

Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: November 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 October 2023 indicate that the number of payrolled employees rose by 1.3% compared with October 2022, a rise of 398,000 employees; the number of payrolled employees was up by 4.1% since February 2020, a rise of 1,190,000.
- This annual increase was largest in the health and social work sector, a rise of 221,000 employees.
- Payrolled employment increased by 33,000 employees (0.1%) in October 2023 when compared with September 2023; 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 September 2023 compared with August 2023 has been revised from a decrease of 11,000 reported in the last bulletin to an increase of 32,000, 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 October 2023 indicate that median monthly pay increased by 5.9% compared with October 2022, and increased by 22.3% when compared with February 2020.
- Annual growth in median pay in October 2023 was highest in the other service activities sector, with an increase of 8.2%, and lowest in the information and communication sector, with an increase of 3.8%.

About the data in this release

Early estimates for October 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. These estimates are formed using a [methodology for monthly earnings and employment estimates](#) designed to align with international guidelines for labour market statistics.

2 . Payrolled employees

Early estimates for October 2023 indicate that there were 30.2 million payrolled employees (Figure 1), a rise of 1.3% compared with the same period of the previous year. This is a rise of 398,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees increased by 0.1% in October 2023, an increase of 33,000 people.

Note, this monthly change should be treated as provisional, because it is based on an early estimate of October 2023. More information on revisions can be found in [Section 11: Strengths and limitations](#).

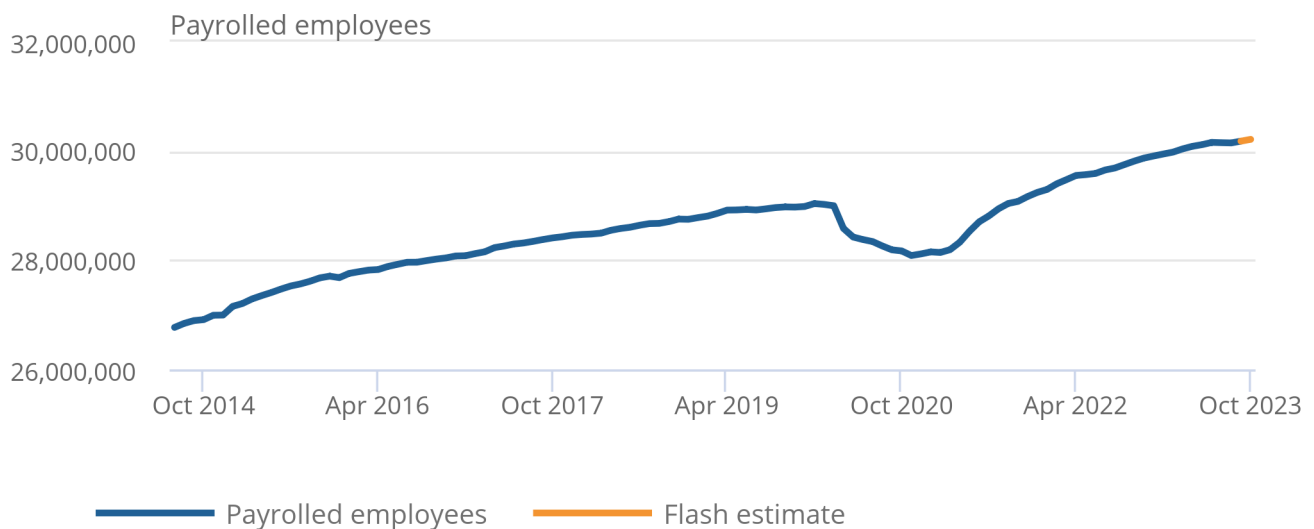
When comparing the number of payrolled employees in September 2023 with the previous month, the number increased by 0.1%. This is revised upwards from the early estimate of a 0% change reported in our previous bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: October 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 October 2023

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



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 substantial revisions.
2. The September 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.

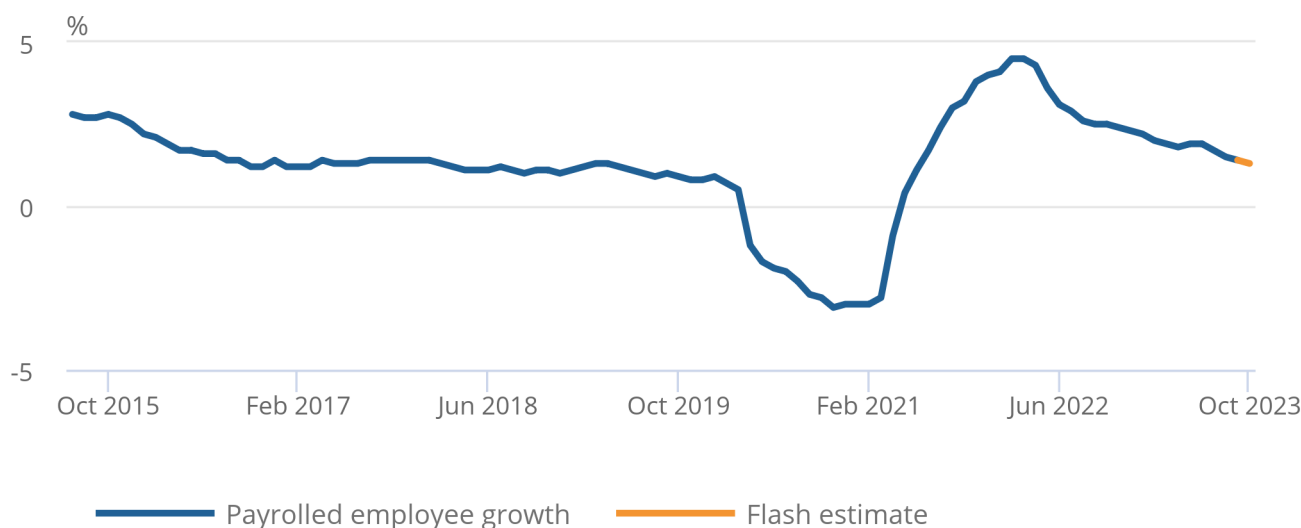
At the start of 2021, growth rates began to recover, and remained high as the labour market continued to recover from the effects of the pandemic. From April 2022 the annual growth rate has been falling. Through 2022 this fall would have been partially caused by the comparison against the increase in 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 October 2023

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



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

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1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more substantial revisions.
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3 . Median monthly pay

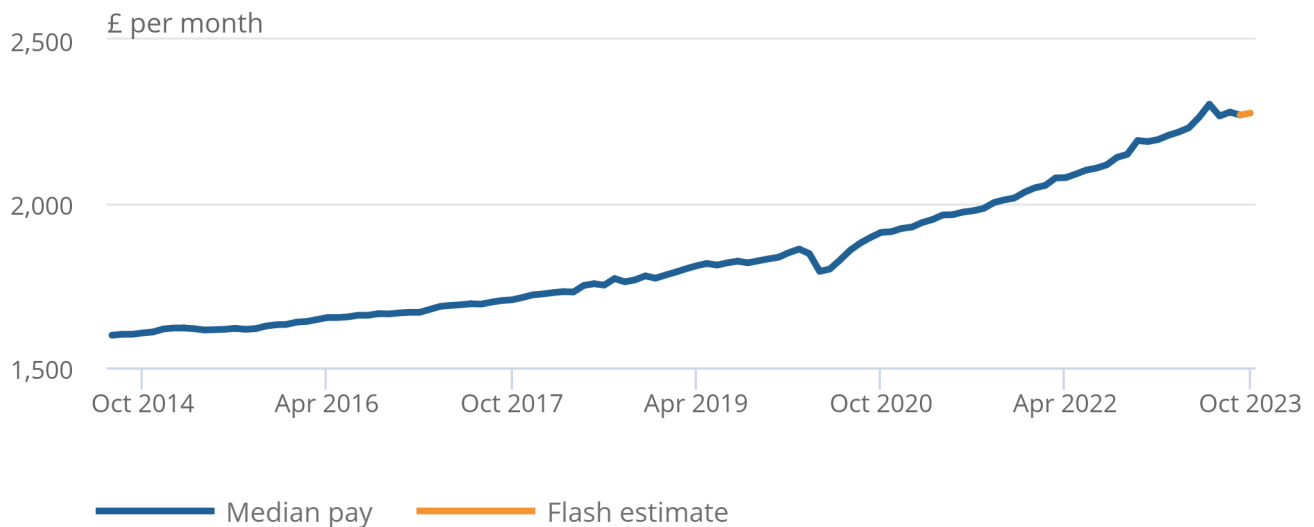
Early estimates for October 2023 indicate that median monthly pay was £2,276, an increase of 5.9% compared with the same period of the previous year.

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 October 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 October 2023



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 substantial revisions.
2. The September 2023 figure is not a flash estimate of median pay, this is included purely for graphing purposes.

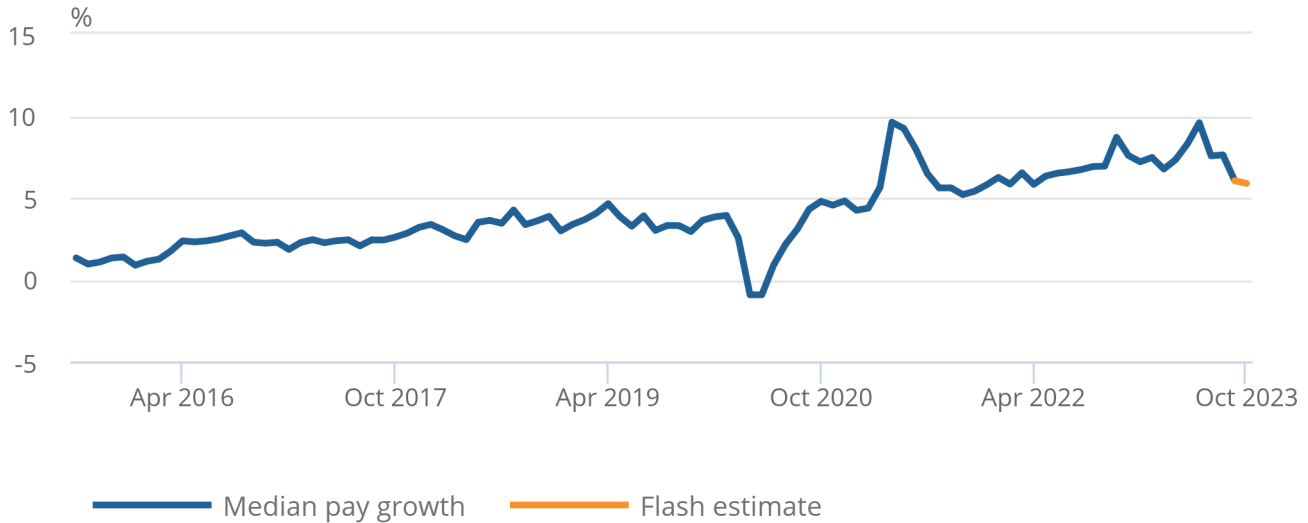
Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6%, until 2020 when it became negative. This coincided with the coronavirus (COVID-19) pandemic and related economic and policy responses. From June 2020 median pay growth became 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 October 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 October 2023



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 substantial revisions.
2. The September 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 September 2023, the 10th percentile of the monthly pay distribution was £752, the 90th percentile was £5,328 and the 99th percentile was £15,102 (Figure 5). This means that:

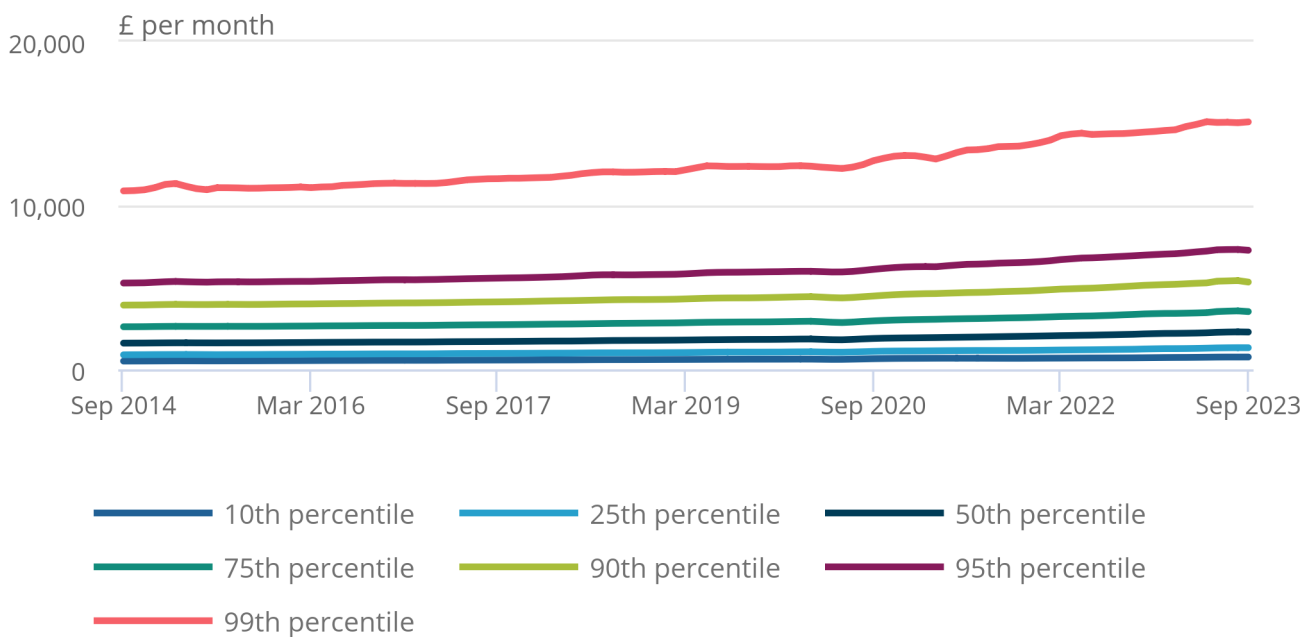
- 10% of payrolled employees earned equal to or less than £752 per month
- 90% of payrolled employees earned equal to or less than £5,328 per month
- 99% of payrolled employees earned equal to or less than £15,102 per month

Figure 5: 10% of employees earn less than £752 per month and 90% earn less than £5,328 per month

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

Figure 5: 10% of employees earn less than £752 per month and 90% earn less than £5,328 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to September 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 October 2023, and cover [Nomenclature of Territorial Units for Statistics \(NUTS\): NUTS1, NUTS2 and NUTS3 regions](#).

Numbers of payrolled employees in the UK for the regions shown in Figure 6 ranged from 797,000 in Northern Ireland to 4,333,000 in London in October 2023.

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 October 2023

Notes:

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

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 the [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 October 2023 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from the highest being a 2.0% increase in Northern Ireland to the lowest being a 0.9% increase in Yorkshire and The Humber.

This month, NUTS1 regions are further broken down by sectors in the supporting datasets for this bulletin. In the latest figures, some sectors show similar growth rates to the region level, while others, such as accommodation and food service activities, and transportation and storage, show moderate regional variation (Figure 7).

Comparing October 2023 with the same period of the previous year, changes in payrolled employees for accommodation and food service activities ranged from a 3.4% decrease in the North East to a 2.6% increase in London.

For transportation and storage, employee growth has been different across regions. London, the South East, the South West, the North West and Scotland experienced negative growth after April 2020, but this largely returned to positive growth in the latter half of 2021.

Figure 7: Employee growth varies by region for sectors such as accommodation and food service activities and transportation and storage

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

Notes:

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

Examining NUTS3 regions, Camden and City of London experienced a decrease of 2.5% in payrolled employees in comparison with October 2022, and Luton experienced an increase of 3.9% (Figure 8).

Figure 8: Growth in payrolled employees varies across the UK

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

Notes:

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

Median pay across the NUTS3 regions of the UK in October 2023 ranged from £1,936 in Leicester to £3,505 in Wandsworth (Figure 9).

Inner London generally differs from Outer London, with median pay ranging from £2,249 in Enfield to £3,505 in Wandsworth. Median pay in October 2023 for London as a whole was £2,711.

Figure 9: Median pay varies across the UK

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

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more substantial 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 the [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 10). Sectors such as construction, transportation and storage, and information and communication experienced higher growth than the UK average between January 2017 and early 2020. 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 October 2023 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 0.9% in administrative and support services to positive 5.4% in health and social work.

Figure 10: Employee growth has been very different across sectors

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

Notes:

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

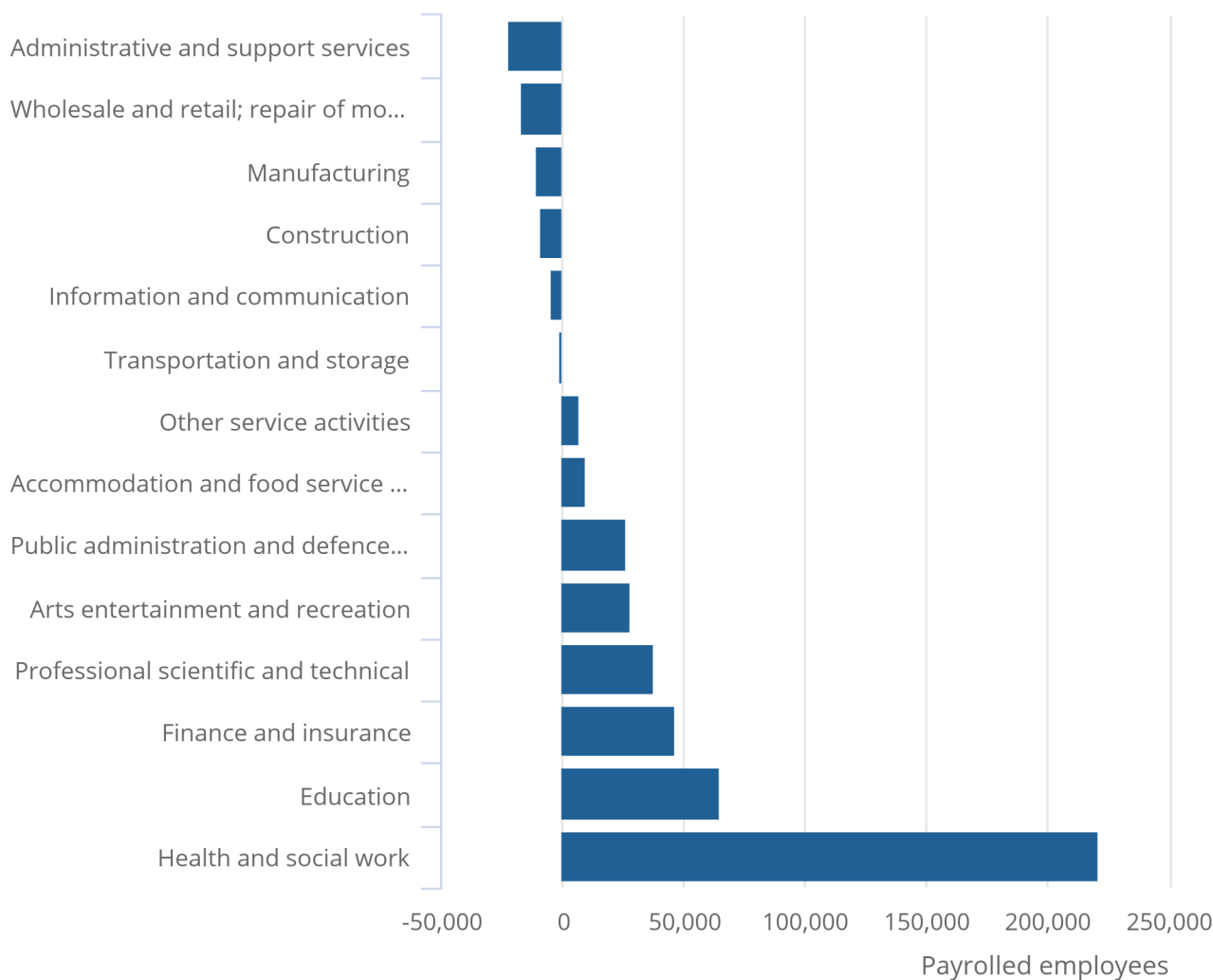
The increase in payrolled employees between October 2022 and October 2023 was largest in the health and social work sector (a rise of 221,000 employees) and smallest in the administrative and support services sector (a fall of 22,000 employees).

Figure 11: The health and social work sector has seen the greatest increase in payrolled employees since October 2022

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

Figure 11: The health and social work sector has seen the greatest increase in payrolled employees since October 2022

Payrolled employees, absolute change on October 2022, seasonally adjusted, UK, October 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 substantial revisions.

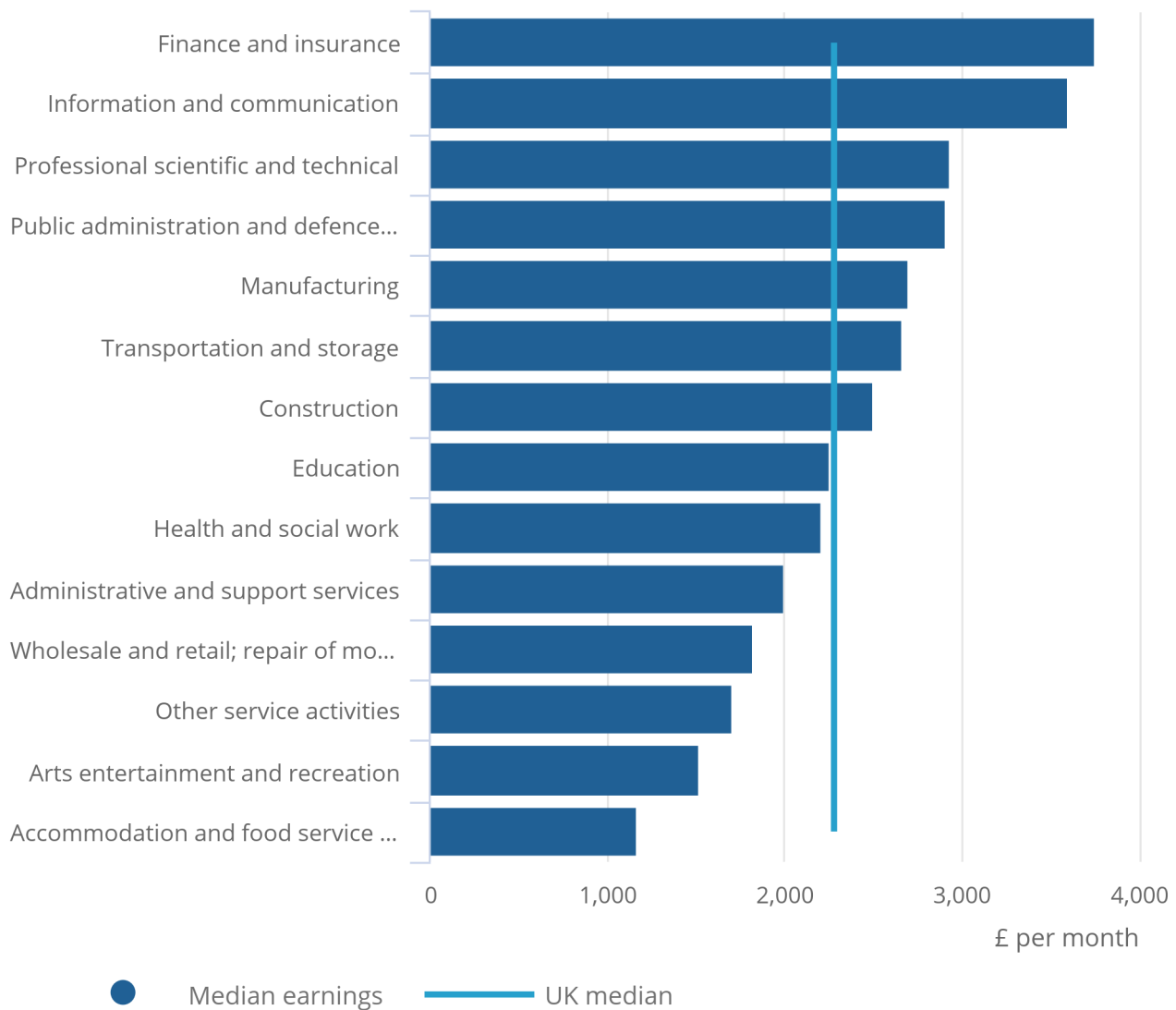
Median pay in October 2023 across the highlighted sectors ranged from £1,173 in the accommodation and food service activities sector to £3,749 in finance and insurance (Figure 12).

Figure 12: Median pay varies by industry

Median pay, seasonally adjusted, UK, October 2023

Figure 12: Median pay varies by industry

Median pay, seasonally adjusted, UK, October 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 substantial revisions.

Compared with the same month in the previous year, median pay grew fastest in the other service activities sector, at positive 8.2% (Figure 13), and slowest in the information and communication sector, at positive 3.8%.

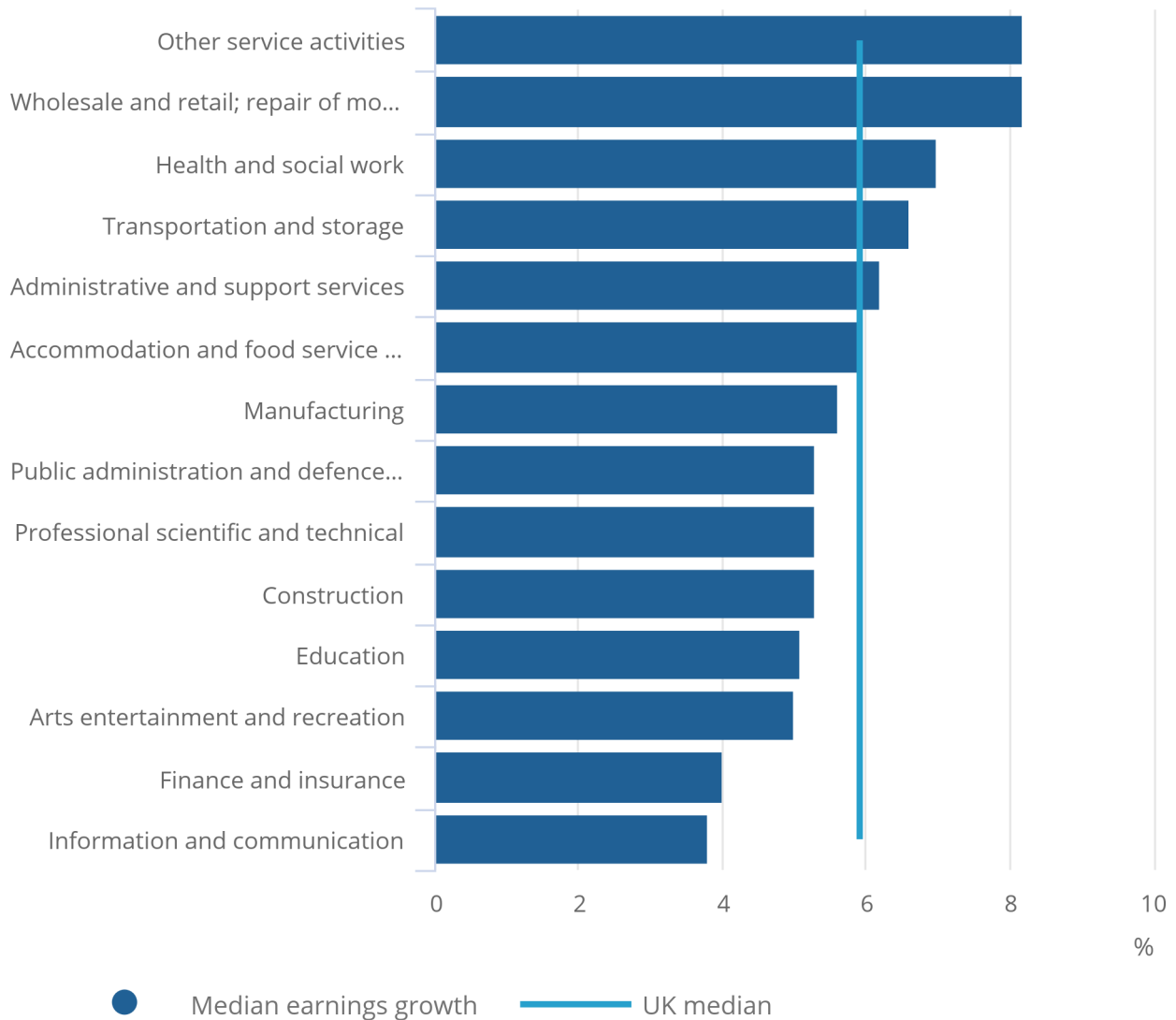
Estimates of mean pay for each sector are available in the [accompanying datasets](#).

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

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

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

Percentage change on same month in previous year, seasonally adjusted, UK, October 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 substantial 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 30.2 million payrolled employees in the UK in October 2023, 94.5% are aged 18 to 64 years.

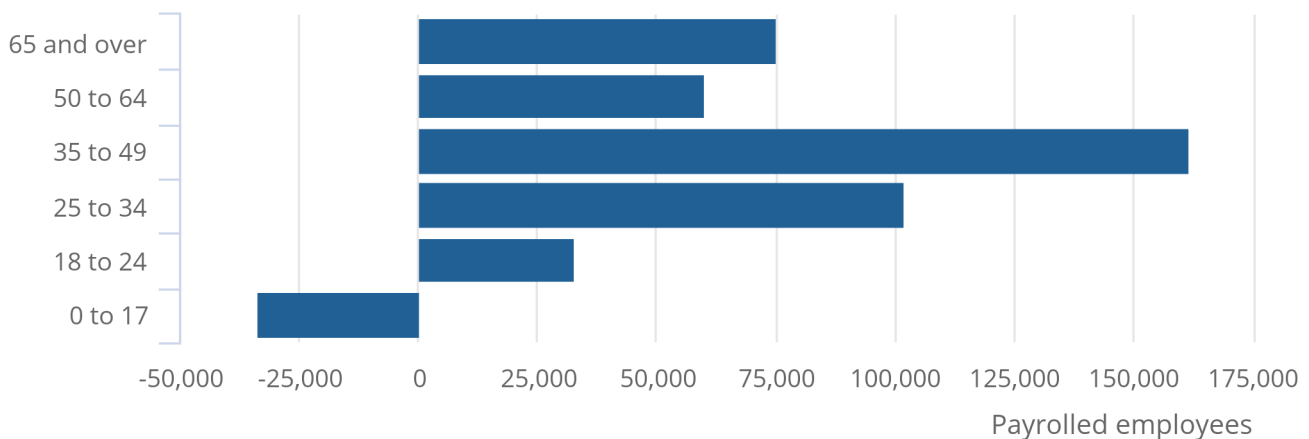
Between October 2022 and October 2023, there was a decrease of 1,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 35 to 49 years increased by 162,000.

Figure 14: The 35 to 49 years age group has seen the greatest increase in payrolled employees since October 2022

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

Figure 14: The 35 to 49 years age group has seen the greatest increase in payrolled employees since October 2022

Payrolled employees, absolute change on October 2022, seasonally adjusted, UK, October 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 substantial 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 10.7% in January 2020 (Figure 15). 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. The under 18 years and 18 to 24 years 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 under 18 years at 75.0% in March 2022. However, this growth has since then continued to decline.

Figure 15: Employee growth is lower in younger age groups

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

Notes:

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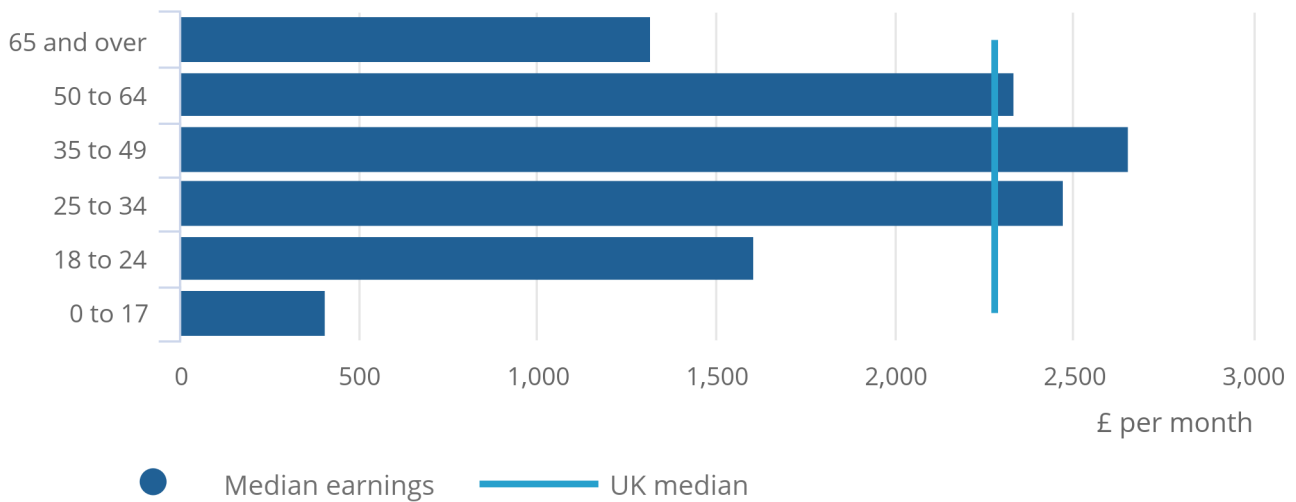
Median pay in October 2023 ranged from £408 for those aged under 18 years to £2,654 for those aged 35 to 49 years (Figure 16). Overall, median pay is higher in the central age bands, of those studied.

Figure 16: Median pay varies by age

Median pay, seasonally adjusted, UK, October 2023

Figure 16: Median pay varies by age

Median pay, seasonally adjusted, UK, October 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 substantial revisions.

8 . Earnings and employment data

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

Dataset | Released 14 November 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 14 November 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 14 November 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 October 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

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 to official statistics by HMRC](#), can be found on [their website](#).

Experimental Statistics status

This is a joint experimental release between HMRC and the Office for National Statistics (ONS). The existing monthly publications produced by the ONS remain the primary [National Statistics](#) for the labour market. The intention is that these new statistics will also be updated on a monthly basis.

The release is classed as [Experimental Statistics](#) as the methodologies used to produce the statistics are still in their development phase. This does not mean that the statistics are of low quality, but it does signify that the statistics are new and still being developed. As the methodologies are refined and improved, there may be revisions to these statistics.

Rather than waiting until the development work has been completed, the statistics are being published now to involve potential users in developing the statistics. We hope that this encourages users to provide us with their thoughts and suggestions on how useful the statistics are and 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.

In June 2023, the [Office for Statistics Regulation \(OSR\) published an assessment report](#) of HM Revenue and Customs (HMRC) and Office for National Statistics (ONS) statistics on earnings and employment from Pay As You Earn Real Time Information (PAYE RTI). HMRC and the ONS welcome OSR's assessment report and have [developed an action plan focusing on the six requirements](#).

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. To obtain the SIC code we link to the most recent quarterly versions of the IDBR. Once a year when we refresh data for the whole series, the IDBR link is refreshed using the most recent version available, and any reclassifications are then used for the entirety of the data time series until the next year.

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 that they were not classified in at that point in time. However, this method should minimise discrepancies in the data caused by reclassifications and should more easily allow the tracking of job movements between sectors.

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

From October 2023, the ONS has been temporarily using growth rates from RTI data to calculate an estimate of employment and the employment rate. This adjusted figure will be used in our [November Labour market publication](#), with the ONS aiming to publish standard LFS figures from December. More information can be found in [Labour Force Survey: planned improvements and its reintroduction](#).

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: November 2023](#)

Bulletin | Released 14 November 2023

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

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

Bulletin | Released 14 November 2023

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

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

Bulletin | Released 14 November 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 14 November 2023, ONS website, statistical bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: November 2023](#).

PAYROLLED EMPLOYEES

1. Payrolled employee counts from PAYE RTI

| Period | Payrolled employees |
|----------------|-----------------------------------------|
| | UK, all industries, seasonally adjusted |
| | Payrolled employees |
| October 2014 | 26,909,904 |
| October 2015 | 27,675,539 |
| October 2016 | 28,018,791 |
| October 2017 | 28,406,543 |
| October 2018 | 28,705,435 |
| October 2019 | 28,973,842 |
| October 2020 | 28,168,759 |
| October 2021 | 29,074,747 |
| October 2022 | 29,812,936 |
| November 2022 | 29,868,148 |
| December 2022 | 29,906,806 |
| January 2023 | 29,943,049 |
| February 2023 | 29,977,775 |
| March 2023 | 30,037,232 |
| April 2023 | 30,083,929 |
| May 2023 | 30,114,502 |
| June 2023 | 30,155,532 |
| July 2023 | 30,150,046 |
| August 2023 | 30,146,091 |
| September 2023 | 30,178,308 |
| October 2023 | 30,210,895 |
| Change on year | 397,959 |
| Change % | 1.3 |

Source: PAYE RTI

1. Figures for Oct 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 |
| October 2014 | 1,605 |
| October 2015 | 1,626 |
| October 2016 | 1,663 |
| October 2017 | 1,706 |
| October 2018 | 1,767 |
| October 2019 | 1,825 |
| October 2020 | 1,912 |
| October 2021 | 2,011 |
| October 2022 | 2,150 |
| November 2022 | 2,192 |
| December 2022 | 2,189 |
| January 2023 | 2,195 |
| February 2023 | 2,208 |
| March 2023 | 2,218 |
| April 2023 | 2,231 |
| May 2023 | 2,263 |
| June 2023 | 2,303 |
| July 2023 | 2,267 |
| August 2023 | 2,279 |
| September 2023 | 2,270 |
| October 2023 | 2,276 |
| Change on year | 126 |
| Change % | 5.9 |

Source: PAYE RTI

1. Figures for Oct 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.

MEAN PAY

3 Mean monthly pay from PAYE RTI

| Period | £ per month |
|----------------|-----------------------------------------|
| | UK, all industries, seasonally adjusted |
| | Mean pay |
| September 2014 | 2,197 |
| September 2015 | 2,224 |
| September 2016 | 2,287 |
| September 2017 | 2,346 |
| September 2018 | 2,423 |
| September 2019 | 2,492 |
| September 2020 | 2,599 |
| September 2021 | 2,739 |
| September 2022 | 2,904 |
| October 2022 | 2,919 |
| November 2022 | 2,974 |
| December 2022 | 2,961 |
| January 2023 | 2,973 |
| February 2023 | 3,010 |
| March 2023 | 3,065 |
| April 2023 | 3,007 |
| May 2023 | 3,056 |
| June 2023 | 3,126 |
| July 2023 | 3,057 |
| August 2023 | 3,060 |
| September 2023 | 3,062 |
| Change on year | 158 |
| Change % | 5.4 |

Source: PAYE RTI

1. Figures for Oct 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.

AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

| Period | £ per month |
|----------------|-----------------------------------------|
| | UK, all industries, seasonally adjusted |
| | Aggregate pay |
| September 2014 | 59,090,179,342 |
| September 2015 | 61,420,885,523 |
| September 2016 | 64,002,081,899 |
| September 2017 | 66,563,401,200 |
| September 2018 | 69,481,898,881 |
| September 2019 | 72,171,236,150 |
| September 2020 | 73,257,898,541 |
| September 2021 | 79,526,935,083 |
| September 2022 | 86,393,456,386 |
| October 2022 | 87,021,914,552 |
| November 2022 | 88,832,352,903 |
| December 2022 | 88,556,473,276 |
| January 2023 | 89,010,735,877 |
| February 2023 | 90,240,580,258 |
| March 2023 | 92,049,634,532 |
| April 2023 | 90,462,545,943 |
| May 2023 | 92,040,382,543 |
| June 2023 | 94,264,293,962 |
| July 2023 | 92,154,067,847 |
| August 2023 | 92,258,614,387 |
| September 2023 | 92,399,288,370 |
| Change on year | 6,005,831,984 |
| Change % | 7 |

Source: PAYE RTI

1. Figures for Oct 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.

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 |
| September 2014 | 505 | 887 | 1,600 | 2,599 | 3,920 | 5,267 | 10,892 |
| September 2015 | 521 | 903 | 1,619 | 2,625 | 3,960 | 5,337 | 11,052 |
| September 2016 | 549 | 940 | 1,662 | 2,671 | 4,035 | 5,451 | 11,334 |
| September 2017 | 568 | 972 | 1,700 | 2,724 | 4,117 | 5,569 | 11,636 |
| September 2018 | 593 | 1,009 | 1,763 | 2,809 | 4,254 | 5,766 | 12,028 |
| September 2019 | 619 | 1,052 | 1,824 | 2,891 | 4,362 | 5,936 | 12,389 |
| September 2020 | 648 | 1,094 | 1,883 | 2,958 | 4,474 | 6,101 | 12,734 |
| September 2021 | 675 | 1,151 | 1,993 | 3,128 | 4,737 | 6,481 | 13,591 |
| September 2022 | 700 | 1,219 | 2,127 | 3,328 | 5,055 | 6,899 | 14,390 |
| October 2022 | 703 | 1,226 | 2,140 | 3,351 | 5,090 | 6,932 | 14,431 |
| November 2022 | 709 | 1,242 | 2,164 | 3,383 | 5,128 | 6,971 | 14,481 |
| December 2022 | 715 | 1,253 | 2,179 | 3,399 | 5,151 | 7,004 | 14,520 |
| January 2023 | 721 | 1,263 | 2,193 | 3,413 | 5,173 | 7,035 | 14,580 |
| February 2023 | 725 | 1,264 | 2,196 | 3,415 | 5,191 | 7,057 | 14,623 |
| March 2023 | 728 | 1,269 | 2,204 | 3,427 | 5,222 | 7,107 | 14,817 |
| April 2023 | 733 | 1,278 | 2,214 | 3,441 | 5,252 | 7,167 | 14,947 |
| May 2023 | 740 | 1,292 | 2,231 | 3,460 | 5,276 | 7,216 | 15,112 |
| June 2023 | 748 | 1,309 | 2,261 | 3,527 | 5,379 | 7,297 | 15,069 |
| July 2023 | 751 | 1,317 | 2,277 | 3,551 | 5,397 | 7,311 | 15,078 |
| August 2023 | 751 | 1,322 | 2,286 | 3,567 | 5,416 | 7,316 | 15,052 |
| September 2023 | 752 | 1,320 | 2,277 | 3,525 | 5,328 | 7,269 | 15,102 |
| Change on year | 52 | 101 | 150 | 197 | 273 | 370 | 712 |
| Change % | 7.4 | 8.3 | 7.1 | 5.9 | 5.4 | 5.4 | 4.9 |

Source: PAYE RTI

1. Figures for Oct 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.
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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.

EMPLOYEE FLOWS

6 Inflows and outflows from PAYE RTI

| Period | Payrolled employees UK, all industries, seasonally adjusted | |
|----------------|----------------------------------------------------------------|----------|
| | Inflows | Outflows |
| September 2017 | 676,869 | 643,289 |
| September 2018 | 672,937 | 668,561 |
| September 2019 | 659,501 | 635,917 |
| September 2020 | 542,581 | 613,939 |
| September 2021 | 693,111 | 596,468 |
| September 2022 | 692,575 | 629,229 |
| October 2022 | 693,762 | 631,079 |
| November 2022 | 687,572 | 632,360 |
| December 2022 | 675,137 | 636,479 |
| January 2023 | 680,816 | 644,573 |
| February 2023 | 684,533 | 649,807 |
| March 2023 | 694,463 | 635,006 |
| April 2023 | 675,502 | 628,805 |
| May 2023 | 667,145 | 636,572 |
| June 2023 | 672,656 | 631,626 |
| July 2023 | 640,290 | 645,776 |
| August 2023 | 633,128 | 637,083 |
| September 2023 | 652,927 | 620,710 |
| Change on year | -39,648 | -8,519 |
| Change % | -5.7 | -1.4 |

Source: PAYE RTI

- Figures for Oct 2023 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 |
| October 2014 | 1,033,941 | 2,926,432 | 2,161,767 | 1,967,040 | 2,309,765 | 2,564,235 | 3,709,090 | 3,809,453 | 2,253,537 | 1,190,104 | 2,306,494 | 678,047 |
| October 2015 | 1,052,526 | 3,005,109 | 2,209,891 | 2,024,081 | 2,387,034 | 2,643,800 | 3,870,077 | 3,915,246 | 2,312,246 | 1,213,039 | 2,342,634 | 699,857 |
| October 2016 | 1,056,923 | 3,037,289 | 2,236,094 | 2,054,996 | 2,422,611 | 2,687,641 | 3,932,381 | 3,964,478 | 2,345,370 | 1,225,498 | 2,346,404 | 709,105 |
| October 2017 | 1,065,796 | 3,088,145 | 2,265,572 | 2,088,236 | 2,455,459 | 2,724,844 | 3,999,763 | 4,012,678 | 2,375,052 | 1,242,737 | 2,364,044 | 724,218 |
| October 2018 | 1,069,054 | 3,125,040 | 2,289,461 | 2,110,621 | 2,480,084 | 2,752,987 | 4,058,923 | 4,053,076 | 2,396,405 | 1,256,219 | 2,373,649 | 739,916 |
| October 2019 | 1,073,027 | 3,150,354 | 2,311,496 | 2,126,301 | 2,491,896 | 2,783,716 | 4,133,685 | 4,091,946 | 2,417,917 | 1,261,473 | 2,383,052 | 748,979 |
| October 2020 | 1,051,938 | 3,084,637 | 2,259,600 | 2,079,011 | 2,424,067 | 2,714,649 | 3,943,272 | 3,978,724 | 2,355,891 | 1,232,164 | 2,306,913 | 737,894 |
| October 2021 | 1,089,227 | 3,193,849 | 2,332,069 | 2,139,412 | 2,507,493 | 2,787,960 | 4,090,734 | 4,095,442 | 2,425,679 | 1,271,214 | 2,378,726 | 762,944 |
| October 2022 | 1,110,812 | 3,256,813 | 2,379,562 | 2,182,423 | 2,568,082 | 2,847,580 | 4,273,280 | 4,203,228 | 2,478,815 | 1,301,502 | 2,429,103 | 781,737 |
| November 2022 | 1,112,920 | 3,264,060 | 2,382,700 | 2,187,072 | 2,572,793 | 2,852,387 | 4,284,538 | 4,210,348 | 2,482,989 | 1,302,397 | 2,433,079 | 782,864 |
| December 2022 | 1,114,972 | 3,267,566 | 2,385,200 | 2,189,829 | 2,576,896 | 2,855,711 | 4,295,048 | 4,214,154 | 2,485,061 | 1,303,365 | 2,434,616 | 784,388 |
| January 2023 | 1,114,931 | 3,271,459 | 2,387,014 | 2,191,244 | 2,579,252 | 2,860,204 | 4,307,461 | 4,220,361 | 2,488,336 | 1,303,352 | 2,435,188 | 784,245 |
| February 2023 | 1,115,527 | 3,273,966 | 2,386,709 | 2,192,557 | 2,580,875 | 2,865,417 | 4,316,634 | 4,227,152 | 2,491,499 | 1,305,396 | 2,436,499 | 785,543 |
| March 2023 | 1,118,016 | 3,279,148 | 2,389,035 | 2,196,571 | 2,585,033 | 2,872,788 | 4,328,898 | 4,235,057 | 2,494,766 | 1,308,806 | 2,439,885 | 789,230 |
| April 2023 | 1,120,474 | 3,287,939 | 2,394,906 | 2,200,649 | 2,591,834 | 2,877,562 | 4,326,409 | 4,239,923 | 2,503,694 | 1,312,145 | 2,440,489 | 787,905 |
| May 2023 | 1,121,440 | 3,291,928 | 2,397,190 | 2,203,663 | 2,597,112 | 2,880,064 | 4,328,741 | 4,247,571 | 2,503,538 | 1,314,369 | 2,440,449 | 788,437 |
| June 2023 | 1,122,920 | 3,294,914 | 2,399,096 | 2,206,352 | 2,600,703 | 2,884,222 | 4,334,974 | 4,254,186 | 2,507,619 | 1,316,011 | 2,445,378 | 789,158 |
| July 2023 | 1,122,554 | 3,292,876 | 2,399,182 | 2,204,153 | 2,601,324 | 2,884,994 | 4,332,441 | 4,255,172 | 2,506,374 | 1,314,504 | 2,446,521 | 789,953 |
| August 2023 | 1,121,418 | 3,291,762 | 2,397,381 | 2,203,343 | 2,601,051 | 2,885,492 | 4,330,780 | 4,256,181 | 2,507,099 | 1,312,517 | 2,447,331 | 791,736 |
| September 2023 | 1,122,831 | 3,295,420 | 2,399,011 | 2,205,739 | 2,605,185 | 2,889,377 | 4,331,099 | 4,261,966 | 2,509,803 | 1,313,267 | 2,449,726 | 794,885 |
| October 2023 | 1,124,951 | 3,298,145 | 2,401,728 | 2,206,976 | 2,606,900 | 2,891,990 | 4,333,207 | 4,269,057 | 2,514,596 | 1,313,854 | 2,452,055 | 797,434 |
| Change on year | 14,139 | 41,332 | 22,166 | 24,553 | 38,818 | 44,410 | 59,927 | 65,829 | 35,781 | 12,352 | 22,952 | 15,697 |
| Change % | 1.3 | 1.3 | 0.9 | 1.1 | 1.5 | 1.6 | 1.4 | 1.6 | 1.4 | 0.9 | 0.9 | 2 |

Source: PAYE RTI

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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.
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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 | London | South East | South West | Wales | Scotland | Northern Ireland |
| October 2014 | 1,533 | 1,518 | 1,502 | 1,516 | 1,521 | 1,643 | 1,931 | 1,722 | 1,506 | 1,502 | 1,650 | 1,494 |
| October 2015 | 1,538 | 1,533 | 1,520 | 1,530 | 1,542 | 1,667 | 1,959 | 1,746 | 1,525 | 1,524 | 1,668 | 1,496 |
| October 2016 | 1,570 | 1,571 | 1,550 | 1,567 | 1,584 | 1,701 | 2,011 | 1,783 | 1,561 | 1,558 | 1,696 | 1,523 |
| October 2017 | 1,607 | 1,617 | 1,593 | 1,615 | 1,627 | 1,759 | 2,070 | 1,836 | 1,612 | 1,599 | 1,736 | 1,565 |
| October 2018 | 1,662 | 1,676 | 1,645 | 1,675 | 1,681 | 1,818 | 2,136 | 1,894 | 1,669 | 1,663 | 1,783 | 1,631 |
| October 2019 | 1,715 | 1,730 | 1,697 | 1,725 | 1,730 | 1,880 | 2,202 | 1,958 | 1,724 | 1,710 | 1,857 | 1,692 |
| October 2020 | 1,790 | 1,815 | 1,782 | 1,808 | 1,809 | 1,970 | 2,311 | 2,041 | 1,811 | 1,812 | 1,941 | 1,778 |
| October 2021 | 1,863 | 1,894 | 1,863 | 1,908 | 1,896 | 2,078 | 2,437 | 2,152 | 1,902 | 1,876 | 2,035 | 1,857 |
| October 2022 | 2,015 | 2,039 | 2,001 | 2,039 | 2,029 | 2,218 | 2,593 | 2,300 | 2,047 | 2,023 | 2,164 | 1,982 |
| November 2022 | 2,069 | 2,086 | 2,042 | 2,077 | 2,082 | 2,256 | 2,626 | 2,325 | 2,096 | 2,092 | 2,234 | 2,009 |
| December 2022 | 2,051 | 2,076 | 2,035 | 2,073 | 2,061 | 2,255 | 2,636 | 2,342 | 2,086 | 2,063 | 2,205 | 2,011 |
| January 2023 | 2,049 | 2,078 | 2,037 | 2,074 | 2,070 | 2,258 | 2,645 | 2,339 | 2,086 | 2,054 | 2,222 | 2,035 |
| February 2023 | 2,056 | 2,082 | 2,047 | 2,084 | 2,080 | 2,271 | 2,653 | 2,350 | 2,100 | 2,076 | 2,252 | 2,051 |
| March 2023 | 2,068 | 2,094 | 2,053 | 2,092 | 2,089 | 2,285 | 2,658 | 2,367 | 2,119 | 2,097 | 2,250 | 2,115 |
| April 2023 | 2,088 | 2,110 | 2,079 | 2,115 | 2,111 | 2,292 | 2,663 | 2,366 | 2,125 | 2,107 | 2,277 | 2,055 |
| 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 | 2,156 | 2,192 | 2,184 | 2,372 | 2,737 | 2,457 | 2,209 | 2,167 | 2,297 | 2,100 |
| July 2023 | 2,127 | 2,160 | 2,116 | 2,158 | 2,148 | 2,332 | 2,719 | 2,412 | 2,156 | 2,166 | 2,294 | 2,088 |
| August 2023 | 2,135 | 2,164 | 2,117 | 2,165 | 2,155 | 2,342 | 2,719 | 2,426 | 2,175 | 2,147 | 2,304 | 2,096 |
| September 2023 | 2,122 | 2,160 | 2,103 | 2,155 | 2,150 | 2,334 | 2,708 | 2,416 | 2,166 | 2,137 | 2,320 | 2,098 |
| October 2023 | 2,130 | 2,161 | 2,115 | 2,162 | 2,154 | 2,341 | 2,711 | 2,423 | 2,174 | 2,144 | 2,309 | 2,100 |
| Change on year | 115 | 122 | 114 | 123 | 125 | 123 | 118 | 123 | 127 | 121 | 145 | 118 |
| Change % | 5.7 | 6 | 5.7 | 6 | 6.2 | 5.5 | 4.6 | 5.3 | 6.2 | 6 | 6.7 | 6 |

Source: PAYE RTI

1. Figures for Oct 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.

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

| Period | Payrolled employees | | | |
|--------------------------------------------------|---------------------|--------------|-----------------------------------------|----------|
| | October 2022 | October 2023 | UK, all industries, seasonally adjusted | |
| | | | Change on year | Change % |
| Tees Valley and Durham | 498,436 | 503,988 | 5,552 | 1.1 |
| Northumberland and Tyne and Wear | 612,376 | 620,963 | 8,587 | 1.4 |
| Cumbria | 220,929 | 224,198 | 3,269 | 1.5 |
| Greater Manchester | 1,266,935 | 1,283,308 | 16,373 | 1.3 |
| Lancashire | 653,376 | 661,303 | 7,927 | 1.2 |
| Cheshire | 444,529 | 450,266 | 5,737 | 1.3 |
| Merseyside | 671,043 | 679,071 | 8,028 | 1.2 |
| East Yorkshire and Northern Lincolnshire | 409,667 | 412,389 | 2,722 | 0.7 |
| North Yorkshire | 362,576 | 366,826 | 4,250 | 1.2 |
| South Yorkshire | 595,075 | 599,340 | 4,265 | 0.7 |
| West Yorkshire | 1,012,243 | 1,023,173 | 10,930 | 1.1 |
| Derbyshire and Nottinghamshire | 971,953 | 983,468 | 11,515 | 1.2 |
| Leicestershire, Rutland and Northamptonshire | 879,328 | 889,202 | 9,874 | 1.1 |
| Lincolnshire | 331,142 | 334,306 | 3,164 | 1 |
| Herefordshire, Worcestershire and Warwickshire | 627,521 | 635,013 | 7,492 | 1.2 |
| Shropshire and Staffordshire | 720,489 | 730,528 | 10,039 | 1.4 |
| West Midlands (county) | 1,220,073 | 1,241,359 | 21,286 | 1.7 |
| East Anglia | 1,127,587 | 1,142,334 | 14,747 | 1.3 |
| Bedfordshire and Hertfordshire | 890,418 | 906,192 | 15,774 | 1.8 |
| Essex | 829,575 | 843,463 | 13,888 | 1.7 |
| Inner London - West | 548,838 | 543,305 | -5,533 | -1 |
| Inner London - East | 1,215,326 | 1,226,809 | 11,483 | 0.9 |
| Outer London - East and North East | 883,914 | 904,481 | 20,567 | 2.3 |
| Outer London - South | 617,194 | 627,861 | 10,667 | 1.7 |
| Outer London - West and North West | 1,008,008 | 1,030,751 | 22,743 | 2.3 |
| Berkshire, Buckinghamshire and Oxfordshire | 1,204,483 | 1,225,282 | 20,799 | 1.7 |
| Surrey, East and West Sussex | 1,289,895 | 1,309,218 | 19,323 | 1.5 |
| Hampshire and Isle of Wight | 901,211 | 913,914 | 12,703 | 1.4 |
| Kent | 807,639 | 820,644 | 13,005 | 1.6 |
| Gloucestershire, Wiltshire and Bristol/Bath area | 1,182,663 | 1,199,584 | 16,921 | 1.4 |
| Dorset and Somerset | 569,185 | 577,569 | 8,384 | 1.5 |
| Cornwall and Isles of Scilly | 227,515 | 230,600 | 3,085 | 1.4 |
| Devon | 499,453 | 506,842 | 7,389 | 1.5 |
| West Wales and The Valleys | 791,240 | 798,889 | 7,649 | 1 |
| East Wales | 510,261 | 514,965 | 4,704 | 0.9 |
| North Eastern Scotland | 228,264 | 230,417 | 2,153 | 0.9 |
| Highlands and Islands | 204,754 | 206,510 | 1,756 | 0.9 |
| Eastern Scotland | 904,771 | 916,302 | 11,531 | 1.3 |
| West Central Scotland | 686,167 | 690,418 | 4,251 | 0.6 |
| Southern Scotland | 405,146 | 408,408 | 3,262 | 0.8 |
| Northern Ireland | 781,737 | 797,434 | 15,697 | 2 |

Source: PAYE RTI

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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 | £ per month | | | |
|--------------------------------------------------|--------------|--------------|-----------------------------------------|----------|
| | October 2022 | October 2023 | UK, all industries, seasonally adjusted | |
| | | | Change on year | Change % |
| Tees Valley and Durham | 2,004 | 2,126 | 122 | 6.1 |
| Northumberland and Tyne and Wear | 2,024 | 2,141 | 117 | 5.8 |
| Cumbria | 2,017 | 2,141 | 124 | 6.1 |
| Greater Manchester | 2,053 | 2,159 | 106 | 5.2 |
| Lancashire | 1,947 | 2,085 | 138 | 7.1 |
| Cheshire | 2,151 | 2,278 | 127 | 5.9 |
| Merseyside | 2,039 | 2,171 | 132 | 6.5 |
| East Yorkshire and Northern Lincolnshire | 1,955 | 2,079 | 124 | 6.3 |
| North Yorkshire | 2,012 | 2,135 | 123 | 6.1 |
| South Yorkshire | 1,983 | 2,103 | 120 | 6.1 |
| West Yorkshire | 2,023 | 2,135 | 112 | 5.5 |
| Derbyshire and Nottinghamshire | 2,041 | 2,157 | 116 | 5.7 |
| Leicestershire, Rutland and Northamptonshire | 2,074 | 2,196 | 122 | 5.9 |
| Lincolnshire | 1,958 | 2,106 | 148 | 7.6 |
| Herefordshire, Worcestershire and Warwickshire | 2,127 | 2,264 | 137 | 6.4 |
| Shropshire and Staffordshire | 2,026 | 2,147 | 121 | 6 |
| West Midlands (county) | 1,986 | 2,112 | 126 | 6.3 |
| East Anglia | 2,106 | 2,224 | 118 | 5.6 |
| Bedfordshire and Hertfordshire | 2,370 | 2,489 | 119 | 5 |
| Essex | 2,261 | 2,383 | 122 | 5.4 |
| Inner London - West | 3,219 | 3,361 | 142 | 4.4 |
| Inner London - East | 2,648 | 2,772 | 124 | 4.7 |
| Outer London - East and North East | 2,369 | 2,491 | 122 | 5.1 |
| Outer London - South | 2,632 | 2,761 | 129 | 4.9 |
| Outer London - West and North West | 2,421 | 2,521 | 100 | 4.1 |
| Berkshire, Buckinghamshire and Oxfordshire | 2,456 | 2,569 | 113 | 4.6 |
| Surrey, East and West Sussex | 2,304 | 2,425 | 121 | 5.3 |
| Hampshire and Isle of Wight | 2,193 | 2,321 | 128 | 5.8 |
| Kent | 2,200 | 2,333 | 133 | 6 |
| Gloucestershire, Wiltshire and Bristol/Bath area | 2,173 | 2,304 | 131 | 6 |
| Dorset and Somerset | 2,004 | 2,127 | 123 | 6.1 |
| Cornwall and Isles of Scilly | 1,852 | 1,987 | 135 | 7.3 |
| Devon | 1,939 | 2,060 | 121 | 6.2 |
| West Wales and The Valleys | 1,989 | 2,113 | 124 | 6.2 |
| East Wales | 2,089 | 2,200 | 111 | 5.3 |
| North Eastern Scotland | 2,284 | 2,430 | 146 | 6.4 |
| Highlands and Islands | 2,061 | 2,205 | 144 | 7 |
| Eastern Scotland | 2,178 | 2,327 | 149 | 6.8 |
| West Central Scotland | 2,172 | 2,311 | 139 | 6.4 |
| Southern Scotland | 2,117 | 2,249 | 132 | 6.2 |
| Northern Ireland | 1,982 | 2,100 | 118 | 6 |

Source: PAYE RTI

1. Figures for Oct 2023 are early estimates and are more likely to be subject to more significant revisions.
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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 | | | |
|----------------------------------------------------|---------------------|--------------|-----------------------------------------|----------|
| | October 2022 | October 2023 | UK, all industries, seasonally adjusted | |
| | | | Change on year | Change % |
| Agriculture, forestry and fishing | 191,371 | 192,142 | 771 | 0.4 |
| Mining and quarrying | 52,057 | 53,035 | 978 | 1.9 |
| Manufacturing | 2,360,719 | 2,350,327 | -10,392 | -0.4 |
| Energy production and supply | 104,648 | 114,385 | 9,737 | 9.3 |
| Water supply, sewerage and waste | 185,268 | 190,165 | 4,897 | 2.6 |
| Construction | 1,317,533 | 1,309,195 | -8,338 | -0.6 |
| Wholesale and retail; repair of motor vehicles | 4,382,669 | 4,366,206 | -16,463 | -0.4 |
| Transportation and storage | 1,368,092 | 1,367,385 | -707 | -0.1 |
| Accommodation and food service activities | 2,154,156 | 2,163,547 | 9,391 | 0.4 |
| Information and communication | 1,324,593 | 1,319,907 | -4,686 | -0.4 |
| Finance and insurance | 1,069,262 | 1,115,886 | 46,624 | 4.4 |
| Real estate | 445,883 | 450,623 | 4,740 | 1.1 |
| Professional, scientific and technical | 2,385,756 | 2,423,448 | 37,692 | 1.6 |
| Administrative and support services | 2,510,425 | 2,488,286 | -22,139 | -0.9 |
| Public administration and defence; social security | 1,444,578 | 1,471,199 | 26,621 | 1.8 |
| Education | 3,170,268 | 3,235,029 | 64,761 | 2 |
| Health and social work | 4,101,686 | 4,323,129 | 221,443 | 5.4 |
| Arts, entertainment and recreation | 596,978 | 624,896 | 27,918 | 4.7 |
| Other service activities | 534,036 | 541,283 | 7,247 | 1.4 |
| Households and Extraterritorial | 112,958 | 110,825 | -2,133 | -1.9 |

Source: PAYE RTI

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- 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 | | | |
|----------------------------------------------------|-----------------------------------------|--------------|----------------|----------|
| | October 2022 | October 2023 | Change on year | Change % |
| Agriculture, forestry and fishing | 1,915 | 2,044 | 129 | 6.7 |
| Mining and quarrying | 4,282 | 4,412 | 130 | 3 |
| Manufacturing | 2,561 | 2,704 | 143 | 5.6 |
| Energy production and supply | 3,906 | 4,049 | 143 | 3.7 |
| Water supply, sewerage and waste | 2,733 | 2,887 | 154 | 5.6 |
| Construction | 2,375 | 2,501 | 126 | 5.3 |
| Wholesale and retail; repair of motor vehicles | 1,688 | 1,827 | 139 | 8.2 |
| Transportation and storage | 2,497 | 2,663 | 166 | 6.6 |
| Accommodation and food service activities | 1,108 | 1,173 | 65 | 5.9 |
| Information and communication | 3,465 | 3,598 | 133 | 3.8 |
| Finance and insurance | 3,605 | 3,749 | 144 | 4 |
| Real estate | 2,232 | 2,330 | 98 | 4.4 |
| Professional, scientific and technical | 2,790 | 2,939 | 149 | 5.3 |
| Administrative and support services | 1,883 | 1,999 | 116 | 6.2 |
| Public administration and defence; social security | 2,762 | 2,909 | 147 | 5.3 |
| Education | 2,152 | 2,261 | 109 | 5.1 |
| Health and social work | 2,065 | 2,210 | 145 | 7 |
| Arts, entertainment and recreation | 1,451 | 1,523 | 72 | 5 |
| Other service activities | 1,578 | 1,708 | 130 | 8.2 |
| Households and Extraterritorial | 1,057 | 1,112 | 55 | 5.2 |

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 |
| October 2014 | 406,063 | 3,511,721 | 6,387,534 | 9,165,556 | 6,617,752 | 821,278 |
| October 2015 | 436,557 | 3,619,302 | 6,593,787 | 9,305,771 | 6,883,136 | 836,986 |
| October 2016 | 440,604 | 3,605,167 | 6,699,932 | 9,340,807 | 7,083,049 | 849,232 |
| October 2017 | 441,400 | 3,591,453 | 6,786,118 | 9,390,722 | 7,323,898 | 872,951 |
| October 2018 | 438,683 | 3,566,508 | 6,834,548 | 9,428,415 | 7,537,034 | 900,247 |
| October 2019 | 431,466 | 3,514,678 | 6,870,829 | 9,456,402 | 7,717,788 | 982,679 |
| October 2020 | 293,263 | 3,189,723 | 6,661,533 | 9,321,622 | 7,719,276 | 983,343 |
| October 2021 | 474,259 | 3,427,352 | 6,785,399 | 9,456,943 | 7,907,685 | 1,023,110 |
| October 2022 | 526,160 | 3,489,903 | 6,965,916 | 9,677,466 | 8,070,357 | 1,083,134 |
| November 2022 | 524,847 | 3,484,528 | 6,978,766 | 9,696,471 | 8,088,159 | 1,095,377 |
| December 2022 | 523,720 | 3,480,901 | 6,987,543 | 9,713,238 | 8,100,404 | 1,101,000 |
| January 2023 | 525,143 | 3,478,413 | 6,998,224 | 9,730,591 | 8,104,191 | 1,106,487 |
| February 2023 | 528,576 | 3,481,664 | 7,003,992 | 9,742,289 | 8,107,986 | 1,113,268 |
| March 2023 | 531,710 | 3,487,801 | 7,018,627 | 9,762,194 | 8,115,330 | 1,121,571 |
| April 2023 | 529,188 | 3,500,539 | 7,029,140 | 9,779,782 | 8,119,241 | 1,126,039 |
| May 2023 | 524,108 | 3,500,396 | 7,038,314 | 9,792,257 | 8,126,742 | 1,132,685 |
| June 2023 | 519,773 | 3,499,343 | 7,049,553 | 9,810,855 | 8,136,797 | 1,139,211 |
| July 2023 | 512,691 | 3,486,929 | 7,053,165 | 9,819,945 | 8,136,242 | 1,141,072 |
| August 2023 | 503,767 | 3,474,461 | 7,057,876 | 9,829,005 | 8,136,015 | 1,144,965 |
| September 2023 | 500,228 | 3,487,130 | 7,062,187 | 9,839,390 | 8,138,542 | 1,150,830 |
| October 2023 | 492,506 | 3,522,583 | 7,067,894 | 9,839,269 | 8,130,498 | 1,158,144 |
| Change on year | -33,654 | 32,680 | 101,978 | 161,803 | 60,141 | 75,010 |
| Change % | -6.4 | 0.9 | 1.5 | 1.7 | 0.7 | 6.9 |

Source: PAYE RTI

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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.
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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 | | | | | |
|----------------|-----------------------------------------|----------|----------|----------|----------|-------------|
| | UK, all industries, seasonally adjusted | | | | | |
| | 0 to 17 | 18 to 24 | 25 to 34 | 35 to 49 | 50 to 64 | 65 and over |
| October 2014 | 274 | 1,089 | 1,735 | 1,909 | 1,726 | 734 |
| October 2015 | 289 | 1,134 | 1,763 | 1,930 | 1,739 | 756 |
| October 2016 | 295 | 1,174 | 1,807 | 1,966 | 1,764 | 786 |
| October 2017 | 302 | 1,217 | 1,861 | 2,015 | 1,795 | 819 |
| October 2018 | 316 | 1,268 | 1,929 | 2,075 | 1,841 | 867 |
| October 2019 | 324 | 1,319 | 2,002 | 2,133 | 1,889 | 958 |
| October 2020 | 362 | 1,357 | 2,065 | 2,218 | 1,960 | 1,056 |
| October 2021 | 402 | 1,421 | 2,184 | 2,359 | 2,066 | 1,126 |
| October 2022 | 413 | 1,533 | 2,352 | 2,528 | 2,200 | 1,218 |
| November 2022 | 414 | 1,548 | 2,379 | 2,584 | 2,276 | 1,253 |
| December 2022 | 415 | 1,554 | 2,387 | 2,565 | 2,247 | 1,250 |
| January 2023 | 409 | 1,558 | 2,388 | 2,562 | 2,239 | 1,252 |
| February 2023 | 412 | 1,577 | 2,401 | 2,574 | 2,252 | 1,263 |
| March 2023 | 409 | 1,584 | 2,417 | 2,590 | 2,266 | 1,265 |
| April 2023 | 411 | 1,595 | 2,421 | 2,608 | 2,284 | 1,275 |
| May 2023 | 415 | 1,613 | 2,454 | 2,632 | 2,314 | 1,300 |
| June 2023 | 411 | 1,619 | 2,510 | 2,706 | 2,375 | 1,331 |
| July 2023 | 410 | 1,617 | 2,460 | 2,643 | 2,330 | 1,309 |
| August 2023 | 408 | 1,624 | 2,467 | 2,648 | 2,333 | 1,311 |
| September 2023 | 411 | 1,620 | 2,461 | 2,652 | 2,335 | 1,315 |
| October 2023 | 408 | 1,605 | 2,470 | 2,654 | 2,334 | 1,318 |
| Change on year | -5 | 72 | 118 | 126 | 134 | 100 |
| Change % | -1.2 | 4.7 | 5 | 5 | 6.1 | 8.2 |

Source: PAYE RTI

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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.
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