

Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: January 2024

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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Release date:
16 January 2024

Next release:
13 February 2024

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1 . Main points

- Early estimates for December 2023 indicate that the number of payrolled employees rose by 1.0% compared with December 2022, a rise of 306,000 employees.
- This annual increase was largest in the health and social work sector, a rise of 203,000 employees.
- Payrolled employment decreased by 24,000 employees (0.1%) in December 2023 when compared with November 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 November 2023 compared with October 2023 has been revised from a decrease of 13,000 reported in the last bulletin to an increase of 9,000; this is 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 December 2023 indicate that median monthly pay increased by 6.6% compared with December 2022.
- Annual growth in median pay in December 2023 was highest in the transportation and storage sector, with an increase of 9.7%, and lowest in the professional, scientific and technical sector, with an increase of 4.2%.

About the data in this release

Early estimates for December 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 December 2023 indicate that there were 30.2 million payrolled employees (Figure 1), a rise of 1.0% compared with the same period of the previous year. This is a rise of 306,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees decreased by 0.1 % in December 2023, a decrease of 24,000 people.

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

When comparing the number of payrolled employees in November 2023 with the previous month, the number showed no change, at 0%. This is no change 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: December 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 December 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 November 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 has been mostly falling throughout 2023

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

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



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

Notes:

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3 . Median monthly pay

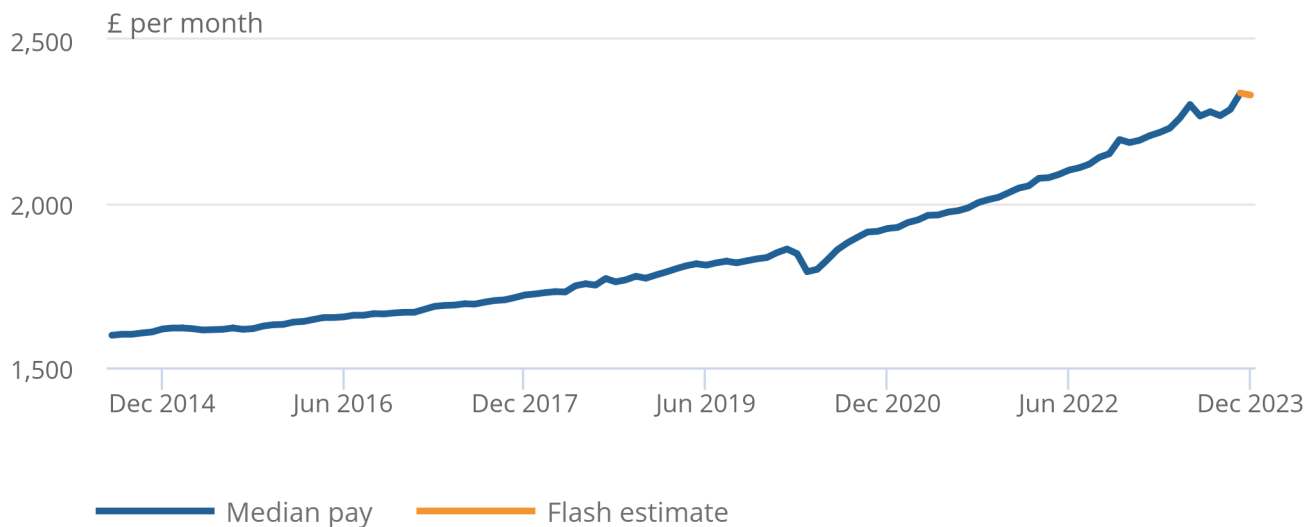
Early estimates for December 2023 indicate that median monthly pay was £2,331, an increase of 6.6% compared with the same period of the previous year.

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 December 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 December 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 significant revisions.
2. The November 2023 figure is not a flash estimate of median pay; this is included purely for graphing purposes.

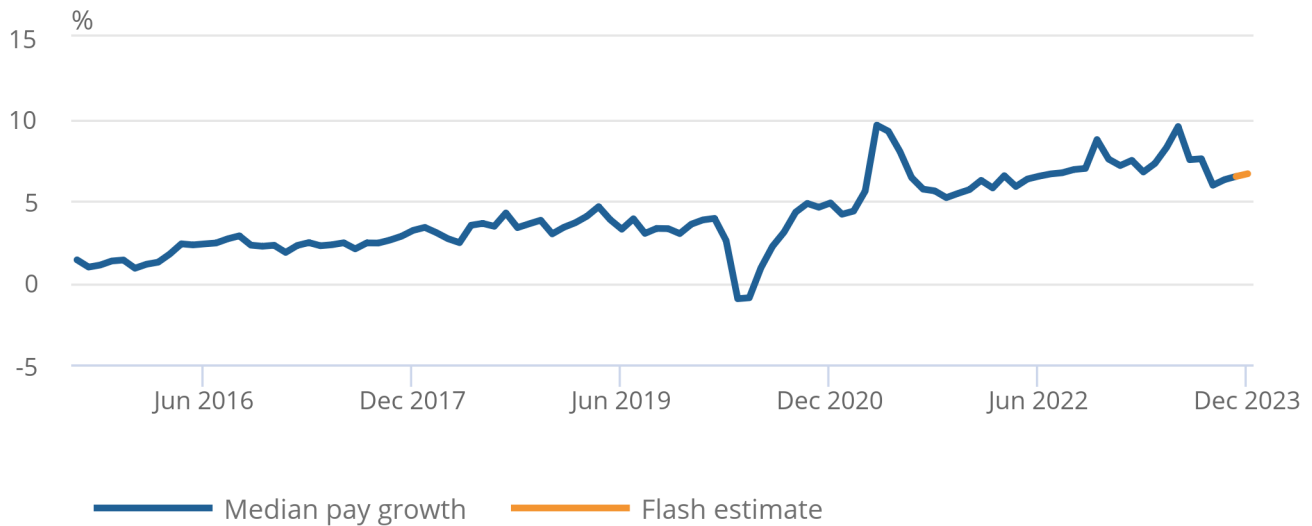
Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6%, until 2020 when it became negative. This coincided with the coronavirus (COVID-19) pandemic and related economic and policy responses. From June 2020, median pay growth became 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 December 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 December 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 significant revisions.
2. The November 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 November 2023, the 10th percentile of the monthly pay distribution was £760, the 90th percentile was £5,353, and the 99th percentile was £15,071 (Figure 5). This means that:

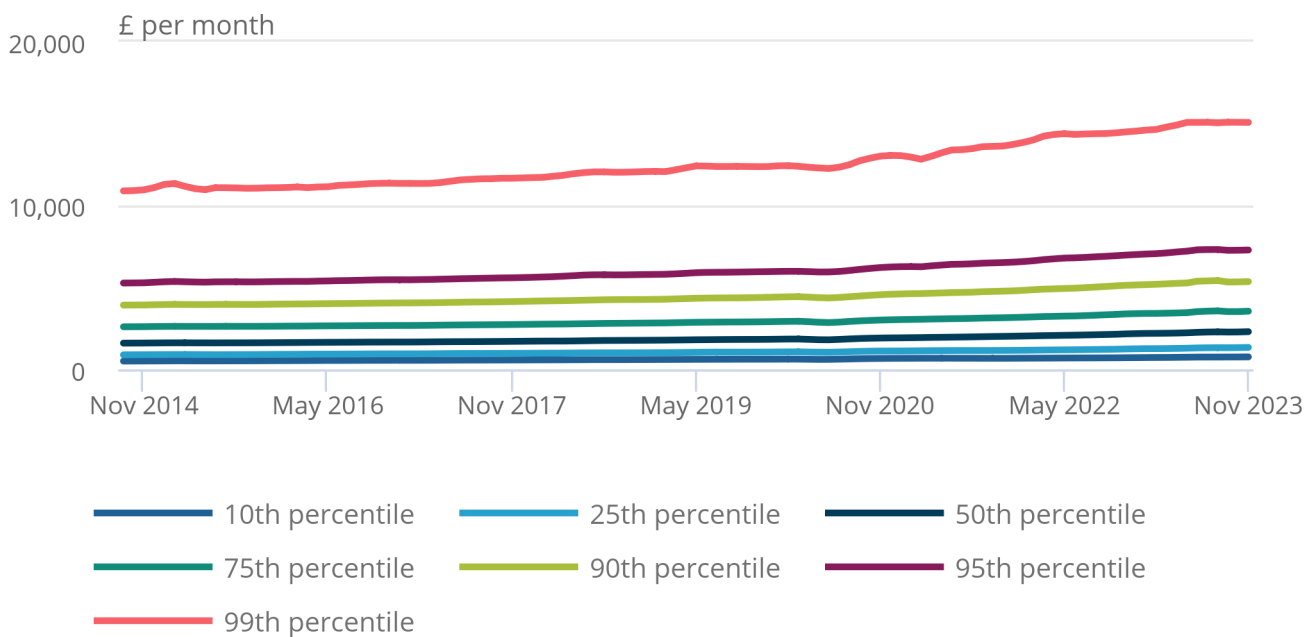
- 10% of payrolled employees earned equal to or less than £760 per month
- 90% of payrolled employees earned equal to or less than £5,353 per month
- 99% of payrolled employees earned equal to or less than £15,071 per month

Figure 5: 10% of employees earn less than £760 per month and 90% earn less than £5,353 per month

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

Figure 5: 10% of employees earn less than £760 per month and 90% earn less than £5,353 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to November 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 December 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 796,000 in Northern Ireland to 4,338,000 in London in December 2023.

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

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

Notes

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant 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 (COVID-19) 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 December 2023 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from the highest being a 1.5% increase in Northern Ireland to the lowest being a 0.7% increase in Yorkshire and The Humber.

Examining NUTS3 regions, Westminster experienced a decrease of 3.3% in payrolled employees in comparison with December 2022, and Coventry experienced an increase of 3.4% (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, December 2023

Notes

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

In incorporating the latest RTI submissions to HM Revenue and Customs (HMRC) into these statistics, we have observed unusual patterns in submissions from certain schemes. This affects pay growth estimates for November and December in Northern Ireland. Estimates for Northern Ireland may be more likely to see revisions in future releases if the tax data for these months are later amended.

Median pay across the NUTS3 regions of the UK in December 2023 ranged from £1,970 in Leicester to £3,574 in Wandsworth (Figure 8).

Inner London generally differs from Outer London, with median pay ranging from £2,314 in Enfield to £3,574 in Wandsworth. Median pay in December 2023 for London as a whole was £2,772.

Figure 8: Median pay varies across the UK

Median pay, seasonally adjusted, UK, NUTS3 level, December 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 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 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 December 2023 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 1.3% in information and communication to positive 4.9% 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 December 2023

Notes

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

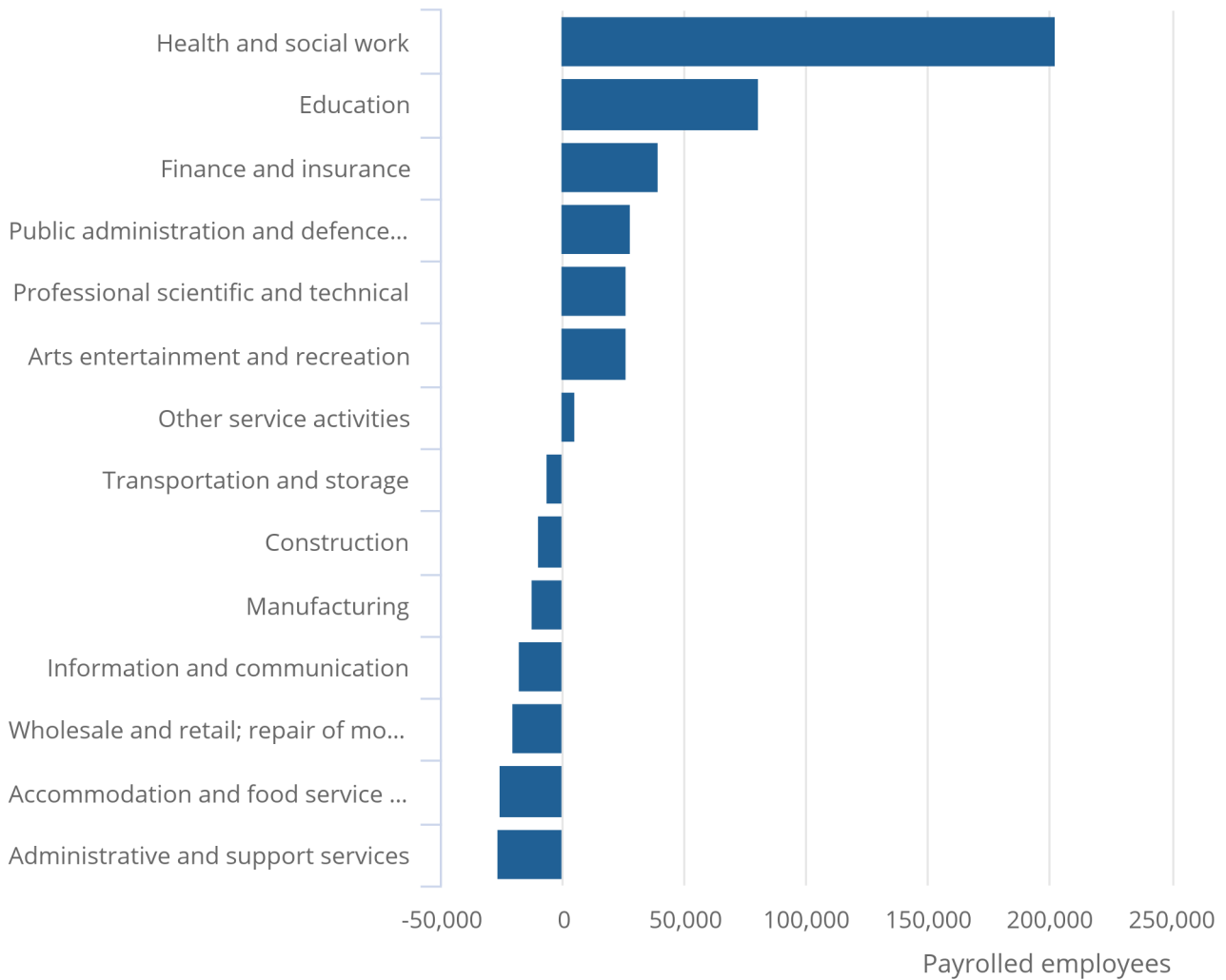
The increase in payrolled employees between December 2022 and December 2023 was largest in the health and social work sector (a rise of 203,000 employees) and smallest in the administrative and support services sector (a fall of 27,000 employees).

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

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

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

Payrolled employees, absolute change on December 2022, seasonally adjusted, UK, December 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.

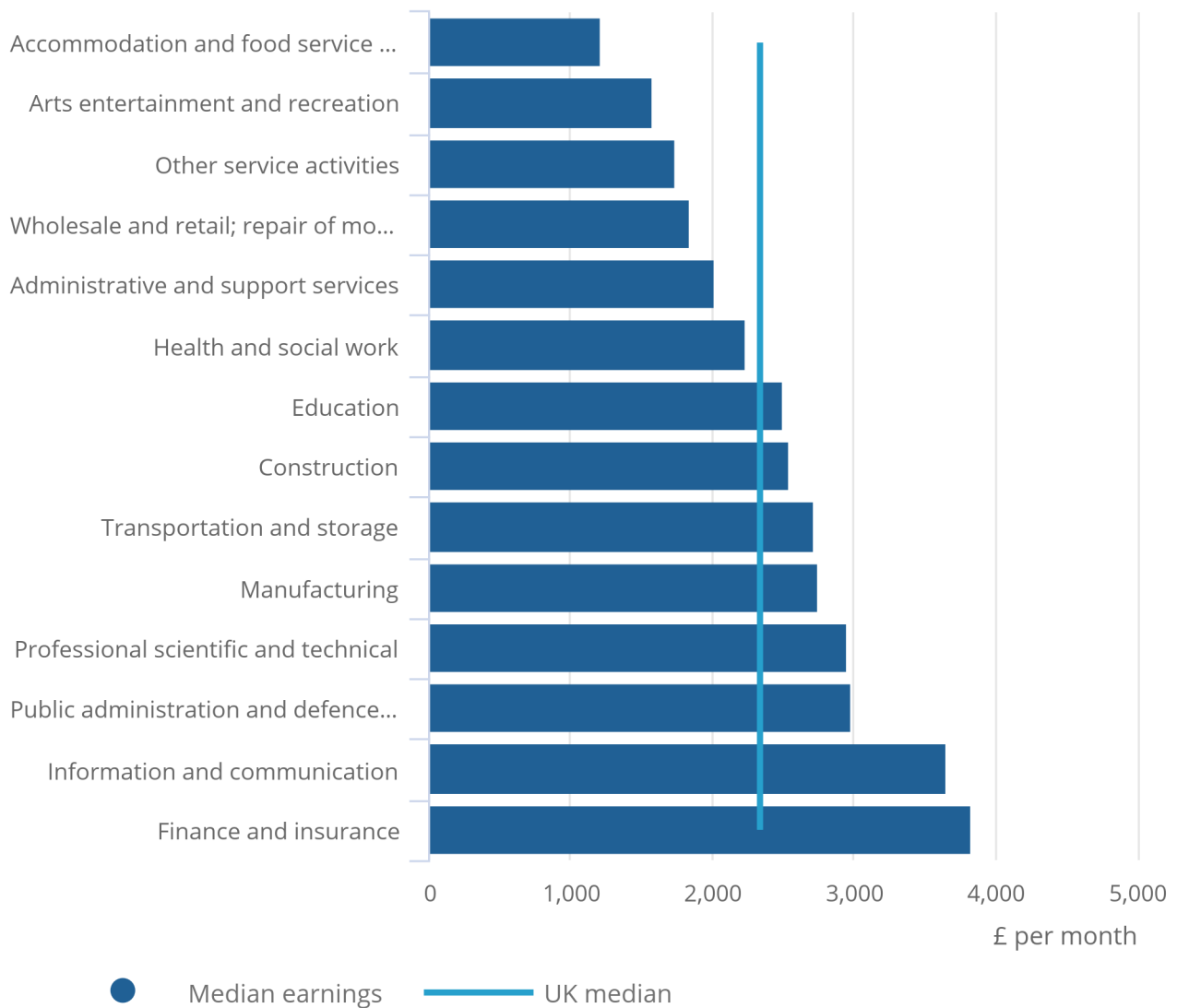
Median pay in December 2023 across the highlighted sectors ranged from £1,212 in the accommodation and food service activities sector to £3,832 in finance and insurance (Figure 11).

Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, December 2023

Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, December 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 9.7% (Figure 12), and slowest in the professional, scientific and technical sector, at positive 4.2%.

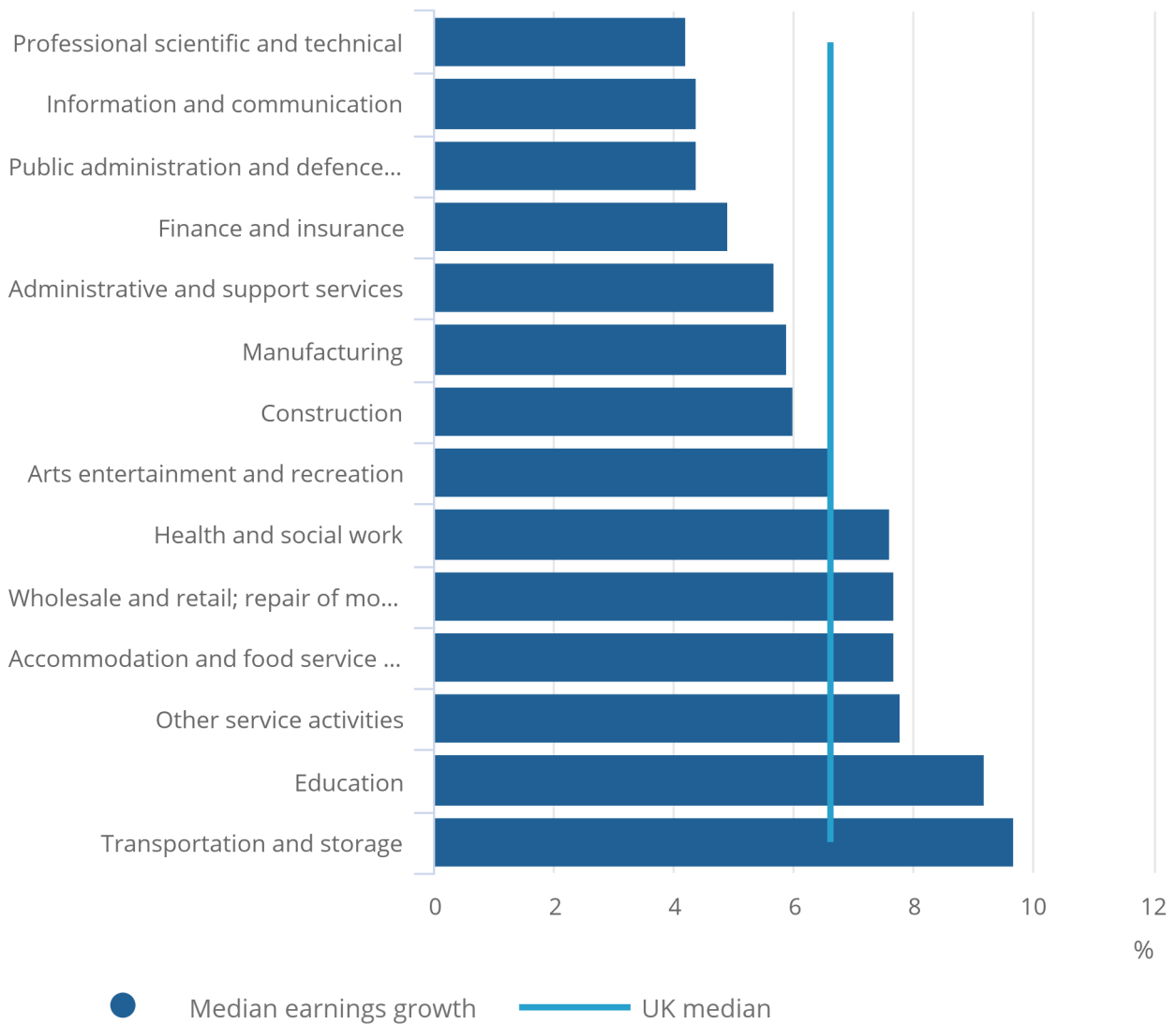
Estimates of mean pay for each sector are available in the [accompanying datasets](#).

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

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

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

Percentage change on same month in previous year, seasonally adjusted, UK, December 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.

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 December 2023, 94.5% are aged 18 to 64 years.

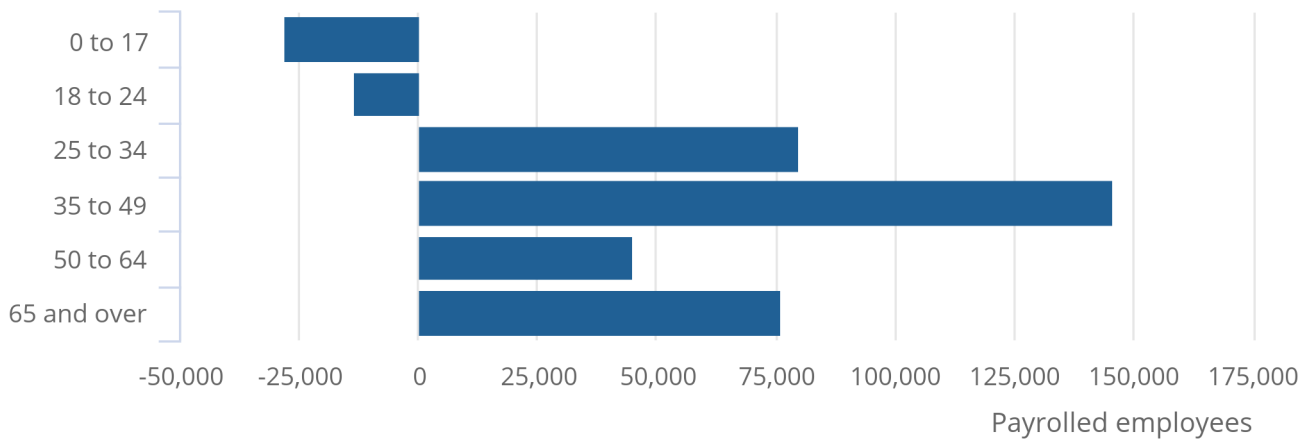
Between December 2022 and December 2023, there was a decrease of 41,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 35 to 49 years increased by 146,000.

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

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

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

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



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

Notes:

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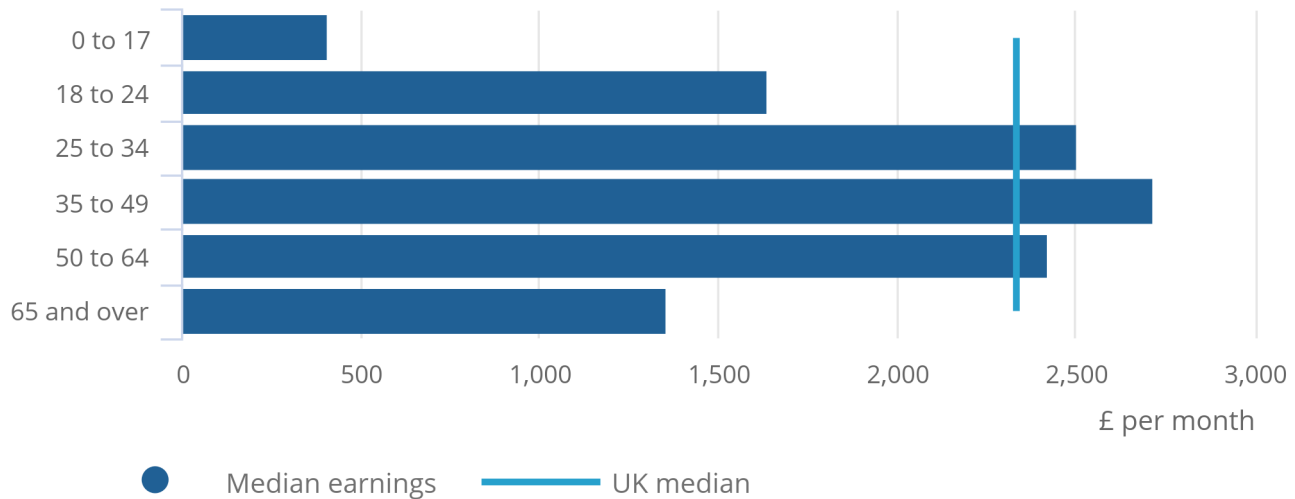
Median pay in December 2023 ranged from £408 for those aged under 18 years to £2,720 for those aged 35 to 49 years (Figure 15). Overall, median pay is higher in the central age bands of those studied.

Figure 14: Median pay varies by age

Median pay, seasonally adjusted, UK, December 2023

Figure 14: Median pay varies by age

Median pay, seasonally adjusted, UK, December 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 16 January 2024

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 16 January 2024

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 16 January 2024

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. Our statistical practice is regulated by the Office for Statistics Regulation (OSR). OSR sets the standards of trustworthiness, quality and value in the Code of Practice for Statistics that all producers of official statistics should adhere to. You are welcome to contact us directly with any comments about how we meet these standards by emailing [RTI Statistics](mailto:RTI.Statistics). Alternatively, you can contact OSR by emailing regulation@statistics.gov.uk or through the OSR website.



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 December 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. For this month's publication, the supporting data tables contain further ad hoc data tables, showing the number of employees in younger age groups and the number of employees working in low pay sectors. These figures are provided to support the annual report by the Low Pay Commission on minimum wage rates.

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](#).

Status of official statistics in development

Official statistics in development are official statistics that are undergoing a development. They were previously called "experimental statistics". In June 2023, the Office for Statistics Regulation (OSR) published an assessment report of 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](#).

This is a joint release between HMRC and the ONS. The existing monthly publications produced by the ONS remain the primary [National Statistics](#) for the labour market.

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 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 weren't 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 our [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](#).

From October 2023, the ONS have 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 the November, December, and January labour market publications, with the ONS aiming to publish LFS figures from February 2023. More information can be found in the update on the [LFS statement](#).

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, UK: January 2024](#)

Bulletin | Released 16 January 2024

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

[Average weekly earnings in Great Britain: January 2024](#)

Bulletin | Released 16 January 2024

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

[Vacancies and jobs in the UK: January 2024](#)

Bulletin | Released 16 January 2024

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 16 January 2024, ONS website, statistical bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: January 2024](#)

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

Period	Payrolled employees
	UK, all industries, seasonally adjusted
	Payrolled employees
December 2014	26,993,309
December 2015	27,678,709
December 2016	28,075,499
December 2017	28,455,960
December 2018	28,747,650
December 2019	28,982,655
December 2020	28,115,230
December 2021	29,242,634
December 2022	29,911,237
January 2023	29,949,839
February 2023	29,986,224
March 2023	30,044,491
April 2023	30,088,054
May 2023	30,125,602
June 2023	30,166,706
July 2023	30,159,901
August 2023	30,155,605
September 2023	30,184,571
October 2023	30,231,848
November 2023	30,240,819
December 2023	30,216,799
Change on year	305,562
Change %	1

Source: PAYE RTI

1. Figures for Dec 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.
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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
December 2014	1,617
December 2015	1,631
December 2016	1,668
December 2017	1,721
December 2018	1,772
December 2019	1,835
December 2020	1,924
December 2021	2,033
December 2022	2,186
January 2023	2,193
February 2023	2,207
March 2023	2,217
April 2023	2,230
May 2023	2,261
June 2023	2,302
July 2023	2,267
August 2023	2,280
September 2023	2,268
October 2023	2,287
November 2023	2,337
December 2023	2,331
Change on year	145
Change %	6.6

Source: PAYE RTI

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9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
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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
November 2014	2,216
November 2015	2,239
November 2016	2,295
November 2017	2,355
November 2018	2,436
November 2019	2,507
November 2020	2,642
November 2021	2,765
November 2022	2,977
December 2022	2,962
January 2023	2,974
February 2023	3,009
March 2023	3,046
April 2023	3,009
May 2023	3,055
June 2023	3,126
July 2023	3,058
August 2023	3,063
September 2023	3,063
October 2023	3,079
November 2023	3,125
Change on year	148
Change %	5

Source: PAYE RTI

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AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
	Aggregate pay
November 2014	59,823,739,939
November 2015	62,022,302,603
November 2016	64,357,775,992
November 2017	66,934,177,979
November 2018	70,037,038,042
November 2019	72,624,011,409
November 2020	74,186,684,455
November 2021	80,632,210,999
November 2022	88,900,616,533
December 2022	88,587,293,667
January 2023	89,083,689,977
February 2023	90,218,439,395
March 2023	91,518,782,262
April 2023	90,523,418,856
May 2023	92,025,413,164
June 2023	94,288,645,939
July 2023	92,219,916,831
August 2023	92,357,137,191
September 2023	92,443,077,888
October 2023	93,084,085,281
November 2023	94,492,213,336
Change on year	5,591,596,803
Change %	6.3

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
November 2014	509	895	1,605	2,604	3,928	5,282	10,958
November 2015	526	911	1,625	2,628	3,970	5,348	11,079
November 2016	551	944	1,665	2,677	4,048	5,468	11,362
November 2017	571	977	1,709	2,735	4,134	5,588	11,664
November 2018	596	1,012	1,770	2,819	4,260	5,777	12,049
November 2019	619	1,054	1,827	2,898	4,382	5,956	12,373
November 2020	665	1,117	1,910	3,008	4,554	6,212	13,012
November 2021	674	1,155	2,013	3,150	4,773	6,516	13,630
November 2022	710	1,243	2,165	3,385	5,128	6,974	14,491
December 2022	715	1,253	2,180	3,400	5,151	7,007	14,539
January 2023	721	1,262	2,193	3,413	5,172	7,038	14,603
February 2023	725	1,263	2,196	3,414	5,192	7,060	14,643
March 2023	727	1,269	2,204	3,427	5,220	7,107	14,789
April 2023	734	1,278	2,214	3,441	5,249	7,165	14,913
May 2023	741	1,291	2,231	3,458	5,272	7,213	15,074
June 2023	749	1,308	2,260	3,525	5,378	7,296	15,074
July 2023	751	1,317	2,277	3,551	5,397	7,309	15,078
August 2023	751	1,322	2,286	3,567	5,417	7,313	15,050
September 2023	753	1,320	2,276	3,525	5,329	7,265	15,083
October 2023	755	1,325	2,281	3,525	5,338	7,270	15,079
November 2023	760	1,339	2,299	3,549	5,353	7,284	15,071
Change on year	50	96	134	164	225	310	580
Change %	7	7.7	6.2	4.8	4.4	4.4	4

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
November 2017	669,252	648,271
November 2018	676,221	631,307
November 2019	641,870	645,633
November 2020	559,607	643,970
November 2021	710,805	620,116
November 2022	686,000	629,337
December 2022	679,175	630,187
January 2023	681,352	642,750
February 2023	685,652	649,267
March 2023	693,604	635,337
April 2023	674,894	631,331
May 2023	668,968	631,420
June 2023	670,142	629,038
July 2023	636,024	642,829
August 2023	630,099	634,395
September 2023	646,048	617,082
October 2023	658,403	611,126
November 2023	651,958	642,987
Change on year	-34,042	13,650
Change %	-5	2.2

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
December 2014	1,033,499	2,930,258	2,164,803	1,969,818	2,314,330	2,577,398	3,741,144	3,826,835	2,260,471	1,192,248	2,302,983	679,524
December 2015	1,048,352	3,000,792	2,209,052	2,023,120	2,383,214	2,649,648	3,879,817	3,920,026	2,315,690	1,211,314	2,337,020	700,664
December 2016	1,057,951	3,043,028	2,241,836	2,059,510	2,427,626	2,692,181	3,945,283	3,970,790	2,348,455	1,227,176	2,348,797	712,866
December 2017	1,067,166	3,095,395	2,270,089	2,092,167	2,458,910	2,729,177	4,007,593	4,018,821	2,377,294	1,245,380	2,364,878	729,090
December 2018	1,068,690	3,128,944	2,294,408	2,113,609	2,483,835	2,758,908	4,073,695	4,057,955	2,397,595	1,256,522	2,371,731	741,759
December 2019	1,071,567	3,150,635	2,310,788	2,125,372	2,488,605	2,786,088	4,144,151	4,097,106	2,418,254	1,260,274	2,379,356	750,459
December 2020	1,050,161	3,081,546	2,256,014	2,077,342	2,423,292	2,713,613	3,920,377	3,971,060	2,355,190	1,227,446	2,302,369	736,820
December 2021	1,096,084	3,210,238	2,345,050	2,150,677	2,520,631	2,800,742	4,131,458	4,114,947	2,435,804	1,275,374	2,393,602	768,026
December 2022	1,115,051	3,267,542	2,385,346	2,189,713	2,577,151	2,856,164	4,297,276	4,214,858	2,485,096	1,303,372	2,435,158	784,509
January 2023	1,115,123	3,271,810	2,387,371	2,191,328	2,579,919	2,861,068	4,309,376	4,221,612	2,488,400	1,303,549	2,435,722	784,558
February 2023	1,115,899	3,274,693	2,387,301	2,192,843	2,581,793	2,866,673	4,318,033	4,228,831	2,491,679	1,305,839	2,436,718	785,922
March 2023	1,118,573	3,281,028	2,390,189	2,197,220	2,587,089	2,874,411	4,325,590	4,236,454	2,495,886	1,309,460	2,439,900	788,692
April 2023	1,120,603	3,287,553	2,394,982	2,200,343	2,592,734	2,877,787	4,330,959	4,240,813	2,502,419	1,311,479	2,440,499	787,882
May 2023	1,121,896	3,293,218	2,398,230	2,204,171	2,598,893	2,881,162	4,332,601	4,248,587	2,503,529	1,314,234	2,440,683	788,398
June 2023	1,123,566	3,296,162	2,400,226	2,206,979	2,602,454	2,885,488	4,338,373	4,255,308	2,507,463	1,315,998	2,445,589	789,101
July 2023	1,123,081	3,293,889	2,400,318	2,204,724	2,602,800	2,885,895	4,336,242	4,255,865	2,506,235	1,314,454	2,446,645	789,755
August 2023	1,121,910	3,292,740	2,398,721	2,203,731	2,602,114	2,886,037	4,335,907	4,256,271	2,506,915	1,312,555	2,447,299	791,406
September 2023	1,123,024	3,296,270	2,400,312	2,205,559	2,605,818	2,889,393	4,337,331	4,261,079	2,509,316	1,313,305	2,449,121	794,044
October 2023	1,125,715	3,302,012	2,403,527	2,208,681	2,609,269	2,893,472	4,342,131	4,268,927	2,513,685	1,315,112	2,452,739	796,579
November 2023	1,125,676	3,304,638	2,403,835	2,209,503	2,609,765	2,894,279	4,340,860	4,270,695	2,514,762	1,315,026	2,455,012	796,768
December 2023	1,124,988	3,302,300	2,401,622	2,206,591	2,608,424	2,890,724	4,338,250	4,263,573	2,513,071	1,314,344	2,457,013	795,899
Change on year	9,937	34,758	16,276	16,878	31,273	34,560	40,974	48,715	27,975	10,972	21,855	11,390
Change %	0.9	1.1	0.7	0.8	1.2	1.2	1	1.2	1.1	0.8	0.9	1.5

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
December 2014	1,545	1,530	1,510	1,527	1,538	1,652	1,941	1,730	1,512	1,521	1,659	1,514
December 2015	1,540	1,536	1,523	1,536	1,547	1,672	1,965	1,750	1,531	1,528	1,676	1,497
December 2016	1,565	1,575	1,553	1,571	1,586	1,709	2,014	1,792	1,568	1,562	1,696	1,528
December 2017	1,624	1,631	1,608	1,625	1,641	1,770	2,084	1,848	1,629	1,614	1,743	1,576
December 2018	1,670	1,684	1,653	1,673	1,685	1,824	2,145	1,900	1,675	1,666	1,791	1,632
December 2019	1,723	1,741	1,705	1,730	1,737	1,887	2,219	1,965	1,728	1,720	1,864	1,671
December 2020	1,793	1,828	1,792	1,821	1,824	1,991	2,326	2,057	1,824	1,814	1,953	1,783
December 2021	1,892	1,910	1,886	1,930	1,920	2,098	2,454	2,172	1,929	1,907	2,071	1,903
December 2022	2,047	2,072	2,036	2,072	2,059	2,253	2,635	2,339	2,085	2,060	2,204	2,010
January 2023	2,047	2,076	2,036	2,074	2,068	2,256	2,642	2,338	2,084	2,053	2,222	2,034
February 2023	2,056	2,081	2,044	2,083	2,079	2,270	2,650	2,349	2,098	2,074	2,252	2,050
March 2023	2,066	2,093	2,056	2,092	2,089	2,283	2,657	2,365	2,118	2,094	2,250	2,111
April 2023	2,087	2,108	2,080	2,114	2,110	2,291	2,659	2,366	2,124	2,107	2,274	2,055
May 2023	2,118	2,146	2,109	2,142	2,135	2,331	2,698	2,411	2,164	2,129	2,280	2,081
June 2023	2,178	2,193	2,158	2,193	2,184	2,371	2,736	2,456	2,208	2,168	2,296	2,097
July 2023	2,128	2,161	2,119	2,159	2,148	2,332	2,719	2,412	2,157	2,167	2,296	2,088
August 2023	2,137	2,165	2,122	2,166	2,156	2,343	2,721	2,428	2,176	2,150	2,307	2,098
September 2023	2,119	2,160	2,101	2,153	2,149	2,334	2,709	2,416	2,166	2,135	2,325	2,100
October 2023	2,143	2,178	2,126	2,176	2,164	2,353	2,724	2,435	2,187	2,168	2,323	2,108
November 2023	2,210	2,226	2,174	2,218	2,221	2,391	2,753	2,471	2,246	2,237	2,375	2,084
December 2023	2,189	2,232	2,178	2,201	2,201	2,388	2,772	2,469	2,209	2,210	2,377	2,160
Change on year	142	160	142	129	142	135	137	130	124	150	173	150
Change %	6.9	7.7	7	6.2	6.9	6	5.2	5.6	5.9	7.3	7.8	7.5

Source: PAYE RTI

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

Period	Payrolled employees			
	December 2022	December 2023	Change on year	Change %
	UK, all industries, seasonally adjusted			
Tees Valley and Durham	500,170	504,207	4,037	0.8
Northumberland and Tyne and Wear	614,880	620,781	5,901	1
Cumbria	221,840	224,411	2,571	1.2
Greater Manchester	1,271,267	1,284,980	13,713	1.1
Lancashire	655,233	663,919	8,686	1.3
Cheshire	445,702	449,436	3,734	0.8
Merseyside	673,500	679,555	6,055	0.9
East Yorkshire and Northern Lincolnshire	410,477	412,149	1,672	0.4
North Yorkshire	363,154	366,139	2,985	0.8
South Yorkshire	596,401	599,621	3,220	0.5
West Yorkshire	1,015,315	1,023,713	8,398	0.8
Derbyshire and Nottinghamshire	974,791	983,628	8,837	0.9
Leicestershire, Rutland and Northamptonshire	882,715	888,804	6,089	0.7
Lincolnshire	332,207	334,158	1,951	0.6
Herefordshire, Worcestershire and Warwickshire	628,863	634,348	5,485	0.9
Shropshire and Staffordshire	722,128	730,373	8,245	1.1
West Midlands (county)	1,226,161	1,243,704	17,543	1.4
East Anglia	1,129,630	1,142,219	12,589	1.1
Bedfordshire and Hertfordshire	894,121	905,497	11,376	1.3
Essex	832,413	843,008	10,595	1.3
Inner London - West	550,656	541,155	-9,501	-1.7
Inner London - East	1,220,904	1,226,029	5,125	0.4
Outer London - East and North East	889,558	908,433	18,875	2.1
Outer London - South	619,863	628,237	8,374	1.4
Outer London - West and North West	1,016,296	1,034,396	18,100	1.8
Berkshire, Buckinghamshire and Oxfordshire	1,209,219	1,224,039	14,820	1.2
Surrey, East and West Sussex	1,293,832	1,306,433	12,601	1
Hampshire and Isle of Wight	903,289	912,787	9,498	1.1
Kent	808,518	820,313	11,795	1.5
Gloucestershire, Wiltshire and Bristol/Bath area	1,186,509	1,199,719	13,210	1.1
Dorset and Somerset	570,047	576,580	6,533	1.1
Cornwall and Isles of Scilly	228,046	230,528	2,482	1.1
Devon	500,494	506,243	5,749	1.1
West Wales and The Valleys	792,032	799,525	7,493	0.9
East Wales	511,340	514,819	3,479	0.7
North Eastern Scotland	228,817	230,063	1,246	0.5
Highlands and Islands	204,953	207,043	2,090	1
Eastern Scotland	908,047	918,412	10,365	1.1
West Central Scotland	687,609	692,118	4,509	0.7
Southern Scotland	405,731	409,377	3,646	0.9
Northern Ireland	784,509	795,899	11,390	1.5

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			
	December 2022	December 2023	Change on year	Change %
Tees Valley and Durham	2,036	2,179	143	7
Northumberland and Tyne and Wear	2,057	2,199	142	6.9
Cumbria	2,056	2,213	157	7.6
Greater Manchester	2,078	2,231	153	7.4
Lancashire	1,988	2,153	165	8.3
Cheshire	2,196	2,361	165	7.5
Merseyside	2,074	2,232	158	7.6
East Yorkshire and Northern Lincolnshire	1,996	2,123	127	6.4
North Yorkshire	2,049	2,157	108	5.3
South Yorkshire	2,008	2,160	152	7.6
West Yorkshire	2,061	2,216	155	7.5
Derbyshire and Nottinghamshire	2,066	2,203	137	6.6
Leicestershire, Rutland and Northamptonshire	2,101	2,221	120	5.7
Lincolnshire	2,003	2,146	143	7.1
Herefordshire, Worcestershire and Warwickshire	2,166	2,310	144	6.6
Shropshire and Staffordshire	2,062	2,208	146	7.1
West Midlands (county)	2,007	2,153	146	7.3
East Anglia	2,134	2,267	133	6.2
Bedfordshire and Hertfordshire	2,397	2,532	135	5.6
Essex	2,304	2,433	129	5.6
Inner London - West	3,280	3,431	151	4.6
Inner London - East	2,706	2,866	160	5.9
Outer London - East and North East	2,439	2,552	113	4.6
Outer London - South	2,679	2,837	158	5.9
Outer London - West and North West	2,451	2,561	110	4.5
Berkshire, Buckinghamshire and Oxfordshire	2,498	2,614	116	4.6
Surrey, East and West Sussex	2,339	2,476	137	5.9
Hampshire and Isle of Wight	2,256	2,380	124	5.5
Kent	2,226	2,356	130	5.8
Gloucestershire, Wiltshire and Bristol/Bath area	2,209	2,333	124	5.6
Dorset and Somerset	2,033	2,163	130	6.4
Cornwall and Isles of Scilly	1,885	2,025	140	7.4
Devon	1,961	2,099	138	7
West Wales and The Valleys	2,022	2,173	151	7.5
East Wales	2,124	2,274	150	7.1
North Eastern Scotland	2,312	2,512	200	8.7
Highlands and Islands	2,088	2,275	187	9
Eastern Scotland	2,216	2,380	164	7.4
West Central Scotland	2,213	2,372	159	7.2
Southern Scotland	2,143	2,327	184	8.6
Northern Ireland	2,010	2,160	150	7.5

Source: PAYE RTI

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INDUSTRY PAYROLLED EMPLOYEES

11 Industry payrolled employees from PAYE RTI

Period	Payrolled employees			
	December 2022	December 2023	Change on year	Change %
	UK, all industries, seasonally adjusted			
Agriculture, forestry and fishing	191,607	191,616	9	0
Mining and quarrying	52,208	52,290	82	0.2
Manufacturing	2,366,967	2,354,371	-12,596	-0.5
Energy production and supply	105,744	116,078	10,334	9.8
Water supply, sewerage and waste	186,157	191,105	4,948	2.7
Construction	1,329,447	1,320,018	-9,429	-0.7
Wholesale and retail; repair of motor vehicles	4,368,881	4,348,661	-20,220	-0.5
Transportation and storage	1,366,865	1,360,909	-5,956	-0.4
Accommodation and food service activities	2,172,065	2,146,746	-25,319	-1.2
Information and communication	1,331,156	1,313,524	-17,632	-1.3
Finance and insurance	1,076,979	1,116,331	39,352	3.7
Real estate	447,681	451,418	3,737	0.8
Professional, scientific and technical	2,399,607	2,426,301	26,694	1.1
Administrative and support services	2,501,323	2,474,776	-26,547	-1.1
Public administration and defence; social security	1,447,261	1,475,251	27,990	1.9
Education	3,180,820	3,261,319	80,499	2.5
Health and social work	4,137,340	4,340,014	202,674	4.9
Arts, entertainment and recreation	599,999	626,119	26,120	4.4
Other service activities	535,962	541,273	5,311	1
Households and Extraterritorial	113,168	108,678	-4,490	-4

Source: PAYE RTI

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INDUSTRY MEDIAN PAY

12 Industry median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	December 2022	December 2023	Change on year	Change %
Agriculture, forestry and fishing	1,940	2,075	135	7
Mining and quarrying	4,303	4,483	180	4.2
Manufacturing	2,595	2,747	152	5.9
Energy production and supply	3,992	4,174	182	4.6
Water supply, sewerage and waste	2,773	2,951	178	6.4
Construction	2,401	2,545	144	6
Wholesale and retail; repair of motor vehicles	1,710	1,842	132	7.7
Transportation and storage	2,477	2,717	240	9.7
Accommodation and food service activities	1,125	1,212	87	7.7
Information and communication	3,503	3,657	154	4.4
Finance and insurance	3,653	3,832	179	4.9
Real estate	2,256	2,357	101	4.5
Professional, scientific and technical	2,840	2,959	119	4.2
Administrative and support services	1,911	2,019	108	5.7
Public administration and defence; social security	2,851	2,976	125	4.4
Education	2,284	2,495	211	9.2
Health and social work	2,086	2,244	158	7.6
Arts, entertainment and recreation	1,478	1,575	97	6.6
Other service activities	1,611	1,736	125	7.8
Households and Extraterritorial	1,068	1,112	44	4.1

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
December 2014	407,865	3,534,023	6,413,725	9,172,146	6,642,041	823,509
December 2015	439,043	3,604,680	6,601,461	9,299,422	6,896,515	837,589
December 2016	440,883	3,602,518	6,711,402	9,349,926	7,118,781	851,990
December 2017	444,036	3,584,525	6,792,457	9,399,811	7,356,923	878,207
December 2018	439,380	3,555,485	6,840,030	9,433,210	7,570,616	908,930
December 2019	432,367	3,504,743	6,858,378	9,453,581	7,732,922	1,000,663
December 2020	285,537	3,167,624	6,653,719	9,321,051	7,713,971	973,328
December 2021	496,950	3,443,843	6,823,736	9,494,981	7,948,889	1,034,235
December 2022	523,131	3,489,019	6,987,943	9,712,083	8,098,528	1,100,533
January 2023	524,472	3,489,072	6,998,419	9,728,800	8,102,679	1,106,397
February 2023	528,307	3,487,691	7,005,570	9,742,383	8,108,742	1,113,531
March 2023	530,974	3,495,325	7,020,732	9,760,790	8,115,019	1,121,651
April 2023	528,275	3,506,094	7,033,200	9,780,933	8,114,375	1,125,177
May 2023	524,461	3,504,568	7,043,469	9,796,291	8,124,717	1,132,095
June 2023	520,242	3,502,927	7,054,183	9,815,681	8,134,844	1,138,829
July 2023	513,709	3,483,813	7,058,248	9,826,910	8,135,860	1,141,362
August 2023	506,358	3,467,044	7,062,587	9,837,251	8,136,854	1,145,512
September 2023	503,609	3,472,174	7,066,688	9,848,016	8,142,422	1,151,662
October 2023	502,046	3,477,191	7,075,291	9,863,396	8,153,154	1,160,770
November 2023	499,669	3,470,231	7,076,099	9,869,402	8,155,903	1,169,516
December 2023	495,437	3,475,523	7,068,086	9,857,711	8,143,531	1,176,512
Change on year	-27,694	-13,496	80,143	145,628	45,003	75,979
Change %	-5.3	-0.4	1.1	1.5	0.6	6.9

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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
December 2014	282	1,098	1,748	1,929	1,745	737
December 2015	288	1,137	1,765	1,936	1,745	760
December 2016	297	1,187	1,813	1,968	1,761	795
December 2017	304	1,228	1,875	2,028	1,808	829
December 2018	318	1,274	1,930	2,082	1,847	875
December 2019	327	1,315	2,004	2,145	1,900	959
December 2020	363	1,360	2,075	2,235	1,980	1,067
December 2021	402	1,438	2,210	2,387	2,090	1,147
December 2022	417	1,555	2,382	2,561	2,252	1,248
January 2023	410	1,562	2,390	2,561	2,239	1,251
February 2023	412	1,576	2,396	2,575	2,251	1,261
March 2023	408	1,584	2,416	2,592	2,266	1,264
April 2023	412	1,592	2,421	2,608	2,283	1,274
May 2023	415	1,613	2,452	2,632	2,314	1,299
June 2023	411	1,620	2,513	2,707	2,374	1,331
July 2023	410	1,616	2,460	2,646	2,329	1,309
August 2023	408	1,624	2,470	2,653	2,332	1,311
September 2023	411	1,623	2,465	2,658	2,335	1,316
October 2023	411	1,627	2,481	2,672	2,340	1,322
November 2023	412	1,653	2,522	2,712	2,418	1,350
December 2023	408	1,635	2,504	2,720	2,423	1,354
Change on year	-9	80	122	159	171	106
Change %	-2.2	5.1	5.1	6.2	7.6	8.5

Source: PAYE RTI

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