 2020 indicate that median monthly pay increased to £1,905, an increase of 4.3% compared with the same period of the previous year.

### Figure 3: Median pay decreased sharply in April, but it has recovered since June

Median pay per month, seasonally adjusted, UK, July 2014 to September 2020

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Median pay per month, seasonally adjusted, UK, July 2014 to September 2020



Source: HM Revenue and Customs – Pay As You Earn Real Time Information

#### Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The August 2020 figure is not a flash estimate of median pay; this is included purely for graphing purposes.

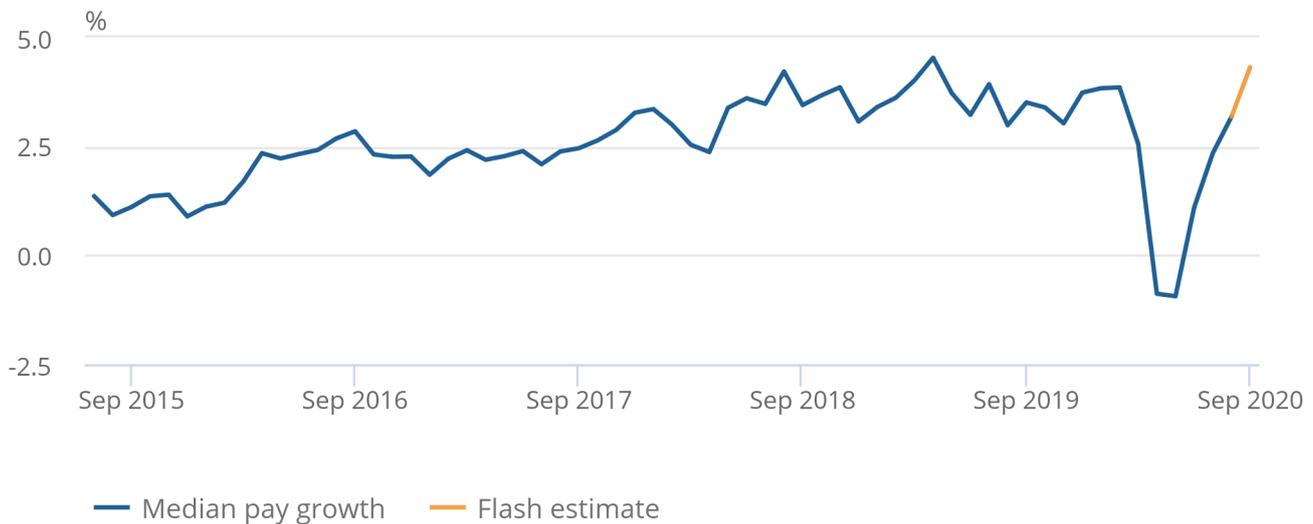
Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6% (Figure 4). Pay growth for April and May 2020 became negative, coinciding with the coronavirus (COVID-19) pandemic as well as related economic and policy responses. More recently, pay growth has increased and is now broadly in line with pre-coronavirus levels.

## Figure 4: The rate of growth in median pay fell recently but turned positive again in June

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to September 2020

### Figure 4: The rate of growth in median pay fell recently but turned positive again in June

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to September 2020



Source: HM Revenue and Customs – Pay As You Earn Real Time Information

#### Notes:

1. Percentage change has been calculated using unrounded figures.
2. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.
3. The August 2020 figure is not a flash estimate of median pay growth; this is included purely for graphing purposes.

The level of pay growth since August 2020 is partially explained by the decrease in inflows to payrolled employment over recent months, explored in the [August](#) and [September](#) bulletins. While the general trend of pay growth is dominated by those continually employed, the mean pay of inflows tends to be around 40% lower than mean pay for those continually employed – meaning inflows into payrolled employment tend to bring down average pay and average pay growth. As inflows have fallen in recent months, this downward pressure on pay growth is reduced, and pay growth is higher as a result.

## 4 . Pay distribution

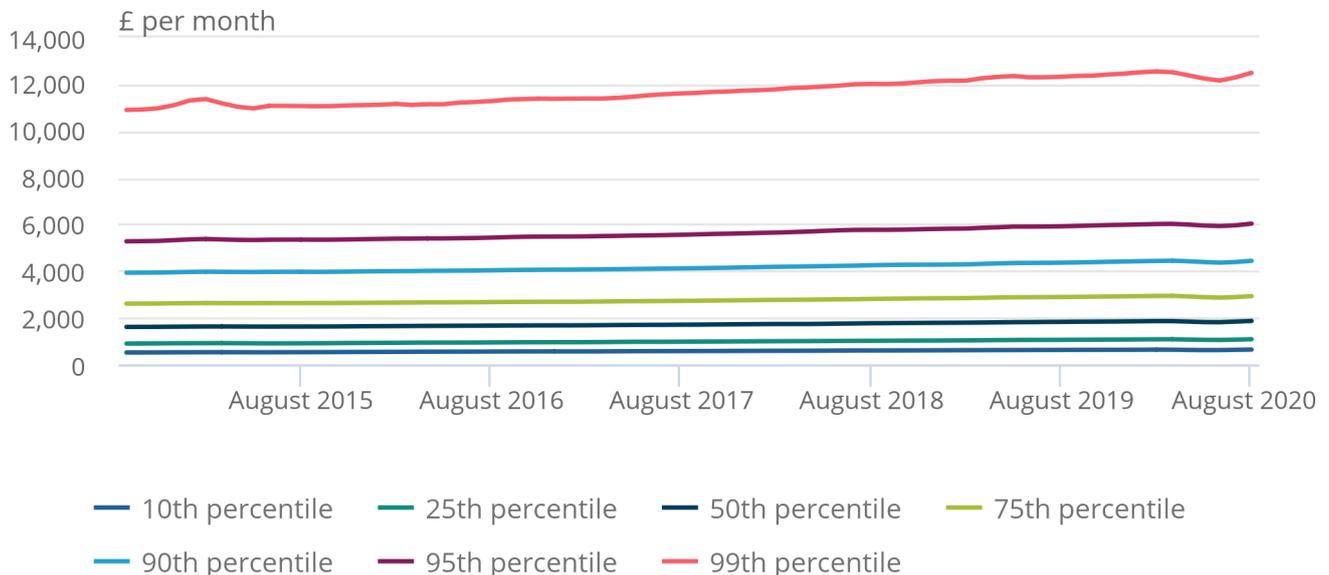
In the three months to August 2020, the 10th percentile of the monthly pay distribution was £630, the 90th percentile was £4,432 and the 99th percentile was £12,486 (Figure 5). This means that 10% of payrolled employees earned equal to or less than £630 per month, 90% earned equal to or less than £4,432, and 99% earned equal to or less than £12,486.

**Figure 5: 10% of employees earned less than £630 per month and 90% earned less than £4,432 per month**

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to August 2020

### Figure 5: 10% of employees earned less than £630 per month and 90% earned less than £4,432 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to August 2020



Source: HM Revenue and Customs – Pay As You Earn Real Time Information

**Notes:**

1. Data for the 50th percentile (that is, the median) in this chart are based on three-month moving averages. For this reason, they are not directly comparable with Figures 3 or 4 (which use data for a single month).

Compared with the same time a year ago, of the percentiles we have analysed, pay growth was highest at the 25th percentile (positive 2.5%) and lowest at the 75th percentile (1.3%).

When interpreting changes in the distribution over time, it can be useful to compare the level of percentiles relative to the median (that is, the amount of earnings in the middle of the distribution so that half of employees earn more and half earn less).

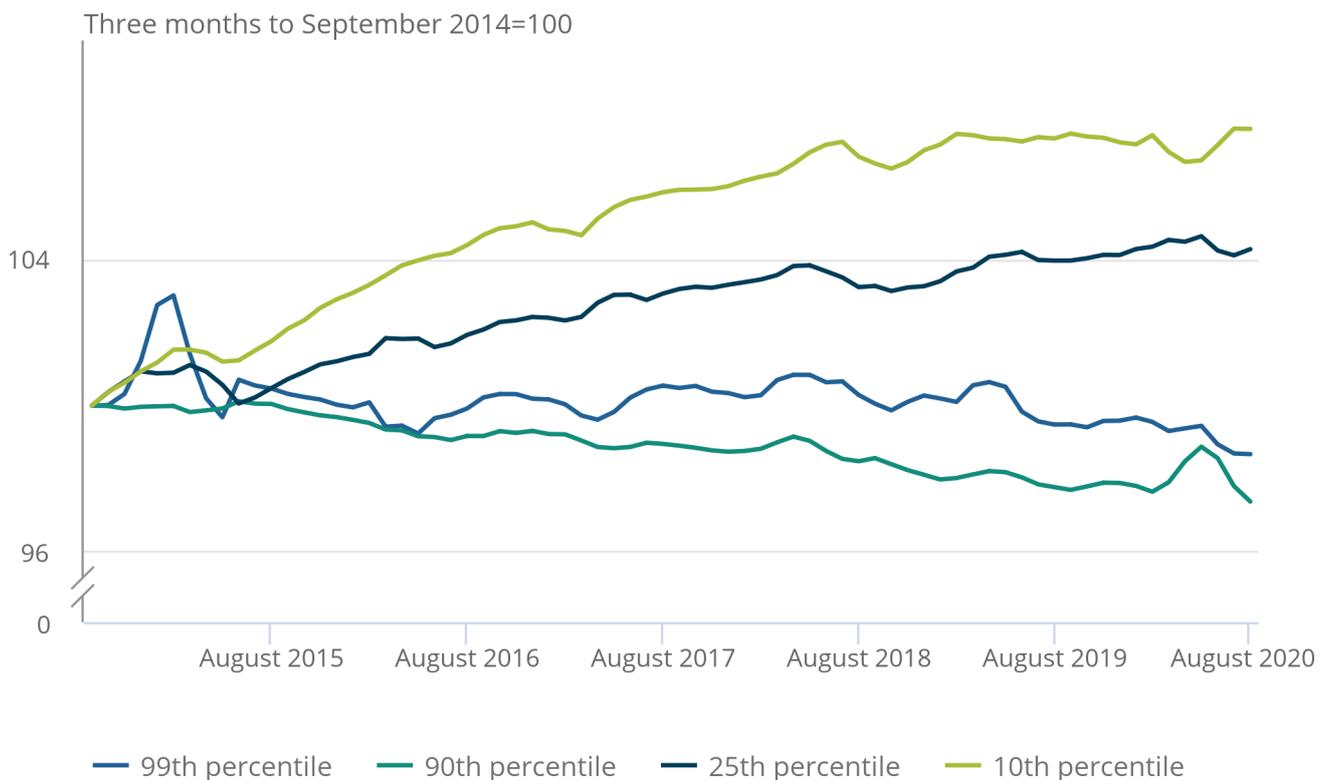
Figure 6 divides each percentile by the median and then indexes these to 100 at the start of the series to better focus on their movements over time. Growth in these series reflects a percentile growing faster than median pay, while a fall in these series reflects a percentile growing slower than median pay.

**Figure 6: Since 2014, employees' pay has generally grown fastest toward the low end of the pay distribution**

Ratio of selected percentiles relative to the median, rolling three-month average, seasonally adjusted, UK, three months to September 2014 to three months to August 2020

Figure 6: Since 2014, employees' pay has generally grown fastest toward the low end of the pay distribution

Ratio of selected percentiles relative to the median, rolling three-month average, seasonally adjusted, UK, three months to September 2014 to three months to August 2020



Source: HM Revenue and Customs – Pay As You Earn Real Time Information

The 10th and 25th percentiles of employees' pay have generally grown faster than median pay over the past five years, coinciding with the introduction of, and increases to, the [National Living Wage \(NLW\)](#). However, since mid-2018, the 10th percentile and the median have grown at broadly the same pace, so their ratio has remained broadly constant. In line with the rest of this bulletin, Figure 5 includes only employees' pay, not other income such as from self-employment.

The ratio of the 90th percentile to the median has generally fallen, reflecting pay towards this high end of the distribution growing slightly slower than median pay. When focusing even further towards the high end of the distribution, pay at the 99th percentile has grown at a broadly similar pace to median pay.

Recent periods have shown more volatility, around the time of the coronavirus (COVID-19) pandemic. While pay growth (relative to median pay) around April 2020 was lower at the 10th percentile and higher at the 90th percentile, these movements are less prevalent more recently – or may have partially reversed.

## **5 . Regional data**

Early estimates are now available for the regional information. The regional figures in this bulletin are based on where employees live and not the location of their place of work. They include data for September 2020.

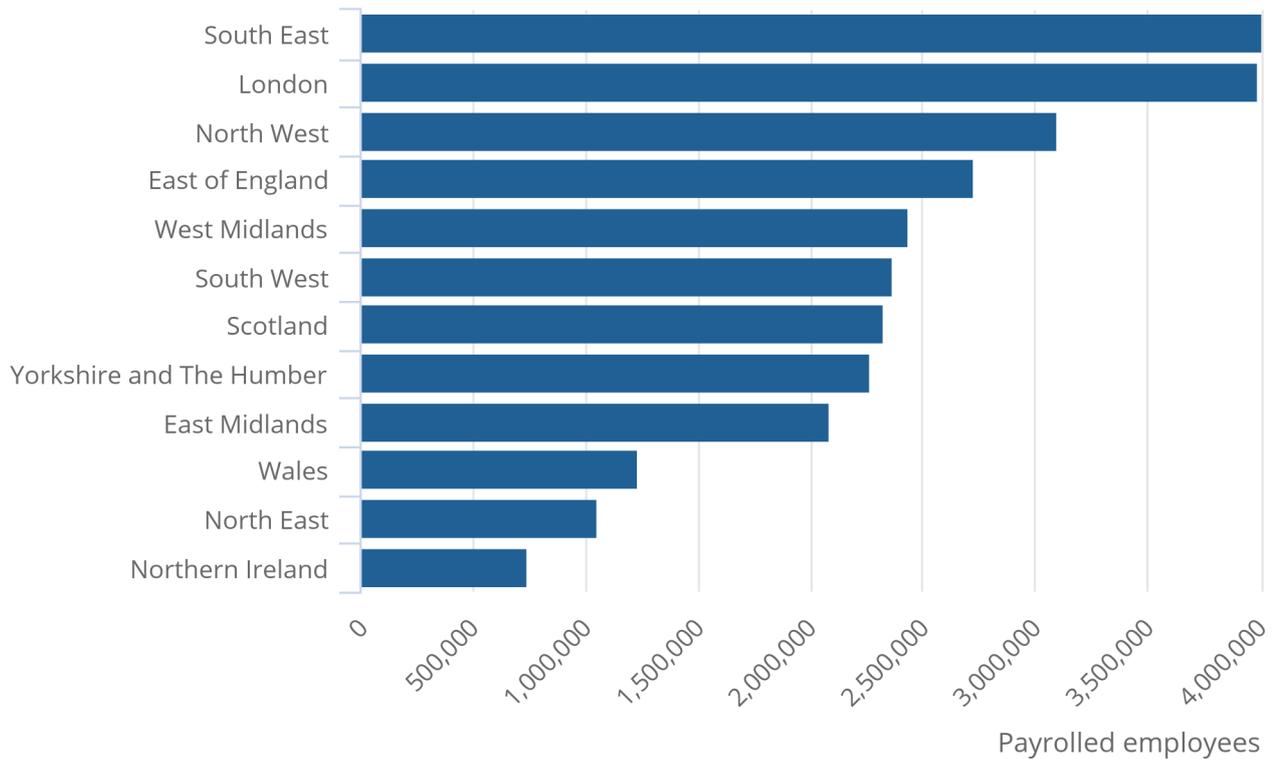
Numbers of payrolled employees in the UK range from 744,000 in Northern Ireland to 3,998,000 in the South East in September 2020 (Figure 7).

## Figure 7: Numbers of payrolled employees vary across the UK

Payrolled employees, seasonally adjusted, UK, September 2020

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Payrolled employees, seasonally adjusted, UK, September 2020



Source: HM Revenue and Customs – Pay As You Earn Real Time Information

#### Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

While the UK as a whole has experienced moderate, if declining, payrolled employee growth since January 2017, growth within regions has not been uniform (Figure 8).

London and Northern Ireland experienced higher growth than the UK average between January 2017 and early 2020, while the North East and Scotland experienced lower growth than the UK overall.

In the past six months, all regions' growth rates followed a similar pattern: rapidly declining and becoming negative in April and continuing a slower downward trend since. However, the magnitude of changes varies. When compared with the same period of the previous year, decreases in payrolled employees ranged from 0.4% in Northern Ireland to 3.5% in London.

Of the 673,000 decrease in payrolled employees since March 2020, 146,000 can be attributed to employees living in London, 91,000 in the South East, while only 10,000 can be attributed to employees living in Northern Ireland and 19,000 in the North East.

### **Figure 8: Regional employee growth has fallen across the UK in recent months**

Percentage change on same month in previous year, seasonally adjusted, January 2017 to September 2020

#### **Notes:**

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. Percentage change has been calculated using unrounded figures.

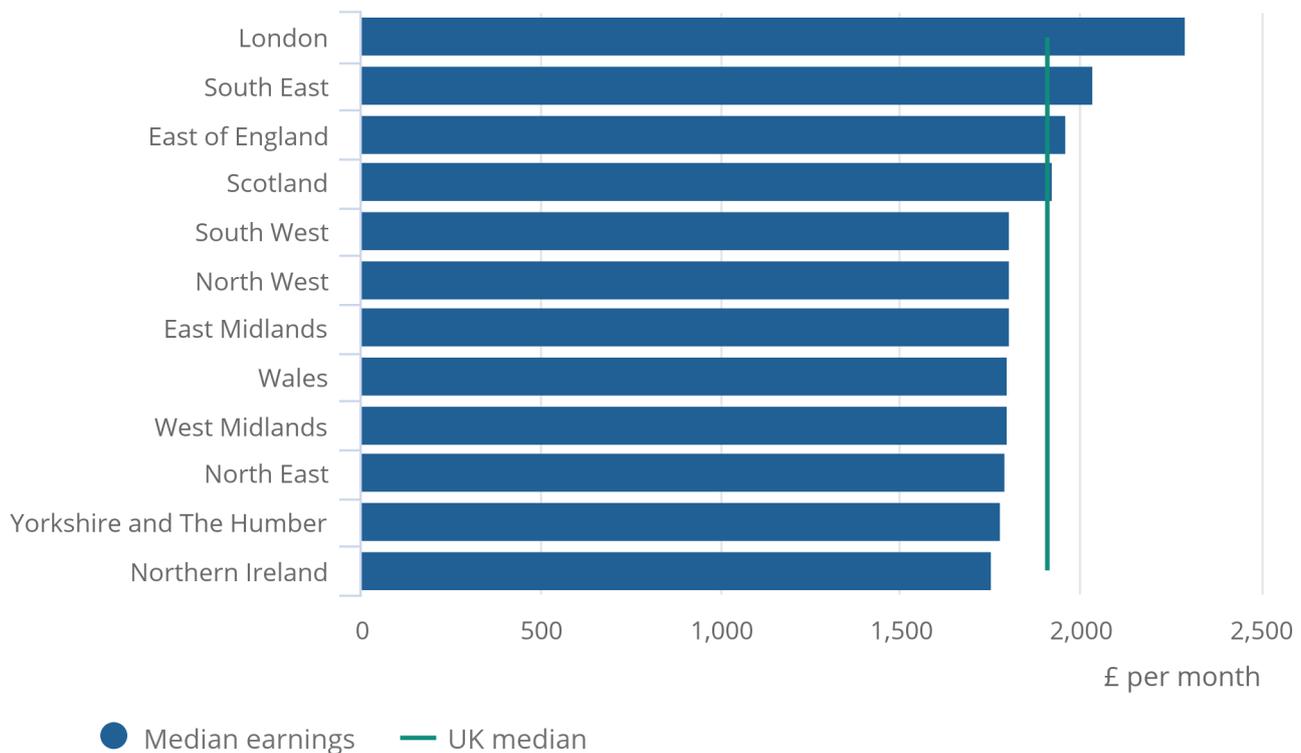
Median pay across the regions and nations of the UK in September 2020 ranged from £1,757 in Northern Ireland to £2,293 in London (Figure 9).

## Figure 9: Median pay varies across the UK

Median pay, seasonally adjusted, UK, September 2020

### Figure 9: Median pay varies across the UK

Median pay, seasonally adjusted, UK, September 2020



Source: HM Revenue and Customs – Pay As You Earn Real Time Information

#### Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

Compared with the same time last year, pay grew fastest in Wales (positive 5.6%) and slowest in London (positive 3.8%) (Figure 10). Over the longer term, on average over the past five years, pay growth was highest in Wales (at an annualised rate of positive 3.5%) and lowest in Scotland (positive 3.1%). [Estimates of mean pay for the regions](#) are available in the tables published alongside this bulletin.

## Figure 10: Median pay increased most in Wales and least in London

Percentage change on same month last year, seasonally adjusted, UK, September 2020

### Figure 10: Median pay increased most in Wales and least in London

Percentage change on same month last year, seasonally adjusted, UK, September 2020



Source: HM Revenue and Customs – Pay As You Earn Real Time Information

#### Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. Percentage change has been calculated using unrounded figures.
3. The UK median is shown here for comparative purposes, but it does not represent an “average” of median pay growth across the regions. It is statistically possible, for example, for median pay growth for the UK as a whole to be higher or lower than pay growth in all constituent parts of the UK.
4. Changes in growth rates are affected by changes in the base period (a year ago) and changes in the latest period.

## 6 . Earnings and employment data

[Real Time Information statistics reference table, seasonally adjusted](#)

Dataset | Released 13 October 2020

Employee counts and earnings data, including geographic and distributional breakdowns, from Pay As You Earn (PAYE) Real Time Information (RTI), seasonally adjusted.

[Real Time Information statistics reference table, non-seasonally adjusted](#)

Dataset | Released 13 October 2020

Employee counts and earnings data, including geographic and distributional breakdowns, from PAYE RTI, not seasonally adjusted.

## 7 . Glossary

### Median monthly pay

Median monthly pay shows what a person in the middle of all employees would earn each month. The median pay is generally considered to be a more accurate reflection of the “average wage” because it discounts the extremes at either end of the scale.

### National Minimum Wage and National Living Wage

The National Minimum Wage (NMW) is a minimum amount per hour that most workers in the UK are entitled to be payrolled. There are different rates of minimum wage depending on a worker’s age and whether they are an apprentice. The NMW applies to employees aged between 16 and 24 years. The government’s National Living Wage (NLW) was introduced on 1 April 2016 and applies to employees aged 25 years and over.

On the Annual Survey of Hours and Earnings (ASHE) reference date in April 2020, the NMW and NLW rates were:

- £8.72 for employees aged 25 years or over
- £8.20 for employees aged 21 to 24 years
- £6.45 for employees aged 18 to 20 years
- £4.55 for employees aged 16 to 17 years
- £4.15 for apprentices aged 16 to 18 years and those aged 19 years or over who are in the first year of their apprenticeship

### Pay As You Earn

Pay As You Earn (PAYE) is the system employers and pension providers use to take Income Tax and National Insurance contributions before they pay wages or pensions to employees and pensioners. This publication relates to employees only and not pensioners. It was introduced in 1944 and is now the way most employees pay Income Tax in the UK.

## 8 . Measuring the data

### Data source and collection

The data for this release come from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) system. They cover the whole population rather than a sample of people or companies, and they will allow for more detailed estimates of the population. The release is classed as [Experimental Statistics](#) as the methodologies used to produce the statistics are still in their development phase. As a result, the series are subject to revisions.

### Coverage

This publication covers employees payrolled by employers only. It does not cover self-employment income or income from other sources such as pensions, property rental and investments. Where individuals have multiple sources of income, only income from employers is included.

The figures in this release are for the period July 2014 to September 2020 and are seasonally adjusted.

### Upcoming changes

Future bulletins are planned to include additional statistics, such as more detailed geographic breakdowns. The focus and timing of these will be informed by user feedback. Please email [rtistatistics.enquiries@hmrc.gov.uk](mailto:rtistatistics.enquiries@hmrc.gov.uk) if you would like to offer feedback on how the contents can be improved in the future.

### Methodology

An accompanying article contains more information on the [calendarisation and imputation methodologies](#) used in this bulletin, alongside comparisons with other earnings and employment statistics and possible quality improvements in the future.

## 9 . Strengths and limitations

### Pre-release data

HM Revenue and Customs (HMRC) grants pre-release access to [official statistics](#) publications. As this is a joint release, and in accordance with the HMRC policy, pre-release access has been granted to a number of people to enable the preparation of statistical publications and ministerial briefing. Further details, including a [list of those granted access](#), can be found on [HMRC's website](#).

### Experimental Statistics status

This is a joint experimental release between HMRC and the Office for National Statistics (ONS). The existing monthly publications produced by the ONS remain the primary [National Statistics](#) for the labour market. The intention is that these new statistics will also be updated on a monthly basis.

The release is classed as [Experimental Statistics](#) as the methodologies used to produce the statistics are still in their development phase. This does not mean that the statistics are of low quality, but it does signify that the statistics are new and still being developed. As the methodologies are refined and improved, there may be revisions to these statistics.

Rather than waiting until the development work has been completed, the statistics are being published now to involve potential users in developing the statistics. We hope that this encourages users to provide us with their thoughts and suggestions on how useful the statistics are and what can be done to improve them. Comments can be sent by email to [rtistatistics.enquiries@hmrc.gov.uk](mailto:rtistatistics.enquiries@hmrc.gov.uk).

More information about [Experimental Statistics](#), including when they should be used and the differences between them and [National Statistics](#), is available.

## Strengths of the data

As Pay As You Earn (PAYE) Real Time Information (RTI) data cover the whole population, rather than a sample of people or companies, we will be able to use these to produce estimates for geographic areas and other, more detailed breakdowns of the population. At the moment, the methods for producing such breakdowns are under development and we expect to include further statistics in a future release. These statistics can help inform decision-making across the country. They also have the potential to provide more timely estimates than existing measures.

These statistics also have the potential to replace some of those based on surveys, which could reduce the burden on businesses needing to fill in statistical surveys.

## Imputation and revisions

A limitation of the calendarisation used is that the figures for pay and numbers of employees in month  $t$  depend on payments made in month  $t + 1$ . This means only around 80% of the data used in the calculation on month  $t$  statistics are available at the end of each month.

Rather than wait until all those remaining payment returns have been received, we have decided to produce a timelier measure of numbers of employees and median pay by imputing the values for missing returns. The data on which the statistics are based were extracted at the beginning of September 2020, which means around 1% to 2% of the data for August 2020 are imputed, while around 15% of the data for the "flash" September 2020 data are imputed. As a result, the figures in future releases will be updated as new payment returns are received, and the imputation payments can be replaced with actual data.

As with previous bulletins, all periods of all data in this release have been revised to reflect newly received RTI submissions as well as updates to seasonal adjustment. In addition, regional median pay data have been revised in this bulletin to correct a minor spreadsheet error, primarily affecting April 2019 onward, in the [previous bulletin](#).

## Differences compared with the Labour Force Survey and Average Weekly Earnings statistics

Further information about the [methodology used and comparisons](#) with the ONS's [Labour Force Survey \(LFS\)](#) and [Average Weekly Earnings](#) can be found in an accompanying article.

## 10 . Related links

[Labour market overview, UK: October 2020](#)

Bulletin | Released 13 October 2020

Estimates of employment, unemployment, economic inactivity and other employment-related statistics for the UK.

[Employment in the UK: October 2020](#)

Bulletin | Released 13 October 2020

Estimates of employment, unemployment and economic inactivity for the UK.

[Labour market in the regions of the UK: October 2020](#)

Bulletin | Released 13 October 2020

Regional breakdowns of changes in UK employment, unemployment and economic inactivity.

[Average weekly earnings in Great Britain: October 2020](#)

Bulletin | Released 13 October 2020

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

# PAYROLLED EMPLOYEES

## 1 Payrolled Employee counts from PAYE RTI

Period	UK, All industries, Seasonally adjusted Payrolled employees
August 2014	26,838,619
August 2015	27,561,220
August 2016	27,959,343
August 2017	28,344,907
August 2018	28,673,031
August 2019	28,937,894
September 2019	28,955,255
October 2019	28,960,597
November 2019	28,955,918
December 2019	28,978,920
January 2020	29,016,483
February 2020	29,010,435
March 2020	28,998,795
April 2020	28,524,341
May 2020	28,374,297
June 2020	28,349,385
July 2020	28,333,129
August 2020	28,305,544
Change on year	-632,350
Change %	-2.2
<b>Flash estimate for September 2020</b>	<b>28,325,791</b>

Source: PAYE RTI

1. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI for work done in the reference period. It also includes people receiving remuneration for the reference period who have not done work but are an employee - such as those on paid leave. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are paid employees, as opposed to a measure of employee jobs.
2. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
3. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
4. Incomes are allocated to regions and countries according to the residence of the recipient.
5. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods
6. Figures have been rounded to the nearest unit. Change and growth calculations have been made on unrounded data, and then rounded.
7. These are experimental Statistics

# MEDIAN PAY

## 2 Median monthly Pay from PAYE RTI

Period	£ per month UK, All industries, Seasonally adjusted Median Pay
August 2014	1,601
August 2015	1,616
August 2016	1,659
August 2017	1,699
August 2018	1,770
August 2019	1,823
September 2019	1,826
October 2019	1,831
November 2019	1,835
December 2019	1,842
January 2020	1,851
February 2020	1,858
March 2020	1,842
April 2020	1,789
May 2020	1,793
June 2020	1,830
July 2020	1,863
August 2020	1,881
Change on year	58
Change %	3.2
<b>Flash estimate for September 2020</b>	<b>1,905</b>

Source: PAYE RTI

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## PAY DISTRIBUTION

### 3 Monthly Pay by Percentile from PAYE RTI

Three months to:	£ per month, 3 month moving average UK, All industries, Seasonally adjusted							
	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile	95th Percentile	99th Percentile	
August 2015	519	900	1,617	2,623	3,963	5,341	11,064	
August 2016	546	936	1,657	2,665	4,025	5,427	11,275	
August 2017	566	968	1,695	2,717	4,108	5,548	11,605	
August 2018	592	1,006	1,759	2,799	4,243	5,760	12,011	
August 2019	615	1,047	1,818	2,882	4,354	5,909	12,316	
September 2019	618	1,051	1,823	2,889	4,364	5,928	12,353	
October 2019	619	1,053	1,827	2,896	4,376	5,946	12,367	
November 2019	620	1,057	1,831	2,904	4,391	5,965	12,417	
December 2019	621	1,060	1,836	2,912	4,403	5,976	12,454	
January 2020	623	1,065	1,843	2,920	4,416	5,993	12,510	
February 2020	627	1,070	1,850	2,928	4,426	6,009	12,546	
March 2020	624	1,072	1,850	2,933	4,438	6,016	12,513	
April 2020	615	1,059	1,829	2,907	4,413	5,985	12,381	
May 2020	608	1,048	1,808	2,874	4,379	5,944	12,244	
June 2020	609	1,042	1,804	2,854	4,356	5,922	12,155	
July 2020	620	1,055	1,829	2,879	4,381	5,953	12,291	
August 2020	630	1,074	1,858	2,920	4,432	6,025	12,486	
Change on year	15	26	40	38	78	116	169	
Change %	2.5	2.5	2.2	1.3	1.8	2	1.4	

Source: PAYE RTI

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3. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
4. Incomes are allocated to regions and countries according to the residence of the recipient.
5. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods
6. Figures have been rounded to the nearest £. Change and growth calculations have been made on unrounded data, and then rounded.
7. These are experimental Statistics

## EMPLOYEE FLOWS

### 4 Employee inflows and outflows from PAYE RTI

UK, All industries, Seasonally adjusted

Period	Payrolled employee inflows	Payrolled employee outflows
January 2017	658,303	656,827
February 2017	686,573	643,305
March 2017	688,974	638,537
April 2017	670,066	643,889
May 2017	686,172	646,708
June 2017	680,272	641,954
July 2017	676,398	653,392
August 2017	682,837	644,000
September 2017	679,164	646,399
October 2017	683,876	652,278
November 2017	672,357	651,214
December 2017	664,160	629,530
January 2018	659,532	648,310
February 2018	665,974	654,417
March 2018	654,559	652,392
April 2018	655,436	599,427
May 2018	657,703	646,560
June 2018	671,448	643,473
July 2018	669,550	626,834
August 2018	684,300	639,101
September 2018	673,677	672,641
October 2018	668,814	637,906
November 2018	680,607	636,226
December 2018	662,097	656,766
January 2019	666,809	641,619
February 2019	671,498	638,366
March 2019	692,796	624,453
April 2019	674,066	677,244
May 2019	658,732	654,117
June 2019	669,085	652,751
July 2019	643,607	646,906
August 2019	671,752	629,683
September 2019	658,248	640,887
October 2019	654,304	648,961
November 2019	648,421	653,100
December 2019	671,062	648,060
January 2020	692,455	654,892
February 2020	680,031	686,079
March 2020	672,762	684,402
April 2020	431,429	905,882
May 2020	432,433	582,477
June 2020	426,765	451,677
July 2020	444,138	460,394
August 2020	539,369	566,954
<b>Flash estimate for September 2020</b>	<b>656,301</b>	<b>636,054</b>

Source: PAYE RTI

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4. Incomes are allocated to regions and countries according to the residence of the recipient.
5. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods
6. Figures have been rounded to the nearest unit. Change and growth calculations have been made on unrounded data, and then rounded.
7. These are experimental Statistics

## REGIONAL EMPLOYEES

### 5 Regional payrolled employees from PAYE RTI

Area name	Sep-20	Change on Year	Payrolled employees
			All industries, seasonally adjusted
			Change %
North East	1,055,288	-15,690	-1.5
North West	3,093,079	-52,897	-1.7
Yorkshire and the Humber	2,265,373	-42,107	-1.8
East Midlands	2,085,274	-37,956	-1.8
West Midlands	2,436,995	-50,090	-2
East of England	2,724,325	-54,603	-2
London	3,989,878	-144,057	-3.5
South East	3,998,266	-90,430	-2.2
South West	2,367,879	-50,632	-2.1
Wales	1,236,016	-24,363	-1.9
Scotland	2,329,410	-63,478	-2.7
Northern Ireland	744,008	-3,160	-0.4

Source: PAYE RTI

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3. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
4. Incomes are allocated to regions and countries according to the residence of the recipient.
5. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods
6. Figures have been rounded to the nearest unit. Change and growth calculations have been made on unrounded data, and then rounded.
7. These are experimental Statistics
8. The latest data point is a flash estimate and may be subject to revisions.

## REGIONAL PAY

### 6 Regional median monthly Pay from PAYE RTI

Area name	Sep-20	Change on Year	£ per month	
			UK, All industries, Seasonally adjusted	Change %
North East	1,790	77		4.5
North West	1,807	77		4.4
Yorkshire and the Humber	1,778	82		4.9
East Midlands	1,802	80		4.7
West Midlands	1,800	76		4.4
East of England	1,961	85		4.5
London	2,293	83		3.8
South East	2,035	79		4
South West	1,807	84		4.9
Wales	1,800	96		5.6
Scotland	1,925	74		4
Northern Ireland	1,757	73		4.3

Source: PAYE RTI

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3. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
4. Incomes are allocated to regions and countries according to the residence of the recipient.
5. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods
6. Figures have been rounded to the nearest £. Change and growth calculations have been made on unrounded data, and then rounded.
7. These are experimental Statistics

## REGIONAL MEAN PAY

### 7 Regional mean monthly Pay from PAYE RTI

Area name	Aug-20	Change on Year	£ per month
			All industries, seasonally adjusted Change %
North East	2,157	47	2.2
North West	2,259	82	3.8
Yorkshire and the Humber	2,176	72	3.4
East Midlands	2,243	80	3.7
West Midlands	2,234	76	3.5
East of England	2,668	89	3.5
London	3,639	167	4.8
South East	2,911	95	3.4
South West	2,252	73	3.4
Wales	2,142	81	3.9
Scotland	2,394	66	2.8
Northern Ireland	2,091	76	3.8

Source: PAYE RTI

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4. Incomes are allocated to regions and countries according to the residence of the recipient.

5. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods

6. Figures have been rounded to the nearest £. Change and growth calculations have been made on unrounded data, and then rounded.

7. These are experimental Statistics

## REGIONAL AGGREGATE PAY

### 8 Regional aggregate monthly Pay from PAYE RTI

Area name	Aug-20	Change on Year	£ per month
			All industries, seasonally adjusted
			Change %
North East	2,275,000,000	18,000,000	0.8
North West	6,992,000,000	143,000,000	2.1
Yorkshire and the Humber	4,923,000,000	71,000,000	1.5
East Midlands	4,675,000,000	84,000,000	1.8
West Midlands	5,448,000,000	78,000,000	1.5
East of England	7,256,000,000	92,000,000	1.3
London	14,533,000,000	215,000,000	1.5
South East	11,618,000,000	110,000,000	1
South West	5,319,000,000	51,000,000	1
Wales	2,646,000,000	47,000,000	1.8
Scotland	5,571,000,000	1,000,000	0
Northern Ireland	1,553,000,000	47,000,000	3.1

Source: PAYE RTI

1. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI for work done in the reference period. It also includes people receiving remuneration for the reference period who have not done work but are an employee - such as those on paid leave. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are paid employees, as opposed to a measure of employee jobs.
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3. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
4. Incomes are allocated to regions and countries according to the residence of the recipient.
5. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods
6. Figures have been rounded to the nearest £1,000,000. Change and growth calculations have been made on unrounded data, and then rounded.
7. These are experimental Statistics