

Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: October 2023

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).

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1 . Main points

- Early estimates for September 2023 indicate that the number of payrolled employees rose by 1.2% compared with September 2022, a rise of 369,000 employees; the number of payrolled employees was up by 3.8% since February 2020, a rise of 1,102,000.
- Payrolled employment stayed the same in September 2023 when compared with August 2023 decreasing slightly by 11,000 employees (0%); this should be treated as a provisional estimate and is likely to be revised when more data are received next month.
- UK payrolled employee growth for August 2023 compared with July 2023 has been revised from a decrease of 1,000 reported in the last bulletin to a decrease of 8,000, because of the incorporation of additional real time information (RTI) submissions into the statistics, which takes place every publication and reduces the need for imputation.
- Early estimates for September 2023 indicate that median monthly pay increased by 5.7% compared with September 2022, and increased by 21.7% when compared with February 2020.
- For Nomenclature of Territorial Units for Statistics (NUTS) 3 regions, annual growth in payrolled employees in September 2023 was the highest in Luton, with a rise of 3.8%, and was lowest in Camden and City of London, with a fall of 2.1%.
- The increase in payrolled employees between September 2022 and September 2023 was largest in the health and social work sector, a rise of 182,000 employees, and smallest in the administrative and support services sector, with a fall of 29,000.
- Annual growth in median pay for employees in September 2023 was highest in the transportation and storage sector, with an increase of 13.5%, and lowest in the health and social work sector, with a decrease of 0.3%; This decline in median pay growth for the health and social work sector is partly because of comparing against high lump-sum payments made in September 2022.

About the data in this release

Early estimates for September 2023 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 of lower quality and will be subject to revision in next month's release when between 98% and 99% of data will be available. A [revisions triangle](#) is available for employees and median pay at the UK level.

Statistics in this release are based on people who are employed in at least one job paid through Pay As You Earn (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 for monthly earnings and employment estimates](#) 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 September 2023 indicate that there were 30.1 million payrolled employees (Figure 1), a rise of 1.2% compared with the same period of the previous year. This is a rise of 369,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees stayed the same in September 2023, with a decrease of 11,000 people.

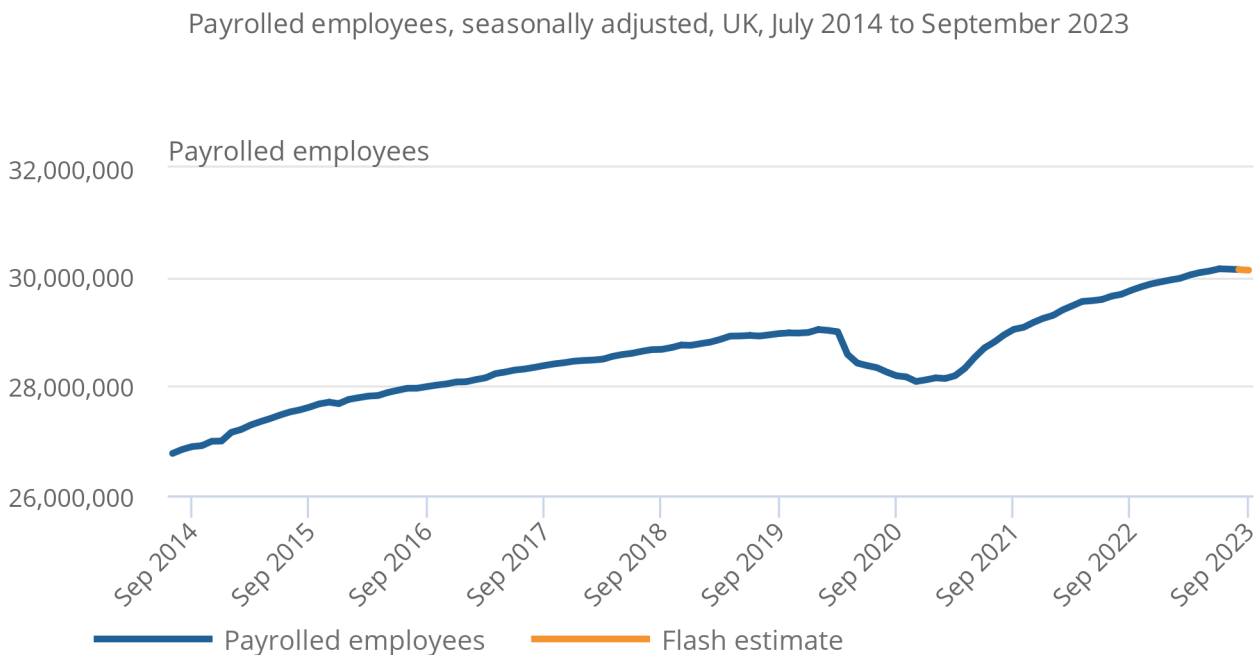
Note, this monthly change of 11,000 should be treated as provisional, because it is based on an early estimate of September 2023 employees. More information on revisions can be found in Section 11: Strengths and limitations.

When comparing the number of payrolled employees in August 2023 with the previous month, the number showed no change at 0%. This is no change from the earlier estimate reported in our previous bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: September 2023](#).

Figure 1: The number of employees declined between February and November 2020, but is now above pre-coronavirus (COVID-19) trends

Payrolled employees, seasonally adjusted, UK, July 2014 to September 2023

Figure 1: The number of employees declined between February and November 2020, but is now above pre-coronavirus (COVID-19) trends



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

Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The August 2023 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, coinciding with the coronavirus (COVID-19) pandemic, becoming negative in April 2020.

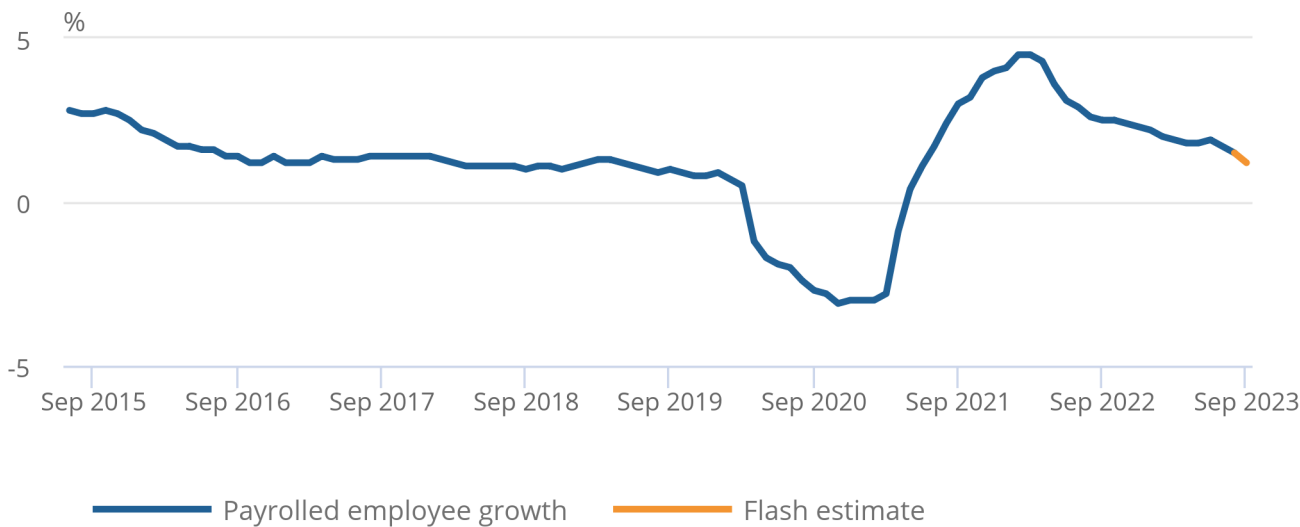
At the start of 2021, growth rates began to recover, and remained high as the labour market continued to recover from the effects of the pandemic. From April 2022 the annual growth rate has been falling. Through 2022 this fall would have been partially caused by the comparison against the increase in employee numbers from March 2021, which levelled off as we no longer compared against this higher baseline. However, since then, growth rates have continued to fall.

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 September 2023

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Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to September 2023



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

Notes:

1. The latest period, highlighted by the lighter coloured line (orange) is based on early data and therefore is more likely to be subject to slightly more significant revisions.

1. The August 2023 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

3 . Median monthly pay

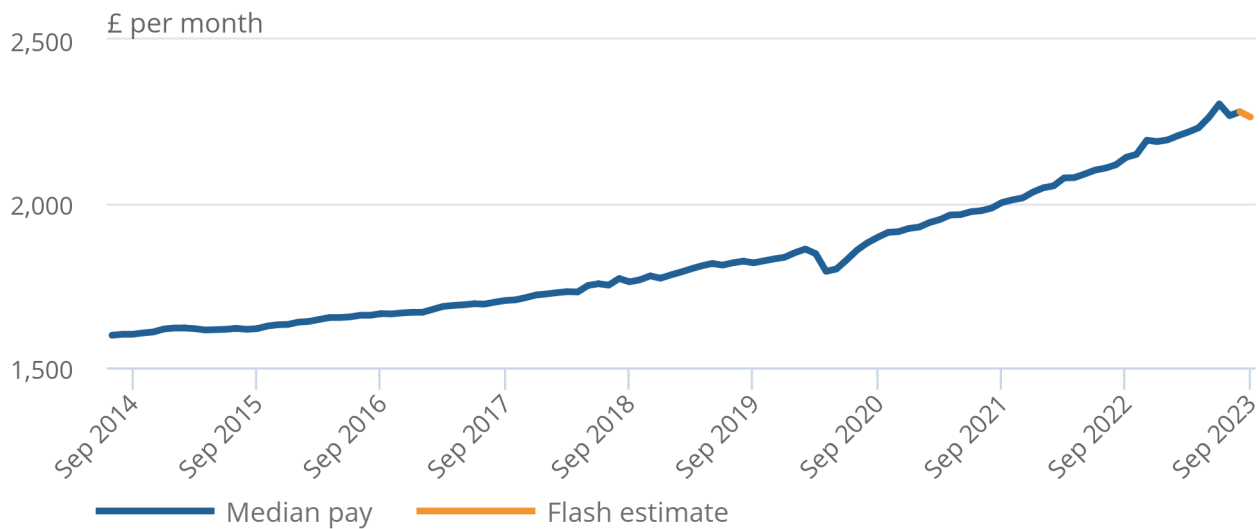
Early estimates for September 2023 indicate that median monthly pay was £2,264, an increase of 5.7% compared with the same period of the previous year.

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 September 2023

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 September 2023



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

Notes:

1. The latest period, highlighted by the lighter coloured line (orange) is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The August 2023 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 it became negative. This coincided with the coronavirus (COVID-19) pandemic and related economic and policy responses. From June 2020 median pay growth became positive again.

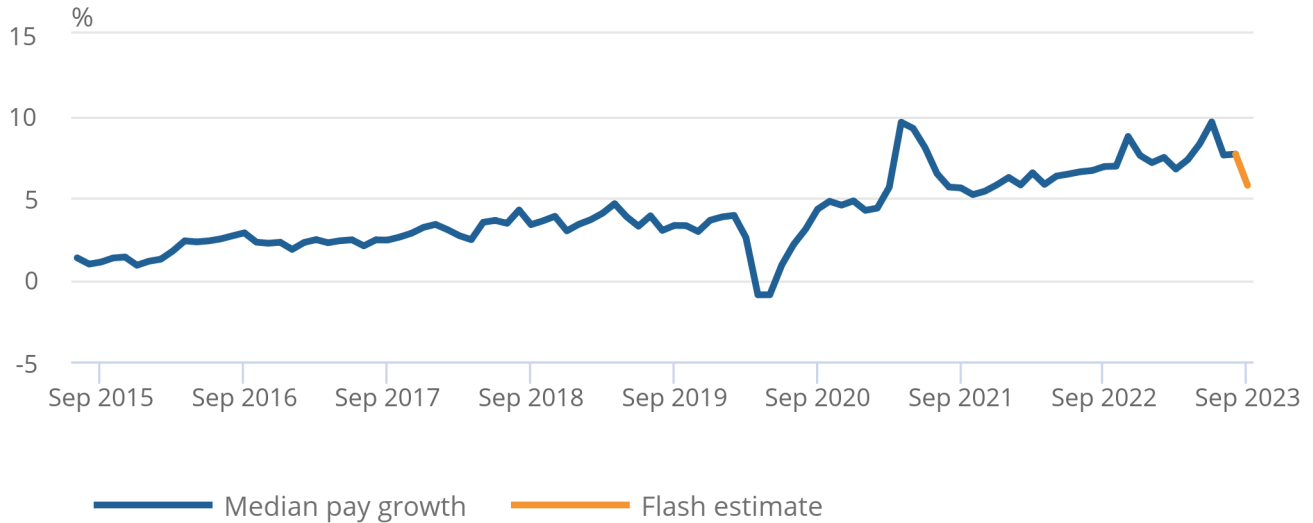
Through 2022 the growth rate of median pay continued to increase in line with pre-pandemic trends. Since the start of 2023 this trend has continued, but with more volatility caused by some months showing much higher growth rates.

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 September 2023

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 September 2023



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

Notes:

1. The latest period, highlighted by the lighter coloured line (orange) is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The August 2023 figure is not a flash estimate of median pay growth, this is included purely for graphing purposes.

4 . Pay distribution

In the three months to August 2023, the 10th percentile of the monthly pay distribution was £751, the 90th percentile was £5,423 and the 99th percentile was £15,047 (Figure 5). This means that:

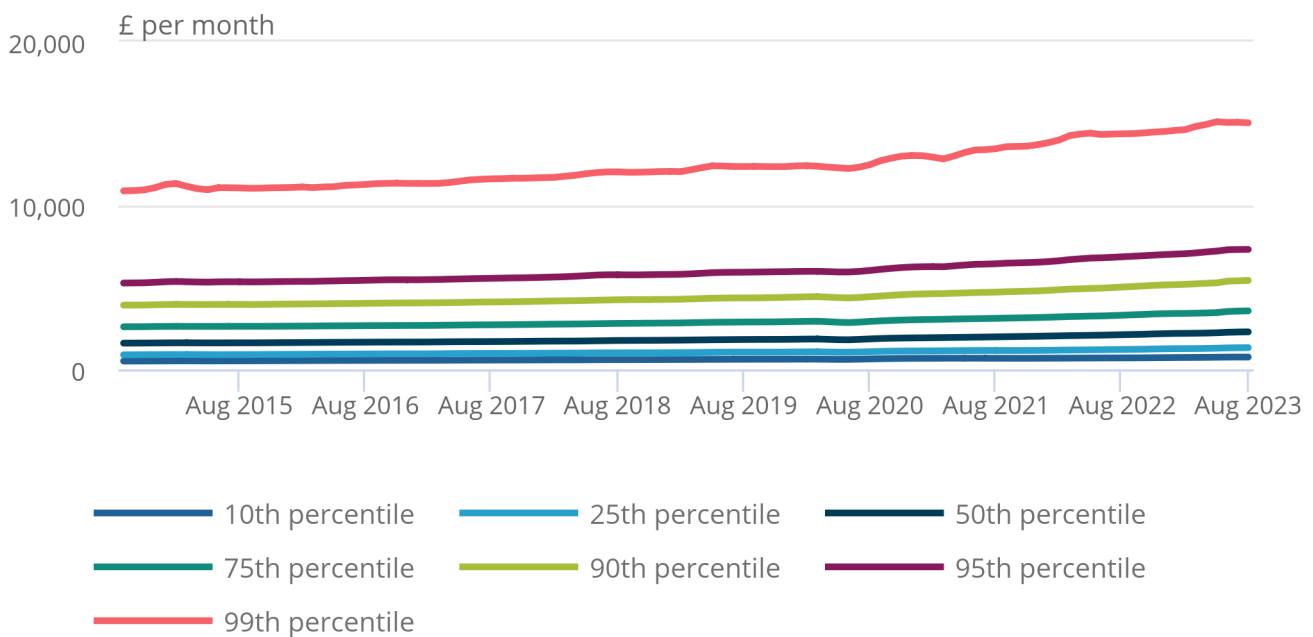
- 10% of payrolled employees earned equal to or less than £751 per month
- 90% of payrolled employees earned equal to or less than £5,423 per month
- 99% of payrolled employees earned equal to or less than £15,047 per month

Figure 5: 10% of employees earn less than £751 per month and 90% earn less than £5,423 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to August 2023

Figure 5: 10% of employees earn less than £751 per month and 90% earn less than £5,423 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to August 2023



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

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 September 2023, and cover Nomenclature of Territorial Units for Statistics (NUTS): NUTS1, NUTS2 and NUTS3 regions. For further details, see our [International geographies web page](#).

Numbers of payrolled employees in the UK for the regions shown in Figure 6 ranged from 794,000 in Northern Ireland to 4,319,000 in London in September 2023.

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

Figure 6: Regional employee growth fell across the UK during 2020 and 2021, but subsequently recovered across all regions

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to September 2023

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

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. Employee numbers within NUTS1, NUTS2, and NUTS3 regions are available in our [accompanying datasets](#).

Over the course of the coronavirus pandemic, all regions' growth rates followed a similar pattern. Growth rapidly declined and became negative in April 2020, but from the middle of 2021 began to recover. As regions have caught up with their pre-coronavirus level, these high growth rates have started to fall back to rates seen historically before the pandemic.

Comparing September 2023 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from the highest being a 1.7% increase in Northern Ireland to the lowest being a 0.8% increase in Yorkshire and The Humber.

Examining NUTS3 regions, Camden and City of London experienced a decrease of 2.0% in payrolled employees in comparison with September 2022, and Luton experienced an increase of 3.8% (Figure 7).

Figure 7: Growth in payrolled employees varies across the UK

Percentage change on same month in previous year, seasonally adjusted, UK, NUTS3 level, September 2023

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

Median pay across the NUTS3 regions of the UK in September 2023 ranged from £1,923 in Leicester and Torbay to £3,501 in Wandsworth (Figure 8).

Inner London generally differs from Outer London, with median pay ranging from £2,252 in Enfield to £3,501 in Wandsworth. Median pay in September 2023 for London as a whole was £2,706.

Figure 8: Median pay varies across the UK

Median pay, seasonally adjusted, UK, NUTS3 level, September 2023

Notes:

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

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 most recent [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 our [accompanying datasets](#).

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.

When comparing early estimates for September 2023 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 1.1% in administrative and support services to positive 4.4% in health and social work.

Figure 9: Employee growth has been very different across sectors

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to September 2023

Notes:

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

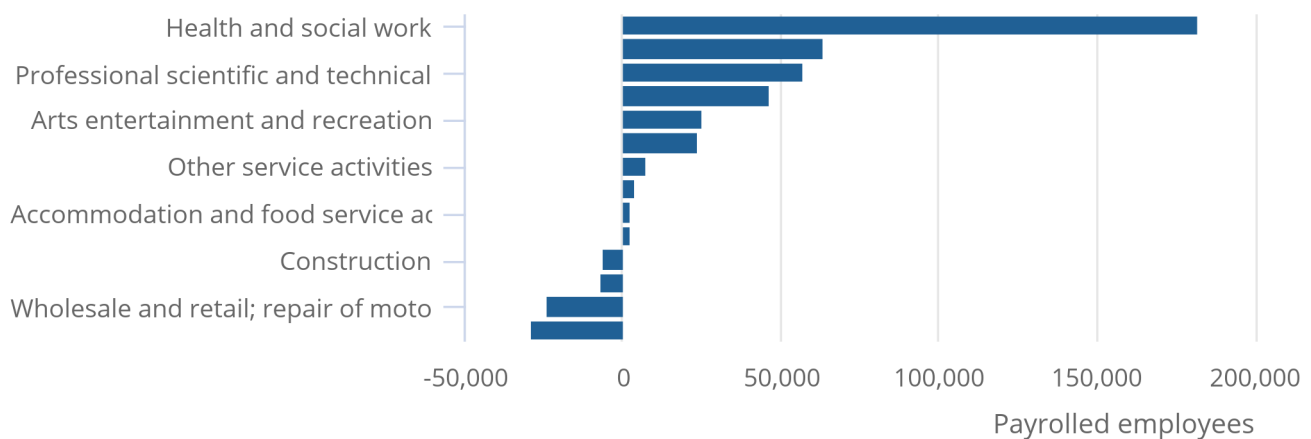
The increase in payrolled employees between September 2022 and September 2023 was largest in the health and social work sector (a rise of 182,000 employees) and smallest in the administrative and support services sector (a fall of 29,000 employees).

Figure 10: The health and social work sector has seen the greatest increase in payrolled employees since September 2022

Payrolled employees, absolute change on September 2022, seasonally adjusted, UK, September 2023

Figure 10: The health and social work sector has seen the greatest increase in payrolled employees since September 2022

Payrolled employees, absolute change on September 2022, seasonally adjusted, UK, September 2023



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

Notes:

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

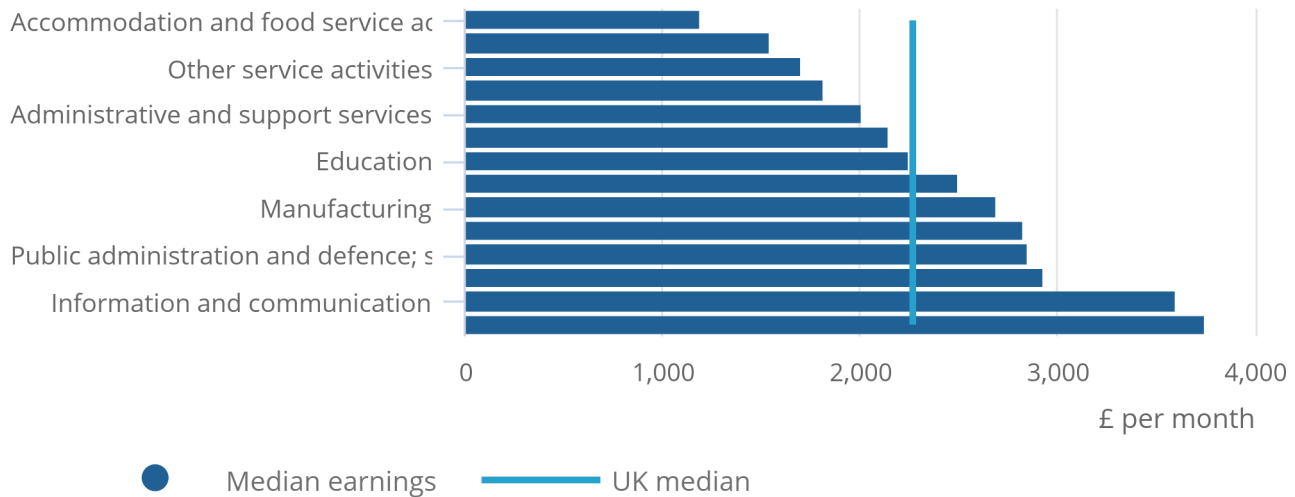
Median pay in September 2023 across the highlighted sectors ranged from £1,192 in the accommodation and food service activities sector to £3,753 in finance and insurance (Figure 11).

Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, September 2023

Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, September 2023



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

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 transportation and storage sector, at positive 13.5% (Figure 12), and slowest in the health and social work sector, at negative 0.3%.

From June 2023 NHS workers started to receive a pay rise following an agreed pay offer from the government to eligible workers on the Agenda for Change contract. As well as a consolidated pay rise of 5%, this also included a pay rise backdated to April.

The pay offer for 2022 was paid to most NHS workers in September 2022, which also included lump-sum payments backdated to April 2022. While recent estimates of pay growth in the health and social work sector have included the effects of the pay offers for both 2022 and 2023, inflating the annual growth rate, the growth figures for September 2023 show only the effects of the 2023 pay offer. The growth rates for September 2023 are also comparing against the period in September 2022 in which monthly payments were higher because of the backdated pay, therefore deflating the growth rate for this month.

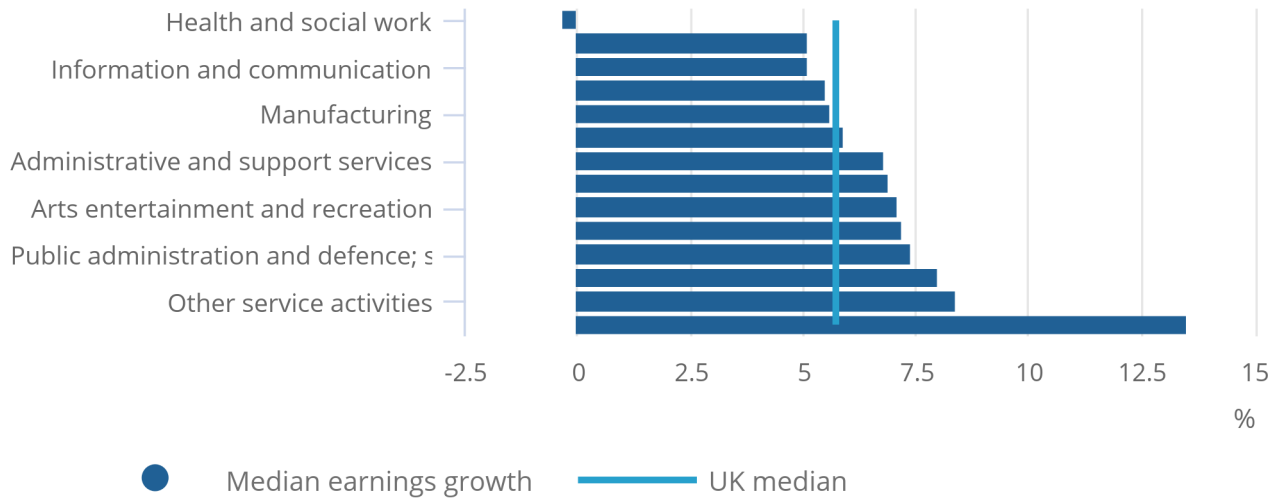
Estimates of mean pay for each sector are available in our [accompanying datasets](#).

Figure 12: Median pay increased most in the transportation and storage sector

Percentage change on same month in previous year, seasonally adjusted, UK, September 2023

Figure 12: Median pay increased most in the transportation and storage sector

Percentage change on same month in previous year, seasonally adjusted, UK, September 2023



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

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. Changes in growth rates are affected by changes in the base period (a year ago) as well as changes in the latest period.

7 . Age data

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

Of the 30.1 million payrolled employees in the UK in September 2023, 94.5% are aged 18 to 64 years.

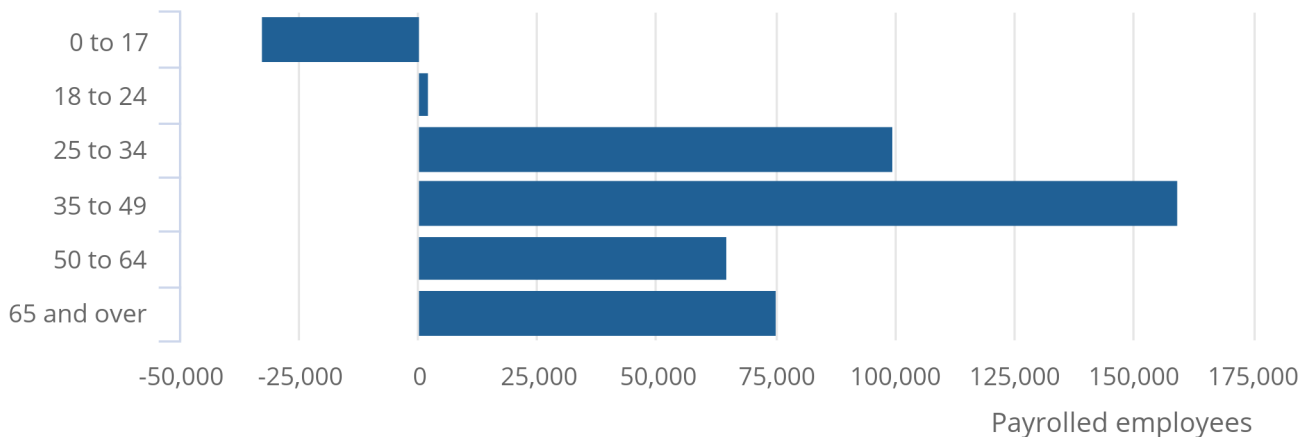
Between September 2022 and September 2023, there was a decrease of 30,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 35 to 49 years increased by 159,000.

Figure 13: The 35 to 49 years age group has seen the greatest increase in payrolled employees since September 2022

Payrolled employees, absolute change on September 2022, seasonally adjusted, UK, September 2023

Figure 13: The 35 to 49 years age group has seen the greatest increase in payrolled employees since September 2022

Payrolled employees, absolute change on September 2022, seasonally adjusted, UK, September 2023



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

Notes:

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

Since 2019, the number of payrolled employees aged 65 years and over has increased at a faster rate than the UK as a whole, with employee growth peaking at 10.8% in January 2020 (Figure 14). This higher growth coincides with the [phased increase in State Pension age](#) between March 2019 and September 2020, for men and women aged 65 to 66 years. While growth rates fell in this age group during 2020, coinciding with the coronavirus (COVID-19) pandemic, they have now returned to above the UK average.

Conversely, growth in payrolled employees aged under 25 years has undergone long-term decline since 2017. These age groups saw large declines in growth rates during 2020, much steeper than those seen in the UK as a whole. Both groups have since seen positive growth rates, with employee growth peaking in those aged under 18 years at 74.9% in March 2022. However, this growth has declined in recent months.

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 September 2023

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](#)

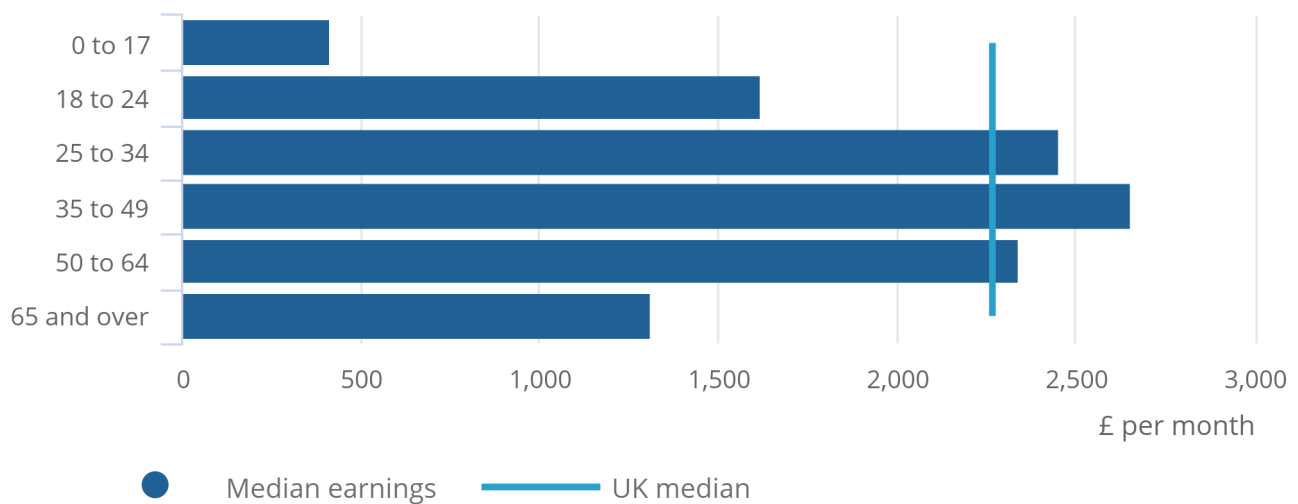
Median pay in September 2023 ranged from £412 for those aged under 18 years to £2,655 for those aged 35 to 49 years (Figure 15). Overall, median pay is higher in the central age bands, of those studied.

Figure 15: Median pay varies by age

Median pay, seasonally adjusted, UK, September 2023

Figure 15: Median pay varies by age

Median pay, seasonally adjusted, UK, September 2023



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

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 17 October 2023

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 17 October 2023

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 17 October 2023

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. See current and previous rates for the NMW and NLW on [the government website](#).

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. It was introduced in 1944 and is now the way most employees pay Income Tax in the UK. This publication relates to employees only and not pensioners.

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 September 2023 and are seasonally adjusted.

Upcoming changes

Following the UK's withdrawal from the EU, a replacement to the Eurostat geographical classification NUTS regions has been created. The UK-managed classification of International Territorial Levels (ITLs) will replace the NUTS classification in future publications.

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

Methodology

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

11 . Strengths and limitations

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 to official statistics by HMRC, can be found on the [HMRC statistics: pre-release access list web page](#).

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 how we can 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.

Industry Sector Classifications

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 most recent Inter-Departmental Business Register (IDBR) and data from Companies House for each Pay As You Earn (PAYE) enterprise.

Large enterprises that cover multiple SIC codes are classified into a single SIC code based on the relative number of employees in each SIC code. Changes to the proportion of employees across SIC codes in large enterprises can result in the enterprise being reclassified to a different SIC code. As we link to the most recent quarterly version of the IDBR at the enterprise level, where an employer has been reclassified into a different SIC code, the most recent code is applied across the whole of the time series that is updated monthly.

This means that sector-level time series represent the current employers classified in each sector and are less likely to be distorted by employers being reclassified at the enterprise level because of small changes at the lower unit level. However, it also means that these time series may be revised between publications and, in the historical sections of the time series, employers are classified in sectors in which they were not classified at that point in time.

Imputation and revisions

RTI data used in this release are extracted in the weeks following the end of the latest reference month. For some individuals this means payments relating to work done in recent reference months are yet to be received. Rather than wait until all payment returns have been received, we produce timelier measures by imputing the values for missing returns.

For the latest reference month around 15% of the data are imputed. We refer to this as the "flash" or "early" estimate in the bulletin, as this figure is the most subject to revision as payment returns are received and the imputed payments replaced with actual data.

From our July 2022 publication, two changes were made to the imputation model. A seasonal factor was incorporated into the imputation model. The model was also made more responsive to recent changes to the labour market that would affect the likelihood of a payment existing. The latter change in particular should reduce the scale of revisions seen to the "flash" estimate, but cannot eliminate revisions completely.

Earlier months also contain some imputed data. Some payment frequencies mean that we have not received the relevant payment data more than a month after the reference period. Also, in some circumstances, returns might be submitted late. Therefore, earlier months are also subject to revision, but these revisions are likely to be much smaller because the level of imputation is smaller. The proportion of imputed data for a reference month two months before data extraction is around 1% to 2% of the data.

For the majority of months, post-flash revisions will occur in small amounts gradually each month as more submissions are received. However, all RTI submissions must be received before the end of the tax year. Therefore, for months close to the end of the tax year these submissions and associated minor revisions that would have accumulated through the year instead need to be received all at once in the final submissions of the tax year. The months of January and February will be most affected by this and see sharper non-flash revisions at the end of the tax year if the imputed submissions are not received by that point. From July 2022, changes were incorporated into the imputation model to try to control for these seasonal differences, as well as other seasonal factors that might affect whether submissions are received through different points of the year.

The seasonal adjustment model will also update each month as the model is refined on the latest data available. These adjustments will appear as revisions in the seasonally adjusted data, and in the supporting seasonally adjusted revisions triangle.

Starting with the December 2020 publication, we introduced a new revisions policy. For each publication, we incorporate new input data only for the current tax year and the previous tax year. Revisions to estimates can potentially be made for up to the last two years as data can continue to be received, though updates to data outside of the most recent tax year are minimal.

Changes to the seasonally adjusted data also occur earlier than this limit, as the seasonal adjustment model is refined. The benefit of introducing this revisions policy is that we can use the processing time saved to produce and publish more detailed breakdowns. We capture any new input data referencing earlier years by incorporating data for the whole time series once a year.

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 datasets are released alongside this bulletin.

The model for seasonal adjustment is reviewed annually, with new models being applied where possible. The last update to the model has been delayed and is still currently being reviewed.

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 our [New methods for monthly earnings and employment estimates from Pay As You Earn Real Time Information \(PAYE RTI\) data: December 2019 methodology](#).

The strengths and weaknesses of these sources and other labour market data sources are 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: September 2023](#)

Bulletin | Released 12 September 2023

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

[Employment in the UK: September 2023](#)

Bulletin | Released 12 September 2023

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

[Labour market in the regions of the UK: September 2023](#)

Bulletin | Released 12 September 2023

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

[Average weekly earnings in Great Britain: October 2023](#)

Bulletin | Released 17 October 2023

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

[Vacancies and jobs in the UK: October 2023](#)

Bulletin | Released 17 October 2023

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

13 . Cite this statistical bulletin

Office for National Statistics (ONS) and HM Revenue and Customs (HMRC), released 17 October 2023, ONS website, statistical bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: October 2023](#).

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

Period	Payrolled employees
	UK, all industries, seasonally adjusted
	Payrolled employees
September 2014	26,892,648
September 2015	27,614,367
September 2016	27,991,106
September 2017	28,377,114
September 2018	28,673,109
September 2019	28,962,494
September 2020	28,189,532
September 2021	29,039,895
September 2022	29,754,331
October 2022	29,816,620
November 2022	29,870,231
December 2022	29,907,742
January 2023	29,943,477
February 2023	29,974,191
March 2023	30,035,528
April 2023	30,078,594
May 2023	30,107,023
June 2023	30,147,376
July 2023	30,142,305
August 2023	30,133,945
September 2023	30,122,877
Change on year	368,546
Change %	1.2

Source: PAYE RTI

1. Figures for Sep 2023 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
September 2014	1,601
September 2015	1,618
September 2016	1,664
September 2017	1,704
September 2018	1,761
September 2019	1,819
September 2020	1,897
September 2021	2,003
September 2022	2,141
October 2022	2,150
November 2022	2,193
December 2022	2,189
January 2023	2,194
February 2023	2,207
March 2023	2,218
April 2023	2,231
May 2023	2,263
June 2023	2,304
July 2023	2,268
August 2023	2,280
September 2023	2,264
Change on year	123
Change %	5.7

Source: PAYE RTI

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MEAN PAY

3 Mean monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
	Mean pay
August 2014	2,196
August 2015	2,227
August 2016	2,269
August 2017	2,335
August 2018	2,429
August 2019	2,486
August 2020	2,567
August 2021	2,724
August 2022	2,881
September 2022	2,901
October 2022	2,918
November 2022	2,971
December 2022	2,963
January 2023	2,971
February 2023	3,010
March 2023	3,065
April 2023	3,013
May 2023	3,058
June 2023	3,127
July 2023	3,058
August 2023	3,065
Change on year	184
Change %	6.4

Source: PAYE RTI

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AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
Period	Aggregate pay
August 2014	58,938,972,611
August 2015	61,391,737,459
August 2016	63,433,431,476
August 2017	66,174,095,871
August 2018	69,634,561,911
August 2019	71,942,990,540
August 2020	72,547,045,539
August 2021	78,813,758,113
August 2022	85,515,683,076
September 2022	86,310,418,219
October 2022	87,015,588,148
November 2022	88,749,123,389
December 2022	88,614,184,536
January 2023	88,972,268,696
February 2023	90,215,348,532
March 2023	92,044,953,870
April 2023	90,628,816,208
May 2023	92,055,032,746
June 2023	94,280,881,868
July 2023	92,187,895,412
August 2023	92,363,237,879
Change on year	6,847,554,803
Change %	8

Source: PAYE RTI

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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	
August 2015	519	901	1,618	2,624	3,964	5,344	11,074	
August 2016	546	937	1,658	2,667	4,027	5,435	11,287	
August 2017	566	970	1,696	2,719	4,111	5,557	11,629	
August 2018	593	1,009	1,761	2,804	4,247	5,774	12,052	
August 2019	616	1,051	1,821	2,888	4,362	5,928	12,381	
August 2020	634	1,075	1,858	2,924	4,433	6,036	12,491	
August 2021	677	1,152	1,983	3,114	4,711	6,445	13,468	
August 2022	698	1,212	2,114	3,302	5,021	6,870	14,376	
September 2022	700	1,220	2,128	3,328	5,056	6,901	14,387	
October 2022	703	1,226	2,140	3,350	5,089	6,933	14,430	
November 2022	710	1,242	2,163	3,382	5,124	6,971	14,482	
December 2022	715	1,253	2,178	3,398	5,150	7,003	14,517	
January 2023	721	1,262	2,192	3,411	5,170	7,033	14,584	
February 2023	725	1,264	2,196	3,413	5,189	7,056	14,629	
March 2023	728	1,269	2,204	3,426	5,220	7,106	14,826	
April 2023	733	1,278	2,214	3,441	5,251	7,166	14,948	
May 2023	740	1,292	2,232	3,461	5,278	7,216	15,112	
June 2023	748	1,310	2,262	3,529	5,382	7,298	15,069	
July 2023	751	1,319	2,279	3,554	5,402	7,314	15,077	
August 2023	751	1,324	2,289	3,569	5,423	7,320	15,047	
Change on year	53	112	175	267	402	450	671	
Change %	7.6	9.2	8.3	8.1	8	6.6	4.7	

Source: PAYE RTI

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EMPLOYEE FLOWS

6 Inflows and outflows from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted	
	Inflows	Outflows
August 2017	677,728	647,687
August 2018	674,693	644,940
August 2019	658,640	636,989
August 2020	523,136	603,083
August 2021	698,592	567,442
August 2022	680,735	645,645
September 2022	695,369	623,453
October 2022	693,918	631,629
November 2022	686,910	633,299
December 2022	674,537	637,026
January 2023	681,927	646,192
February 2023	682,724	652,010
March 2023	695,745	634,408
April 2023	672,154	629,088
May 2023	666,982	638,553
June 2023	672,955	632,602
July 2023	642,975	648,046
August 2023	637,094	645,454
Change on year	-43,641	-191
Change %	-6.4	0

Source: PAYE RTI

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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
September 2014	1,034,140	2,926,424	2,160,386	1,966,016	2,308,560	2,562,244	3,701,521	3,807,076	2,252,572	1,189,788	2,306,999	676,921
September 2015	1,051,567	2,997,607	2,205,460	2,019,553	2,381,754	2,635,304	3,858,880	3,906,899	2,307,969	1,211,045	2,338,877	699,452
September 2016	1,056,381	3,033,842	2,234,069	2,051,726	2,418,372	2,684,007	3,929,517	3,959,987	2,344,165	1,224,762	2,346,377	707,904
September 2017	1,064,841	3,083,742	2,262,711	2,085,006	2,452,948	2,721,734	3,994,319	4,009,178	2,373,126	1,242,015	2,364,451	723,043
September 2018	1,068,590	3,121,849	2,287,298	2,109,161	2,478,049	2,750,857	4,049,566	4,048,357	2,395,328	1,253,909	2,372,089	738,056
September 2019	1,072,578	3,149,324	2,311,081	2,126,220	2,491,082	2,782,589	4,128,113	4,089,964	2,417,967	1,261,939	2,383,168	748,469
September 2020	1,052,797	3,086,567	2,258,489	2,078,190	2,426,760	2,713,883	3,956,990	3,978,165	2,354,892	1,233,002	2,311,135	738,662
September 2021	1,087,413	3,192,244	2,328,436	2,137,925	2,504,133	2,786,692	4,079,798	4,092,815	2,424,785	1,270,041	2,373,892	761,721
September 2022	1,109,293	3,252,516	2,376,026	2,179,704	2,562,749	2,843,481	4,254,778	4,194,999	2,474,669	1,299,963	2,425,586	780,567
October 2022	1,110,993	3,257,419	2,380,122	2,182,627	2,568,308	2,848,064	4,273,602	4,204,149	2,478,664	1,301,586	2,429,313	781,774
November 2022	1,113,000	3,264,690	2,383,336	2,187,275	2,572,885	2,852,612	4,283,944	4,210,838	2,483,241	1,302,463	2,433,001	782,946
December 2022	1,115,038	3,267,952	2,385,897	2,189,822	2,577,107	2,855,908	4,294,471	4,214,468	2,485,304	1,303,390	2,433,901	784,485
January 2023	1,115,004	3,271,536	2,387,709	2,191,221	2,579,525	2,860,358	4,306,694	4,220,587	2,488,580	1,303,257	2,434,698	784,307
February 2023	1,115,252	3,273,652	2,386,845	2,192,098	2,580,229	2,865,166	4,316,620	4,226,636	2,490,919	1,305,257	2,436,141	785,375
March 2023	1,117,902	3,279,190	2,390,185	2,196,267	2,584,783	2,872,567	4,327,775	4,234,513	2,494,756	1,308,799	2,439,603	789,188
April 2023	1,120,246	3,287,722	2,394,896	2,200,219	2,590,990	2,877,246	4,323,856	4,239,505	2,503,613	1,312,196	2,440,106	787,998
May 2023	1,121,096	3,291,522	2,396,926	2,203,107	2,596,145	2,879,511	4,325,708	4,246,723	2,503,415	1,314,370	2,440,016	788,483
June 2023	1,122,795	3,294,634	2,398,641	2,205,810	2,599,976	2,883,997	4,330,955	4,253,395	2,507,357	1,315,995	2,444,684	789,137
July 2023	1,122,255	3,292,417	2,398,589	2,203,985	2,600,787	2,884,863	4,327,457	4,255,137	2,506,148	1,314,692	2,446,089	789,887
August 2023	1,120,905	3,291,174	2,396,085	2,202,868	2,600,135	2,884,911	4,324,371	4,255,810	2,507,018	1,312,620	2,446,459	791,591
September 2023	1,120,658	3,289,978	2,394,741	2,201,568	2,600,397	2,883,499	4,318,953	4,255,597	2,507,534	1,311,302	2,444,981	793,669
Change on year	11,365	37,462	18,715	21,864	37,648	40,018	64,175	60,598	32,865	11,339	19,395	13,102
Change %	1	1.2	0.8	1	1.5	1.4	1.5	1.4	1.3	0.9	0.8	1.7

Source: PAYE RTI

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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	London	South East	South West	Wales	Scotland	Northern Ireland
September 2014	1,526	1,513	1,497	1,511	1,520	1,643	1,928	1,717	1,497	1,499	1,648	1,488
September 2015	1,535	1,527	1,516	1,526	1,532	1,659	1,951	1,739	1,523	1,516	1,658	1,494
September 2016	1,568	1,571	1,550	1,567	1,581	1,699	2,012	1,783	1,561	1,555	1,695	1,527
September 2017	1,605	1,613	1,589	1,613	1,625	1,755	2,063	1,832	1,608	1,600	1,739	1,563
September 2018	1,660	1,671	1,641	1,668	1,674	1,815	2,130	1,890	1,665	1,646	1,778	1,620
September 2019	1,705	1,725	1,688	1,718	1,724	1,871	2,198	1,950	1,717	1,703	1,856	1,685
September 2020	1,779	1,804	1,767	1,798	1,799	1,956	2,284	2,027	1,802	1,802	1,930	1,768
September 2021	1,860	1,896	1,858	1,900	1,892	2,072	2,428	2,144	1,903	1,877	2,023	1,849
September 2022	2,008	2,036	1,997	2,034	2,028	2,211	2,592	2,295	2,042	2,013	2,142	1,965
October 2022	2,015	2,038	2,002	2,041	2,027	2,218	2,592	2,300	2,047	2,024	2,162	1,980
November 2022	2,070	2,086	2,041	2,077	2,083	2,256	2,626	2,325	2,096	2,092	2,232	2,006
December 2022	2,050	2,075	2,036	2,073	2,060	2,255	2,635	2,340	2,085	2,063	2,205	2,012
January 2023	2,048	2,078	2,036	2,074	2,070	2,258	2,645	2,339	2,085	2,053	2,222	2,035
February 2023	2,056	2,082	2,049	2,083	2,078	2,271	2,651	2,349	2,099	2,075	2,253	2,051
March 2023	2,068	2,094	2,052	2,092	2,089	2,285	2,658	2,367	2,118	2,097	2,250	2,115
April 2023	2,088	2,110	2,079	2,115	2,111	2,292	2,663	2,366	2,127	2,107	2,277	2,056
May 2023	2,119	2,148	2,109	2,142	2,136	2,333	2,701	2,412	2,166	2,131	2,281	2,081
June 2023	2,179	2,194	2,157	2,193	2,184	2,372	2,738	2,458	2,210	2,168	2,297	2,100
July 2023	2,128	2,161	2,117	2,159	2,149	2,332	2,719	2,412	2,157	2,167	2,295	2,089
August 2023	2,135	2,164	2,118	2,166	2,156	2,342	2,719	2,427	2,174	2,148	2,306	2,096
September 2023	2,117	2,156	2,095	2,147	2,148	2,330	2,706	2,411	2,162	2,132	2,318	2,097
Change on year	109	120	98	113	120	119	114	116	120	119	176	132
Change %	5.4	5.9	4.9	5.6	5.9	5.4	4.4	5.1	5.9	5.9	8.2	6.7

Source: PAYE RTI

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

Period	Payrolled employees			
	September 2022	September 2023	UK, all industries, seasonally adjusted	
			Change on year	Change %
Tees Valley and Durham	497,778	502,181	4,403	0.9
Northumberland and Tyne and Wear	611,515	618,477	6,962	1.1
Cumbria	221,005	223,695	2,690	1.2
Greater Manchester	1,264,670	1,281,317	16,647	1.3
Lancashire	652,436	658,781	6,345	1
Cheshire	443,897	449,662	5,765	1.3
Merseyside	670,508	676,523	6,015	0.9
East Yorkshire and Northern Lincolnshire	408,877	411,586	2,709	0.7
North Yorkshire	362,486	364,871	2,385	0.7
South Yorkshire	594,177	597,546	3,369	0.6
West Yorkshire	1,010,485	1,020,737	10,252	1
Derbyshire and Nottinghamshire	970,937	980,452	9,515	1
Leicestershire, Rutland and Northamptonshire	878,061	887,562	9,501	1.1
Lincolnshire	330,706	333,554	2,848	0.9
Herefordshire, Worcestershire and Warwickshire	626,658	633,575	6,917	1.1
Shropshire and Staffordshire	719,800	729,230	9,430	1.3
West Midlands (county)	1,216,291	1,237,592	21,301	1.8
East Anglia	1,126,503	1,139,577	13,074	1.2
Bedfordshire and Hertfordshire	888,849	903,530	14,681	1.7
Essex	828,129	840,393	12,264	1.5
Inner London - West	546,570	542,698	-3,872	-0.7
Inner London - East	1,209,616	1,222,674	13,058	1.1
Outer London - East and North East	880,558	901,254	20,696	2.4
Outer London - South	615,205	625,709	10,504	1.7
Outer London - West and North West	1,002,829	1,026,618	23,789	2.4
Berkshire, Buckinghamshire and Oxfordshire	1,201,351	1,221,492	20,141	1.7
Surrey, East and West Sussex	1,287,346	1,305,304	17,958	1.4
Hampshire and Isle of Wight	899,817	911,472	11,655	1.3
Kent	806,485	817,330	10,845	1.3
Gloucestershire, Wiltshire and Bristol/Bath area	1,180,251	1,196,119	15,868	1.3
Dorset and Somerset	568,379	576,169	7,790	1.4
Cornwall and Isles of Scilly	227,283	229,639	2,356	1
Devon	498,757	505,607	6,850	1.4
West Wales and The Valleys	790,729	797,339	6,610	0.8
East Wales	509,234	513,962	4,728	0.9
North Eastern Scotland	227,767	229,700	1,933	0.8
Highlands and Islands	204,741	206,497	1,756	0.9
Eastern Scotland	902,926	913,760	10,834	1.2
West Central Scotland	685,297	688,072	2,775	0.4
Southern Scotland	404,855	406,951	2,096	0.5
Northern Ireland	780,567	793,669	13,102	1.7

Source: PAYE RTI

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REGIONAL MEDIAN PAY (NUTS2)

10 Regional median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	September 2022	September 2023	Change on year	Change %
Tees Valley and Durham	1,997	2,110	113	5.7
Northumberland and Tyne and Wear	2,017	2,127	110	5.5
Cumbria	2,008	2,132	124	6.2
Greater Manchester	2,041	2,158	117	5.7
Lancashire	1,953	2,077	124	6.3
Cheshire	2,147	2,267	120	5.6
Merseyside	2,050	2,170	120	5.9
East Yorkshire and Northern Lincolnshire	1,964	2,068	104	5.3
North Yorkshire	2,020	2,107	87	4.3
South Yorkshire	1,990	2,098	108	5.4
West Yorkshire	2,025	2,127	102	5
Derbyshire and Nottinghamshire	2,032	2,137	105	5.2
Leicestershire, Rutland and Northamptonshire	2,065	2,178	113	5.5
Lincolnshire	1,960	2,090	130	6.6
Herefordshire, Worcestershire and Warwickshire	2,128	2,257	129	6.1
Shropshire and Staffordshire	2,024	2,145	121	6
West Midlands (county)	1,981	2,101	120	6.1
East Anglia	2,098	2,209	111	5.3
Bedfordshire and Hertfordshire	2,363	2,479	116	4.9
Essex	2,260	2,378	118	5.2
Inner London - West	3,207	3,362	155	4.8
Inner London - East	2,655	2,776	121	4.6
Outer London - East and North East	2,368	2,482	114	4.8
Outer London - South	2,648	2,756	108	4.1
Outer London - West and North West	2,418	2,524	106	4.4
Berkshire, Buckinghamshire and Oxfordshire	2,452	2,552	100	4.1
Surrey, East and West Sussex	2,298	2,418	120	5.2
Hampshire and Isle of Wight	2,189	2,308	119	5.4
Kent	2,193	2,319	126	5.7
Gloucestershire, Wiltshire and Bristol/Bath area	2,166	2,284	118	5.4
Dorset and Somerset	1,994	2,107	113	5.7
Cornwall and Isles of Scilly	1,847	1,973	126	6.8
Devon	1,931	2,053	122	6.3
West Wales and The Valleys	1,976	2,101	125	6.3
East Wales	2,076	2,190	114	5.5
North Eastern Scotland	2,260	2,444	184	8.1
Highlands and Islands	2,042	2,216	174	8.5
Eastern Scotland	2,155	2,328	173	8
West Central Scotland	2,154	2,325	171	7.9
Southern Scotland	2,088	2,262	174	8.3
Northern Ireland	1,965	2,097	132	6.7

Source: PAYE RTI

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INDUSTRY PAYROLLED EMPLOYEES

11 Industry payrolled employees from PAYE RTI

Period	Payrolled employees			
	September 2022	September 2023	UK, all industries, seasonally adjusted	
			Change on year	Change %
Agriculture, forestry and fishing	191,782	190,916	-866	-0.5
Mining and quarrying	51,706	52,792	1,086	2.1
Manufacturing	2,356,369	2,349,962	-6,407	-0.3
Energy production and supply	104,156	113,354	9,198	8.8
Water supply, sewerage and waste	185,125	190,282	5,157	2.8
Construction	1,313,202	1,307,059	-6,143	-0.5
Wholesale and retail; repair of motor vehicles	4,384,842	4,360,832	-24,010	-0.5
Transportation and storage	1,365,310	1,369,007	3,697	0.3
Accommodation and food service activities	2,147,991	2,150,511	2,520	0.1
Information and communication	1,318,877	1,321,112	2,235	0.2
Finance and insurance	1,064,375	1,111,246	46,871	4.4
Real estate	443,958	450,210	6,252	1.4
Professional, scientific and technical	2,369,340	2,426,648	57,308	2.4
Administrative and support services	2,504,328	2,475,706	-28,622	-1.1
Public administration and defence; social security	1,442,076	1,465,972	23,896	1.7
Education	3,163,532	3,227,369	63,837	2
Health and social work	4,105,771	4,287,747	181,976	4.4
Arts, entertainment and recreation	596,040	621,264	25,224	4.2
Other service activities	532,903	540,504	7,601	1.4
Households and Extraterritorial	112,649	110,385	-2,264	-2

Source: PAYE RTI

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INDUSTRY MEDIAN PAY

12 Industry median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	September 2022	September 2023	Change on year	Change %
Agriculture, forestry and fishing	1,895	2,050	155	8.2
Mining and quarrying	4,244	4,481	237	5.6
Manufacturing	2,550	2,694	144	5.6
Energy production and supply	3,823	4,055	232	6.1
Water supply, sewerage and waste	2,732	2,885	153	5.6
Construction	2,377	2,499	122	5.1
Wholesale and retail; repair of motor vehicles	1,684	1,818	134	8
Transportation and storage	2,496	2,833	337	13.5
Accommodation and food service activities	1,112	1,192	80	7.2
Information and communication	3,426	3,602	176	5.1
Finance and insurance	3,559	3,753	194	5.5
Real estate	2,209	2,333	124	5.6
Professional, scientific and technical	2,766	2,928	162	5.9
Administrative and support services	1,885	2,013	128	6.8
Public administration and defence; social security	2,657	2,854	197	7.4
Education	2,103	2,249	146	6.9
Health and social work	2,159	2,152	-7	-0.3
Arts, entertainment and recreation	1,440	1,542	102	7.1
Other service activities	1,576	1,709	133	8.4
Households and Extraterritorial	1,058	1,112	54	5.1

Source: PAYE RTI

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PAYROLLED EMPLOYEES BY AGE

13 Payrolled employees by age from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted					
	0 to 17	18 to 24	25 to 34	35 to 49	50 to 64	65 and over
September 2014	408,098	3,502,310	6,382,915	9,170,333	6,608,963	820,030
September 2015	433,312	3,608,319	6,578,933	9,297,709	6,861,271	834,824
September 2016	440,585	3,607,791	6,692,960	9,337,211	7,064,404	848,156
September 2017	440,916	3,591,126	6,780,977	9,388,018	7,305,245	870,833
September 2018	438,695	3,574,190	6,826,006	9,421,021	7,518,161	895,036
September 2019	432,998	3,516,258	6,873,695	9,457,865	7,705,530	976,148
September 2020	297,673	3,177,349	6,673,761	9,330,629	7,724,079	986,041
September 2021	462,906	3,419,804	6,774,947	9,453,624	7,903,814	1,024,800
September 2022	530,797	3,484,361	6,950,296	9,657,773	8,056,693	1,074,409
October 2022	526,487	3,488,059	6,967,742	9,680,421	8,070,672	1,083,240
November 2022	525,027	3,486,858	6,979,770	9,697,427	8,085,258	1,095,890
December 2022	523,630	3,483,484	6,988,288	9,712,371	8,098,812	1,101,157
January 2023	524,698	3,480,238	6,999,011	9,729,819	8,103,200	1,106,511
February 2023	526,423	3,482,734	7,004,329	9,739,932	8,107,607	1,113,166
March 2023	531,854	3,487,535	7,017,825	9,762,516	8,114,515	1,121,283
April 2023	528,614	3,499,303	7,027,524	9,776,829	8,120,311	1,126,011
May 2023	523,952	3,496,982	7,036,150	9,789,201	8,128,255	1,132,482
June 2023	519,268	3,493,882	7,047,877	9,808,698	8,138,811	1,138,840
July 2023	511,900	3,480,761	7,051,587	9,818,285	8,138,806	1,140,967
August 2023	502,352	3,468,389	7,055,756	9,824,665	8,137,531	1,145,252
September 2023	498,257	3,486,813	7,049,751	9,817,153	8,121,411	1,149,492
Change on year	-32,540	2,452	99,455	159,380	64,718	75,083
Change %	-6.1	0.1	1.4	1.7	0.8	7

Source: PAYE RTI

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MEDIAN PAY BY AGE

14 Median monthly pay by age from PAYE RTI

Period	UK, all industries, seasonally adjusted					
	0 to 17	18 to 24	25 to 34	35 to 49	50 to 64	65 and over
September 2014	269	1,083	1,732	1,908	1,722	724
September 2015	288	1,124	1,757	1,925	1,735	753
September 2016	297	1,174	1,802	1,963	1,765	788
September 2017	304	1,218	1,860	2,013	1,795	816
September 2018	313	1,264	1,929	2,070	1,835	860
September 2019	322	1,314	1,996	2,127	1,887	952
September 2020	367	1,353	2,050	2,203	1,956	1,046
September 2021	400	1,415	2,178	2,363	2,070	1,121
September 2022	410	1,524	2,343	2,533	2,210	1,221
October 2022	412	1,533	2,351	2,526	2,197	1,215
November 2022	413	1,548	2,377	2,579	2,274	1,253
December 2022	415	1,555	2,384	2,563	2,246	1,251
January 2023	410	1,561	2,389	2,560	2,238	1,252
February 2023	411	1,573	2,398	2,571	2,251	1,263
March 2023	409	1,582	2,415	2,590	2,265	1,265
April 2023	411	1,591	2,422	2,608	2,283	1,275
May 2023	415	1,610	2,456	2,635	2,314	1,301
June 2023	411	1,616	2,514	2,708	2,377	1,333
July 2023	410	1,618	2,460	2,644	2,331	1,310
August 2023	408	1,629	2,470	2,651	2,335	1,311
September 2023	412	1,619	2,454	2,655	2,339	1,314
Change on year	2	95	111	122	129	93
Change %	0.5	6.2	4.7	4.8	5.8	7.6

Source: PAYE RTI

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