

Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: June 2021

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, C. Robinson
labour.market@ons.gov.uk;
rtstatistics.enquiries@hmrc.gov.
uk
+44 (0)1633 455400

Release date:
15 June 2021

Next release:
15 July 2021

Table of contents

1. [Main points](#)
2. [Payrolled employees](#)
3. [Median monthly pay](#)
4. [Pay distribution](#)
5. [Regional data](#)
6. [Industry data](#)
7. [Age data](#)
8. [Earnings and employment data](#)
9. [Glossary](#)
10. [Measuring the data](#)
11. [Strengths and limitations](#)
12. [Related links](#)

1 . Main points

- Early estimates for May 2021 indicate that the number of payrolled employees rose by 0.5% compared with May 2020, which is a rise of 141,000 employees; the number of payrolled employees is down by 1.9% since February 2020, a fall of 553,000.
- In May 2021, 197,000 more people were in payrolled employment when compared with April 2021.
- Early estimates for May 2021 indicate that median monthly pay increased by 9.1%, compared with May 2020 and median pay increased by 5.6% when compared with February 2020.
- There was a 126,000 person decrease in payrolled employees aged younger than 25 years between May 2020 and May 2021.
- Annual growth in payrolled employees in May 2021 was the highest in Cornwall and Isles of Scilly, with a rise of 3.4%, and was lowest in Outer London (West and North West), with a fall of 2.7%.
- The increase in payrolled employees between May 2020 and May 2021 was largest in the health and social work sector (a rise of 195,000 employees) and smallest in the accommodation and food services sector (a fall of 187,000).
- For the first time since the start of the pandemic, three of the sectors that have had the greatest decreases have all seen substantial monthly increases in payrolled employees, according to flash estimates; between April and May 2021, accommodation and food services increased by 54,000 employees, arts and entertainment by 15,000, and wholesale and retail by 14,000.
- Annual growth in median pay for employees in May 2021 was highest in the other service activities sector (an increase of 20.2%) and lowest in the households sector (a decrease of 1.9%).

Annual growth rates for May 2021 are compared with May 2020, and so the reduction in employees and median pay seen following the beginning of the coronavirus (COVID-19) pandemic is no longer contributing to the annual growth rate. Annual growth rates are now compared with this lower baseline.

About the data in this release

Early estimates for May 2021 are provided to give an indication of the likely level of employees as well as median pay in the latest period. The figures for May 2021 are based on around 85% of information being available. They 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 was introduced in April 2020, in response to coronavirus (COVID-19) and methods will continue to be developed. A [revisions triangle](#) is available for employees and median pay at the UK level.

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 . Payrolled employees

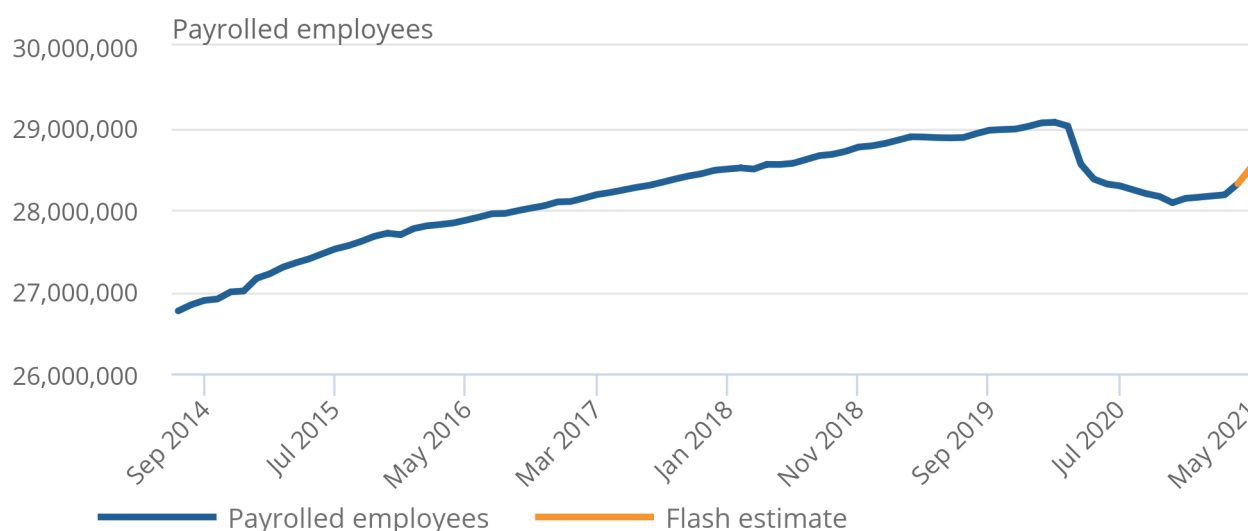
Early estimates for May 2021 indicate that there were 28.5 million payrolled employees (Figure 1), a rise of 0.5% compared with the same period of the previous year and a rise of 141,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees increased by 0.7% in May 2021 – equivalent to 197,000 people.

Figure 1: The number of employees declined between February and November 2020, but has risen more recently

Payrolled employees, seasonally adjusted, UK, July 2014 to May 2021

Figure 1: The number of employees declined between February and November 2020, but has risen more recently

Payrolled employees, seasonally adjusted, UK, July 2014 to May 2021



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 April 2021 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% from mid-2016 until 2019. Growth rates prior to mid-2016 were higher than 1.5% (Figure 2).

Starting around early 2019, employee growth began a slight downward trend. However, employee growth slowed more substantially past March 2020, (becoming negative in April 2020) coinciding with the coronavirus (COVID-19) pandemic.

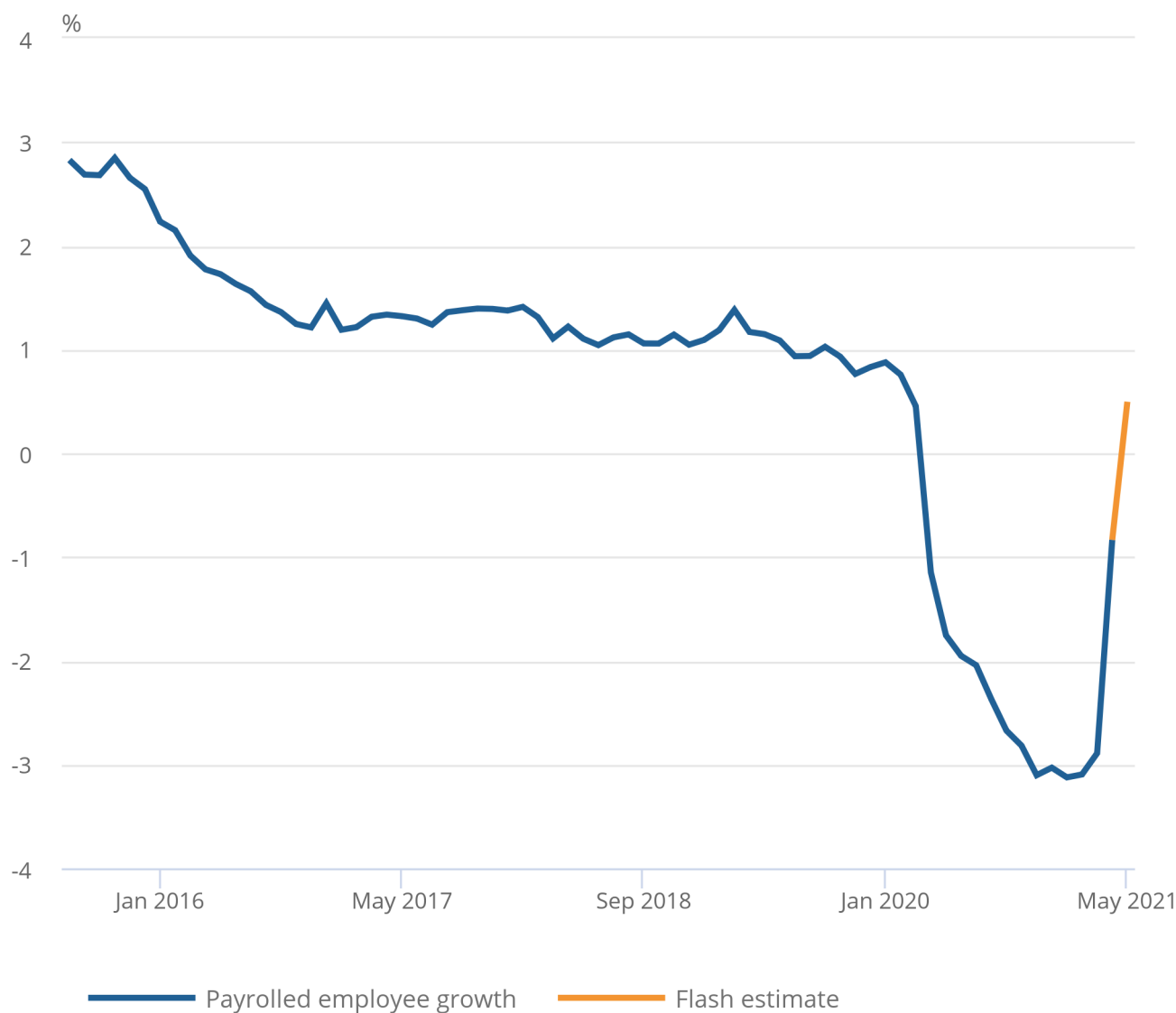
Since the start of 2021, growth rates have started to recover on the lower rates seen since the start of the pandemic. However, part of this recovery is because of the reduction in employees between March and May 2020 no longer contributing to the annual growth rate.

Figure 2: Growth in the number of payrolled employees fell throughout 2020, but has started to recover

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to May 2021

Figure 2: Growth in the number of payrolled employees fell throughout 2020, but has started to recover

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to May 2021



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 April 2021 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

3 . Median monthly pay

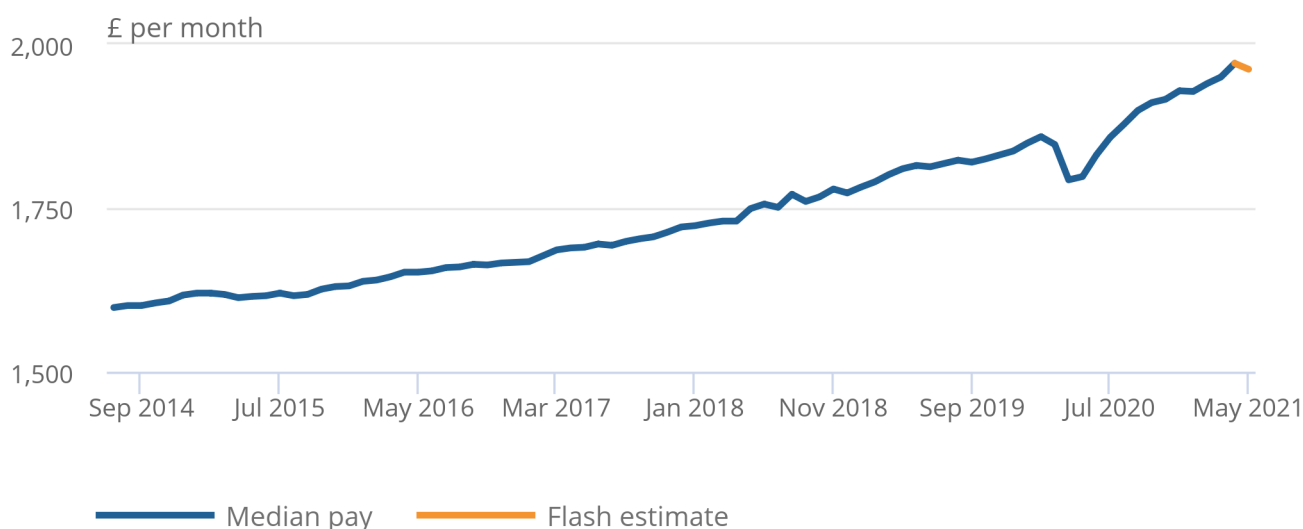
Early estimates for May 2021 indicate that median monthly pay decreased to £1,962, an increase of 9.1% compared with the same period of the previous year.

Figure 3: Median pay decreased sharply in April 2020, but has returned to the previous trend since August 2020

Median pay per month, seasonally adjusted, UK, July 2014 to May 2021

Figure 3: Median pay decreased sharply in April 2020, but has returned to the previous trend since August 2020

Median pay per month, seasonally adjusted, UK, July 2014 to May 2021



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 April 2021 figure is not a flash estimate of median pay, this is included purely for graphing purposes.

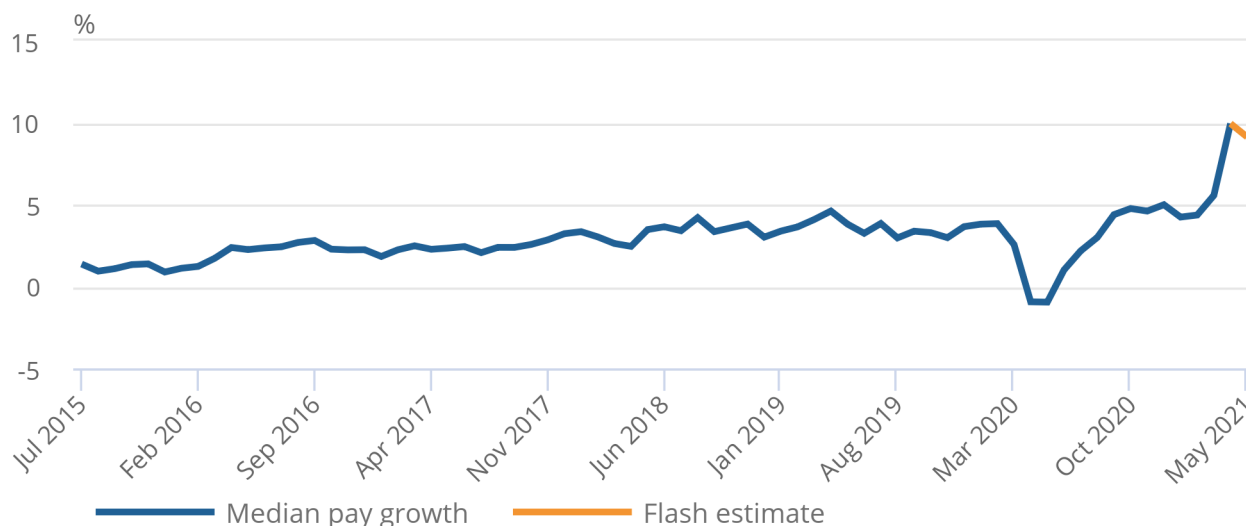
Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6% (Figure 4). Pay growth for April and May 2020 became negative, coinciding with the coronavirus (COVID-19) pandemic as well as related economic and policy responses. More recently,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

Figure 4: The rate of growth in median pay fell between March and May 2020, but is now higher than the average growth before March 2020

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to May 2021

Figure 4: The rate of growth in median pay fell between March and May 2020, but is now higher than the average growth before March 2020

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to May 2021



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 April 2021 figure is not a flash estimate of median pay growth, this is included purely for graphing purposes.

The relatively high level of pay growth between June and December 2020 is partially explained by lower levels of inflows than usual during that period. As explored in the [August bulletin](#) and [September bulletin](#), 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 were relatively low between June 2020 and December 2020, this reduced the downward pressure on pay growth, which in turn increased median pay growth.

The high level of pay growth in April 2021 is attributed to the record high in median pay in April 2021, combined with the suppressed level of median pay in April 2020 at the onset of the coronavirus (COVID-19) pandemic. The advantage of considering median pay over a 12-month period is that the monthly variations are less volatile compared with the annual level. However, where there are shocks to the labour market like this, it may be useful to consider median pay growth over shorter time periods.

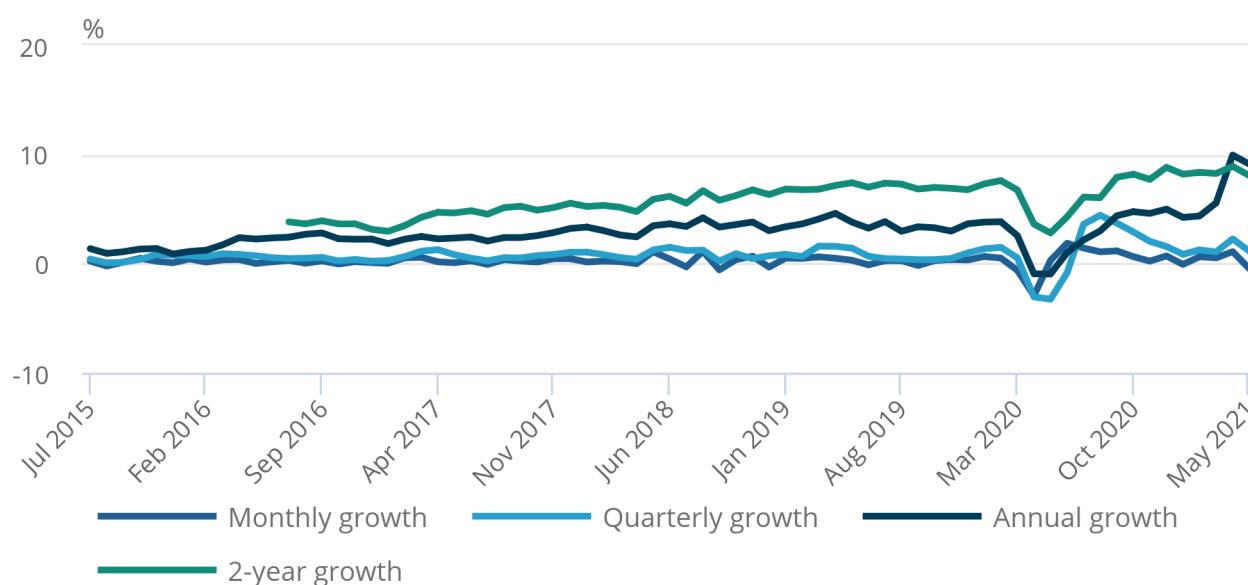
Figure 5 illustrates the relative paths of monthly, quarterly and annual pay growth. Pay growth over two years is also included to compare against pay in the same month but prior to any COVID-19 pandemic effects. (The monthly, quarterly and two-year pay series have not been annualised.)

Figure 5: Monthly, quarterly and two-year growth rates in median pay show a lower increase than the annual growth rate

Percentage change on selected periods, seasonally adjusted, UK, July 2015 to May 2021

Figure 5: Monthly, quarterly and two-year growth rates in median pay show a lower increase than the annual growth rate

Percentage change on selected periods, seasonally adjusted, UK, July 2015 to May 2021



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.

4 . Pay distribution

In the three months to April 2021, the 10th percentile of the monthly pay distribution was £682, the 90th percentile was £4,667 and the 99th percentile was £13,184 (Figure 6). This means that:

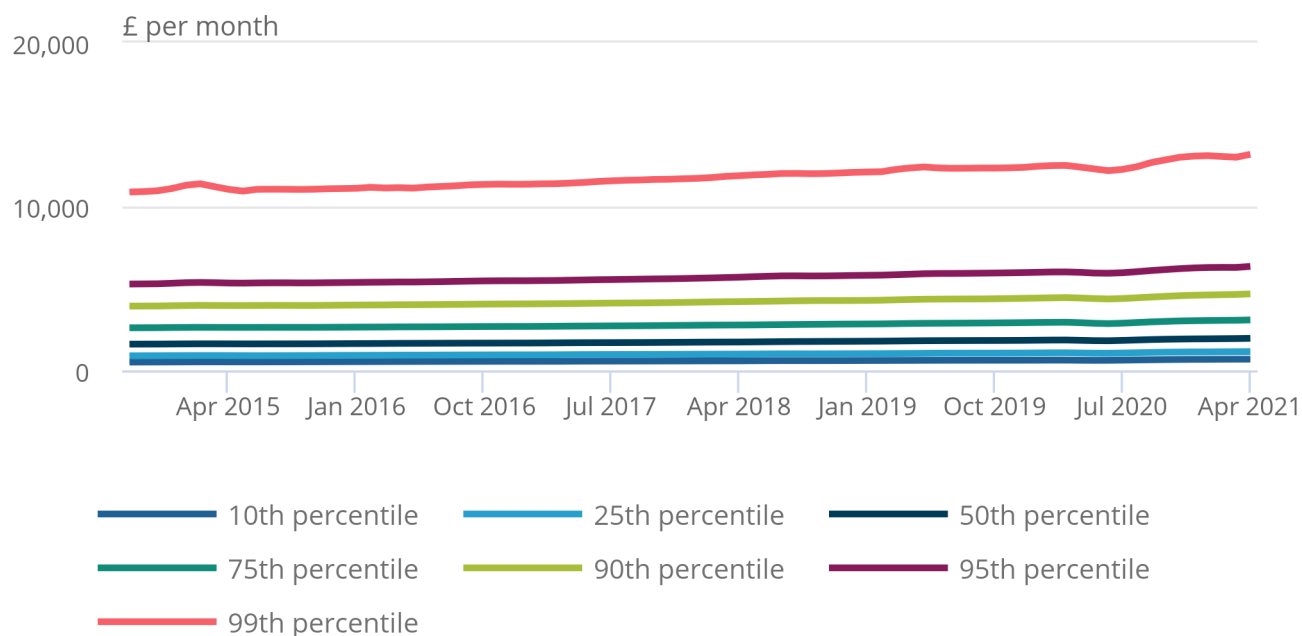
- 10% of payrolled employees earned equal to or less than £682 per month
- 90% of payrolled employees earned equal to or less than £4,667 per month
- 99% of payrolled employees earned equal to or less than £13,184 per month

Figure 6: 10% of employees earn less than £682 per month and 90% earn less than £4,667 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to April 2021

Figure 6: 10% of employees earn less than £682 per month and 90% earn less than £4,667 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to April 2021



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).

5 . Regional data

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 May 2021, and cover [Nomenclature of Territorial Units for Statistics: NUTS1 and NUTS2 regions](#).

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 7).

Numbers of payrolled employees in the UK for the regions shown in Figure 7 range from 746,000 in Northern Ireland to 4,012,000 in the South East in May 2021.

Figure 7: Regional employee growth has fallen across the UK over the last year

Notes:

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

Download the data

[.xlsx](#)

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. Going further, since January 2019, Inner London (both West and East) experienced greater volatility in employee growth than both Outer London and the UK average. Employee numbers within NUTS2 regions are available in the [datasets](#) published alongside this bulletin.

Since May 2020, all regions' growth rates followed a similar pattern: rapidly declining and becoming negative since April 2020, but beginning to improve again in the recent months. However, the magnitude of changes varies.

Comparing May 2021 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from a 1.4% increase in the East Midlands to a 1.7% decrease in London, with London the only NUTS1 region showing a decrease in employees.

Examining NUTS2 regions, Outer London (West and North West) experienced a decrease of 2.7% in payrolled employees in comparison with May 2020, and Cornwall and Isles of Scilly experienced an increase of 3.4% (Figure 8).

Figure 8: Growth in payrolled employees varies across the UK

Percentage change on same month in previous year, seasonally adjusted, UK, May 2021

Notes:

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

Download the data

[.xlsx](#)

Median pay across the NUTS2 regions of the UK in May 2021 ranged from £1,667 in Cornwall and Isles of Scilly to £3,002 in Inner London (West) (Figure 9).

Inner London generally differs from Outer London, with median pay ranging from £2,173 in Outer London (East and North East) to £3,002 in Inner London (West). Median pay in May 2021 for London as a whole was £2,398.

Figure 9: Median pay varies across the UK

Median pay, seasonally adjusted, UK, May 2021

Notes:

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

Download the data

[.xlsx](#)

6 . Industry data

The industrial sectors in this bulletin are based on the [UK Standard Industrial Classification \(SIC\) codes](#), as defined by the Office for National Statistics (ONS). These codes have been determined from both the [Inter-Departmental Business Register](#) and data from Companies House for each Pay As You Earn (PAYE) enterprise. The findings from the 14 largest sectors are presented. The seven smaller sectors have been removed from the bulletin for presentational purposes, but their estimates are available in the [datasets](#) published alongside this bulletin.

The three largest sectors – wholesale and retail, health and social work, and education – account for more than 40% of UK employees. These three sectors combined with administrative and support services, manufacturing, professional, scientific and technical, and accommodation and food services account for more than 70% of UK employees.

Since January 2017, employee growth has not been uniform across sectors (Figure 10). Sectors such as construction, transportation and storage, and information and communication experienced higher growth than the UK average between January 2017 and early 2020, while sectors such as manufacturing, and wholesale and retail experienced lower growth than the UK overall.

All sectors highlighted experienced a decrease in employee growth around April 2020, with the smallest decrease being in health and social work.

Other sectors (administrative and support services, and education in particular) have now joined public administration and defence, and health and social work in having a positive growth rate. However, this will partially be because of the comparison with the suppressed levels of employees seen in May 2020.

Those sectors that have seen the most negative growth since May 2020, notably the arts and entertainment, and accommodation and food services sectors, have seen sharp rises in the growth rate, but growth still remains negative and substantially below other sectors.

When compared with the same period of the previous year, percentage changes in payrolled employees range from negative 11.4% in arts and entertainment to positive 7.9% in administrative and support services.

Figure 10: Employee growth has been very different across sectors

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to May 2021

Notes:

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

Download the data

[.xlsx](#)

The increase in payrolled employees between May 2020 and May 2021 was largest in the health and social work sector (a rise of 195,000 employees) and smallest in the accommodation and food services sector (a fall of 187,000 employees).

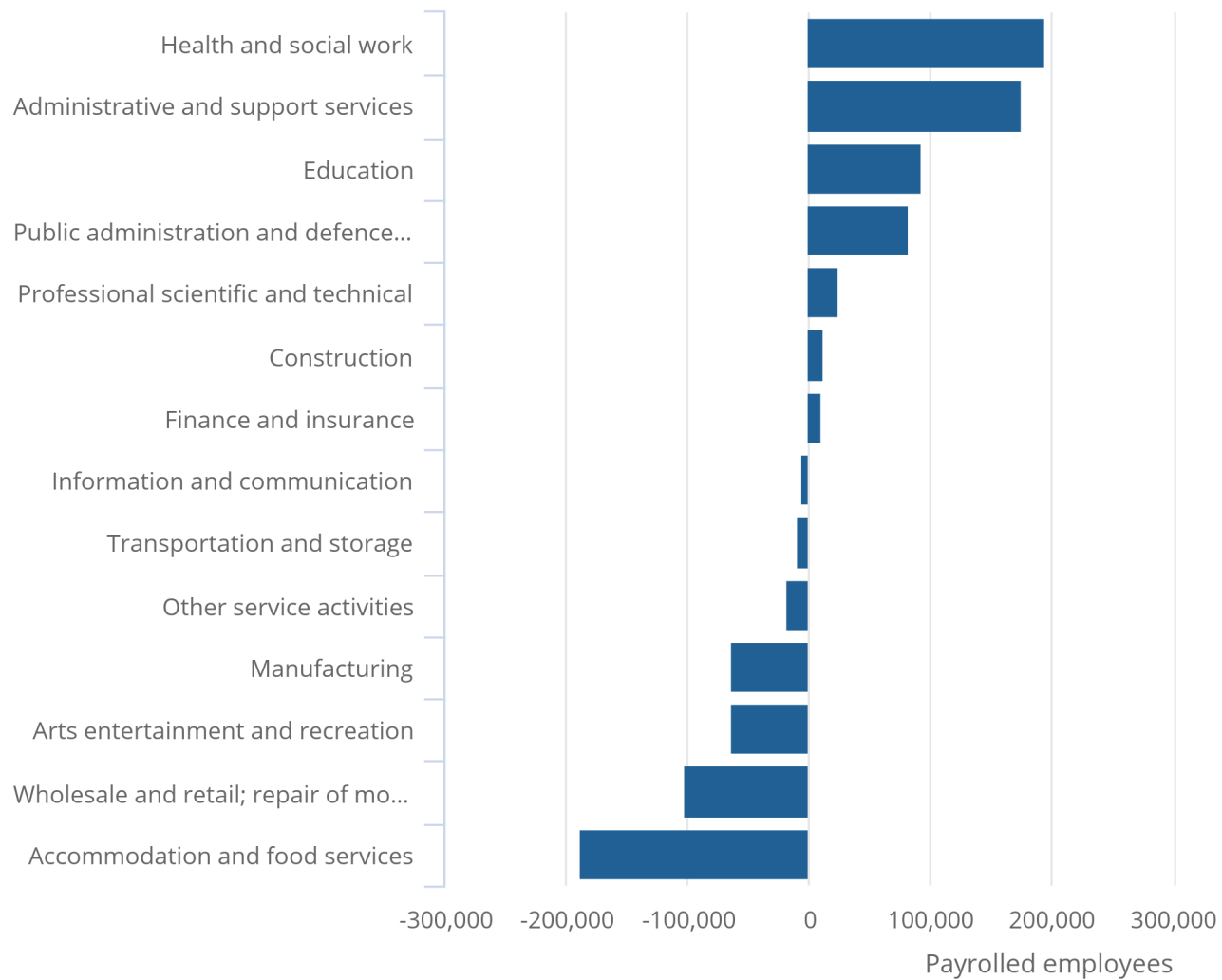
However, the flash estimate suggests that, for the first time since the start of the pandemic, three of the sectors that have had the greatest decreases have all seen substantial monthly increases in payrolled employees. Between April and May 2021, accommodation and food services increased by 54,000 employees, arts and entertainment by 15,000, and wholesale and retail by 14,000.

Figure 11: The accommodation and food services sector has seen the greatest decrease in payrolled employees since May 2020

Payrolled employees, absolute change on May 2020, seasonally adjusted, UK, May 2021

Figure 11: The accommodation and food services sector has seen the greatest decrease in payrolled employees since May 2020

Payrolled employees, absolute change on May 2020, seasonally adjusted, UK, May 2021



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.

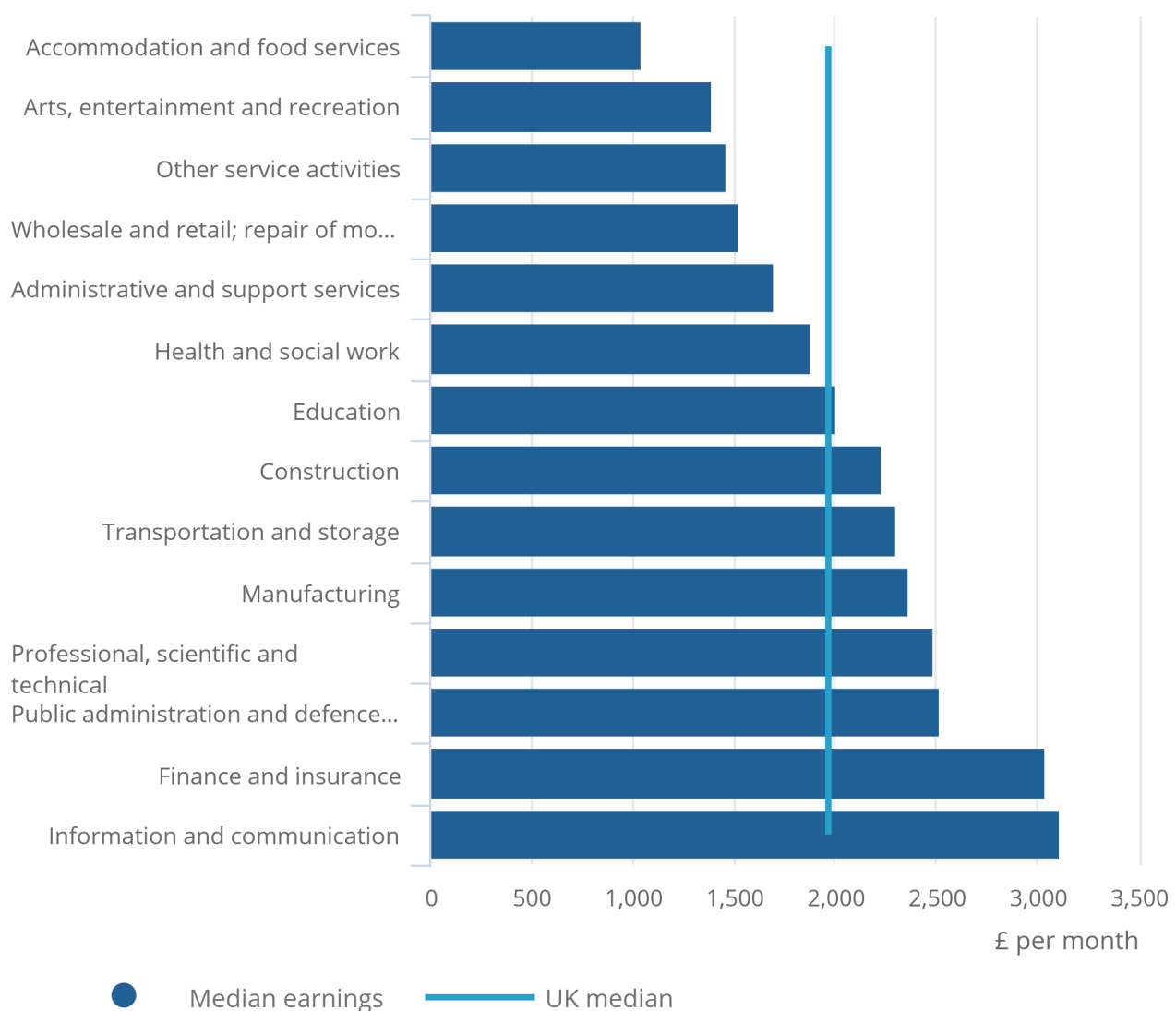
Median pay in May 2021 across the highlighted sectors ranged from £1,041 in the accommodation and food services sector to £3,112 in information and communication (Figure 12).

Figure 12: Median pay varies by industry

Median pay, seasonally adjusted, UK, May 2021

Figure 12: Median pay varies by industry

Median pay, seasonally adjusted, UK, May 2021



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 month in the previous year, median pay grew fastest in the other service activities sector (positive 20.2%, Figure 13) and slowest in the households sector (negative 1.9%).

Estimates of mean pay for each sector are available in the [datasets](#) published alongside this bulletin.

However, care needs to be taken when interpreting median pay growth. As explored in more detail in [previous bulletins](#), mean and median pay growth are influenced by the relative pay of those entering and leaving the labour market. This means if the relative pay of inflows and outflows in particular sectors differ to the UK average, median pay growth could be higher or lower in these sectors. For example, median pay growth could be lower if outflows are higher paid than average, or conversely, could be higher if outflows are lower paid than average.

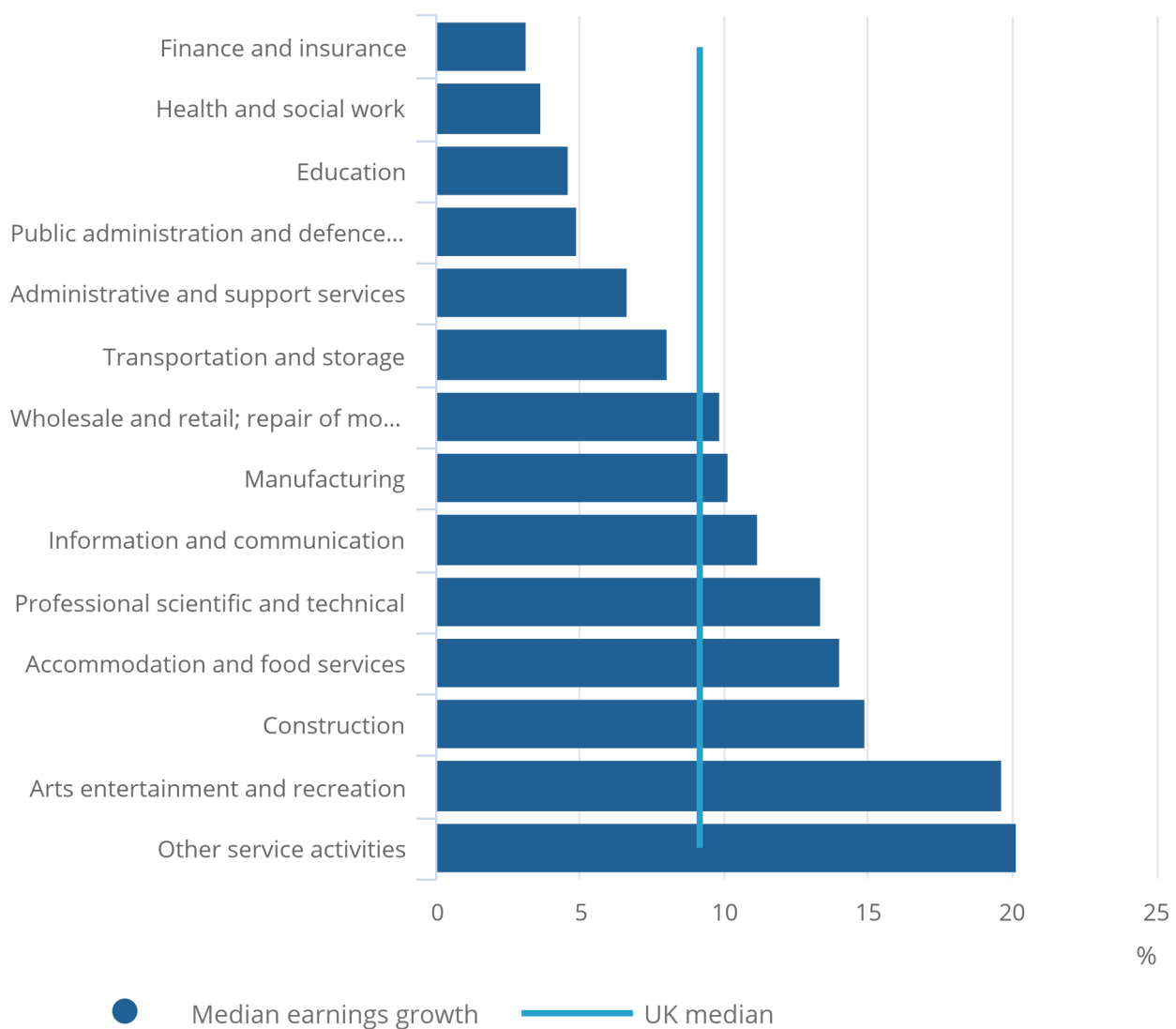
Similar principles apply for inflows. The high median pay growth in the arts and entertainment sector may be a consequence of unusual relative pay of inflows or outflows in that sector.

Figure 13: Median pay increased most in the other service activities sector

Percentage change on same month in previous year, seasonally adjusted, UK, May 2021

Figure 13: Median pay increased most in the other service activities sector

Percentage change on same month in previous year, seasonally adjusted, UK, May 2021



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. 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.
3. Changes in growth rates are affected by changes in the base period (a year ago) as well as changes in the latest period.

7 . Age data

The age figures in this bulletin are calculated based on individuals' age at the time they receive a payment.

Of the 28.5 million payrolled employees in the UK in May 2021, 95.4% are aged 18 to 64 years.

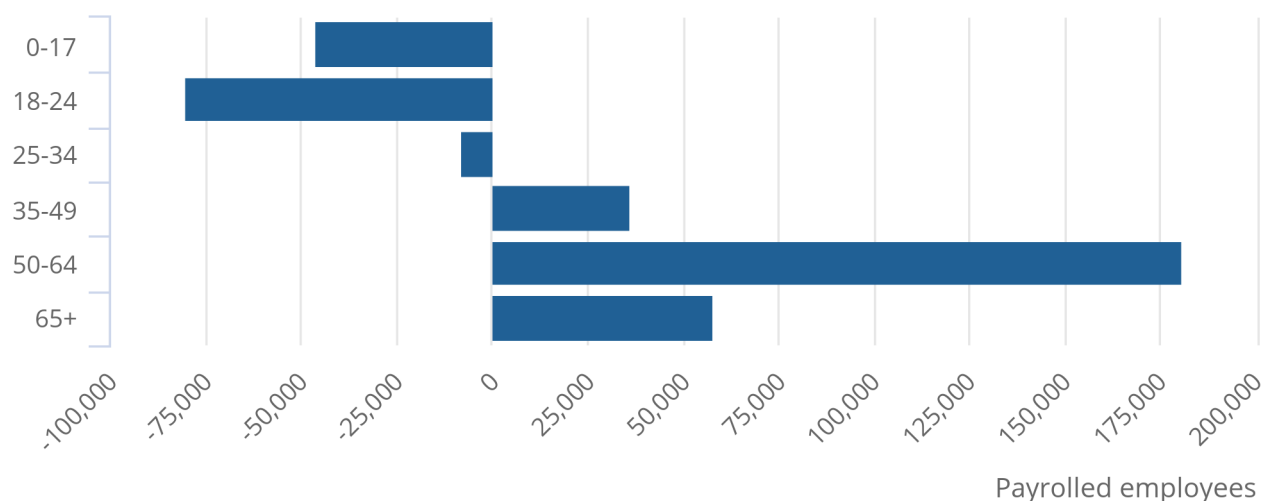
Between May 2020 and May 2021, there was a 126,000 decrease in payrolled employees aged younger than 25 years. During the same period, payrolled employees aged 50 to 64 years experienced an increase of 181,000 employees.

Figure 14: The 18 to 24 age group has seen the greatest decrease in payrolled employees since May 2020

Payrolled employees, absolute change on May 2020, seasonally adjusted, UK, May 2021

Figure 14: The 18 to 24 age group has seen the greatest decrease in payrolled employees since May 2020

Payrolled employees, absolute change on May 2020, seasonally adjusted, UK, May 2021



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.

The number of payrolled employees aged 50 years and over has increased at faster rates than the UK as a whole since 2017 (Figure 15). Since 2019, this is particularly true for those aged 65 years and over, which saw employee growth peak at 10.5% in January 2020.

These periods of higher growth coincide with the [phased increase in State Pension age](#) between March 2019 and September 2020, from 65 to 66 years for both men and women. Conversely, growth in payrolled employees under age 25 years has undergone long-term decline since 2017, particularly compared with the UK as a whole.

Since May 2020, annual employee growth has fallen to negative 13.0% for those aged under 18 years, and negative 2.4% for those aged 18 to 24 years. These two groups have had the largest falls in employees in relative terms since the onset of the coronavirus (COVID-19) pandemic.

Employee growth for those aged 65 years and over also fell sharply during April and May 2020 but recovered somewhat. Those aged 65 years and over saw a rise in employee growth of 6.1% during this period.

Figure 15: Employee growth has fallen more sharply in younger age groups

Notes:

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

Download the data

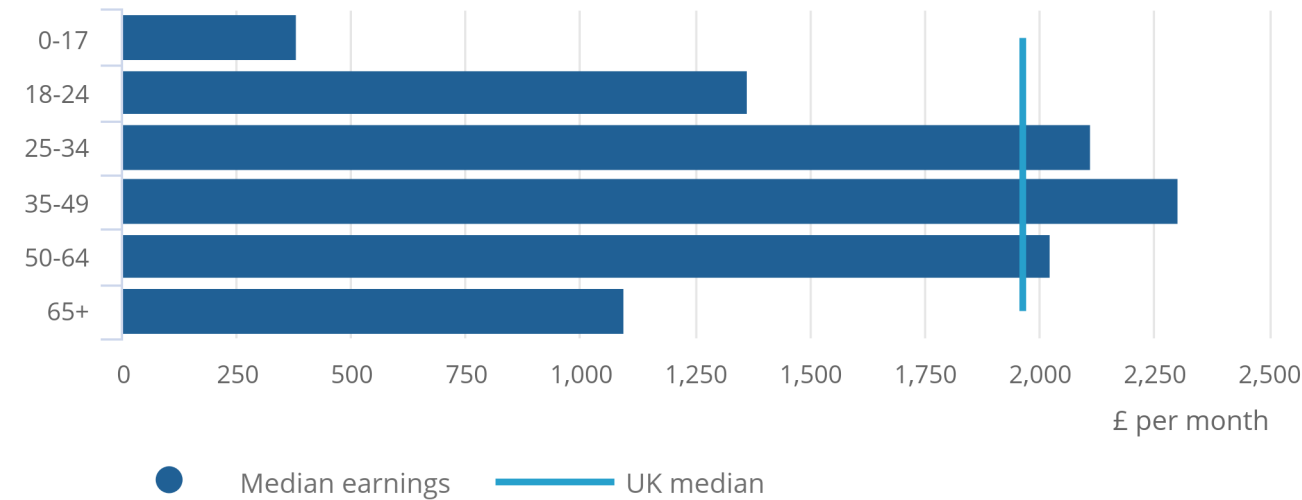
[.xlsx](#)

Median pay in May 2021 ranged from £384 for those under 18 years to £2,302 for those aged 35 to 49 years (Figure 16). Overall, median pay is higher in central age bands, of those studied.

Figure 16: Median pay varies by age

Median pay, seasonally adjusted, UK, May 2021

Figure 16: Median pay varies by age
Median pay, seasonally adjusted, UK, May 2021



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.

8 . Earnings and employment data

[Earnings and employment from Pay As You Earn Real Time Information, non-seasonally adjusted](#)

Dataset | Released on 15 June 2021

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics), non-seasonally adjusted.

[Earnings and employment from Pay As You Earn Real Time Information, revision triangle](#)

Dataset | Released on 15 June 2021

Revisions of earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics).

[Earnings and employment from Pay As You Earn Real Time Information, seasonally adjusted](#)

Dataset | Released on 15 June 2021

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics), seasonally adjusted.

9 . 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 and 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.

10 . Measuring the data

Office for Statistics Regulation (OSR) publishing review

The Office for Statistics Regulation (OSR) is [undertaking a review](#) into whether the 9:30am release time stated in the [Code of Practice for Statistics](#) meets the needs of users. During the pandemic, exemptions were granted to allow the release of market sensitive statistics at 7:00am. The OSR welcomes views about the release time of official statistics by Friday 25 June 2021, please send comments to: regulation@statistics.gov.uk.

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 May 2021 and are seasonally adjusted.

Upcoming changes

Future bulletins are planned to include additional statistics, such as more detailed geographic breakdowns, industry and demographic breakdowns. The focus and timing of these will be informed by user feedback. Please email 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.

11 . 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.

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 are able to use these to produce estimates for geographic areas and other more detailed breakdowns of the population. 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 June 2021, which means around 1% to 2% of the data for April 2021 are imputed, while around 15% of the data for the “flash” May 2021 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.

Starting with the December 2020 publication, we introduced a revisions policy. For each publication, we incorporate new input data only for the latest two tax years. In May of each year, new input data will be incorporated for the whole data time series. The benefit of introducing this revisions policy is that we are able to use the processing time saved to produce and publish more detailed breakdowns.

Seasonal adjustment

The seasonal adjustment applied in this bulletin follows established best practice. This approach assumes that any seasonal patterns remain broadly consistent over time. If the seasonal pattern changes in strength, this will be represented as greater volatility in the seasonally adjusted figures. Both the seasonal and non-seasonally adjusted data sets are released alongside this 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 [New methods for monthly earnings and employment estimates from Pay As You Earn Real Time Information \(PAYE RTI\) data: December 2019](#).

[Comparison of labour market data sources](#) shows the strengths and weaknesses of these sources and other labour market data sources, including the advantages of new administrative data sources and limitations of some of our published figures.

12 . Related links

[Labour market overview: June 2021](#)

Bulletin | Released 15 June 2021

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

[Employment in the UK: June 2021](#)

Bulletin | Released 15 June 2021

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

[Labour market in the regions of the UK: June 2021](#)

Bulletin | Released 15 June 2021

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

[Average weekly earnings in Great Britain: June 2021](#)

Bulletin | Released 15 June 2021

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

[Vacancies and jobs in the UK: June 2021](#)

Bulletin | Released 15 June 2021

Estimates of the number of vacancies and jobs for the UK.

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

	Payrolled employees
	UK, all industries, seasonally adjusted
Period	Payrolled employees
May 2015	27,397,061
May 2016	27,869,827
May 2017	28,238,021
May 2018	28,549,776
May 2019	28,877,362
May 2020	28,370,523
June 2020	28,310,868
July 2020	28,288,084
August 2020	28,240,265
September 2020	28,193,146
October 2020	28,159,828
November 2020	28,082,636
December 2020	28,136,323
January 2021	28,149,944
February 2021	28,164,649
March 2021	28,179,974
April 2021	28,314,594
May 2021	28,511,374
Change on year	140,851
Change %	0.5

Source: PAYE RTI

- Figures for May 2021 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people 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 payrolled employees, as opposed to a measure of employee jobs.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.

MEDIAN PAY

2 Median monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Median pay
May 2015	1,615
May 2016	1,652
May 2017	1,690
May 2018	1,749
May 2019	1,815
May 2020	1,798
June 2020	1,831
July 2020	1,858
August 2020	1,878
September 2020	1,899
October 2020	1,911
November 2020	1,916
December 2020	1,929
January 2021	1,928
February 2021	1,940
March 2021	1,950
April 2021	1,971
May 2021	1,962
Change on year	164
Change %	9.1

Source: PAYE RTI

1. Figures for May 2021 2021 are early estimates and are more likely to be subject to more significant revisions.
2. These data are experimental statistics.
3. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.

MEAN PAY

3 Mean monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Mean pay
April 2015	2,225
April 2016	2,262
April 2017	2,316
April 2018	2,381
April 2019	2,477
April 2020	2,454
May 2020	2,466
June 2020	2,492
July 2020	2,530
August 2020	2,561
September 2020	2,596
October 2020	2,612
November 2020	2,636
December 2020	2,660
January 2021	2,657
February 2021	2,657
March 2021	2,656
April 2021	2,711
Change on year	257
Change %	10.5

Source: PAYE RTI

1. Figures for May 2021 2021 are early estimates and are more likely to be subject to more significant revisions.
2. These data are experimental statistics.
3. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.

AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

	£
	UK, all industries, seasonally adjusted
Period	Aggregate pay
April 2015	60,856,592,174
April 2016	62,962,818,973
April 2017	65,334,485,236
April 2018	67,971,258,670
April 2019	71,540,281,288
April 2020	70,077,946,665
May 2020	69,970,478,013
June 2020	70,564,075,094
July 2020	71,559,403,004
August 2020	72,329,901,522
September 2020	73,182,318,518
October 2020	73,544,269,170
November 2020	74,026,434,666
December 2020	74,830,692,887
January 2021	74,781,718,647
February 2021	74,822,341,098
March 2021	74,834,525,164
April 2021	76,772,895,422
Change on year	6,694,948,757
Change %	9.6

Source: PAYE RTI

- Figures for May 2021 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people 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 payrolled employees, as opposed to a measure of employee jobs.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.

PAY DISTRIBUTION

5 Monthly pay by percentile from PAYE RTI

£ per month, 3 month moving average UK, all industries, seasonally adjusted							
Period	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	95th percentile	99th percentile
April 2015	517	903	1,617	2,621	3,956	5,329	11,046
April 2016	539	927	1,646	2,652	4,003	5,392	11,151
April 2017	558	957	1,684	2,698	4,076	5,501	11,425
April 2018	581	993	1,729	2,767	4,196	5,684	11,879
April 2019	608	1,035	1,800	2,861	4,325	5,867	12,352
April 2020	616	1,058	1,833	2,907	4,415	5,982	12,405
May 2020	611	1,048	1,812	2,872	4,381	5,938	12,296
June 2020	613	1,045	1,806	2,851	4,358	5,927	12,185
July 2020	624	1,058	1,828	2,878	4,383	5,957	12,268
August 2020	634	1,074	1,855	2,917	4,427	6,021	12,426
September 2020	645	1,092	1,879	2,958	4,474	6,090	12,679
October 2020	656	1,108	1,897	2,987	4,517	6,151	12,843
November 2020	664	1,117	1,909	3,014	4,555	6,206	13,004
December 2020	670	1,125	1,919	3,029	4,582	6,251	13,076
January 2021	673	1,126	1,924	3,040	4,601	6,276	13,103
February 2021	677	1,133	1,932	3,049	4,618	6,284	13,053
March 2021	680	1,138	1,939	3,057	4,633	6,282	13,008
April 2021	682	1,146	1,953	3,076	4,667	6,343	13,184
Change on year	66	87	121	169	252	361	778
Change %	10.7	8.3	6.6	5.8	5.7	6	6.3

Source: PAYE RTI

- Figures for May 2021 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people 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 payrolled employees, as opposed to a measure of employee jobs.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.

EMPLOYEE FLOWS

6 Inflows and outflows from PAYE RTI

	Payrolled employees	
	UK, all industries, seasonally adjusted	
Period	Inflows	Outflows
May 2017	682,200	651,069
May 2018	652,893	654,236
May 2019	652,923	660,443
May 2020	428,087	610,596
June 2020	406,470	466,124
July 2020	450,010	472,794
August 2020	530,151	577,970
September 2020	539,825	586,944
October 2020	560,730	594,048
November 2020	568,449	645,641
December 2020	605,319	551,632
January 2021	584,015	570,395
February 2021	522,037	507,331
March 2021	544,914	529,589
April 2021	622,196	487,576
May 2021	828,670	631,890
Change on year	400,583	21,294
Change %	93.6	3.5

Source: PAYE RTI

1. Figures for May 2021 2021 are early estimates and are more likely to be subject to more significant revisions.
2. These data are experimental statistics.
3. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.

REGIONAL PAYROLLED EMPLOYEES (NUTS1)
7 Regional payrolled employees from PAYE RTI

Payrolled employees												
UK, all industries, seasonally adjusted												
Period	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
May 2015	1,045,884	2,973,649	2,190,165	2,003,112	2,363,123	2,612,121	3,808,239	3,871,799	2,290,623	1,203,223	2,343,523	691,602
May 2016	1,054,898	3,022,300	2,223,344	2,037,979	2,407,594	2,665,422	3,910,981	3,937,932	2,331,613	1,218,902	2,355,822	703,041
May 2017	1,059,685	3,063,037	2,248,671	2,071,727	2,439,911	2,710,159	3,972,916	3,988,636	2,364,201	1,233,685	2,368,683	716,711
May 2018	1,066,253	3,104,020	2,273,647	2,101,319	2,464,613	2,739,708	4,033,279	4,028,873	2,381,905	1,249,022	2,376,010	731,128
May 2019	1,069,088	3,138,591	2,301,751	2,124,025	2,481,688	2,774,313	4,106,179	4,078,538	2,409,106	1,259,669	2,390,401	744,010
May 2020	1,052,849	3,094,636	2,264,182	2,079,126	2,440,426	2,730,453	4,041,007	3,994,972	2,362,285	1,229,649	2,341,770	739,168
June 2020	1,051,523	3,090,871	2,261,437	2,077,169	2,437,983	2,722,786	4,023,774	3,989,377	2,356,009	1,226,179	2,335,638	738,122
July 2020	1,052,241	3,090,806	2,261,426	2,077,985	2,435,441	2,718,855	4,007,343	3,982,377	2,355,724	1,226,584	2,338,851	740,450
August 2020	1,052,161	3,088,665	2,260,622	2,079,095	2,431,948	2,718,065	3,988,130	3,979,309	2,355,421	1,228,103	2,321,275	737,472
September 2020	1,051,102	3,084,430	2,258,025	2,076,949	2,424,671	2,714,899	3,963,594	3,978,177	2,355,936	1,229,201	2,318,850	737,313
October 2020	1,050,053	3,081,884	2,256,943	2,077,023	2,419,196	2,713,193	3,943,840	3,978,136	2,356,631	1,229,395	2,316,995	736,541
November 2020	1,048,660	3,074,466	2,251,370	2,073,182	2,412,929	2,706,485	3,916,372	3,971,386	2,355,477	1,225,379	2,311,498	735,432
December 2020	1,051,693	3,082,102	2,255,847	2,078,456	2,417,551	2,711,027	3,918,005	3,976,768	2,358,994	1,229,863	2,319,208	736,810
January 2021	1,053,230	3,085,820	2,258,493	2,081,004	2,421,418	2,711,412	3,914,943	3,974,238	2,359,717	1,231,351	2,321,073	737,246
February 2021	1,053,645	3,089,777	2,259,579	2,083,417	2,422,624	2,712,950	3,911,610	3,977,020	2,361,069	1,232,696	2,322,616	737,646
March 2021	1,055,218	3,090,657	2,261,987	2,085,553	2,425,994	2,713,712	3,912,537	3,976,026	2,361,967	1,232,259	2,325,762	738,303
April 2021	1,060,258	3,103,308	2,271,582	2,092,808	2,441,072	2,730,234	3,935,965	3,991,162	2,374,644	1,234,497	2,337,979	741,083
May 2021	1,066,089	3,126,479	2,286,782	2,107,217	2,460,429	2,750,367	3,970,445	4,011,538	2,389,303	1,245,760	2,351,020	745,944
Change on year	13,240	31,844	22,600	28,091	20,004	19,914	-70,562	16,565	27,018	16,111	9,251	6,776
Change %	1.3	1	1	1.4	0.8	0.7	-1.7	0.4	1.1	1.3	0.4	0.9

Source: PAYE RTI

- Figures for May 2021 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people 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 payrolled employees, as opposed to a measure of employee jobs.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.

REGIONAL MEDIAN PAY (NUTS1)

8 Regional median monthly pay from PAYE RTI

£ per month												
UK, all industries, seasonally adjusted												
Period	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
May 2015	1,532	1,523	1,508	1,520	1,533	1,658	1,945	1,732	1,516	1,514	1,657	1,498
May 2016	1,558	1,556	1,535	1,555	1,569	1,687	1,995	1,773	1,548	1,551	1,686	1,515
May 2017	1,594	1,600	1,576	1,599	1,609	1,737	2,052	1,821	1,593	1,585	1,719	1,545
May 2018	1,645	1,652	1,628	1,653	1,669	1,803	2,116	1,879	1,651	1,632	1,763	1,606
May 2019	1,699	1,713	1,683	1,710	1,720	1,867	2,202	1,947	1,710	1,694	1,849	1,684
May 2020	1,690	1,707	1,676	1,699	1,705	1,856	2,174	1,929	1,692	1,692	1,838	1,669
June 2020	1,726	1,742	1,713	1,740	1,734	1,899	2,199	1,961	1,742	1,730	1,865	1,725
July 2020	1,746	1,771	1,732	1,766	1,760	1,921	2,229	1,988	1,753	1,747	1,892	1,742
August 2020	1,758	1,780	1,750	1,778	1,776	1,939	2,260	2,011	1,779	1,773	1,905	1,749
September 2020	1,790	1,810	1,780	1,800	1,799	1,961	2,296	2,030	1,810	1,806	1,921	1,762
October 2020	1,796	1,817	1,786	1,807	1,807	1,972	2,318	2,042	1,816	1,811	1,935	1,768
November 2020	1,800	1,818	1,787	1,813	1,814	1,978	2,327	2,047	1,809	1,814	1,936	1,773
December 2020	1,802	1,831	1,796	1,829	1,826	1,999	2,340	2,069	1,831	1,817	1,952	1,787
January 2021	1,809	1,827	1,796	1,824	1,824	1,992	2,334	2,060	1,821	1,820	1,959	1,778
February 2021	1,809	1,833	1,801	1,832	1,827	1,999	2,355	2,075	1,833	1,822	1,975	1,773
March 2021	1,817	1,842	1,812	1,845	1,849	2,020	2,365	2,094	1,846	1,836	1,963	1,801
April 2021	1,830	1,856	1,818	1,859	1,863	2,026	2,393	2,112	1,856	1,857	2,026	1,825
May 2021	1,820	1,844	1,811	1,850	1,852	2,023	2,398	2,108	1,844	1,883	2,008	1,810
Change on year	130	138	136	151	146	167	223	179	152	191	170	141
Change %	7.7	8.1	8.1	8.9	8.6	9	10.3	9.3	9	11.3	9.2	8.4

Source: PAYE RTI

- Figures for May 2021 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people 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 payrolled employees, as opposed to a measure of employee jobs.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.

REGIONAL PAYROLLED EMPLOYEES (NUTS2)

11 Regional payrolled employees from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted			
	May 2020	May 2021	Change on year	Change %
Tees Valley and Durham	473,590	479,341	5,751	1.2
Northumberland and Tyne and Wear	579,259	586,748	7,489	1.3
Cumbria	214,215	216,295	2,081	1
Greater Manchester	1,195,428	1,201,756	6,328	0.5
Lancashire	618,534	631,499	12,965	2.1
Cheshire	425,478	430,507	5,029	1.2
Merseyside	640,981	646,422	5,441	0.8
East Yorkshire and Northern Lincolnshire	390,922	395,999	5,077	1.3
North Yorkshire	344,468	349,449	4,981	1.4
South Yorkshire	568,886	572,412	3,526	0.6
West Yorkshire	959,907	968,922	9,015	0.9
Derbyshire and Nottinghamshire	929,141	939,740	10,599	1.1
Leicestershire, Rutland and Northamptonshire	836,152	848,356	12,203	1.5
Lincolnshire	313,832	319,121	5,289	1.7
Herefordshire, Worcestershire and Warwickshire	601,221	607,459	6,239	1
Shropshire and Staffordshire	688,617	698,132	9,515	1.4
West Midlands (county)	1,150,588	1,154,838	4,250	0.4
East Anglia	1,080,082	1,089,254	9,172	0.8
Bedfordshire and Hertfordshire	853,017	859,674	6,657	0.8
Essex	797,355	801,440	4,085	0.5
Inner London - West	510,719	501,561	-9,158	-1.8
Inner London - East	1,132,777	1,110,389	-22,387	-2
Outer London - East and North East	845,581	836,471	-9,110	-1.1
Outer London - South	593,599	589,178	-4,420	-0.7
Outer London - West and North West	958,332	932,845	-25,487	-2.7
Berkshire, Buckinghamshire and Oxfordshire	1,143,474	1,147,888	4,414	0.4
Surrey, East and West Sussex	1,226,286	1,229,093	2,806	0.2
Hampshire and Isle of Wight	860,251	862,669	2,417	0.3
Kent	764,961	771,888	6,928	0.9
Gloucestershire, Wiltshire and Bristol/Bath area	1,134,427	1,140,080	5,653	0.5
Dorset and Somerset	548,135	551,981	3,846	0.7
Cornwall and Isles of Scilly	211,218	218,331	7,113	3.4
Devon	468,505	478,911	10,406	2.2
West Wales and The Valleys	745,868	758,854	12,986	1.7
East Wales	483,781	486,906	3,125	0.6
North Eastern Scotland	224,300	220,480	-3,820	-1.7
Highlands and Islands	193,517	199,570	6,052	3.1
Eastern Scotland	870,431	870,369	-62	0
West Central Scotland	663,141	665,738	2,598	0.4
Southern Scotland	390,382	394,863	4,482	1.1
Northern Ireland	739,168	745,944	6,776	0.9

Source: PAYE RTI

- Figures for May 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people 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 payrolled employees, as opposed to a measure of employee jobs.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.

REGIONAL MEDIAN PAY (NUTS2)
12 Regional median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	May 2020	May 2021	Change on year	Change %
Tees Valley and Durham	1,683	1,817	133	7.9
Northumberland and Tyne and Wear	1,699	1,826	127	7.5
Cumbria	1,655	1,812	158	9.5
Greater Manchester	1,713	1,851	137	8
Lancashire	1,639	1,773	134	8.2
Cheshire	1,814	1,968	154	8.5
Merseyside	1,725	1,841	116	6.7
East Yorkshire and Northern Lincolnshire	1,627	1,771	144	8.8
North Yorkshire	1,670	1,815	144	8.6
South Yorkshire	1,672	1,795	123	7.4
West Yorkshire	1,706	1,846	141	8.2
Derbyshire and Nottinghamshire	1,695	1,841	146	8.6
Leicestershire, Rutland and Northamptonshire	1,723	1,878	156	9
Lincolnshire	1,651	1,792	141	8.6
Herefordshire, Worcestershire and Warwickshire	1,772	1,924	152	8.6
Shropshire and Staffordshire	1,682	1,834	152	9.1
West Midlands (county)	1,681	1,818	137	8.1
East Anglia	1,749	1,897	147	8.4
Bedfordshire and Hertfordshire	2,001	2,165	164	8.2
Essex	1,888	2,058	169	9
Inner London - West	2,730	3,002	272	9.9
Inner London - East	2,223	2,460	237	10.7
Outer London - East and North East	1,991	2,173	182	9.2
Outer London - South	2,218	2,433	215	9.7
Outer London - West and North West	2,019	2,218	199	9.9
Berkshire, Buckinghamshire and Oxfordshire	2,051	2,250	198	9.7
Surrey, East and West Sussex	1,934	2,111	177	9.2
Hampshire and Isle of Wight	1,842	2,003	161	8.7
Kent	1,841	2,014	172	9.4
Gloucestershire, Wiltshire and Bristol/Bath area	1,799	1,970	171	9.5
Dorset and Somerset	1,659	1,796	137	8.2
Cornwall and Isles of Scilly	1,517	1,667	151	9.9
Devon	1,601	1,740	138	8.6
West Wales and The Valleys	1,666	1,852	186	11.1
East Wales	1,744	1,942	198	11.4
North Eastern Scotland	1,972	2,143	171	8.7
Highlands and Islands	1,739	1,916	177	10.2
Eastern Scotland	1,860	2,025	164	8.8
West Central Scotland	1,830	2,002	172	9.4
Southern Scotland	1,779	1,951	172	9.7
Northern Ireland	1,671	1,803	132	7.9

Source: PAYE RTI

- Figures for May 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people 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 payrolled employees, as opposed to a measure of employee jobs.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.

PAYROLLED EMPLOYEES BY AGE

13 Payrolled employees by age from PAYE RTI

Payrolled employees						
UK, all industries, seasonally adjusted						
Period	Under 18	18-24	25-34	35-49	50-64	65+
May 2015	423,788	3,584,564	6,512,786	9,256,936	6,783,491	835,498
May 2016	438,706	3,608,402	6,659,593	9,324,113	6,993,167	845,845
May 2017	441,208	3,588,626	6,749,052	9,369,976	7,224,903	864,255
May 2018	438,375	3,566,700	6,810,984	9,410,332	7,441,299	882,087
May 2019	437,473	3,522,183	6,861,721	9,442,481	7,655,670	957,833
May 2020	353,935	3,316,009	6,730,138	9,344,379	7,669,725	956,337
June 2020	343,720	3,277,284	6,716,561	9,339,665	7,675,597	958,041
July 2020	323,531	3,226,058	6,721,920	9,344,475	7,701,355	970,746
August 2020	314,370	3,188,295	6,694,233	9,346,309	7,713,845	983,213
September 2020	307,986	3,192,127	6,679,829	9,319,876	7,712,021	981,307
October 2020	300,804	3,199,393	6,655,144	9,312,672	7,712,522	979,295
November 2020	283,795	3,169,034	6,641,492	9,306,406	7,706,913	974,997
December 2020	288,121	3,159,649	6,659,387	9,322,995	7,731,136	975,035
January 2021	285,793	3,154,729	6,658,112	9,327,174	7,747,286	976,849
February 2021	285,845	3,148,216	6,654,324	9,330,673	7,763,011	982,581
March 2021	286,846	3,138,702	6,649,662	9,332,945	7,780,206	991,613
April 2021	290,371	3,163,521	6,668,388	9,364,286	7,824,122	1,003,905
May 2021	307,903	3,236,192	6,722,094	9,380,386	7,850,305	1,014,495
Change on year	-46,032	-79,817	-8,044	36,006	180,580	58,158
Change %	-13	-2.4	-0.1	0.4	2.4	6.1

Source: PAYE RTI

- Figures for May 2021 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people 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 payrolled employees, as opposed to a measure of employee jobs.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.

MEDIAN PAY BY AGE

14 Median monthly pay by age from PAYE RTI

Period	£ per month					
	UK, all industries, seasonally adjusted					
	Under 18	18-24	25-34	35-49	50-64	65+
May 2015	283	1,106	1,750	1,922	1,732	737
May 2016	282	1,159	1,787	1,951	1,755	773
May 2017	300	1,203	1,842	1,998	1,786	803
May 2018	312	1,252	1,903	2,058	1,827	858
May 2019	334	1,305	1,985	2,126	1,887	923
May 2020	334	1,224	1,944	2,104	1,864	1,000
June 2020	333	1,271	1,985	2,135	1,887	1,020
July 2020	338	1,311	2,006	2,157	1,905	1,018
August 2020	356	1,342	2,023	2,178	1,921	1,028
September 2020	363	1,353	2,056	2,201	1,955	1,044
October 2020	360	1,358	2,070	2,216	1,955	1,055
November 2020	362	1,353	2,076	2,223	1,960	1,060
December 2020	361	1,365	2,091	2,239	1,977	1,075
January 2021	360	1,352	2,073	2,242	1,980	1,084
February 2021	384	1,370	2,086	2,255	1,990	1,091
March 2021	386	1,377	2,098	2,268	2,002	1,096
April 2021	383	1,383	2,109	2,292	2,022	1,104
May 2021	384	1,367	2,115	2,302	2,024	1,098
Change on year	51	143	170	198	161	99
Change %	15.3	11.7	8.8	9.4	8.6	9.9

Source: PAYE RTI

- Figures for May 2021 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people 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 payrolled employees, as opposed to a measure of employee jobs.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.

INDUSTRY PAYROLLED EMPLOYEES

15 Industry payrolled employees from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted			
	May 2020	May 2021	Change on year	Change %
Agriculture, forestry and fishing	184,933	185,468	535	0.3
Mining and quarrying	50,750	48,469	-2,280	-4.5
Manufacturing	2,362,523	2,299,195	-63,328	-2.7
Energy production and supply	132,756	130,931	-1,825	-1.4
Water supply, sewerage and waste	171,424	176,747	5,324	3.1
Construction	1,259,787	1,271,641	11,854	0.9
Wholesale and retail; repair of motor vehicles	4,473,009	4,371,175	-101,834	-2.3
Transportation and storage	1,312,638	1,303,186	-9,452	-0.7
Accommodation and food services	1,938,018	1,750,987	-187,031	-9.7
Information and communication	1,220,982	1,215,505	-5,477	-0.4
Finance and insurance	1,069,572	1,079,845	10,272	1
Real estate	420,259	420,788	529	0.1
Professional, scientific and technical	2,165,660	2,190,005	24,345	1.1
Administrative and support services	2,226,359	2,401,134	174,775	7.9
Public administration and defence; social security	1,284,980	1,367,596	82,616	6.4
Education	3,029,329	3,121,471	92,142	3
Health and social work	3,875,266	4,070,173	194,908	5
Arts, entertainment and recreation	559,329	495,600	-63,730	-11.4
Other service activities	530,177	511,880	-18,297	-3.5
Households	99,882	96,637	-3,246	-3.2
Extraterritorial	2,891	2,942	51	1.8

Source: PAYE RTI

- Figures for May 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people 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 payrolled employees, as opposed to a measure of employee jobs.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.

INDUSTRY MEDIAN PAY

16 Industry median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	May 2020	May 2021	Change on year	Change %
Agriculture, forestry and fishing	1,686	1,741	55	3.3
Mining and quarrying	3,430	3,883	453	13.2
Manufacturing	2,151	2,369	218	10.2
Energy production and supply	3,152	3,266	115	3.6
Water supply, sewerage and waste	2,347	2,500	153	6.5
Construction	1,945	2,234	289	14.9
Wholesale and retail; repair of motor vehicles	1,390	1,527	137	9.8
Transportation and storage	2,135	2,306	171	8
Accommodation and food services	913	1,041	128	14
Information and communication	2,799	3,112	313	11.2
Finance and insurance	2,943	3,037	93	3.2
Real estate	1,929	2,116	187	9.7
Professional, scientific and technical	2,197	2,491	294	13.4
Administrative and support services	1,588	1,694	106	6.7
Public administration and defence; social security	2,404	2,522	118	4.9
Education	1,916	2,005	88	4.6
Health and social work	1,819	1,885	66	3.6
Arts, entertainment and recreation	1,167	1,396	229	19.7
Other service activities	1,219	1,465	246	20.2
Households	966	948	-18	-1.9
Extraterritorial	2,882	2,952	70	2.4

Source: PAYE RTI

1. Figures for May 2021 are early estimates and are more likely to be subject to more significant revisions.
2. These data are experimental statistics.
3. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.