

Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: March 2022

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 1633 455400

Release date:
15 March 2022

Next release:
12 April 2022

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 February 2022 indicate that the number of payrolled employees rose by 5.5% compared with February 2021, a rise of 1,556,000 employees; the number of payrolled employees was up by 2.3% since February 2020, a rise of 662,000.
- There were 275,000 more people in payrolled employment in February 2022 when compared with January 2022.
- UK payrolled employee growth for January 2022 compared with December 2021 has been revised from an increase of 108,000 reported in the last bulletin to an increase of 61,000; this is a result of incorporating additional real time information (RTI) submissions into the statistics, reducing the need for imputation (which takes place every publication); as early estimates have a higher level of imputation, revisions of this scale are within expectation.
- Early estimates for February 2022 indicate that median monthly pay increased by 5.1% compared with February 2021 and increased by 9.7% when compared with February 2020.
- All age groups saw an increase in payrolled employees between February 2021 and February 2022; there was an increase of 606,000 payrolled employees aged under 25 years.
- For Nomenclature of Territorial Units for Statistics (NUTS) 3 regions, annual growth in payrolled employees in February 2022 was the highest in Tower Hamlets, with a rise of 13.4%, and was lowest in Warrington, with a rise of 2.7%; at local administrative unit level, growth rates vary between positive 2.7% and positive 13.4%.
- The increase in payrolled employees between February 2021 and February 2022 was largest in the accommodation and food service activities sector (a rise of 359,000 employees) and smallest in the finance and insurance sector (a rise of 4,000).
- Annual growth in median pay for employees in February 2022 was highest in the other service activities sector (an increase of 11.7%), and lowest in the public administration sector (a decrease of 0.8%).

Annual growth rates for February 2022 are compared with February 2021, 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 February 2022 are provided to give an indication of the likely level of employees as well as median pay in the latest period. These early estimates are on average 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 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 RTI system. As employees who are furloughed as part of the Coronavirus Job Retention Scheme (CJRS) 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. Similarly, following the end of the furlough scheme, employees who have been given notice that their employment will end will continue to be included in the RTI data while they work out their notice period. This effect could extend over a few months, given statutory notice periods. This is consistent with how any employee being made redundant would appear in the RTI data.

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 before December 2019, which produced statistics based on the total number of people paid in a particular time period.

2 . Payrolled employees

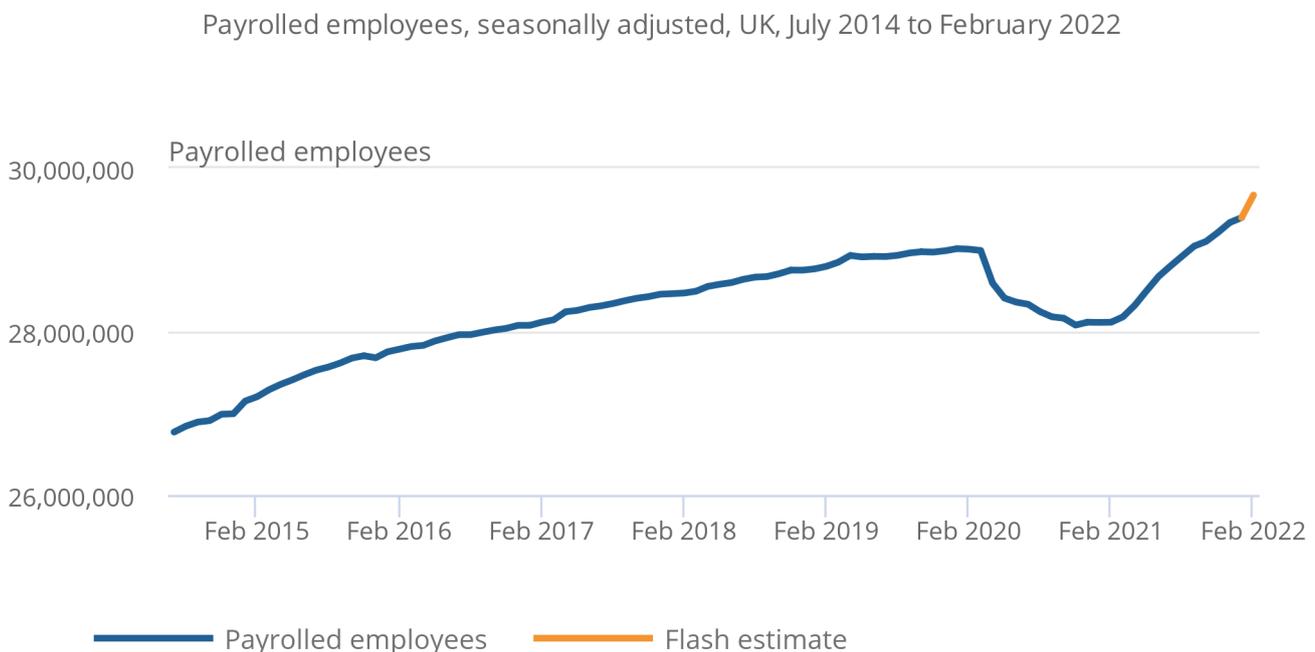
Early estimates for February 2022 indicate that there were 29.7 million payrolled employees (Figure 1), a rise of 5.5% compared with the same period of the previous year. This was also a rise of 1,556,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees increased by 0.9% in February 2022, which is equivalent to 275,000 people.

When comparing the number of payrolled employees in January 2022 with the previous month, the number increased by 0.2%. This is revised down from the early estimate of a 0.4% increase, [reported in the previous bulletin](#), published in February 2022.

Figure 1: The number of employees declined between February and November 2020, but is now above the pre-coronavirus level

Payrolled employees, seasonally adjusted, UK, July 2014 to February 2022

Figure 1: The number of employees declined between February and November 2020, but is now above the pre-coronavirus level



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 January 2022 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 before 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 coronavirus 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 became negative in 2020, but has since returned to positive growth

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to February 2022

Figure 2: Growth in the number of payrolled employees became negative in 2020, but has since returned to positive growth

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to February 2022



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 January 2022 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

3 . Median monthly pay

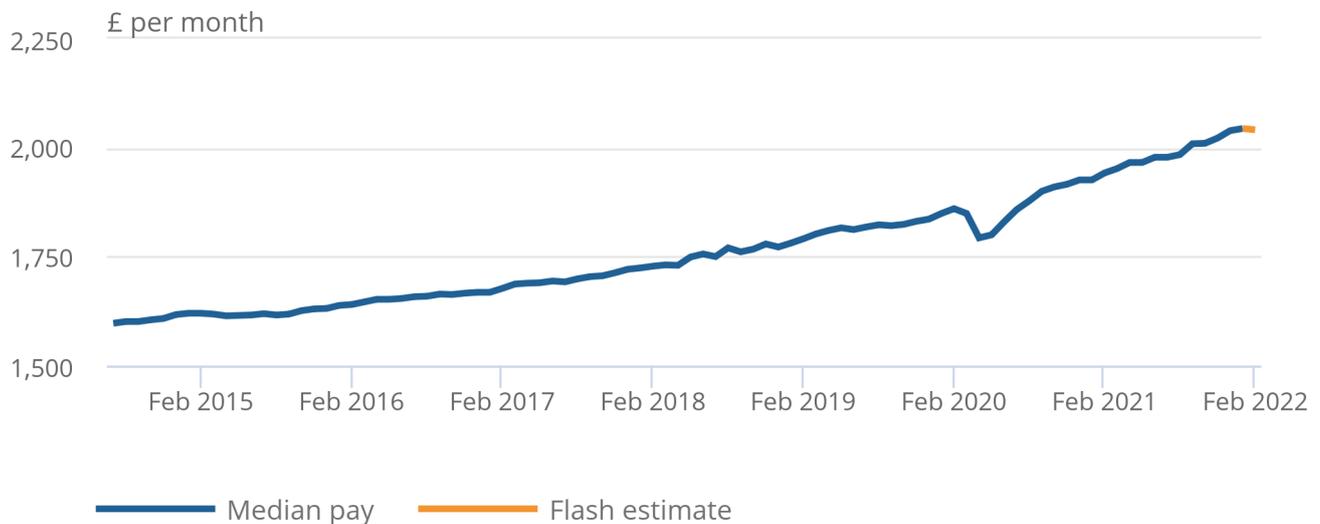
Early estimates for February 2022 indicate that median monthly pay was £2,041, an increase of 5.1% compared with the same period of the previous year.

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

Median pay per month, seasonally adjusted, UK, July 2014 to February 2022

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

Median pay per month, seasonally adjusted, UK, July 2014 to February 2022



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 January 2022 figure is not a flash estimate of median pay, this is included purely for graphing purposes.

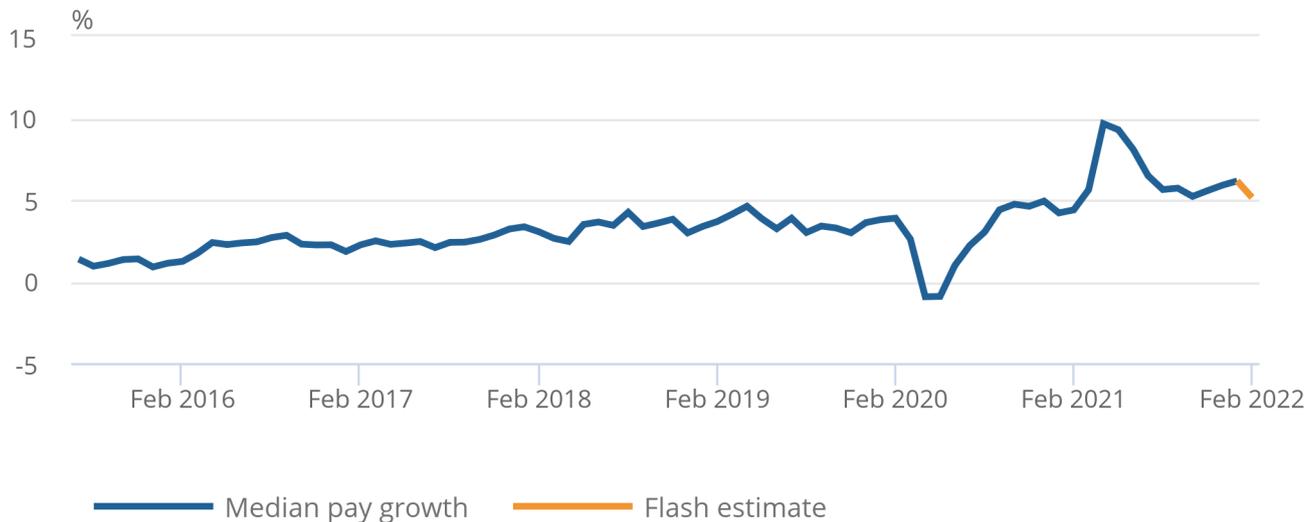
Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6%, until 2020 when pay growth became negative. This coincided with the coronavirus (COVID-19) pandemic and related economic and policy responses. From June 2020, median pay growth has been positive, 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 February 2022

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 February 2022



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 January 2022 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. 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, as explored in the [August 2020 bulletin](#) and [September 2020 bulletin](#). This means 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 start of the coronavirus pandemic.

4 . Pay distribution

In the three months to January 2022, the 10th percentile of the monthly pay distribution was £677, the 90th percentile was £4,825 and the 99th percentile was £13,895 (Figure 5). This means that:

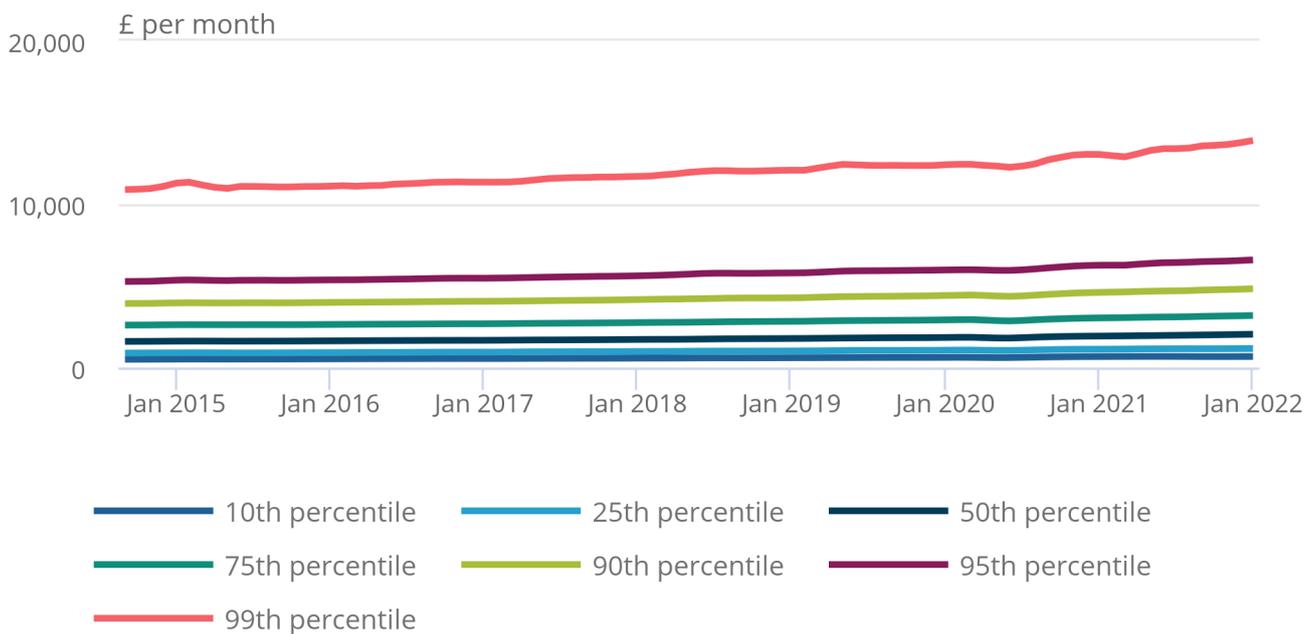
- 10% of payrolled employees earned equal to or less than £677 per month
- 90% of payrolled employees earned equal to or less than £4,825 per month
- 99% of payrolled employees earned equal to or less than £13,895 per month

Figure 5: 10% of employees earn less than £677 per month and 90% earn less than £4,825 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to January 2022

Figure 5: 10% of employees earn less than £677 per month and 90% earn less than £4,825 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to January 2022



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 February 2022, and cover [Nomenclature of Territorial Units for Statistics \(NUTS\): NUTS1, NUTS2, NUTS3 regions, and local administrative units \(LAUs\)](#).

While the UK as a whole has experienced moderate, if declining, payrolled employee growth since January 2017, growth within regions has not been even (Figure 6).

Numbers of payrolled employees in the UK for the regions shown in Figure 6 range from 777,000 in Northern Ireland to 4,213,000 in London in February 2022.

All regions are now above pre-coronavirus (COVID-19) (February 2020) levels.

Figure 6: Regional employee growth fell across the UK over 2020 and 2021, but has risen more recently

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to February 2022

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. 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 LAUs, and NUTS1, NUTS2 and NUTS3 regions are available in the [datasets](#) published alongside this bulletin.

Over the course of the coronavirus pandemic, all regions' growth rates followed a similar pattern. This has been rapidly declining and becoming negative since April 2020 but beginning to improve again in recent months. However, the magnitude of changes varies.

Comparing February 2022 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from a 7.5% increase in London to a 4.8% increase in the East of England.

Examining NUTS3 regions, Warrington experienced an increase of 2.7% in payrolled employees in comparison with February 2021, and Tower Hamlets experienced an increase of 13.4% (Figure 7).

There is greater variation at LAU level, with growth rates varying between positive 2.7% and positive 13.4%.

Figure 7: Growth in payrolled employees varies across the UK

Percentage change on same month in previous year, seasonally adjusted, UK, NUTS3 level, February 2022

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 NUTS3 regions of the UK in February 2022 ranged from £1,712 in Leicester to £3,122 in Wandsworth (Figure 8).

Inner London generally differs from Outer London, with median pay ranging from £2,030 in Enfield to £3,122 in Wandsworth. Median pay in February 2022 for London as a whole was £2,452.

Median pay across the LAUs in February 2022 ranged from £1,578 in Richmondshire to £4,909 in City of London.

Figure 8: Median pay varies across the UK

Median pay, seasonally adjusted, UK, NUTS3 level, February 2022

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 \(IDBR\)](#) 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 around 40% of UK employees. These three sectors combined with administrative and support services, manufacturing, professional, scientific and technical, and accommodation and food service activities account for more than 70% of UK employees.

Since January 2017, employee growth has not been even across sectors (Figure 9). Sectors such as construction, transportation and storage, and information and communication experienced higher growth than the UK average between January 2017 and early 2020. 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.

Public administration and defence, and health and social work saw early recoveries in their growth rates, as did administrative and support services, and education from early 2021 onwards. All sectors have now returned to positive growth or are level year-on-year.

When compared with the same period of the previous year, percentage changes in payrolled employees range from positive 0.4% in finance and insurance to positive 20.7% in accommodation and food service activities.

Figure 9: Employee growth has been very different across sectors

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to February 2022

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](#)

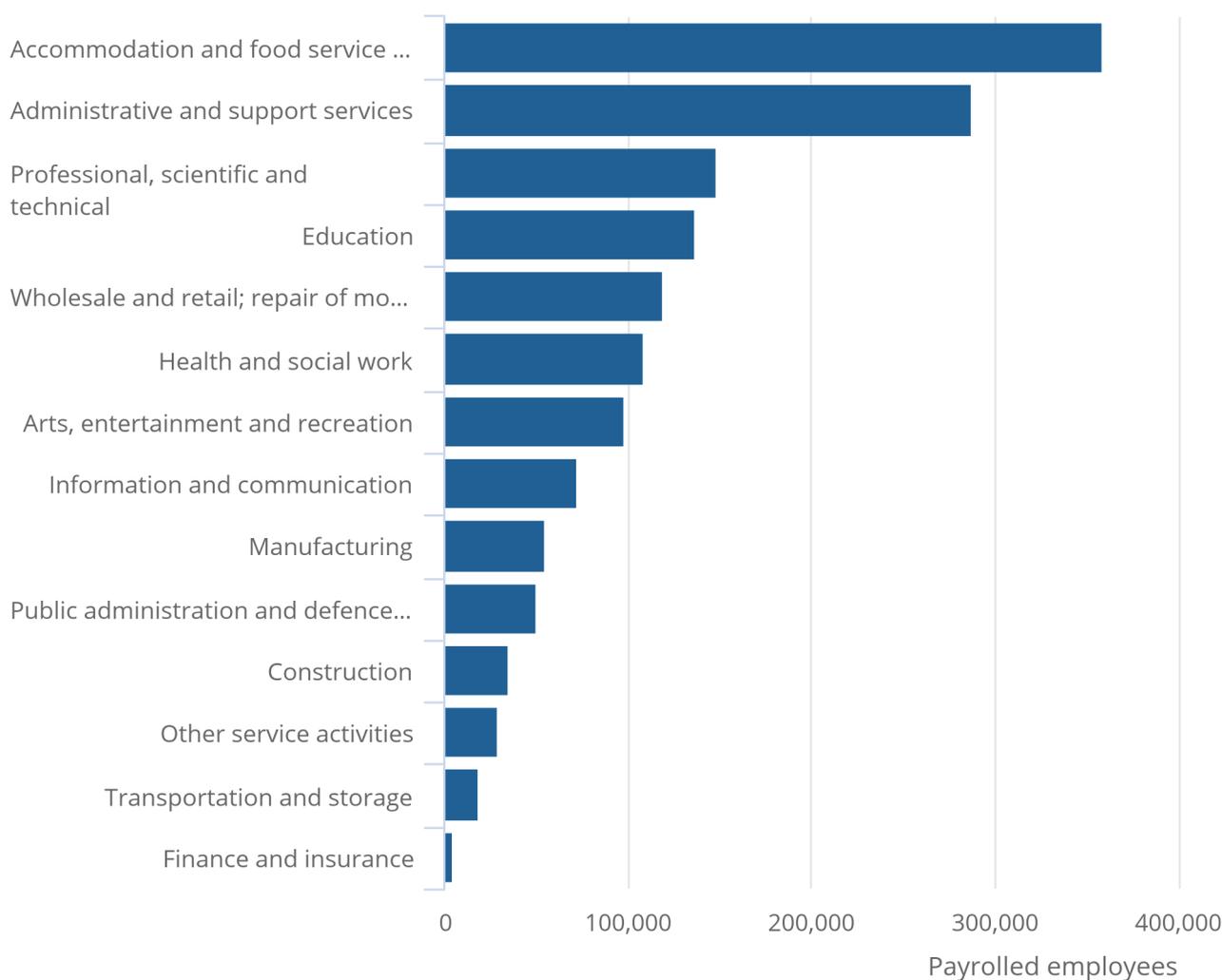
The increase in payrolled employees between February 2021 and February 2022 was largest in the accommodation and food service activities sector (a rise of 359,000 employees) and smallest in the finance and insurance sector (a rise of 4,000 employees).

Figure 10: The accommodation and food service activities sector has seen the greatest increase in payrolled employees since February 2021

Payrolled employees, absolute change on February 2021, seasonally adjusted, UK, February 2022

Figure 10: The accommodation and food service activities sector has seen the greatest increase in payrolled employees since February 2021

Payrolled employees, absolute change on February 2021, seasonally adjusted, UK, February 2022



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.

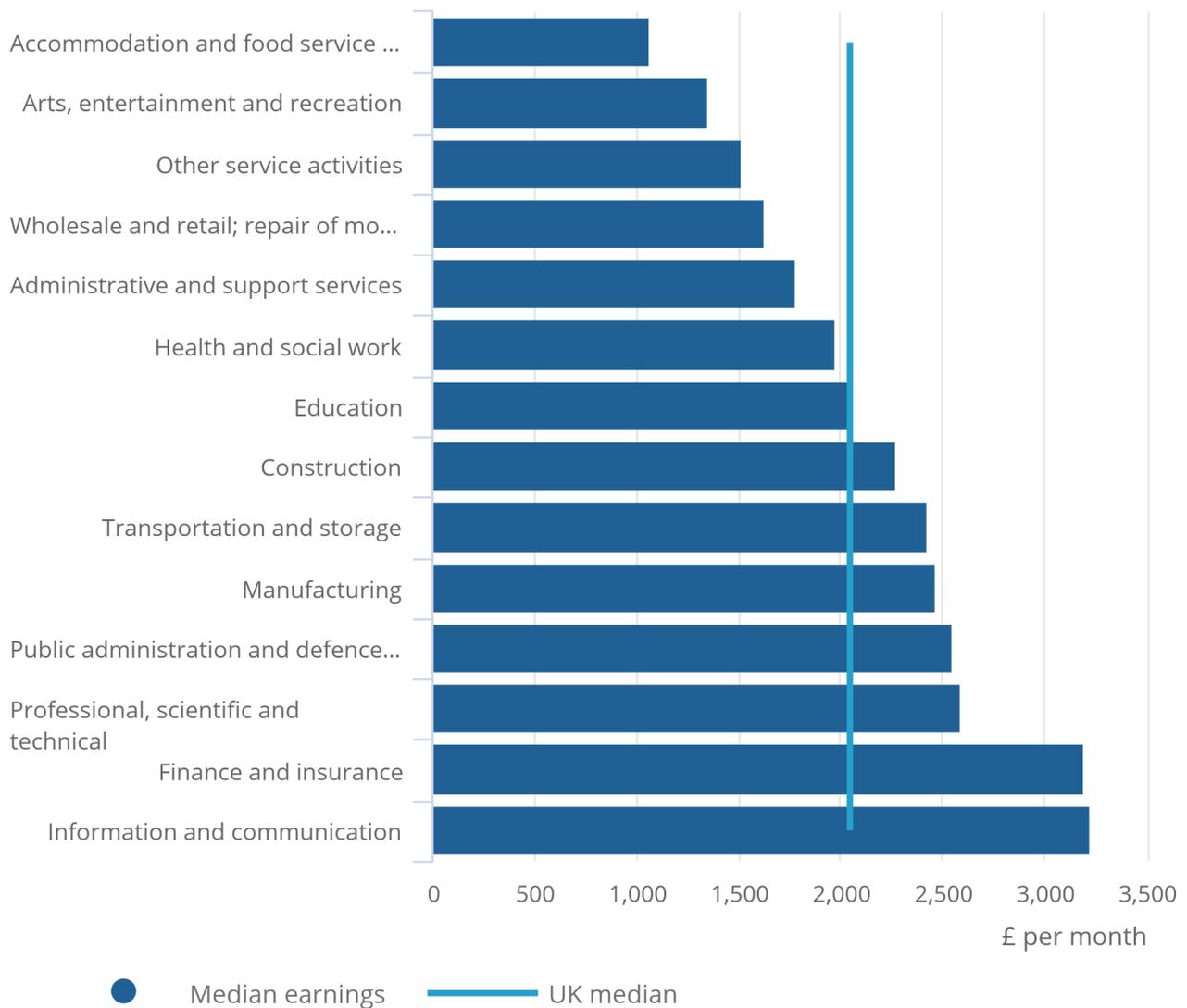
Median pay in February 2022 across the highlighted sectors ranged from £1,060 in the accommodation and food service activities sector to £3,228 in information and communication (Figure 11).

Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, February 2022

Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, February 2022



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 11.7%, Figure 12) and slowest in the public administration sector (negative 0.8%).

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.

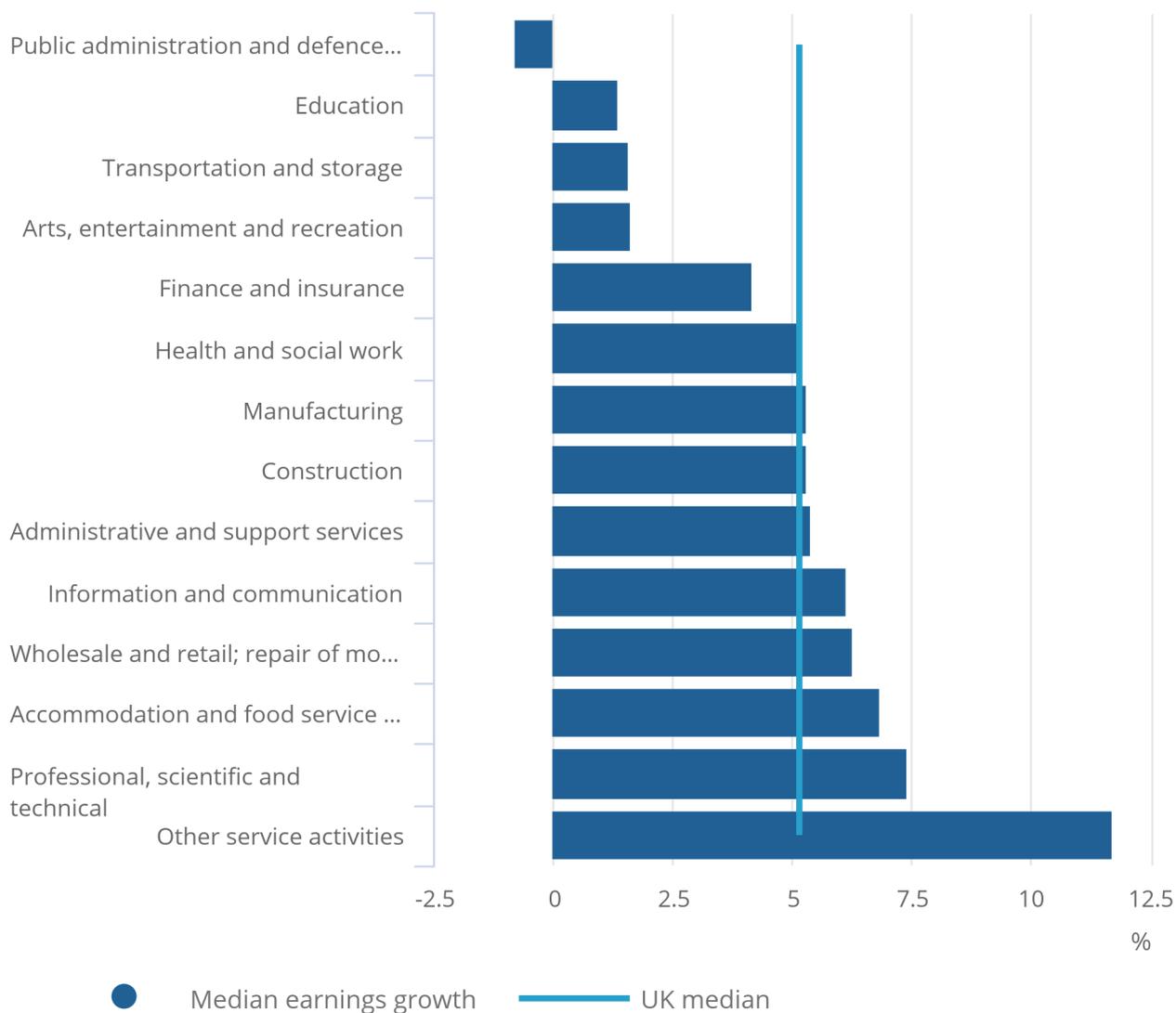
Similar principles apply for inflows.

Figure 12: Median pay increased most in the other service activities sector

Percentage change on same month in previous year, seasonally adjusted, UK, February 2022

Figure 12: Median pay increased most in the other service activities sector

Percentage change on same month in previous year, seasonally adjusted, UK, February 2022



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' ages at the time they receive a payment.

Of the 29.7 million payrolled employees in the UK in February 2022, 94.7% are aged 18 to 64 years.

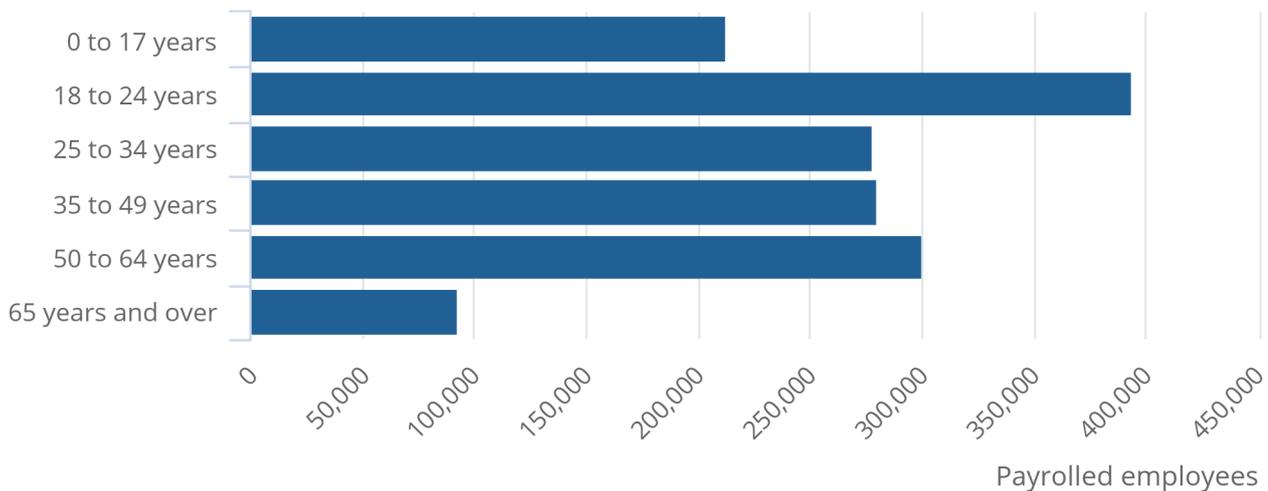
Between February 2021 and February 2022, there was an increase of 606,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 50 to 64 years increased by 300,000.

Figure 13: The 18 to 24 years age group has seen the greatest increase in payrolled employees since February 2021

Payrolled employees, absolute change on February 2021, seasonally adjusted, UK, February 2022

Figure 13: The 18 to 24 years age group has seen the greatest increase in payrolled employees since February 2021

Payrolled employees, absolute change on February 2021, seasonally adjusted, UK, February 2022



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 a faster rate than the UK as a whole since 2017 (Figure 14). Since 2019, this is particularly true for those aged 65 years and over, among whom employee growth peaked at 10.7% in January 2020.

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

Since February 2021, annual employee growth has risen to positive 3.0% for those aged 35 to 49 years, and positive 3.9% for those aged 50 to 64 years. Those aged under 18 years saw a rise in employee growth to 73.6% during this period.

Figure 14: Employee growth fell more sharply in younger age groups, but has risen more recently

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to February 2022

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](#)

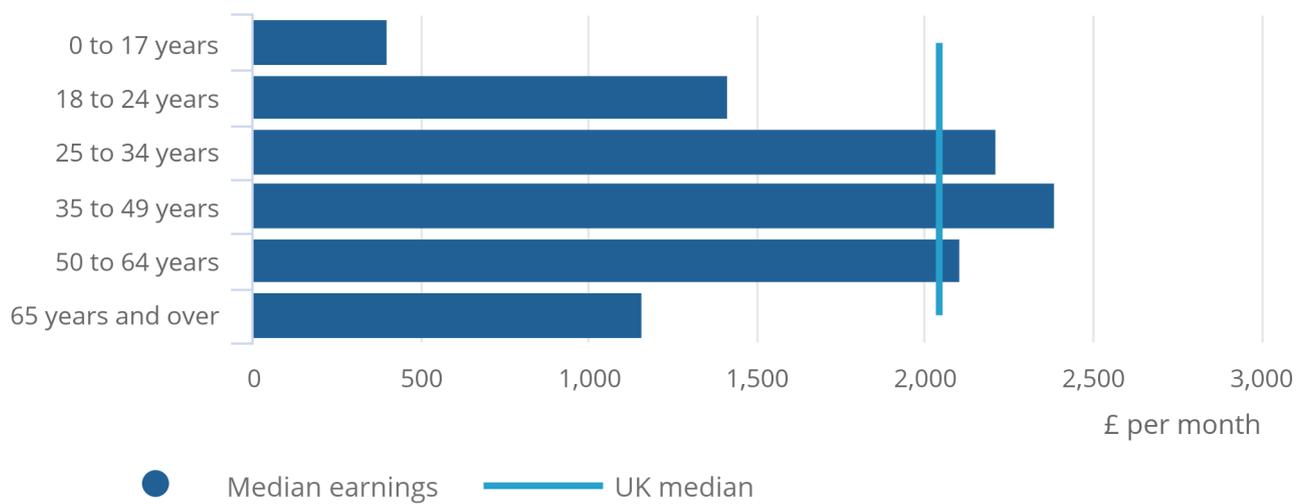
Median pay in February 2022 ranged from £402 for those aged under 18 years to £2,388 for those aged 35 to 49 years (Figure 15). Overall, median pay is higher in central age bands, of those studied.

Figure 15: Median pay varies by age

Median pay, seasonally adjusted, UK, February 2022

Figure 15: Median pay varies by age

Median pay, seasonally adjusted, UK, February 2022



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 15 March 2022

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 15 March 2022

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 15 March 2022

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 16 to 24 years. The government’s National Living Wage (NLW) was introduced on 1 April 2016 and applies to employees aged 25 years and over.

In April 2021, the NMW and NLW rates were:

- £8.91 for employees aged 23 years and over
- £8.36 for employees aged 21 to 22 years
- £6.56 for employees aged 18 to 20 years
- £4.62 for employees aged under 18 years
- £4.30 for apprentices aged under 19 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

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 February 2022 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 contact us by email if you would like to offer feedback on how the contents can be improved in the future.

From December 2021, we are renaming our accompanying datasets so they will follow "RTISAmmyyyy" and "RTINSAmmyyyy" format.

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](#).

The Bank of England was granted exceptional pre-release access to this bulletin and accompanying tables at 1:00pm on Friday 11 March 2022 so that the data were available for the Monetary Policy Committee (MPC) meeting held on that day. See [exchange of letters requesting exceptional pre-release access so that data are available for discussion at the MPC](#).

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. You can send us your comments by email.

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 plus 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 March 2022, which means around 1% to 2% of the data for January 2022 are imputed, while around 15% of the data for the “flash” February 2022 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 can 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](#).

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

12 . Related links

[Labour market overview: March 2022](#) Bulletin | Released 15 March 2022 Estimates of employment, unemployment, economic inactivity and other employment-related statistics for the UK.

[Employment in the UK: March 2022](#) Bulletin | Released 15 March 2022 Estimates of employment, unemployment and economic inactivity for the UK.

[Labour market in the regions of the UK: March 2022](#) Bulletin | Released 15 March 2022 Regional breakdowns of changes in UK employment, unemployment and economic inactivity.

[Average weekly earnings in Great Britain: March 2022](#) Bulletin | Released 15 March 2022 Estimates of growth in earnings for employees before tax and other deductions from pay.

[Vacancies and jobs in the UK: March 2022](#) Bulletin | Released 15 March 2022 Estimates of the number of vacancies and jobs for the UK.

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

Period	Payrolled employees
	UK, all industries, seasonally adjusted
	Payrolled employees
February 2015	27,202,679
February 2016	27,784,550
February 2017	28,114,484
February 2018	28,471,597
February 2019	28,798,349
February 2020	29,008,253
February 2021	28,114,046
March 2021	28,180,123
April 2021	28,322,528
May 2021	28,501,279
June 2021	28,674,185
July 2021	28,802,179
August 2021	28,924,371
September 2021	29,045,697
October 2021	29,102,720
November 2021	29,212,471
December 2021	29,334,082
January 2022	29,394,905
February 2022	29,670,228
Change on year	1,556,182
Change %	5.5

Source: PAYE RTI

1. Figures for February 2022 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.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

MEDIAN PAY

2 Median monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted Median pay
February 2015	1,620
February 2016	1,640
February 2017	1,677
February 2018	1,728
February 2019	1,791
February 2020	1,860
February 2021	1,942
March 2021	1,952
April 2021	1,966
May 2021	1,966
June 2021	1,978
July 2021	1,978
August 2021	1,984
September 2021	2,009
October 2021	2,010
November 2021	2,022
December 2021	2,039
January 2022	2,044
February 2022	2,041
Change on year	100
Change %	5.1

Source: PAYE RTI

- Figures for February 2022 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.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

MEAN PAY

3 Mean monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
	Mean pay
January 2015	2,240
January 2016	2,239
January 2017	2,293
January 2018	2,374
January 2019	2,436
January 2020	2,530
January 2021	2,661
February 2021	2,664
March 2021	2,654
April 2021	2,688
May 2021	2,696
June 2021	2,695
July 2021	2,710
August 2021	2,718
September 2021	2,736
October 2021	2,741
November 2021	2,769
December 2021	2,803
January 2022	2,854
Change on year	193
Change %	7.2

Source: PAYE RTI

- Figures for February 2022 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.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
	Aggregate pay
January 2015	60,813,634,566
January 2016	62,131,831,682
January 2017	64,372,116,555
January 2018	67,575,919,547
January 2019	70,080,151,351
January 2020	73,395,404,477
January 2021	74,811,720,965
February 2021	74,896,855,593
March 2021	74,782,749,023
April 2021	76,144,938,253
May 2021	76,828,534,259
June 2021	77,273,820,649
July 2021	78,068,161,485
August 2021	78,604,351,886
September 2021	79,478,825,719
October 2021	79,779,680,478
November 2021	80,901,247,108
December 2021	82,228,387,420
January 2022	83,892,285,457
Change on year	9,080,564,492
Change %	12.1

Source: PAYE RTI

- Figures for February 2022 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.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

PAY DISTRIBUTION

5 Monthly pay by percentile from PAYE RTI

Period	£ per month, 3 month moving average							
	UK, all industries, seasonally adjusted							
	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	95th percentile	99th percentile	
January 2015	515	903	1,615	2,619	3,956	5,346	11,288	
January 2016	531	917	1,633	2,637	3,986	5,365	11,099	
January 2017	551	945	1,667	2,679	4,054	5,466	11,347	
January 2018	576	984	1,720	2,752	4,161	5,616	11,699	
January 2019	601	1,017	1,779	2,829	4,269	5,791	12,077	
January 2020	622	1,062	1,841	2,917	4,410	5,972	12,413	
January 2021	673	1,123	1,925	3,037	4,599	6,262	13,043	
February 2021	677	1,128	1,932	3,045	4,615	6,266	12,968	
March 2021	679	1,134	1,938	3,055	4,630	6,264	12,897	
April 2021	681	1,142	1,947	3,071	4,653	6,323	13,077	
May 2021	681	1,146	1,954	3,083	4,671	6,375	13,287	
June 2021	682	1,150	1,965	3,094	4,684	6,416	13,394	
July 2021	680	1,153	1,973	3,101	4,695	6,426	13,397	
August 2021	677	1,154	1,983	3,112	4,709	6,447	13,430	
September 2021	673	1,152	1,995	3,131	4,742	6,483	13,563	
October 2021	672	1,154	2,005	3,144	4,759	6,499	13,597	
November 2021	672	1,156	2,017	3,156	4,778	6,517	13,651	
December 2021	675	1,161	2,027	3,167	4,794	6,550	13,758	
January 2022	677	1,164	2,038	3,185	4,825	6,588	13,895	
Change on year	3	41	113	148	226	325	852	
Change %	0.5	3.6	5.9	4.9	4.9	5.2	6.5	

Source: PAYE RTI

- Figures for February 2022 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.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

EMPLOYEE FLOWS

6 Inflows and outflows from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted	
	Inflows	Outflows
February 2017	682,518	644,116
February 2018	664,054	655,677
February 2019	671,598	640,090
February 2020	681,203	687,301
February 2021	509,040	507,061
March 2021	563,856	497,779
April 2021	649,611	507,206
May 2021	740,236	561,484
June 2021	751,233	578,327
July 2021	698,976	570,982
August 2021	694,319	572,127
September 2021	703,625	582,298
October 2021	706,093	649,070
November 2021	725,949	616,197
December 2021	701,070	579,459
January 2022	678,833	618,011
February 2022	874,855	599,531
Change on year	365,815	92,471
Change %	71.9	18.2

Source: PAYE RTI

- Figures for February 2022 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.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

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

Period	Payrolled employees UK, all industries, seasonally adjusted											
	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
February 2015	1,043,345	2,956,102	2,180,471	1,986,027	2,338,950	2,592,675	3,768,264	3,849,287	2,275,122	1,199,193	2,327,873	685,370
February 2016	1,053,197	3,012,664	2,216,611	2,032,457	2,395,893	2,657,991	3,895,866	3,933,746	2,322,450	1,216,339	2,346,294	701,041
February 2017	1,057,445	3,045,994	2,239,953	2,061,762	2,429,126	2,696,979	3,957,478	3,980,935	2,351,426	1,227,705	2,353,213	712,468
February 2018	1,065,377	3,094,466	2,266,873	2,093,359	2,456,679	2,732,163	4,015,106	4,026,238	2,378,814	1,245,965	2,367,851	728,707
February 2019	1,068,119	3,131,499	2,297,679	2,109,636	2,487,486	2,766,068	4,090,550	4,064,375	2,403,181	1,252,412	2,384,609	742,735
February 2020	1,074,023	3,152,410	2,310,859	2,121,190	2,490,878	2,786,892	4,153,771	4,101,505	2,419,320	1,258,876	2,386,657	751,871
February 2021	1,050,858	3,087,087	2,255,872	2,077,367	2,423,506	2,709,708	3,917,365	3,970,230	2,350,597	1,227,235	2,306,785	737,437
March 2021	1,054,232	3,092,556	2,261,381	2,082,210	2,430,560	2,715,467	3,929,027	3,980,538	2,354,705	1,228,398	2,311,294	739,757
April 2021	1,061,888	3,110,114	2,277,281	2,097,564	2,441,968	2,731,948	3,961,313	3,975,607	2,373,053	1,233,084	2,317,908	740,798
May 2021	1,067,282	3,129,906	2,287,632	2,107,264	2,459,288	2,742,247	3,981,675	4,012,271	2,388,364	1,248,264	2,331,174	745,912
June 2021	1,074,412	3,148,845	2,301,082	2,119,931	2,471,261	2,757,696	4,005,856	4,034,638	2,407,153	1,254,974	2,345,738	752,600
July 2021	1,078,549	3,162,400	2,310,643	2,125,804	2,482,365	2,766,058	4,030,807	4,055,012	2,413,166	1,261,024	2,355,631	760,718
August 2021	1,082,420	3,177,082	2,319,989	2,131,460	2,490,892	2,777,306	4,060,311	4,077,364	2,421,447	1,264,662	2,362,013	759,424
September 2021	1,087,268	3,194,512	2,328,818	2,137,090	2,501,852	2,787,962	4,081,140	4,096,440	2,429,719	1,267,212	2,372,499	761,186
October 2021	1,089,407	3,197,573	2,332,966	2,139,197	2,506,476	2,791,036	4,093,648	4,105,548	2,434,085	1,269,793	2,379,963	763,028
November 2021	1,094,173	3,206,600	2,343,608	2,144,867	2,515,342	2,797,530	4,120,296	4,120,195	2,442,294	1,272,858	2,388,044	766,664
December 2021	1,099,097	3,220,385	2,354,415	2,154,359	2,524,470	2,807,023	4,146,067	4,133,724	2,447,148	1,275,828	2,400,618	770,948
January 2022	1,099,929	3,226,222	2,357,412	2,160,290	2,532,961	2,814,209	4,159,873	4,142,609	2,450,438	1,279,275	2,398,308	773,378
February 2022	1,108,236	3,249,591	2,378,532	2,180,923	2,555,787	2,839,962	4,212,707	4,182,217	2,474,193	1,290,231	2,420,596	777,253
Change on year	57,378	162,504	122,661	103,557	132,280	130,254	295,342	211,987	123,595	62,996	113,812	39,816
Change %	5.5	5.3	5.4	5	5.5	4.8	7.5	5.3	5.3	5.1	4.9	5.4

Source: PAYE RTI

1. Figures for February 2022 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.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

REGIONAL MEDIAN PAY (NUTS1)

8 Regional median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted											
	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland	Northern Ireland
February 2015	1,540	1,534	1,519	1,534	1,538	1,660	1,950	1,737	1,522	1,519	1,661	1,494
February 2016	1,547	1,547	1,533	1,547	1,554	1,684	1,977	1,760	1,538	1,531	1,679	1,508
February 2017	1,580	1,583	1,555	1,578	1,592	1,714	2,030	1,800	1,575	1,573	1,702	1,535
February 2018	1,631	1,635	1,611	1,631	1,652	1,776	2,099	1,852	1,629	1,621	1,749	1,590
February 2019	1,685	1,698	1,670	1,691	1,698	1,847	2,167	1,920	1,694	1,675	1,806	1,688
February 2020	1,745	1,760	1,726	1,750	1,753	1,917	2,248	1,990	1,755	1,740	1,878	1,710
February 2021	1,810	1,837	1,803	1,834	1,832	2,005	2,349	2,074	1,837	1,823	1,984	1,791
March 2021	1,822	1,844	1,815	1,846	1,842	2,021	2,372	2,092	1,855	1,838	1,966	1,803
April 2021	1,830	1,853	1,823	1,854	1,850	2,032	2,392	2,104	1,859	1,854	2,002	1,815
May 2021	1,828	1,852	1,822	1,856	1,846	2,029	2,404	2,110	1,859	1,870	2,006	1,807
June 2021	1,835	1,855	1,832	1,868	1,860	2,044	2,416	2,115	1,863	1,870	2,015	1,835
July 2021	1,835	1,862	1,832	1,876	1,866	2,043	2,415	2,123	1,868	1,879	2,013	1,874
August 2021	1,842	1,872	1,833	1,879	1,872	2,048	2,409	2,117	1,864	1,878	2,022	1,821
September 2021	1,866	1,899	1,869	1,906	1,897	2,077	2,431	2,152	1,903	1,882	2,021	1,841
October 2021	1,862	1,893	1,863	1,908	1,897	2,077	2,430	2,152	1,900	1,877	2,036	1,850
November 2021	1,870	1,902	1,874	1,921	1,905	2,091	2,438	2,162	1,911	1,888	2,046	1,860
December 2021	1,900	1,914	1,887	1,937	1,923	2,107	2,455	2,179	1,930	1,915	2,079	1,906
January 2022	1,893	1,924	1,893	1,937	1,923	2,116	2,455	2,181	1,938	1,926	2,096	1,939
February 2022	1,894	1,923	1,889	1,933	1,919	2,111	2,452	2,168	1,928	1,911	2,064	1,904
Change on year	84	86	86	99	88	106	103	94	92	88	80	114
Change %	4.6	4.7	4.8	5.4	4.8	5.3	4.4	4.5	5	4.8	4	6.3

Source: PAYE RTI

1. Figures for February 2022 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.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

REGIONAL PAYROLLED EMPLOYEES (NUTS2)
9 Regional payrolled employees from PAYE RTI

Period	Payrolled employees			
	February 2021	February 2022	UK, all industries, seasonally adjusted	
			Change on year	Change %
Tees Valley and Durham	471,880	496,648	24,768	5.2
Northumberland and Tyne and Wear	578,978	611,588	32,610	5.6
Cumbria	213,180	221,668	8,488	4
Greater Manchester	1,187,987	1,259,047	71,060	6
Lancashire	623,306	655,198	31,892	5.1
Cheshire	423,932	443,286	19,354	4.6
Merseyside	638,682	670,391	31,709	5
East Yorkshire and Northern Lincolnshire	389,683	408,691	19,008	4.9
North Yorkshire	345,886	364,480	18,594	5.4
South Yorkshire	564,855	595,098	30,243	5.4
West Yorkshire	955,448	1,010,264	54,816	5.7
Derbyshire and Nottinghamshire	924,448	969,792	45,344	4.9
Leicestershire, Rutland and Northamptonshire	838,032	879,567	41,535	5
Lincolnshire	314,887	331,564	16,677	5.3
Herefordshire, Worcestershire and Warwickshire	597,392	625,508	28,116	4.7
Shropshire and Staffordshire	691,236	722,400	31,164	4.5
West Midlands (county)	1,134,878	1,207,880	73,002	6.4
East Anglia	1,073,897	1,127,633	53,736	5
Bedfordshire and Hertfordshire	845,442	885,163	39,721	4.7
Essex	790,369	827,167	36,798	4.7
Inner London - West	494,391	538,300	43,909	8.9
Inner London - East	1,093,391	1,196,059	102,668	9.4
Outer London - East and North East	826,518	876,355	49,837	6
Outer London - South	582,250	613,630	31,380	5.4
Outer London - West and North West	920,815	988,362	67,547	7.3
Berkshire, Buckinghamshire and Oxfordshire	1,135,077	1,196,028	60,951	5.4
Surrey, East and West Sussex	1,215,958	1,282,962	67,004	5.5
Hampshire and Isle of Wight	857,370	901,197	43,827	5.1
Kent	761,824	802,030	40,206	5.3
Gloucestershire, Wiltshire and Bristol/Bath area	1,119,640	1,177,649	58,009	5.2
Dorset and Somerset	541,541	566,721	25,180	4.6
Cornwall and Isles of Scilly	215,752	228,724	12,972	6
Devon	473,663	501,098	27,435	5.8
West Wales and The Valleys	749,324	786,366	37,042	4.9
East Wales	477,911	503,865	25,954	5.4
North Eastern Scotland	215,304	225,401	10,097	4.7
Highlands and Islands	196,290	204,457	8,167	4.2
Eastern Scotland	852,709	897,810	45,101	5.3
West Central Scotland	651,680	684,895	33,215	5.1
Southern Scotland	390,801	408,035	17,234	4.4
Northern Ireland	737,437	777,253	39,816	5.4

Source: PAYE RTI

1. Figures for February 2022 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.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

REGIONAL MEDIAN PAY (NUTS2)

10 Regional median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	February 2021	February 2022	Change on year	Change %
Tees Valley and Durham	1,807	1,891	84	4.6
Northumberland and Tyne and Wear	1,817	1,903	86	4.7
Cumbria	1,782	1,900	118	6.6
Greater Manchester	1,840	1,919	79	4.3
Lancashire	1,774	1,852	78	4.4
Cheshire	1,950	2,042	92	4.7
Merseyside	1,844	1,927	83	4.5
East Yorkshire and Northern Lincolnshire	1,766	1,868	102	5.8
North Yorkshire	1,799	1,885	86	4.8
South Yorkshire	1,791	1,874	83	4.6
West Yorkshire	1,830	1,907	77	4.2
Derbyshire and Nottinghamshire	1,830	1,924	94	5.1
Leicestershire, Rutland and Northamptonshire	1,860	1,963	103	5.5
Lincolnshire	1,783	1,880	97	5.4
Herefordshire, Worcestershire and Warwickshire	1,912	2,027	115	6
Shropshire and Staffordshire	1,834	1,933	99	5.4
West Midlands (county)	1,800	1,874	74	4.1
East Anglia	1,878	1,987	109	5.8
Bedfordshire and Hertfordshire	2,147	2,250	103	4.8
Essex	2,047	2,141	94	4.6
Inner London - West	2,950	2,993	43	1.5
Inner London - East	2,412	2,509	97	4
Outer London - East and North East	2,137	2,244	107	5
Outer London - South	2,408	2,516	108	4.5
Outer London - West and North West	2,175	2,288	113	5.2
Berkshire, Buckinghamshire and Oxfordshire	2,213	2,322	109	4.9
Surrey, East and West Sussex	2,076	2,164	88	4.2
Hampshire and Isle of Wight	1,985	2,069	84	4.2
Kent	1,979	2,088	109	5.5
Gloucestershire, Wiltshire and Bristol/Bath area	1,952	2,037	85	4.4
Dorset and Somerset	1,790	1,883	93	5.2
Cornwall and Isles of Scilly	1,654	1,761	107	6.5
Devon	1,729	1,823	94	5.4
West Wales and The Valleys	1,794	1,880	86	4.8
East Wales	1,881	1,971	90	4.8
North Eastern Scotland	2,107	2,198	91	4.3
Highlands and Islands	1,874	1,970	96	5.1
Eastern Scotland	1,994	2,067	73	3.7
West Central Scotland	1,981	2,061	80	4
Southern Scotland	1,912	1,999	87	4.6
Northern Ireland	1,788	1,903	115	6.4

Source: PAYE RTI

1. Figures for February 2022 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.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

INDUSTRY PAYROLLED EMPLOYEES

11 Industry payrolled employees from PAYE RTI

Period	Payrolled employees			
	February 2021	February 2022	UK, all industries, seasonally adjusted	
			Change on year	Change %
Agriculture, forestry and fishing	184,663	195,146	10,483	5.7
Mining and quarrying	48,436	49,579	1,143	2.4
Manufacturing	2,288,344	2,343,096	54,752	2.4
Energy production and supply	129,420	124,077	-5,343	-4.1
Water supply, sewerage and waste	183,850	192,312	8,462	4.6
Construction	1,266,945	1,302,536	35,591	2.8
Wholesale and retail; repair of motor vehicles	4,348,849	4,468,672	119,823	2.8
Transportation and storage	1,315,683	1,334,062	18,379	1.4
Accommodation and food service activities	1,738,352	2,097,471	359,119	20.7
Information and communication	1,203,734	1,276,331	72,597	6
Finance and insurance	1,043,723	1,048,142	4,419	0.4
Real estate	419,123	436,262	17,139	4.1
Professional, scientific and technical	2,131,019	2,279,502	148,483	7
Administrative and support services	2,351,860	2,639,622	287,762	12.2
Public administration and defence; social security	1,344,081	1,394,926	50,845	3.8
Education	3,080,348	3,217,275	136,927	4.4
Health and social work	3,947,417	4,056,627	109,210	2.8
Arts, entertainment and recreation	480,100	578,270	98,170	20.4
Other service activities	497,827	526,796	28,969	5.8
Households and Extraterritorial	110,273	109,524	-749	-0.7

Source: PAYE RTI

- Figures for February 2022 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.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

INDUSTRY MEDIAN PAY

12 Industry median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	February 2021	February 2022	Change on year	Change %
Agriculture, forestry and fishing	1,758	1,812	54	3.1
Mining and quarrying	3,826	3,929	103	2.7
Manufacturing	2,340	2,464	124	5.3
Energy production and supply	3,220	3,369	149	4.6
Water supply, sewerage and waste	2,480	2,623	143	5.8
Construction	2,162	2,276	114	5.3
Wholesale and retail; repair of motor vehicles	1,531	1,627	96	6.3
Transportation and storage	2,384	2,422	38	1.6
Accommodation and food service activities	992	1,060	68	6.9
Information and communication	3,041	3,228	187	6.1
Finance and insurance	3,068	3,197	129	4.2
Real estate	2,070	2,139	69	3.3
Professional, scientific and technical	2,408	2,587	179	7.4
Administrative and support services	1,686	1,777	91	5.4
Public administration and defence; social security	2,571	2,551	-20	-0.8
Education	2,015	2,043	28	1.4
Health and social work	1,881	1,977	96	5.1
Arts, entertainment and recreation	1,334	1,355	21	1.6
Other service activities	1,353	1,511	158	11.7
Households and Extraterritorial	1,008	986	-22	-2.2

Source: PAYE RTI

- Figures for February 2022 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.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

PAYROLLED EMPLOYEES BY AGE

13 Payrolled employees by age from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted					
	0-17	18-24	25-34	35-49	50-64	65+
February 2015	414,077	3,554,865	6,463,054	9,222,616	6,717,995	830,071
February 2016	439,370	3,606,494	6,633,159	9,318,006	6,946,760	840,761
February 2017	441,797	3,595,032	6,722,688	9,346,752	7,153,619	854,596
February 2018	442,579	3,576,298	6,794,824	9,391,140	7,385,043	881,714
February 2019	438,776	3,543,370	6,847,810	9,437,081	7,606,928	924,384
February 2020	431,907	3,493,609	6,860,239	9,458,268	7,756,252	1,007,977
February 2021	288,476	3,163,979	6,648,638	9,308,145	7,728,555	976,253
March 2021	293,091	3,166,216	6,661,321	9,324,068	7,752,174	983,253
April 2021	311,235	3,197,033	6,695,047	9,359,870	7,774,299	985,044
May 2021	347,237	3,257,179	6,715,487	9,383,705	7,804,126	993,544
June 2021	400,117	3,314,732	6,729,608	9,406,793	7,825,905	997,030
July 2021	436,646	3,366,120	6,741,518	9,416,205	7,842,175	999,514
August 2021	458,283	3,391,363	6,756,919	9,441,194	7,865,970	1,010,642
September 2021	467,581	3,420,602	6,782,189	9,452,065	7,901,742	1,021,518
October 2021	478,079	3,434,397	6,792,815	9,459,339	7,914,541	1,023,548
November 2021	489,895	3,448,480	6,811,578	9,483,200	7,945,248	1,034,070
December 2021	494,335	3,461,379	6,838,955	9,511,347	7,982,836	1,045,230
January 2022	493,676	3,482,871	6,850,924	9,524,385	7,990,292	1,052,756
February 2022	500,836	3,557,983	6,926,186	9,587,817	8,028,873	1,068,534
Change on year	212,360	394,004	277,548	279,672	300,318	92,281
Change %	73.6	12.5	4.2	3	3.9	9.5

Source: PAYE RTI

1. Figures for February 2022 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.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

MEDIAN PAY BY AGE

14 Median monthly pay by age from PAYE RTI

Period	£ per month					
	0-17	18-24	25-34	35-49	UK, all industries, seasonally adjusted	
					50-64	65+
February 2015	281	1,107	1,752	1,925	1,739	737
February 2016	289	1,148	1,777	1,941	1,748	767
February 2017	296	1,189	1,819	1,976	1,773	797
February 2018	306	1,234	1,884	2,037	1,810	842
February 2019	320	1,289	1,961	2,100	1,861	890
February 2020	330	1,340	2,043	2,165	1,918	994
February 2021	385	1,372	2,092	2,255	1,989	1,091
March 2021	391	1,378	2,109	2,271	1,998	1,096
April 2021	382	1,383	2,124	2,290	2,016	1,105
May 2021	387	1,377	2,125	2,301	2,020	1,105
June 2021	412	1,398	2,138	2,314	2,032	1,112
July 2021	397	1,395	2,142	2,322	2,035	1,120
August 2021	398	1,397	2,151	2,331	2,043	1,117
September 2021	398	1,412	2,177	2,357	2,065	1,126
October 2021	400	1,419	2,180	2,355	2,063	1,128
November 2021	400	1,426	2,190	2,366	2,075	1,138
December 2021	400	1,437	2,207	2,390	2,089	1,158
January 2022	390	1,429	2,214	2,399	2,106	1,156
February 2022	402	1,414	2,212	2,388	2,107	1,158
Change on year	17	42	120	133	118	67
Change %	4.5	3.1	5.8	5.9	5.9	6.1

Source: PAYE RTI

1. Figures for February 2022 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.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.