Office for National Statistics

Statistical bulletin

Average weekly earnings in Great Britain: November 2020

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

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15 December 2020

Notice

10 November 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 the coronavirus. 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 in the UK]

2 . Main points for July to September 2020

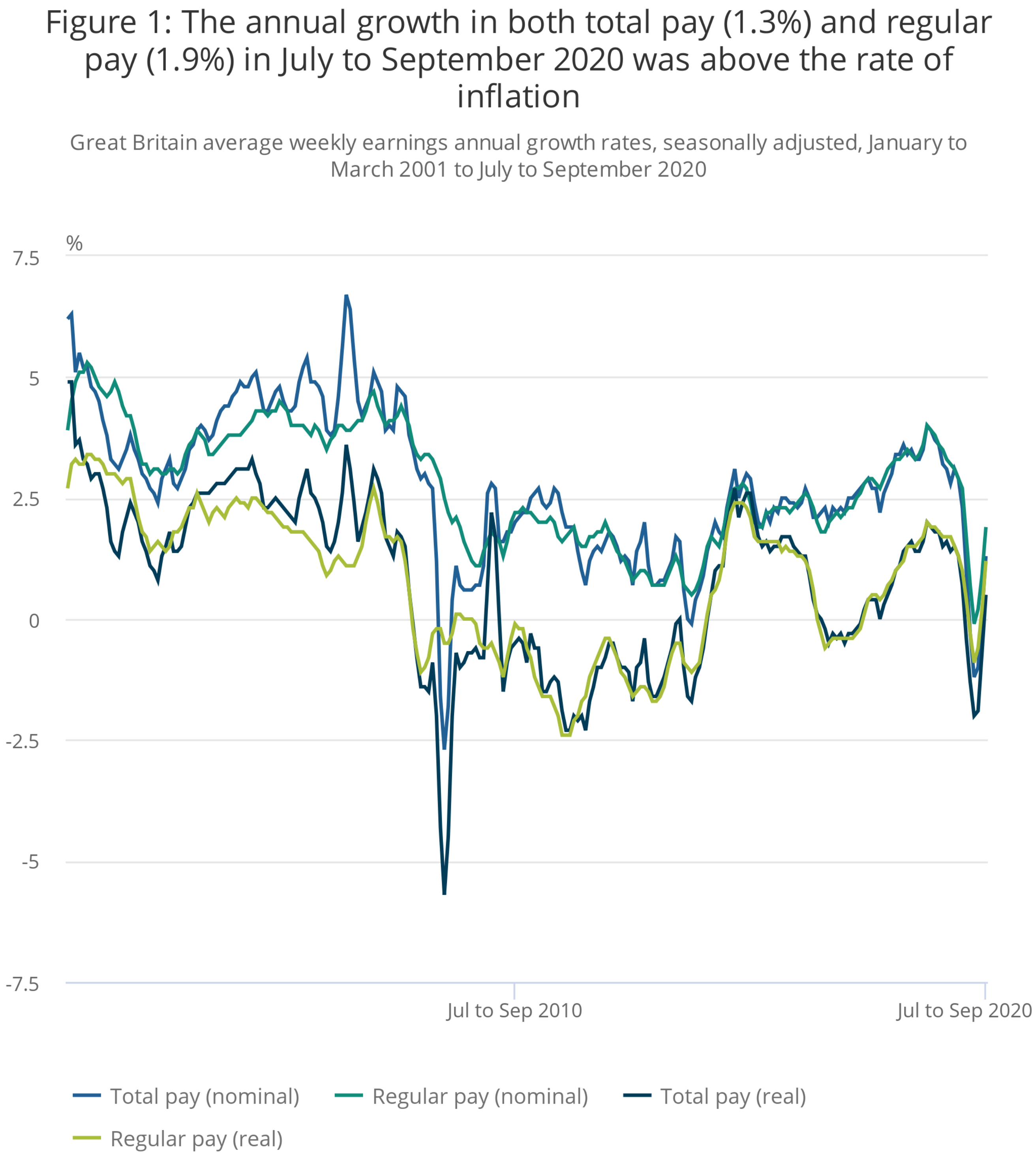
- Annual growth in employee pay continued to strengthen as more employees returned to work from furlough, but pay growth was still subdued as some workers remained furloughed and employers were paying less in bonuses.
- Growth in average total pay (including bonuses) among employees for the three months July to September 2020 increased to 1.3%, and growth in regular pay (excluding bonuses) increased to 1.9%.
- Growth in both total pay and regular pay during July to September was higher than inflation.
- During the early summer months, the industry sectors accommodation and food services and construction had seen the largest falls in pay, down more than 10% in April to June; in July to September, both recovered some loss although their average total pay growth remained down, at negative 1.8% and negative 3.9% respectively.
- The reported number of jobs being paid through payroll (which includes furloughed jobs) was lower than a year ago; the composition of these jobs can impact average pay growth, for example, a loss of lower-paid jobs will inflate average pay.
- Although the reported number of jobs has fallen in some low-paying industries, it has risen in others; at whole economy level the net impact of job number changes by industry accounts for only 0.1% of the 1.3% and 1.9% growths reported earlier.
- Average pay growth in accommodation and food services, administration and support, and arts and entertainment appear most likely to be impacted by changes in job composition by occupation; these three industries saw the largest percentage falls in reported number of employees being paid in June to September 2020 compared with a year earlier.

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. Note that estimates are based on all employees on company payrolls, including those who have been furloughed under the Coronavirus Job Retention Scheme (CJRS).

3 . Analysis of average weekly earnings

Figure 1: The annual growth in both total pay (1.3%) and regular pay (1.9%) in July to September 2020 was above the rate of inflation

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



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

In July to September 2020, the rate of annual pay growth was positive 1.3% for total pay and positive 1.9% for regular pay. The difference between the two measures is because of subdued bonuses, which fell by an average of negative 10.7% in the three months to September 2020.

The rate of total and regular pay growth had stood at 2.9% in December 2019 to February 2020, immediately prior to any impact from the coronavirus (COVID-19) pandemic was seen. It then slowed sharply in April to June 2020 to negative 1.2% for total pay and negative 0.1% for regular pay before some increases in July, August and September.

In real terms, total pay in July to September grew at a faster rate than inflation, at positive 0.5%, and regular pay growth in real terms was also positive, at 1.2%.

Figure 2: In real terms, average pay has rebounded from the sharp falls during early summer 2020

Great Britain average weekly earnings adjusted for inflation, seasonally adjusted, January 2000 to September 2020

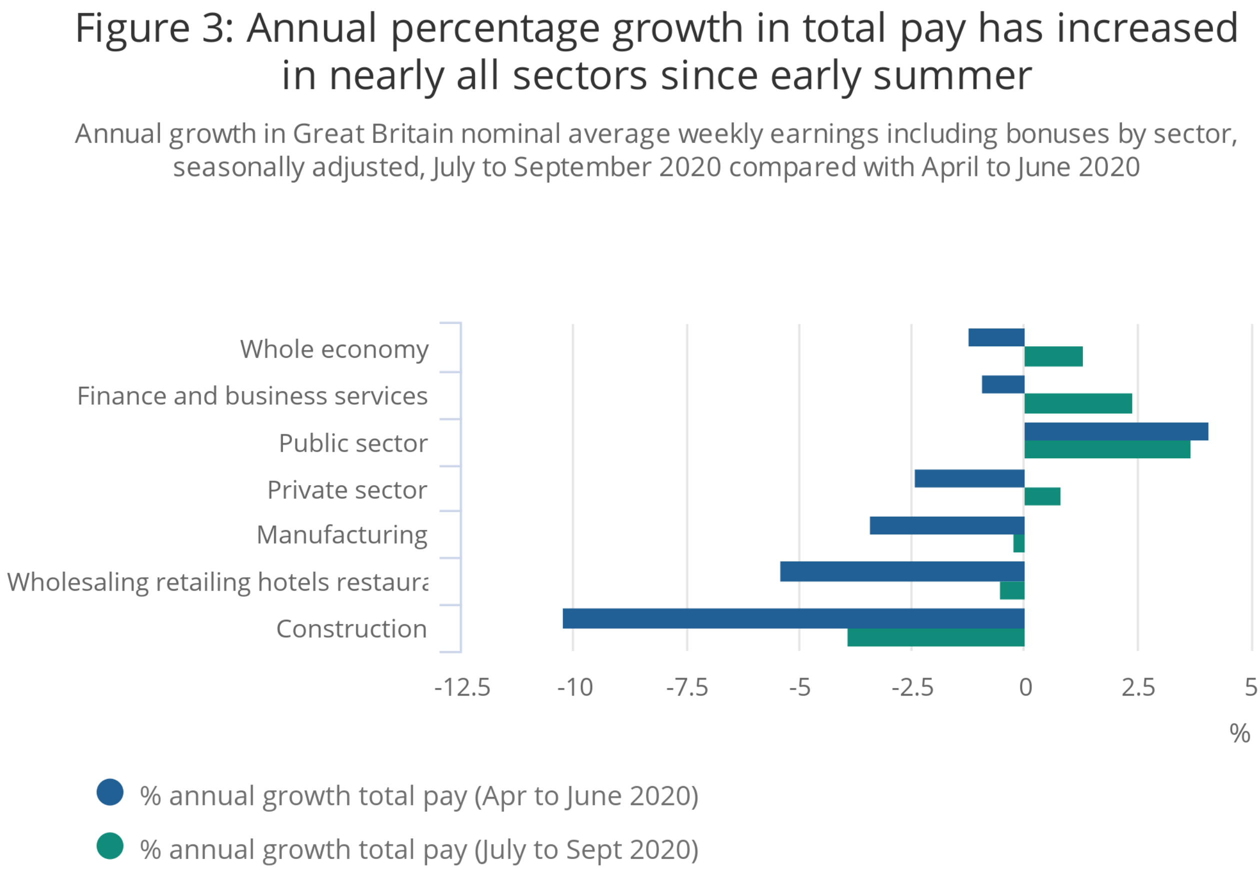
Source: Office for National Statistics – Monthly Wages and Salaries Survey

For September 2020, average total pay, before tax and other deductions, for employees in Great Britain was estimated at £553 per week in nominal terms. When expressed in real terms (constant 2015 prices), the figure in September 2020 was £509 per week, notably higher than the £488 per week estimated in June 2020.

Average regular pay was estimated at £523 per week in nominal terms. When expressed in real terms (constant 2015 prices), the figure in September 2020 was a record £481, after having fallen back to £464 per week in April 2020.

Figure 3: Annual percentage growth in total pay has increased in nearly all sectors since early summer

Annual growth in Great Britain nominal average weekly earnings including bonuses by sector, seasonally adjusted, July to September 2020 compared with April to June 2020



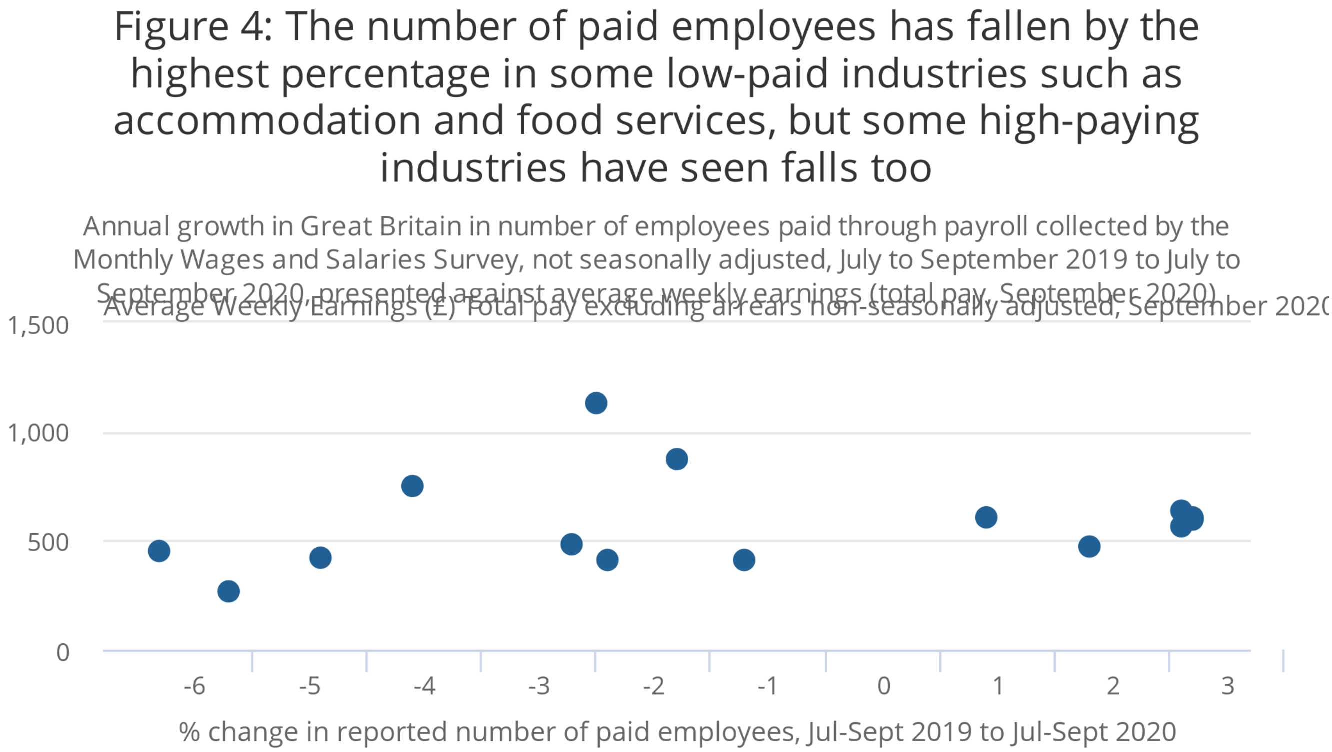
Source: Office for National Statistics – Monthly Wages and Salaries Survey

Between July to September 2019 and July to September 2020, average pay growth varied by industry sector (Figure 3). The public sector saw the highest estimated growth in total pay, at 3.7%. Negative growth was seen in the construction sector, estimated at negative 3.9%; the wholesaling, retailing, hotels and restaurants sector, estimated at negative 0.5%; and manufacturing at negative 0.2%. This is, however, an improvement on the growth rates during April to June 2020, especially in construction and accommodation and food services (which sits in the wholesaling, retailing, hotels and restaurants grouping), which had seen falls of more than 10%.

The pattern of pay growth is closely linked to the proportion of employees who are furloughed and the extent to which employers have topped up payments received for these employees under the Coronavirus Job Retention Scheme (CJRS). The Office for National Statistics (ONS) has published estimates of approximately 9% of the workforce on partial or full furlough leave during 7 to 20 September 2020, with the arts, entertainment and recreation sector and the accommodation and food service activities sector having the highest proportions of furloughed workers, at 32% and 27% respectively. There has been a steady reduction in number of furloughed employee jobs since early summer.

Figure 4: The number of paid employees has fallen by the highest percentage in some low-paid industries such as accommodation and food services, but some high-paying industries have seen falls too

Annual growth in Great Britain in number of employees paid through payroll collected by the Monthly Wages and Salaries Survey, not seasonally adjusted, July to September 2019 to July to September 2020, presented against average weekly earnings (total pay, September 2020)



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

Changes in the number of employees across industries can create a compositional effect on pay growth at the whole economy level; a decrease in employee numbers in industries that have a lower average pay can have an upward effect on pay growth, and vice versa. Employment numbers returned to the Monthly Wages and Salary Survey (MWSS) in July to September 2020 were lower than a year earlier, contributing a compositional effect of positive 0.1% on whole economy pay growth; that is, if the profile (percentage within each industry) of employee jobs had not changed between July to September 2019 and July to September 2020, the estimates of growth in total pay and regular pay would have been 0.1% lower than reported in this bulletin.

The dynamic of this can be understood from Figure 4, which shows the percentage growth or fall in number of paid employees by industry, reported on the MWSS. The three dots furthest to the left of Figure 4 represent administration and support services, accommodation and food services, and arts and entertainment, which reported employee numbers that had fallen by the highest percentage since the same period in 2019. Although these industries have lower-than-average weekly pay, the impact on whole economy pay was largely offset by an increase in employees in another low-paying industry (health and social care, which is one of the largest-employing industries) and employee falls in higher-paid industries such as professional, scientific and technical services, financial and business services, and information and communications.

There are additional sources of estimates of number of jobs within industries. Most notable is the workforce jobs series, which has been published for June 2020 and on 15 December will be updated to cover September. It shows a similar pattern of job changes to the one presented in Figure 4.

Job growth estimates can also be impacted by changes in the types of job (for example, occupation or full-time versus part-time status) within industries. The ONS's Employee earnings in the UK and Low and high pay in the UK bulletins provide insights into the profile of jobs and job holders that were most impacted in April 2020 at the start of the coronavirus measures, in particular a much higher incidence of furloughing among the lowest-paid part-time jobs. Analysis of job inflows and outflows in HM Revenue and Customs' (HMRC's) Earnings and employment from Pay As You Earn Real Time Information, UK: October 2020 suggests a possible reduction in lower-paid jobs in recent months

4 . Average weekly earnings data

Average weekly earnings
Dataset EARN01 | Released 10 November 2020
Headline estimates of earnings growth in Great Britain (seasonally adjusted).

Average weekly earnings by sector
Dataset EARN02 | Released 10 November 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 10 November 2020
Estimates of earnings in Great Britain broken down by detailed industrial sector (not seasonally adjusted).

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 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

The survey response rate was 78%, slightly lower than the 83% target in more typical months.

In line with international guidance, the seasonal adjustment process has been reviewed and revised this month, with all periods in the Average Weekly Earnings (AWE) series open to revision.

Coronavirus

For more information on how labour market data sources are affected by the coronavirus pandemic, see the article published on 6 May 2020 which details some of the challenges that we have faced in producing estimates at this time.

Our latest data and analysis on the impact of the coronavirus pandemic on the UK economy and population are available on our dedicated coronavirus web page. This is the hub for all special coronavirus-related publications, drawing on all available data. In response to the developing coronavirus pandemic, we are working to ensure that we continue to publish economic statistics. For more information, please see COVID-19 and the production of statistics.

In April, potentially significant changes in employee pay, associated with social distancing measures, made it necessary to change some aspects of the processing of AWE data. The normal approach to processing both non-responding companies and those whose pay shows sharp unconfirmed changes from historical returns is to roll forward (impute) employee and pay details from the most recent responding month. Since April, we have conducted additional data validation.

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.

Sampling variability

Table 1: Sampling variability for average weekly earnings single month growth rates (percentage points)

	Including bonuses (Jan to Apr)[1 2]	Including bonuses (May to Dec)[1 2]	Excluding bonuses[1]
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.

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.

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 income and earnings.

8 . Related links

Employee earnings in the UK: 2020
Bulletin | Released 3 November 2020
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: 2020
Bulletin | Released 3 November 2020
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: 2020
Bulletin | Released 3 November 2020
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: November 2020
Bulletin | Released 10 November 2020
Experimental monthly estimates of paid employees and their pay from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) data.

Index of Labour Costs per Hour, UK: April to June 2020
Bulletin | Released 15 September 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:
Some data included in this table are based on previous weighting methodology and not consistent with latest estimates published on 13 Octobe
These estimates will be revised as soon as possible. We appologise for any inconvenience.

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

(*) Tables 2 and 10 in the Statistical Bulletin pdf file have been amalgamated into one spreadsheet (Dataset A05 SA).
(**) Table JOBS02 provides more detail than Table 6 in the Statistical Bulletin pdf file.

The following symbols are used in the tables: p provisional, r revised, .. Not available,* suppressed due to small sample size.
The four-character identification codes appearing in the tables are the ONS references for the data series appearing in the Labour Market Statistics dataset which is available on the website at:
https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatistics

EARNINGS

13 Average Weekly Earnings (nominal) - total pay[1]

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

		Whole Economy (100%)[2]			Private sector (82%)[2]			Public sector (18%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		KAB9	KAC2	KAC3	KAC4	KAC5	KAC6	KAC7	KAC8	KAC9
Sep 18	(r)	522	2.7	3.0	521	2.7	3.1	528	2.7	2.8
Jul 19	(r)	539	3.8	3.9	539	3.9	3.9	546	3.7	3.8
Aug 19	(r)	540	3.4	3.7	540	3.5	3.7	544	2.7	3.4
Sep 19	(r)	542	3.7	3.6	541	3.8	3.7	546	3.4	3.3
Oct 19	(r)	542	2.4	3.2	541	2.2	3.2	547	3.2	3.1
Nov 19	(r)	544	3.3	3.1	542	3.3	3.1	548	3.3	3.3
Dec 19	(r)	543	2.8	2.8	542	2.7	2.7	549	3.3	3.3
Jan 20	(r)	546	3.1	3.1	545	3.2	3.1	550	3.1	3.2
Feb 20	(r)	545	2.6	2.9	543	2.4	2.8	552	3.6	3.3
Mar 20	(r)	538	1.2	2.3	534	0.8	2.1	553	3.4	3.4
Apr 20	(r)	529	-1.0	1.0	524	-1.8	0.5	560	3.0	3.3
May 20	(r)	530	-1.2	-0.3	522	-2.5	-1.2	569	4.8	3.7
Jun 20	(r)	529	-1.6	-1.2	521	-2.9	-2.4	568	4.5	4.1
Jul 20	(r)	537	-0.3	-1.0	533	-1.1	-2.2	562	3.0	4.1
Aug 20	(r)	552	2.1	0.1	549	1.7	-0.8	564	3.7	3.8
Sep 20	**(p)**	**553**	**2.2**	**1.3**	**550**	**1.7**	**0.8**	**569**	**4.3**	**3.7**

		Services, SIC 2007 sections G-S (85%)[2]			Finance and business services, SIC 2007 sections K-N (21%)[2]			Public sector excluding financial services (18%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		K5BZ	K5C2	K5C3	K5C4	K5C5	K5C6	KAD8	KAD9	KAE2
Sep 18	(r)	507	2.8	3.1	665	1.4	2.3	523	2.7	2.9
Jul 19	(r)	523	3.9	3.9	692	4.0	4.9	543	3.8	3.7
Aug 19	(r)	524	3.3	3.7	694	4.4	4.5	539	2.8	3.3
Sep 19	(r)	526	3.7	3.6	698	5.0	4.4	542	3.5	3.3
Oct 19	(r)	527	2.2	3.1	697	3.4	4.2	543	3.2	3.2
Nov 19	(r)	528	3.4	3.1	699	3.9	4.1	545	3.4	3.4
Dec 19	(r)	528	2.9	2.9	696	3.4	3.6	545	3.4	3.3
Jan 20	(r)	531	3.3	3.2	698	3.1	3.5	546	3.1	3.3
Feb 20	(r)	530	2.8	3.0	692	2.5	3.0	548	3.6	3.4
Mar 20	(r)	523	1.3	2.5	678	-0.2	1.8	549	3.6	3.4
Apr 20	(r)	519	0.1	1.4	688	0.1	0.8	557	3.1	3.4
May 20	(r)	519	-0.3	0.4	689	-0.1	-0.1	565	4.8	3.8
Jun 20	(r)	517	-0.9	-0.3	675	-2.7	-0.9	563	4.8	4.2
Jul 20	(r)	524	0.1	-0.4	689	-0.5	-1.1	559	2.9	4.2
Aug 20	(r)	538	2.8	0.7	723	4.1	0.3	559	3.7	3.8
Sep 20	**(p)**	**540**	**2.8**	**1.9**	**724**	**3.7**	**2.4**	**565**	**4.3**	**3.7**

		Manufacturing, SIC 2007 section C (8%)[2]			Construction, SIC 2007 section F (5%)[2]			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		K5CA	K5CB	K5CC	K5CD	K5CE	K5CF	K5CG	K5CH	K5CI
Sep 18	(r)	602	2.0	2.1	620	2.7	3.5	353	2.3	3.5
Jul 19	(r)	615	2.2	2.5	653	7.2	6.3	363	2.8	2.7
Aug 19	(r)	620	3.2	2.8	651	4.8	5.8	365	2.7	3.1
Sep 19	(r)	616	2.3	2.6	659	6.2	6.1	365	3.5	3.0
Oct 19	(r)	620	2.7	2.8	650	4.1	5.0	362	0.5	2.2
Nov 19	(r)	622	3.0	2.7	649	3.4	4.6	362	1.6	1.9
Dec 19	(r)	620	2.3	2.7	649	1.8	3.1	362	1.2	1.1
Jan 20	(r)	620	1.5	2.3	654	3.8	3.0	369	3.8	2.2
Feb 20	(r)	621	2.2	2.0	651	2.5	2.7	363	1.4	2.1
Mar 20	(r)	615	1.6	1.8	633	0.2	2.2	354	1.0	2.0
Apr 20	(r)	592	-3.8	0.0	581	-11.0	-2.8	339	-4.9	-0.8
May 20	(r)	595	-2.9	-1.7	578	-10.8	-7.3	337	-7.1	-3.7
Jun 20	(r)	593	-3.5	-3.4	592	-8.7	-10.2	347	-4.3	-5.4
Jul 20	(r)	607	-1.4	-2.6	619	-5.3	-8.3	356	-1.9	-4.4
Aug 20	(r)	619	-0.2	-1.7	634	-2.6	-5.5	365	0.0	-2.1
Sep 20	**(p)**	**622**	**0.9**	**-0.2**	**633**	**-3.9**	**-3.9**	**367**	**0.5**	**-0.5**

Source: Monthly Wages & Salaries Survey
Earnings enquiries: 01633 456120
Email: earnings@ons.gov.uk

1. Estimates of total pay include bonuses but exclude arrears of pay.
2. The figure in brackets is the percentage of whole economy employment in that sector or industry for the latest time period.
3. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

EARNINGS

14 Average Weekly Earnings (nominal) - bonus pay

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

		Whole Economy (100%)[1]			Private sector (82%)[2]			Public sector (18%)[2]		
		Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]
		KAF4	KAF5	KAF6	KAF7	KAF8	KAF9	KAG2	KAG3	KAG4
Sep 18	(r)	33	-6.1	-0.7	37	-6.7	-0.9	1	-45.4	-0.5
Jul 19	(r)	33	5.7	5.2	41	5.9	4.3	4	69.5	40.1
Aug 19	(r)	31	-3.1	1.5	38	-1.7	1.4	2	-55.9	2.0
Sep 19	(r)	36	10.4	4.4	41	9.4	4.5	2	35.4	2.9
Oct 19	(r)	32	-16.4	-3.7	39	-16.1	-3.7	2	-38.8	-34.3
Nov 19	(r)	33	6.5	-0.8	40	6.6	-1.2	2	-0.1	-9.5
Dec 19	(r)	32	-3.5	-5.3	38	-3.8	-5.3	2	-3.6	-17.1
Jan 20	(r)	34	7.3	3.3	42	8.4	3.7	3	24.6	9.2
Feb 20	(r)	32	-1.4	0.7	38	-1.7	1.0	2	9.0	12.1
Mar 20	(r)	31	-4.3	0.5	36	-3.9	1.0	2	-29.1	0.9
Apr 20	(r)	27	-15.3	-7.0	33	-15.3	-7.0	2	-5.6	-10.2
May 20	(r)	26	-20.1	-13.3	31	-20.7	-13.4	3	28.7	-5.0
Jun 20	(r)	24	-24.8	-20.1	28	-26.5	-20.8	2	-8.1	4.0
Jul 20	(r)	25	-23.6	-22.8	33	-19.0	-22.0	2	-66.2	-29.5
Aug 20	(r)	33	4.9	-14.8	39	4.4	-14.0	1	-34.6	-44.3
Sep 20	**(p)**	**32**	**-12.2**	**-10.7**	**36**	**-11.5**	**-9.1**	**2**	**-5.5**	**-45.8**

		Services, SIC 2007 sections G-S (85%)[1]			Finance and business services, SIC 2007 sections K-N (21%)[2]			Public sector excluding financial services (18%)[2]		
		Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]
		K5CS	K5CT	K5CU	K5CV	K5CW	K5CX	KAH3	KAH4	KAH5
Sep 18	(r)	32	-7.2	-0.5	76	-18.7	-4.4	1	-41.6	4.7
Jul 19	(r)	35	5.7	5.3	84	2.0	8.8	3	65.0	24.7
Aug 19	(r)	32	-3.7	1.7	78	-0.5	2.3	1	-53.5	-7.3
Sep 19	(r)	35	9.2	3.7	83	9.6	3.6	1	25.7	1.5
Oct 19	(r)	33	-18.7	-5.6	81	-12.7	-2.0	1	-38.9	-33.8
Nov 19	(r)	34	7.1	-2.3	83	1.8	-1.2	1	-2.2	-11.5
Dec 19	(r)	32	-4.0	-6.3	78	0.2	-4.1	1	4.4	-15.4
Jan 20	(r)	36	8.6	3.8	82	6.2	2.7	2	7.9	3.6
Feb 20	(r)	32	-2.7	0.6	75	-2.0	1.5	2	12.4	8.5
Mar 20	(r)	31	-5.5	0.2	73	-6.7	-0.8	1	-36.9	-9.4
Apr 20	(r)	29	-11.7	-6.6	71	-10.9	-6.5	1	-5.8	-13.9
May 20	(r)	27	-19.8	-12.4	72	-13.9	-10.5	1	22.3	-12.7
Jun 20	(r)	25	-23.6	-18.4	55	-33.1	-19.3	1	12.6	9.0
Jul 20	(r)	27	-24.3	-22.6	61	-27.0	-24.6	1	-68.2	-30.1
Aug 20	(r)	33	4.5	-14.9	74	-4.3	-21.8	1	-30.1	-42.9
Sep 20	**(p)**	**31**	**-10.5**	**-10.6**	**74**	**-11.0**	**-14.4**	**1**	**-9.8**	**-46.5**

		Manufacturing, SIC 2007 section C (8%)[2]			Construction, SIC 2007 section F (5%)[1]			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%)[2]		
		Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]
		K5D3	K5D4	K5D5	K5D6	K5D7	K5D8	K5D9	K5DA	K5DB
Sep 18	(r)	25	-2.8	-5.1	30	0.0	3.1	21	-10.6	-8.0
Jul 19	(r)	26	-0.5	3.1	31	49.8	31.0	21	-3.6	-2.4
Aug 19	(r)	26	13.2	8.6	27	-21.7	7.6	21	1.1	4.0
Sep 19	(r)	24	-5.0	2.2	35	18.4	9.5	22	5.9	1.1
Oct 19	(r)	26	2.2	3.2	28	-12.8	-6.3	21	-13.4	-2.8
Nov 19	(r)	25	7.5	1.4	28	5.8	3.4	21	0.4	-3.0
Dec 19	(r)	25	-5.5	1.2	30	-1.1	-3.2	21	-2.6	-5.6
Jan 20	(r)	25	-4.1	-1.0	35	40.1	13.6	24	19.4	5.5
Feb 20	(r)	25	11.0	0.0	32	14.6	16.5	20	-11.5	1.3
Mar 20	(r)	25	7.4	4.4	28	-8.6	13.7	19	-4.1	0.9
Apr 20	(r)	23	-17.7	-0.9	15	-57.4	-20.5	16	-20.3	-12.0
May 20	(r)	23	-10.6	-7.6	16	-48.2	-39.3	15	-37.2	-21.6
Jun 20	(r)	17	-37.7	-22.3	21	-25.7	-45.1	18	-21.8	-26.8
Jul 20	(r)	21	-21.5	-23.6	26	-15.5	-29.8	19	-10.1	-23.6
Aug 20	(r)	25	-4.2	-21.5	25	-8.1	-16.4	22	2.6	-10.2
Sep 20	**(p)**	**27**	**13.4**	**-4.7**	**21**	**-41.3**	**-23.2**	**20**	**-8.8**	**-5.5**

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

Email: earnings@ons.gov.uk

1. The figure in brackets is the percentage of whole economy employment in that sector or industry for the latest time period.
2. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

EARNINGS

15 Average Weekly Earnings (nominal) - regular pay[1]

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

		Whole Economy (100%)[2]			Private sector (82%)[2]			Public sector (18%)[2]		
		Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[3]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[3]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[3]
		KAI7	KAI8	KAI9	KAJ2	KAJ3	KAJ4	KAJ5	KAJ6	KAJ7
Sep 18	(r)	491	3.1	3.2	484	3.2	3.3	526	2.9	2.8
Jul 19	(r)	507	3.8	3.9	500	3.9	4.0	541	3.1	3.5
Aug 19	(r)	508	3.5	3.8	501	3.6	3.9	542	3.2	3.3
Sep 19	(r)	509	3.6	3.6	501	3.6	3.7	544	3.4	3.2
Oct 19	(r)	509	3.2	3.5	502	3.2	3.5	545	3.3	3.3
Nov 19	(r)	510	3.2	3.3	503	3.2	3.3	547	3.3	3.4
Dec 19	(r)	511	3.2	3.2	504	3.2	3.2	547	3.3	3.3
Jan 20	(r)	511	2.8	3.1	504	2.7	3.0	547	3.0	3.2
Feb 20	(r)	511	2.8	2.9	504	2.7	2.8	549	3.4	3.2
Mar 20	(r)	510	2.4	2.7	502	2.1	2.5	550	3.5	3.3
Apr 20	(r)	503	-0.1	1.7	490	-0.9	1.3	559	3.1	3.3
May 20	(r)	503	-0.2	0.7	489	-1.4	-0.1	566	4.8	3.8
Jun 20	(r)	505	-0.2	-0.1	492	-1.4	-1.2	565	4.6	4.1
Jul 20	(r)	512	0.9	0.2	500	0.2	-0.8	562	3.9	4.4
Aug 20	(r)	518	1.9	0.9	508	1.4	0.1	563	3.8	4.1
Sep 20	**(p)**	**523**	**2.8**	**1.9**	**513**	**2.4**	**1.4**	**567**	**4.3**	**4.0**

		Services, SIC 2007 sections G-S (85%)[2]			Finance and business services, SIC 2007 sections K-N (21%)[2]			Public sector excluding financial services (18%)[2]		
		Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[3]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[3]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[3]
		K5DL	K5DM	K5DN	K5DO	K5DP	K5DQ	KAK6	KAK7	KAK8
Sep 18	(r)	475	3.3	3.3	589	2.8	2.6	522	2.9	2.8
Jul 19	(r)	490	3.8	4.0	611	4.2	4.6	538	3.2	3.6
Aug 19	(r)	491	3.5	3.8	613	4.6	4.7	539	3.3	3.3
Sep 19	(r)	492	3.6	3.7	616	4.6	4.5	540	3.5	3.3
Oct 19	(r)	493	3.2	3.4	618	4.5	4.6	542	3.3	3.4
Nov 19	(r)	494	3.3	3.4	617	4.0	4.4	543	3.4	3.4
Dec 19	(r)	495	3.4	3.3	619	3.9	4.1	544	3.4	3.4
Jan 20	(r)	495	3.0	3.2	616	2.5	3.5	544	3.1	3.3
Feb 20	(r)	495	3.1	3.1	618	3.3	3.2	545	3.5	3.3
Mar 20	(r)	495	2.6	2.9	617	2.3	2.7	547	3.6	3.4
Apr 20	(r)	490	0.8	2.2	615	1.5	2.4	556	3.2	3.4
May 20	(r)	491	0.8	1.4	615	1.2	1.7	563	4.8	3.9
Jun 20	(r)	492	0.6	0.7	616	0.4	1.0	562	4.6	4.2
Jul 20	(r)	498	1.5	1.0	624	2.2	1.2	559	3.9	4.4
Aug 20	(r)	504	2.6	1.6	640	4.5	2.3	560	3.8	4.1
Sep 20	**(p)**	**509**	**3.5**	**2.5**	**644**	**4.5**	**3.7**	**564**	**4.3**	**4.0**

		Manufacturing, SIC 2007 section C (8%)[2]			Construction, SIC 2007 section F (5%)[2]			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%)[2]		
		Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[3]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[3]	Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[3]
		K5DU	K5DV	K5DW	K5DX	K5DY	K5DZ	K5E2	K5E3	K5E4
Sep 18	(r)	577	2.2	2.3	590	2.9	3.7	331	2.9	4.1
Jul 19	(r)	589	2.4	2.5	622	5.8	5.4	343	3.3	3.2
Aug 19	(r)	594	3.1	2.6	623	5.6	5.5	343	2.7	3.1
Sep 19	(r)	592	2.5	2.7	622	5.5	5.6	342	3.4	3.1
Oct 19	(r)	594	2.7	2.8	621	5.1	5.4	339	1.3	2.5
Nov 19	(r)	596	2.9	2.7	620	3.3	4.6	340	1.6	2.1
Dec 19	(r)	596	2.8	2.8	619	2.0	3.5	340	1.4	1.5
Jan 20	(r)	593	1.7	2.4	619	2.7	2.7	344	2.9	2.0
Feb 20	(r)	596	1.9	2.1	618	2.1	2.2	342	2.3	2.2
Mar 20	(r)	590	0.9	1.5	611	1.2	2.0	339	1.7	2.3
Apr 20	(r)	570	-2.9	0.0	564	-8.5	-1.8	324	-3.9	0.0
May 20	(r)	572	-2.7	-1.6	561	-9.5	-5.6	324	-4.5	-2.3
Jun 20	(r)	576	-1.9	-2.5	570	-8.1	-8.7	329	-3.3	-3.9
Jul 20	(r)	585	-0.6	-1.7	592	-4.8	-7.5	338	-1.4	-3.1
Aug 20	(r)	593	-0.1	-0.9	608	-2.4	-5.1	343	-0.2	-1.7
Sep 20	**(p)**	**595**	**0.6**	**0.0**	**615**	**-1.2**	**-2.8**	**345**	**0.9**	**-0.2**

Source: Monthly Wages & Salaries Survey
Earnings enquiries: 01633 456120
Email: earnings@ons.gov.uk

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[1]

Great Britain whole economy, seasonally adjusted

Total pay (including bonuses)[1]

		Nominal earnings			Real earnings[3]		
		Nominal Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings at constant 2015 prices (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]
		KAB9	KAC2	KAC3	A3WX	A3WV	A3WW
Sep 18	(r)	522	2.7	3.0	492	0.4	0.7
Jul 19	(r)	539	3.8	3.9	501	1.9	1.9
Aug 19	(r)	540	3.4	3.7	500	1.5	1.8
Sep 19	(r)	542	3.7	3.6	502	2.0	1.8
Oct 19	(r)	542	2.4	3.2	502	0.9	1.5
Nov 19	(r)	544	3.3	3.1	502	1.8	1.6
Dec 19	(r)	543	2.8	2.8	502	1.4	1.4
Jan 20	(r)	546	3.1	3.1	503	1.4	1.5
Feb 20	(r)	545	2.6	2.9	502	1.0	1.3
Mar 20	(r)	538	1.2	2.3	495	-0.2	0.7
Apr 20	(r)	529	-1.0	1.0	489	-1.9	-0.4
May 20	(r)	530	-1.2	-0.3	490	-1.9	-1.3
Jun 20	(r)	529	-1.6	-1.2	488	-2.3	-2.0
Jul 20	(r)	537	-0.3	-1.0	493	-1.4	-1.9
Aug 20	(r)	552	2.1	0.1	508	1.6	-0.7
Sep 20	**(p)**	**553**	**2.2**	**1.3**	**509**	**1.4**	**0.5**

Regular pay (excluding bonuses)

		Nominal earnings			Real earnings[3]		
		Nominal Weekly Earnings (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]	Weekly Earnings at constant 2015 prices (£)	% changes year on year: Single month	% changes year on year: 3 month average[2]
		KAI7	KAI8	KAI9	A2FC	A2F9	A2FA
Sep 18	(r)	491	3.1	3.2	462	0.9	0.8
Jul 19	(r)	507	3.8	3.9	470	1.8	1.9
Aug 19	(r)	508	3.5	3.8	470	1.7	1.9
Sep 19	(r)	509	3.6	3.6	471	1.8	1.8
Oct 19	(r)	509	3.2	3.5	471	1.6	1.7
Nov 19	(r)	510	3.2	3.3	472	1.7	1.7
Dec 19	(r)	511	3.2	3.2	473	1.8	1.7
Jan 20	(r)	511	2.8	3.1	472	1.0	1.5
Feb 20	(r)	511	2.8	2.9	471	1.2	1.3
Mar 20	(r)	510	2.4	2.7	471	0.9	1.0
Apr 20	(r)	503	-0.1	1.7	464	-0.9	0.4
May 20	(r)	503	-0.2	0.7	465	-0.9	-0.3
Jun 20	(r)	505	-0.2	-0.1	465	-1.0	-0.9
Jul 20	(r)	512	0.9	0.2	469	-0.1	-0.6
Aug 20	(r)	518	1.9	0.9	478	1.5	0.2
Sep 20	**(p)**	**523**	**2.8**	**1.9**	**481**	**2.1**	**1.2**

Source: Monthly Wages & Salaries Survey
Earnings enquiries: 01633 456120
Email: earnings@ons.gov.uk

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