

Statistical bulletin

# Average weekly earnings in Great Britain: February 2022

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



Contact:  
Nicola White  
labour.market@ons.gov.uk  
+44 1633 456120

Release date:  
15 February 2022

Next release:  
15 March 2022

## Table of contents

1. [Table of contents](#)
2. [Main points for October to December 2021](#)
3. [Analysis of average weekly earnings \(AWE\)](#)
4. [Average weekly earnings data](#)
5. [Glossary](#)
6. [Measuring the data](#)
7. [Strengths and limitations](#)
8. [Related links](#)

# 1 . Table of contents

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

## 2 . Main points for October to December 2021

- Growth in average total pay (including bonuses) was 4.3% and growth in regular pay (excluding bonuses) was 3.7% among employees in October to December 2021.
- Previous months' strong growth rates were affected upwards by base and compositional effects; these temporary factors have largely worked their way out of the latest growth rates, but a small amount of base effect for certain sectors may still be present.
- In real terms (adjusted for inflation), in October to December 2021, total and regular pay fell on the year at negative 0.1% for total pay and negative 0.8% for regular pay.
- Single-month growth in real average total weekly earnings for December 2021 increased 0.1% on the year because of an increase in bonus payments compared with December 2020; whereas the single-month growth in real average regular weekly earnings fell on the year in both November 2021 and December 2021, at negative 1.0% and negative 1.2% respectively.
- Average total pay growth for the private sector was 4.6% in October to December 2021, while for the public sector, it was 2.6%; all industry sectors saw growth, with the finance and business services sector seeing the largest growth rate at 8.1% following an increase in bonus payments compared with December 2020.
- In July, we published a [blog: How COVID-19 has impacted the Average Weekly Earnings data](#), which explains the complexities of interpreting earnings data.

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

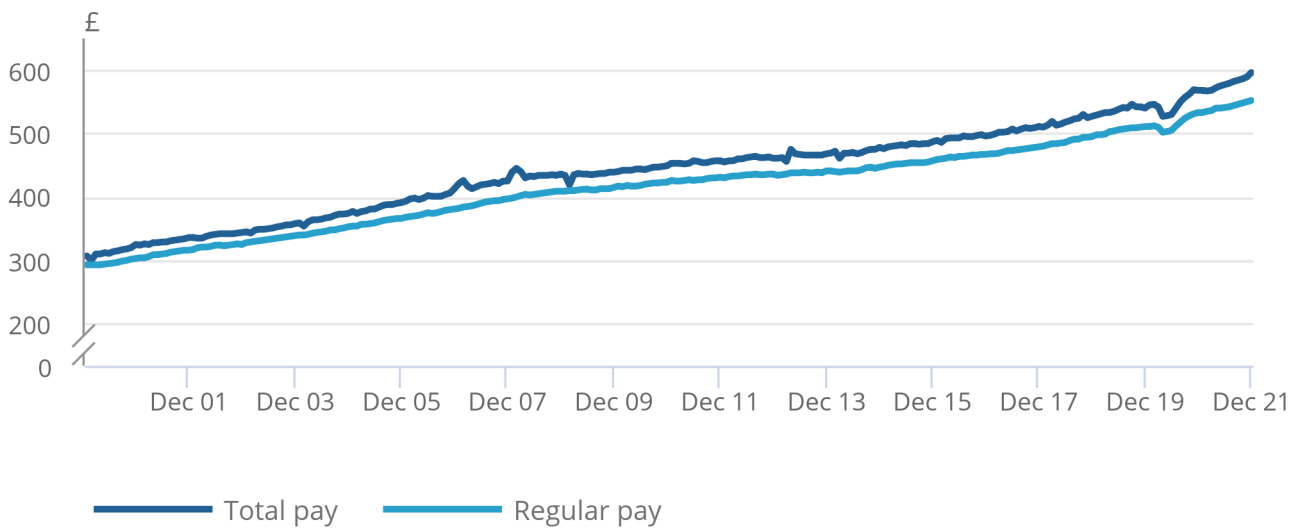
### 3 . Analysis of average weekly earnings (AWE)

Figure 1: Average weekly earnings for total pay were £596 and regular pay were £552 in December 2021, showing a steady increase over time (except for early on in the coronavirus pandemic)

Average weekly earnings in Great Britain, seasonally adjusted, January 2000 to December 2021

Figure 1: Average weekly earnings for total pay were £596 and regular pay were £552 in December 2021, showing a steady increase over time (except for early on in the coronavirus pandemic)

Average weekly earnings in Great Britain, seasonally adjusted, January 2000 to December 2021



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

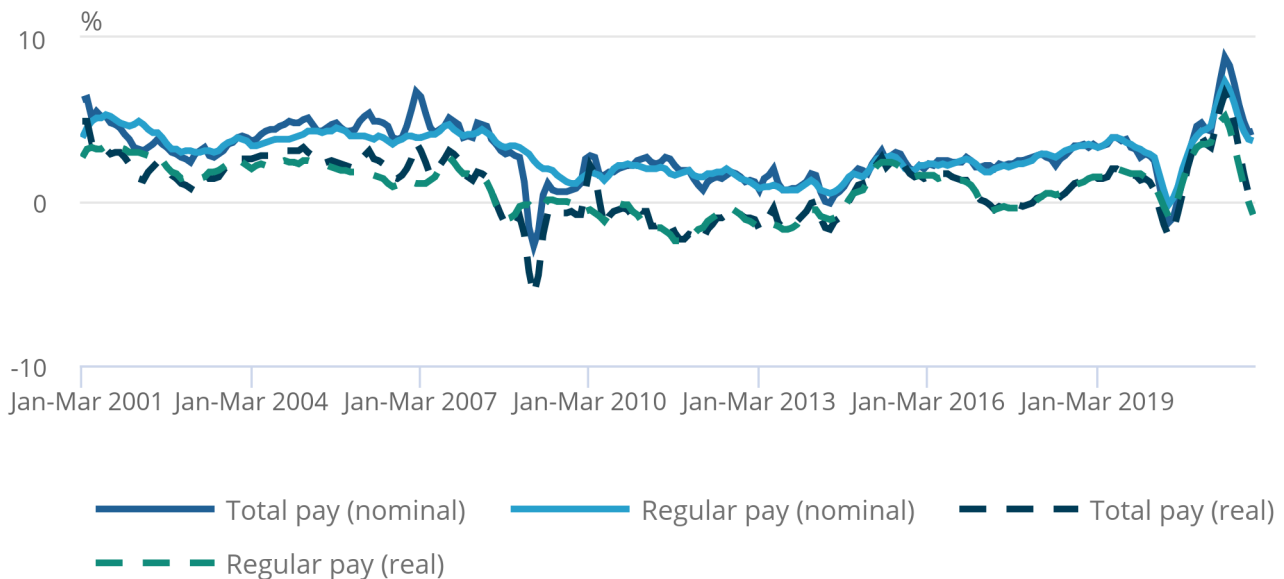
Average weekly earnings were estimated at £596 for total pay, and £552 for regular pay in December 2021. Figure 1 shows that average weekly earnings have steadily increased, with the exception of the early months of the coronavirus (COVID-19) pandemic.

## Figure 2: Annual growth in total pay was 4.3% and regular pay was 3.7% in October to December 2021

Average weekly earnings annual growth rates in Great Britain, seasonally adjusted, January to March 2001 to October to December 2021

### Figure 2: Annual growth in total pay was 4.3% and regular pay was 3.7% in October to December 2021

Average weekly earnings annual growth rates in Great Britain, seasonally adjusted, January to March 2001 to October to December 2021



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

The rate of annual pay growth for total pay was 4.3%, and the annual pay growth for regular pay was 3.7% in October to December 2021. Previous months' strong growth rates were affected upwards by base and compositional effects. These temporary factors have largely worked their way out of the latest growth rates, but a small amount of base effect for certain sectors may still be present.

In real terms (adjusted for inflation), in October to December 2021, total and regular pay fell on the year at negative 0.1% for total pay and negative 0.8% for regular pay. This fall on the year was the first time since June to August 2020 for total pay and May to July 2020 for regular pay. The increasing difference between nominal and real growth rates in recent months is because of increasing consumer price inflation (including owner occupiers' housing costs), which for the three months of October to December 2021 was an average of 4.4%.

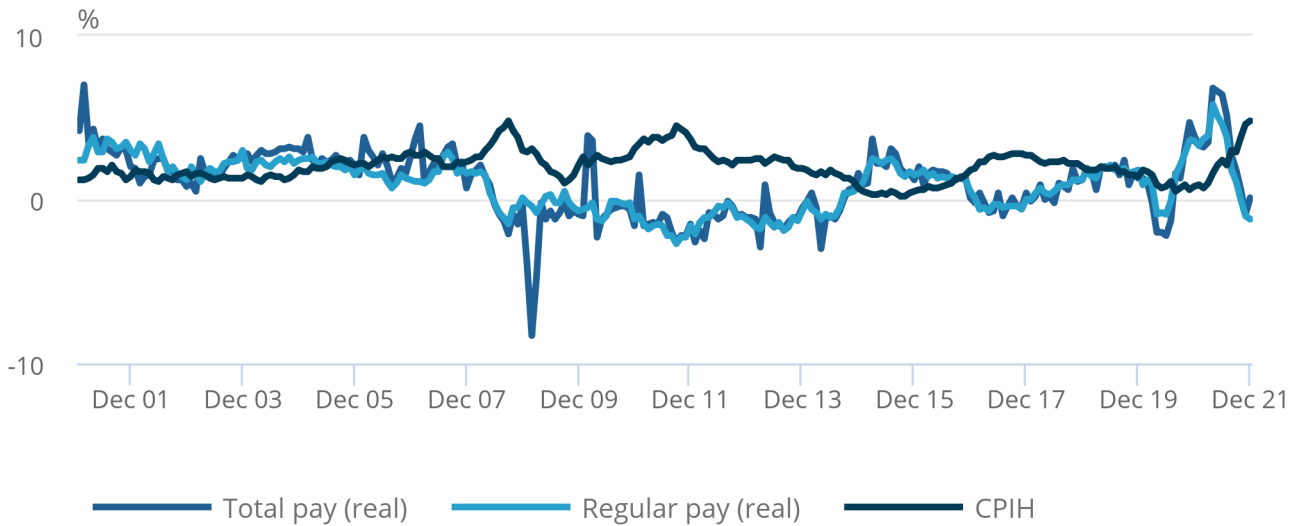
Single-month growth in real average total weekly earnings increased 0.1% in December 2021 because of an increase in bonus payments compared with December 2020. The single-month growth in real average regular weekly earnings fell on the year in both November 2021 and December 2021, at negative 1.0% and negative 1.2% respectively. Figure 3 shows a comparison of monthly real total and regular pay growth rates and monthly inflation.

**Figure 3: Inflation has been increasing in recent months, causing real pay growth rates to decrease**

Real average weekly earnings single-month annual growth rates in Great Britain, seasonally adjusted, and CPIH annual rate, January 2001 to December 2021

Figure 3: Inflation has been increasing in recent months, causing real pay growth rates to decrease

Real average weekly earnings single-month annual growth rates in Great Britain, seasonally adjusted, and CPIH annual rate, January 2001 to December 2021



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

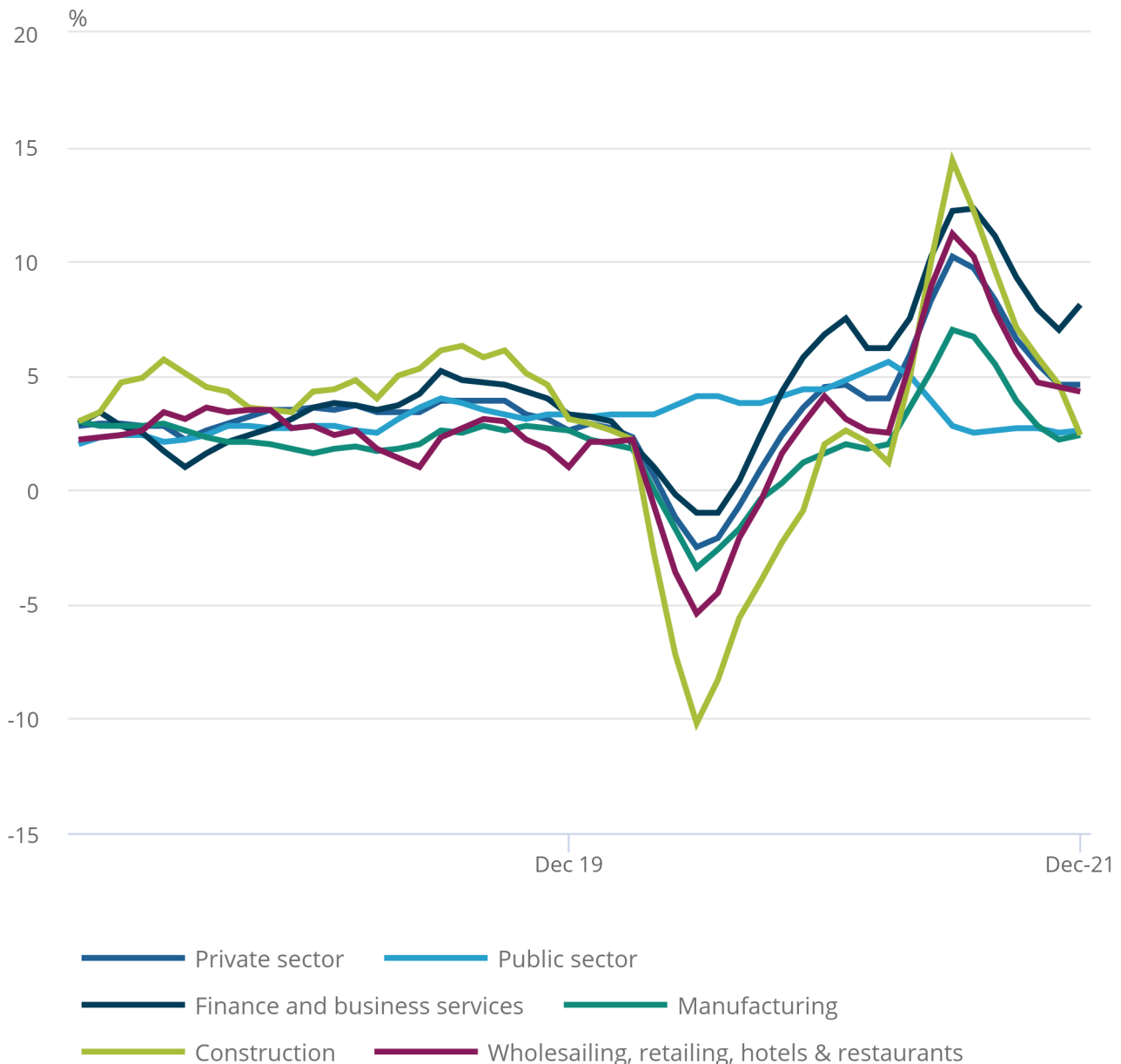
## Sector and industry

**Figure 4: Pre-coronavirus pandemic sector growth rates were similar, then during the pandemic, most sectors saw a decrease in total pay, which recovered in 2021**

Average weekly earnings annual growth rates for total pay (including bonus) by sector in Great Britain, seasonally adjusted, January to March 2018 to October to December 2021

Figure 4: Pre-coronavirus pandemic sector growth rates were similar, then during the pandemic, most sectors saw a decrease in total pay, which recovered in 2021

Average weekly earnings annual growth rates for total pay (including bonus) by sector in Great Britain, seasonally adjusted, January to March 2018 to October to December 2021



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

Average total pay growth for the private sector was 4.6% in October to December 2021, while for the public sector it was 2.6%. In October to December 2021, the finance and business services sector had the largest growth rate (8.1%), partly because of an increase in bonus payments in December 2021 compared with December 2020. Industries within this sector showed some of the largest growth rates among all industries, these being finance and insurance activities, real estate activities, and administrative and support service activities. Outside this sector, there were also strong growth rates in wholesale trade, except of motor vehicles and motorcycles, and information and communication.

## Interpreting average earnings – base and compositional effects

Interpreting average earnings data over the last year has been difficult. In July 2021, we published a [blog: How COVID-19 has impacted the Average Weekly Earnings data](#), which explains the complexities of interpreting these data.

There were temporary factors that we refer to as base and compositional effects, which increased the headline growth rate in earnings above the underlying rate. These temporary factors have largely worked their way out of the latest growth rates, but a small amount of base effect for certain sectors may still be present.

The base effect refers to the comparison with the very low base periods between April and August 2020, when earnings were mostly affected by the coronavirus pandemic and pay growth rates were negative. This has now largely worked its way out.

As discussed in previous releases, pay growth was affected by the proportion of employees who were furloughed, and the extent to which employers have topped up payments received for those employees under the Coronavirus Job Retention Scheme (CJRS). As such, average weekly earnings for October to December 2020 included around 3.4 million people on furlough compared with none in October to December 2021 as the scheme finished at the end of September 2021, which is the first time this has occurred in the quarterly data. Therefore, those sectors most affected by furlough in October to December 2020 (accommodation and food service activities, and wholesale and retail) may still include a small amount of base effect.

The composition effect is where pay growth has been affected by a changing composition of employee jobs, which during the coronavirus pandemic had increased average pay, and needs to be considered when interpreting average pay growth, as explained in the [Measuring the data section](#): The latest data show that the composition effect is now at more normal levels and we are no longer observing the excessive levels we saw during periods of the pandemic in 2020 and 2021. Following the changes we have seen when looking at compositional effects over the past two years, we plan to develop our methods and conduct more detailed analysis to study the impact of compositional effects in the future.

## 4 . Average weekly earnings data

### [Average weekly earnings](#)

Dataset EARN01 | Released 15 February 2022

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

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

Dataset EARN02 | Released 15 February 2022

Estimates of earnings in Great Britain broken down to show the effects of changes in wages and the effects of changes in the composition of employment (not seasonally adjusted).

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

Dataset EARN03 | Released 15 February 2022

Estimates of earnings in Great Britain broken down by detailed industrial sector (not seasonally adjusted).

## 5 . Glossary

## Average Weekly Earnings (AWE)

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

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

Estimates are available for both total pay (which includes bonus payments) and regular pay (which excludes bonus payments). Estimates are available in both nominal terms (not adjusted for inflation) and real terms (adjusted for inflation).

Estimates of pay growth are also published using HM Revenue and Customs' (HMRC) data in [Earnings and employment from Pay As You Earn Real Time Information, UK](#).

The HMRC estimates are presented in median pay-terms, but they also include mean pay, as does AWE. There are some differences between the sources, most notably that the HMRC estimates include any redundancy payments that are made through payroll. Further detail is provided in [Comparison of labour market sources, published 11 December 2020](#).

## Bonus

A bonus is a form of reward or recognition granted by an employer. When an employee receives a bonus payment, there is no expectation or assumption that the bonus will be used to cover any specific expense. The value and timing of a bonus payment can be at the discretion of the employer or stipulated in workplace agreements.

## Consumer Prices Index including owner occupiers' housing costs

As of 21 March 2017, the [Consumer Prices Index including owner occupiers' housing costs \(CPIH\)](#) became our lead measure of inflation. It is our most comprehensive measure of UK consumer price inflation.

## Monthly Wages and Salaries Survey

The Monthly Wages and Salaries Survey (MWSS) is a survey through which we collect information on wages and salaries. It is distributed monthly to around 9,000 employers, covering around 12.8 million employees.

A [more detailed glossary](#) is available.

# 6 . Measuring the data

The survey response rate was 78%; this was slightly lower than the 83% target in the months prior to the coronavirus (COVID-19) pandemic.

## Real earnings

The real Average Weekly Earnings (AWE) is calculated as the non-seasonally adjusted AWE (shown in Table [EARN02](#)) divided by the Consumer Prices Index including owner occupiers' housing costs (CPIH), our preferred measure of consumer price inflation (series identifier [L522](#)). The ratio is then referenced as an index with 2015 equals 100, and seasonally adjusted.



## Compositional effect

Following the initial impact of the coronavirus pandemic, the change in pay growth was heavily affected by a changing composition of employee jobs, where we saw a fall in the number and proportion of lower-paid employee jobs. This changing composition naturally increased average pay and should be kept in mind when interpreting average pay growth. Changes in the profile of employee jobs in the economy will affect average pay growth; a decrease in employee numbers in jobs that have lower pay can have an upward effect on average pay, and the other way around.

As such, when looking at the compositional effect following the initial impact of the coronavirus pandemic, so from the end of 2020 to mid-2021, we can consider the compositional effects from three angles:

- Labour Force Survey data highlight a decrease in the number of part-time jobs (which have lower pay) and jobs in lower-paying sectors
- changing distribution of jobs between industries, provided in [Dataset EARN02: Average weekly earnings by sector](#)
- [HM Revenue and Customs \(HMRC\) Earnings and employment from Pay As You Earn Real Time Information, UK: November 2020](#) inflows and outflows data indicate a fall in new entrants to the labour market, who are lower paid than average

These three compositional analyses are not mutually exclusive and do not necessarily consider all the compositional effects that have an impact on average pay. Following the changes, we have seen when looking at compositional effects over the past two years, we plan to develop our methods and conduct more detailed analysis to study the impact of compositional factors in the future.

More information on the compositional effect on the data is available in the [April 2021 edition of this release](#).

Sampling variability for average weekly earnings single month growth rates in percentage points is also available in the [April 2021 edition of this release](#).

For more information on how labour market data sources are affected by the coronavirus pandemic, see the article [Coronavirus and the effects on UK labour market statistics, published 6 May 2020](#). This article details some of the challenges that we have faced in producing estimates at this time.

Our article [Comparison of labour market data sources \(published 11 December 2020\)](#) discusses some of the main differences between our data sources.

More information on measuring the data is available in the [April 2021 edition of this release](#).

## Making our published spreadsheets accessible

Following the Government Statistical Service (GSS) guidance on [releasing statistics in spreadsheets](#) we will be amending our published tables over the coming months to improve usability, accessibility and machine readability of our published statistics. To help users change to the new formats we will be publishing sample versions of a selection of our tables, and where practical, initially publish the tables in both the new and current formats. If you have any questions or comments, please email [labour.market@ons.gov.uk](mailto:labour.market@ons.gov.uk).

## 7 . Strengths and limitations

Information on the strengths and limitations of this bulletin is available in the [April 2021 edition of this release](#), in [A guide to labour market statistics](#), in [A guide to sources of data on earnings](#) and the [Income and earnings interactive dashboard](#).

## 8 . Related links

### [Employee earnings in the UK: 2021](#)

Bulletin | Released 26 October 2021

Measures of employee earnings, using data from the Annual Survey for Hours and Earnings (ASHE).

### [Low and high pay in the UK: 2021](#)

Bulletin | Released 26 October 2021

The distribution of hourly earnings of high-paid, low-paid jobs and jobs paid below the national minimum wage.

### [Gender pay gap in the UK: 2021](#)

Bulletin | Released 26 October 2021

Differences in pay between men and women by age, region, full time and part time, and occupation.

### [Comparison of labour market sources](#)

Article | Released 11 December 2020

The strengths and weaknesses of the main data sources we use to produce the labour market figures, including the advantages of new administrative data sources and limitations of some of our published figures.

### [Index of labour costs per hour, UK: July to September 2020](#)

Bulletin | Released 15 December 2020

Changes in the costs of employing labour, analysed by sector and industry. Experimental Statistic.

# Index of Tables

The table below provides an index of the tables appearing in this Statistical Bulletin and it shows how these table numbers match up with the Excel spreadsheet datasets which are available on the website at:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/june2019/relateddata>

The complete set of labour market tables is available from the Labour Market Overview bulletin.

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

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

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

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

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

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

# EARNINGS

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

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

	Whole Economy (100%) <sup>2</sup>			Private sector (81%) <sup>2</sup>			Public sector (19%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	KAB9	KAC2	KAC3	KAC4	KAC5	KAC6	KAC7	KAC8	KAC9
Dec 19	540	2.5	2.7	540	2.5	2.6	549	3.3	3.3
Oct 20 (r)	562	3.7	2.6	560	3.7	2.4	569	4.0	4.1
Nov 20 (r)	569	5.1	3.6	568	5.1	3.6	573	4.5	4.4
Dec 20 (r)	568	5.1	4.6	565	4.7	4.5	574	4.5	4.4
Jan 21	568	4.2	4.8	566	3.9	4.6 (r)	578	5.3	4.8
Feb 21	567	3.9	4.4 (r)	563	3.5	4.0 (r)	584	5.9	5.2
Mar 21	568	4.8	4.3	563	4.6	4.0	582	5.5	5.6
Apr 21	572	8.7	5.8	571	9.8	5.9	581	3.6	5.0
May 21	575	8.9	7.4	574	10.4	8.3	582	2.6	3.9
Jun 21	577	8.8	8.8	577	10.5	10.2	581	2.1	2.8
Jul 21	579	7.2	8.3	580	8.2	9.7	580	2.8	2.5
Aug 21	582	5.7	7.2	583	6.3	8.3	582	2.8	2.6
Sep 21	584	4.7	5.9	583	5.3	6.6	584	2.3	2.7
Oct 21 (r)	586	4.3	4.9	586	4.7	5.5	586	2.9	2.7
Nov 21 (r)	589	3.6	4.2	590	3.8	4.6	587	2.4	2.5
<b>Dec 21 (p)</b>	<b>596</b>	<b>4.9</b>	<b>4.3</b>	<b>596</b>	<b>5.4</b>	<b>4.6</b>	<b>589</b>	<b>2.5</b>	<b>2.6</b>

	Services, SIC 2007 sections G-S (86%) <sup>2</sup>			Finance and business services, SIC 2007 sections K-N (22%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5BZ	K5C2	K5C3	K5C4	K5C5	K5C6	KAD8	KAD9	KAE2
Dec 19	525	2.6	2.6	693	3.2	3.3	546	3.4	3.4
Oct 20 (r)	549	4.4	3.4	735	5.6	4.3	565	4.0	4.1
Nov 20 (r)	556	5.9	4.5	749	7.8	5.8	569	4.6	4.4
Dec 20 (r)	555	5.8	5.4	740	6.8	6.8	570	4.5	4.4
Jan 21	555	4.8	5.5 (r)	750	7.9	7.5 (r)	574	5.4	4.8
Feb 21	554	4.5	5.0	722	3.9	6.2 (r)	580	6.0	5.3
Mar 21	551	5.2	4.8	732	6.9	6.2	578	5.6	5.6
Apr 21	561	8.6	6.1	764	11.7	7.5	577	3.8	5.1
May 21	564	9.0	7.6	766	12.1	10.2	579	2.7	4.0
Jun 21	566	8.8	8.8	768	12.9	12.2	578	2.6	3.0
Jul 21	568	7.6	8.5	776	12.0	12.3	576	2.9	2.7
Aug 21	571	6.0	7.5	783	8.5	11.1	577	2.9	2.8
Sep 21	571	5.0	6.2	782	7.6	9.3	580	2.4	2.7
Oct 21 (r)	575	4.7	5.2	789	7.4	7.9	582	3.0	2.8
Nov 21 (r)	578	3.9	4.5	794	5.9	7.0	583	2.4	2.6
<b>Dec 21 (p)</b>	<b>586</b>	<b>5.4</b>	<b>4.7</b>	<b>822</b>	<b>11.1</b>	<b>8.1</b>	<b>585</b>	<b>2.6</b>	<b>2.7</b>

	Manufacturing, SIC 2007 section C (8%) <sup>2</sup>			Construction, SIC 2007 section F (5%) <sup>2</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5CA	K5CB	K5CC	K5CD	K5CE	K5CF	K5CG	K5CH	K5CI
Dec 19	619	2.3	2.6	646	1.7	3.1	360	1.1	1.0
Oct 20 (r)	625	0.6	0.3	650	-0.1	-2.3	374	4.2	1.6
Nov 20 (r)	636	2.6	1.2	655	1.2	-0.9	374	3.8	2.9
Dec 20 (r)	630	1.7	1.6	677	4.9	2.0	375	4.1	4.1
Jan 21	631	1.8	2.0	663	1.7	2.6	374	1.3	3.1
Feb 21	632	1.9	1.8	650	-0.2	2.1	372	2.3	2.6
Mar 21	630	2.3	2.0	649	1.9	1.2	374	3.9	2.5
Apr 21	633	6.9	3.6	660	13.9	4.9	375	10.5	5.5
May 21	634	6.6	5.2	664	15.0	10.0	379	12.7	8.9
Jun 21	637	7.4	7.0	675	14.3	14.4	382	10.5	11.2
Jul 21	643	6.0	6.7	669	7.7	12.2	383	7.6	10.2
Aug 21	639	3.1	5.5	680	7.2	9.6	385	5.3	7.8
Sep 21	638	2.8	3.9	675	6.5	7.1	387	5.0	6.0
Oct 21 (r)	641	2.6	2.8	674	3.7	5.8	388	3.8	4.7
Nov 21 (r)	644	1.2	2.2	679	3.7	4.6	392	4.9	4.5
<b>Dec 21 (p)</b>	<b>652</b>	<b>3.5</b>	<b>2.4</b>	<b>677</b>	<b>0.0</b>	<b>2.4</b>	<b>391</b>	<b>4.1</b>	<b>4.3</b>

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%) <sup>1</sup>			Private sector (81%) <sup>2</sup>			Public sector (19%) <sup>2</sup>		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>
		KAF4	KAF5	KAF6	KAF7	KAF8	KAF9	KAG2	KAG3	KAG4
Dec 19		30	-5.9	-6.9	36	-6.1	-7.0	1	-8.1	-21.7
Oct 20	(r)	34	6.3	-2.1	41	7.3	-0.7	2	53.0	2.8
Nov 20	(r)	39	23.8	5.0	47	22.8	6.0	6	230.1	88.2
Dec 20	(r)	36	18.0	15.9	42	17.1	15.7	3	73.9	124.5
Jan 21		35	2.4	14.3 (r)	42	4.1	14.4 (r)	2	-41.1	52.0 (r)
Feb 21		31	-4.4	5.0 (r)	37	-4.1	5.4 (r)	5	115.9	30.0 (r)
Mar 21		33	4.1	0.7	40	5.8	2.0	2	34.5	22.7
Apr 21		35	33.4	9.6	43	34.6	10.7	2	-10.3	48.8
May 21		36	45.2	25.7	44	45.8	27.0	4	78.7	34.6
Jun 21		36	48.8	42.3	44	54.3	44.5	2	-18.8	16.7
Jul 21		36	38.1	43.9	46	39.6	46.2	2	3.1	22.4
Aug 21		40	23.2	35.4	48	24.3	37.9	1	-5.4	-8.2
Sep 21		39	20.7	26.6	47	21.5	27.9	3	66.6	23.3
Oct 21	(r)	40	16.9	20.2	48	17.2	20.9	2	3.4	21.1
Nov 21	(r)	40	3.8	13.3	49	4.7	13.9	2	-66.1	-26.8
<b>Dec 21</b>	<b>(p)</b>	<b>44</b>	<b>22.8</b>	<b>14.2</b>	<b>52</b>	<b>23.4</b>	<b>14.7</b>	<b>3</b>	<b>5.6</b>	<b>-33.6</b>

		Services, SIC 2007 sections G-S (86%) <sup>2</sup>			Finance and business services, SIC 2007 sections K-N (22%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>
		K5CS	K5CT	K5CU	K5CV	K5CW	K5CX	KAH3	KAH4	KAH5
Dec 19		31	-6.2	-8.1	76	-1.6	-5.9	1	-1.7	-19.9
Oct 20	(r)	35	9.3	1.0	90	22.4	2.7	1	46.1	4.2
Nov 20	(r)	40	21.8	7.3	110	37.5	16.8	4	200.2	75.8
Dec 20	(r)	37	19.1	16.8	87	15.2	25.3	2	52.8	103.6
Jan 21		36	2.7	14.2 (r)	90	12.0	21.6 (r)	1	-35.5	47.1 (r)
Feb 21		31	-4.7	5.4 (r)	69	-10.7	5.5 (r)	7	325.5	102.0 (r)
Mar 21		33	4.7	0.9	76	2.4	1.4	2	65.6	104.7
Apr 21		37	34.7	10.3	98	41.7	10.1	1	-4.9	144.8
May 21		38	48.6	27.6	99	40.6	27.7	2	73.8	42.0
Jun 21		37	45.9	42.9	87	49.8	43.7	2	50.2	37.3
Jul 21		39	40.9	45.1	92	50.3	46.5	1	18.5	49.0
Aug 21		41	23.4	35.6	100	30.1	42.2	1	-6.6	22.3
Sep 21		40	18.1	26.6	100	26.2	34.3	2	55.6	24.1
Oct 21	(r)	41	15.2	18.8	105	16.6	23.9	1	1.7	16.3
Nov 21	(r)	41	2.5	11.4	107	-2.4	11.9	1	-65.8	-28.0
<b>Dec 21</b>	<b>(p)</b>	<b>46</b>	<b>24.0</b>	<b>13.5</b>	<b>120</b>	<b>37.7</b>	<b>15.8</b>	<b>2</b>	<b>-2.2</b>	<b>-35.0</b>

		Manufacturing, SIC 2007 section C (8%) <sup>2</sup>			Construction, SIC 2007 section F (5%) <sup>1</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>
		K5D3	K5D4	K5D5	K5D6	K5D7	K5D8	K5D9	K5DA	K5DB
Dec 19		25	-4.7	1.2	27	-2.8	-3.2	21	-2.9	-6.4
Oct 20	(r)	18	-30.0	-14.0	27	-5.1	-21.7	23	11.9	0.6
Nov 20	(r)	36	46.5	2.6	30	7.2	-14.5	23	13.3	5.3
Dec 20	(r)	23	-10.1	1.1	39	41.8	14.3	23	10.3	11.8
Jan 21		25	2.9	12.8 (r)	36	10.2	19.1 (r)	24	0.6	7.7
Feb 21		26	7.5	0.0 (r)	28	-16.1	10.2 (r)	20	-3.3	2.5 (r)
Mar 21		25	-1.9	2.8	29	0.3	-2.0	22	11.4	2.7
Apr 21		25	11.0	5.3	29	82.5	9.9	23	44.8	15.4
May 21		25	8.5	5.6	29	87.9	44.6	23	64.3	37.0
Jun 21		28	67.0	24.8	39	114.9	96.0	35	85.2	66.1
Jul 21		38	81.1	49.5	30	7.4	59.0	30	56.6	69.0
Aug 21		26	3.3	46.2	41	73.3	57.4	27	26.5	55.0
Sep 21		23	-2.4	24.9	37	74.8	48.3	26	24.9	35.4
Oct 21	(r)	27	45.3	12.9	33	22.6	54.5	26	9.4	19.8
Nov 21	(r)	29	-19.7	1.0	40	34.5	41.1	28	20.2	17.9
<b>Dec 21</b>	<b>(p)</b>	<b>33</b>	<b>46.0</b>	<b>15.3</b>	<b>34</b>	<b>-11.7</b>	<b>12.4</b>	<b>26</b>	<b>14.1</b>	<b>14.5</b>

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<sup>1</sup>

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

	Whole Economy (100%) <sup>2</sup>			Private sector (81%) <sup>2</sup>			Public sector (19%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	KAI7	KAI8	KAI9	KAJ2	KAJ3	KAJ4	KAJ5	KAJ6	KAJ7
Dec 19	511	3.2	3.2	503	3.1	3.1	547	3.3	3.3
Oct 20	528	3.6	2.8	518	3.4	2.5	567	3.9	4.1
Nov 20 (r)	531	4.2	3.6	522	4.0	3.3	570	4.2	4.2
Dec 20 (r)	533	4.3	4.0	524	4.2	3.9	571	4.3	4.2
Jan 21	533	4.3	4.3	523	3.9	4.1	577	5.5	4.7
Feb 21	535	4.5	4.4	525	4.1	4.1	580	5.7	5.2
Mar 21	536	4.9	4.6	526	4.7	4.2	579	5.3	5.5
Apr 21	540	7.5	5.7	531	8.4	5.7	579	3.7	4.9
May 21	540	7.4	6.6	532	8.6	7.2	579	2.2	3.7
Jun 21	541	7.1	7.3	533	8.2	8.4	579	2.3	2.7
Jul 21	542	5.9	6.8	534	6.7	7.8	578	2.8	2.4
Aug 21	544	5.0	6.0	536	5.5	6.8	579	2.8	2.6
Sep 21	546	4.1	5.0	537	4.5	5.5	581	2.3	2.6
Oct 21 (r)	548	3.9	4.3	540	4.1	4.7	583	2.9	2.7
Nov 21	550	3.5	3.8	541	3.7	4.1	585	2.6 (r)	2.6
<b>Dec 21 (p)</b>	<b>552</b>	<b>3.6</b>	<b>3.7</b>	<b>544</b>	<b>3.8</b>	<b>3.9</b>	<b>585</b>	<b>2.5</b>	<b>2.7</b>
	Services, SIC 2007 sections G-S (86%) <sup>2</sup>			Finance and business services, SIC 2007 sections K-N (22%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5DL	K5DM	K5DN	K5DO	K5DP	K5DQ	KAK6	KAK7	KAK8
Dec 19	495	3.4	3.3	619	3.9	4.1	544	3.4	3.4
Oct 20 (r)	514	4.2	3.5	648	4.8	4.6	564	4.0	4.1
Nov 20 (r)	518	4.9	4.2	652	5.7	5.0	567	4.3	4.2
Dec 20 (r)	518	4.8	4.6	654	5.8	5.4	568	4.4	4.2
Jan 21	520	4.9	4.9	660	7.3	6.2	574	5.6	4.8
Feb 21	521	5.2	5.0	661	6.7	6.6	577	5.8	5.2
Mar 21	522	5.5	5.2	663	7.4	7.1	576	5.4	5.6
Apr 21	526	7.5	6.0	676	10.0	8.0	576	3.8	5.0
May 21	526	7.3	6.7	676	10.0	9.1	576	2.3	3.8
Jun 21	527	7.0	7.3	679	10.3	10.1	576	2.4	2.8
Jul 21	529	6.2	6.8	685	9.8	10.0	575	2.9	2.5
Aug 21	531	5.3	6.2	689	7.5	9.2	576	2.9	2.7
Sep 21	533	4.4	5.3	686	6.4	7.9	578	2.4	2.7
Oct 21	535	4.2	4.6	691 (r)	6.6	6.8	581	3.0	2.8
Nov 21 (r)	537	3.8	4.1	693	6.2	6.4	582	2.6	2.7
<b>Dec 21 (p)</b>	<b>540</b>	<b>4.1</b>	<b>4.1</b>	<b>700</b>	<b>7.0</b>	<b>6.6</b>	<b>583</b>	<b>2.6</b>	<b>2.7</b>
	Manufacturing, SIC 2007 section C (8%) <sup>2</sup>			Construction, SIC 2007 section F (5%) <sup>2</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>		
	Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
	K5DU	K5DV	K5DW	K5DX	K5DY	K5DZ	K5E2	K5E3	K5E4
Dec 19	595	2.7	2.8	616	2.0	3.4	340	1.4	1.4
Oct 20	602	1.3	0.5	622	0.2	-1.1	351	3.7 (r)	1.5
Nov 20 (r)	604	1.4	1.1	625	0.9	0.0	351	3.3	2.5
Dec 20 (r)	609	2.3	1.7	633	2.7	1.3	353	3.8	3.6
Jan 21	605	1.8	1.8 (r)	628	1.4	1.7	348	1.3	2.8
Feb 21	606	1.7	1.9	622	0.5	1.5	352	2.6	2.6
Mar 21	606	2.7	2.1	624	2.0	1.3	352	3.1	2.3
Apr 21	608	6.7	3.7	632	12.2	4.7	352	8.6	4.7
May 21	609	6.6	5.3	635	13.4	9.0	355	9.7	7.1
Jun 21	609	5.6	6.3	637	11.5	12.4	354	7.5	8.6
Jul 21	608	3.9	5.3	638	7.7	10.8	356	5.6	7.6
Aug 21	610	3.1	4.2	642	5.7	8.2	357	4.2	5.8
Sep 21	613	2.9	3.3	638	3.4	5.5	361	4.2	4.7
Oct 21	614	1.9	2.6	641	3.1	4.0	363	3.4	3.9
Nov 21 (r)	616	1.9	2.2	639	2.3	2.9	364	3.9	3.8
<b>Dec 21 (p)</b>	<b>617</b>	<b>1.3</b>	<b>1.7</b>	<b>639</b>	<b>1.0</b>	<b>2.1</b>	<b>365</b>	<b>3.5</b>	<b>3.6</b>

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<sup>1</sup>

Great Britain whole economy, seasonally adjusted

Total pay (including bonuses) <sup>1</sup>						
	Nominal earnings			Real earnings <sup>3</sup>		
	Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
	KAB9	KAC2	KAC3	A3WX	A3WV	A3WW
Dec 19	540	2.5	2.7	501	1.3	1.3
Oct 20 (r)	562	3.7	2.6	517	3.1	2.0
Nov 20 (r)	569	5.1	3.6	525	4.7	3.0
Dec 20 (r)	568	5.1	4.6	520	3.9	3.9
Jan 21	568	4.2	4.8	519	3.3	4.0 (r)
Feb 21	567	3.9	4.4 (r)	518	3.2	3.5 (r)
Mar 21	568	4.8	4.3	513	3.5	3.3
Apr 21	572	8.7	5.8	521	6.8	4.5
May 21	575	8.9	7.4	521	6.6	5.7
Jun 21	577	8.8	8.8	520	6.4	6.6
Jul 21	579	7.2	8.3	521	5.1	6.0
Aug 21	582	5.7	7.2	521	2.7	4.7
Sep 21	584	4.7	5.9	520	1.8	3.2
Oct 21	586	4.3	4.9	520	0.6 (r)	1.7
Nov 21 (r)	589	3.6	4.2	520	-0.9	0.5
<b>Dec 21 (p)</b>	<b>596</b>	<b>4.9</b>	<b>4.3</b>	<b>521</b>	<b>0.1</b>	<b>-0.1</b>

Regular pay (excluding bonuses)						
	Nominal earnings			Real earnings <sup>3</sup>		
	Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
		Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
	KAI7	KAI8	KAI9	A2FC	A2F9	A2FA
Dec 19	511	3.2	3.2	472	1.8	1.7
Oct 20	528	3.6	2.8	484	2.8	2.1
Nov 20 (r)	531	4.2	3.6	488	3.6	2.8
Dec 20 (r)	533	4.3	4.0	489	3.6	3.3
Jan 21	533	4.3	4.3	487	3.3	3.5
Feb 21	535	4.5	4.4	488	3.7	3.5
Mar 21	536	4.9	4.6	489	3.9	3.6
Apr 21	540	7.5	5.7	491	5.8	4.4
May 21	540	7.4	6.6	489	5.1	4.9
Jun 21	541	7.1	7.3	488	4.6	5.2
Jul 21	542	5.9	6.8	488	3.8	4.5
Aug 21	544	5.0	6.0	487	1.8	3.4
Sep 21	546	4.1	5.0	486	1.1	2.2
Oct 21	548	3.9 (r)	4.3	484	0.0	1.0
Nov 21	550	3.5	3.8	483	-1.0	0.0
<b>Dec 21 (p)</b>	<b>552</b>	<b>3.6</b>	<b>3.7</b>	<b>483</b>	<b>-1.2</b>	<b>-0.8</b>

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

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

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

2. The 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.