

Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: February 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). These are official statistics in development.

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12 March 2024

Notice

13 February 2024

The February 2024 publication is a shorter bulletin, however, the breakdowns are still available in the accompanying datasets.

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1 . Main points

- Early estimates for January 2024 indicate that the number of payrolled employees rose by 1.4% compared with January 2023, a rise of 413,000 employees.
- This annual increase was largest in the health and social work sector, a rise of 217,000 employees.
- Payrolled employment increased by 48,000 employees (0.2%) in January 2024 when compared with December 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 December 2023 compared with November 2023 has been revised from a decrease of 24,000 reported in the last bulletin to an increase of 31,000, because of the incorporation of additional real time information submissions into the statistics, which takes place every publication and reduces the need for imputation.
- Early estimates for January 2024 indicate that median monthly pay increased by 6.4% compared with January 2023.
- In this month's publication, estimates for pay in Northern Ireland for November and December 2023 have seen larger revisions than usual; this is because of additional imputation being run on schemes where we have identified partially missing data in those schemes' submissions.

About the data in this release

Early estimates for January 2024 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.

These are [official statistics in development](#) and we advise caution when using the data. Read more in the [Strengths and limitations section](#).

2 . Payrolled employees

Early estimates for January 2024 indicate that there were 30.4 million payrolled employees (Figure 1), a rise of 1.4% compared with the same period of the previous year. This is a rise of 413,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees increased by 0.2% in January 2024, an increase of 48,000 people.

This monthly change should be treated as provisional, because it is based on an early estimate of January 2024 data. More information on revisions can be found in [Section 7: Strengths and limitations](#).

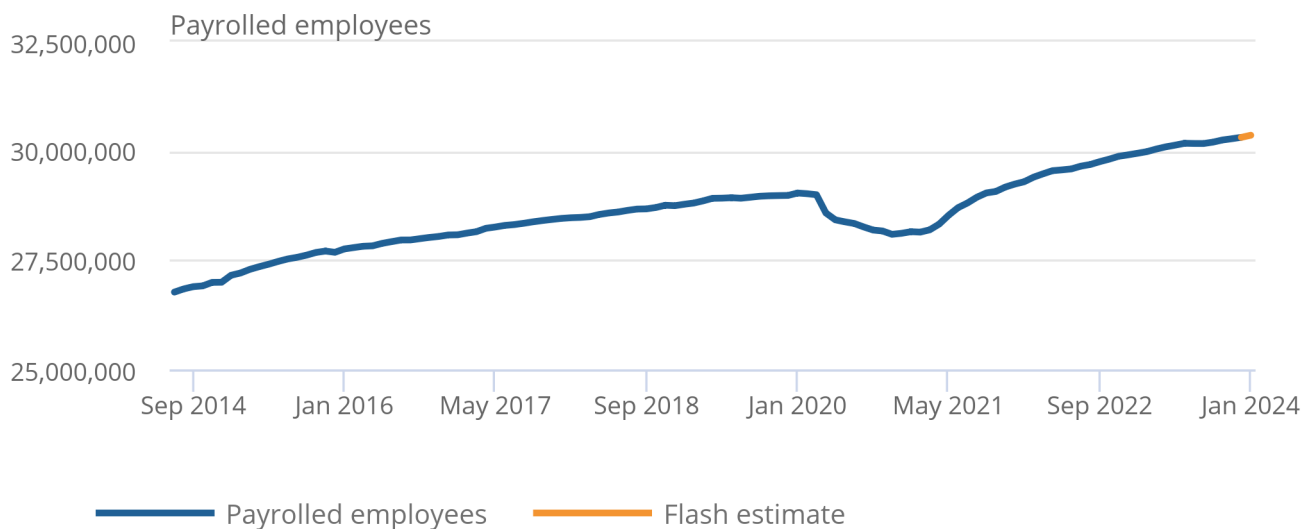
When comparing the number of payrolled employees in December 2023 with the previous month, this increased by 0.1%. This is revised upwards from the early estimate of a 0.1% decrease reported in our previous bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: January 2024](#).

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 January 2024

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Payrolled employees, seasonally adjusted, UK, July 2014 to January 2024



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

Notes:

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

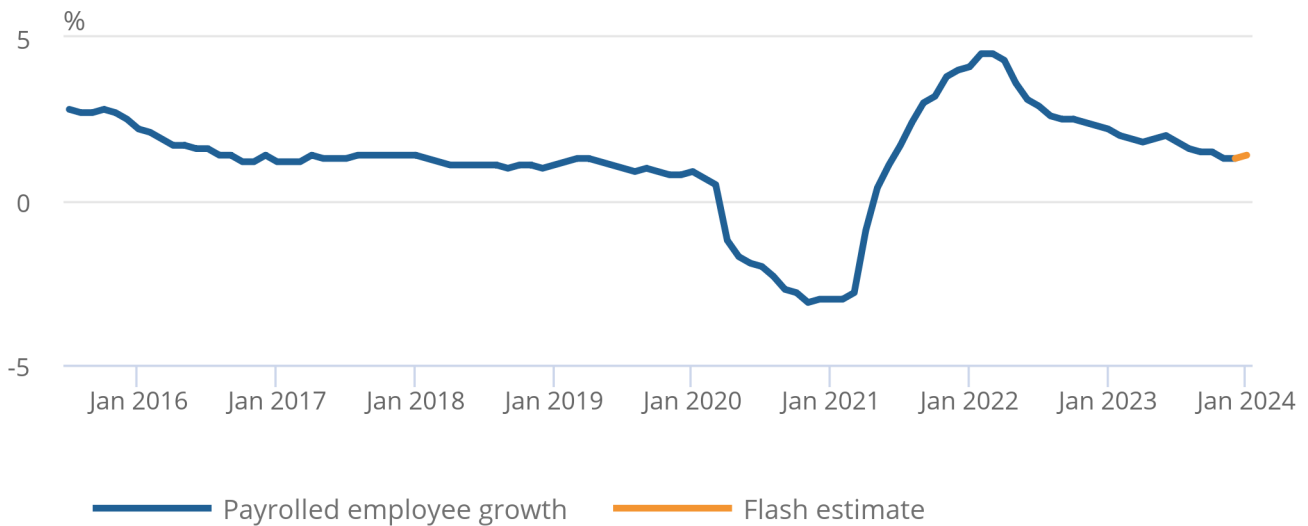
At the start of 2021, growth rates began to recover, and remained high as the labour market continued to recover from the effects of the pandemic. From April 2022 the annual growth rate has been falling. Through 2022 this fall would have been partially caused by the comparison against the increase in employee numbers from March 2021, which levelled off as we no longer compared against this higher baseline. During 2023 growth rates 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 January 2024

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Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to January 2024



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

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3 . Median monthly pay

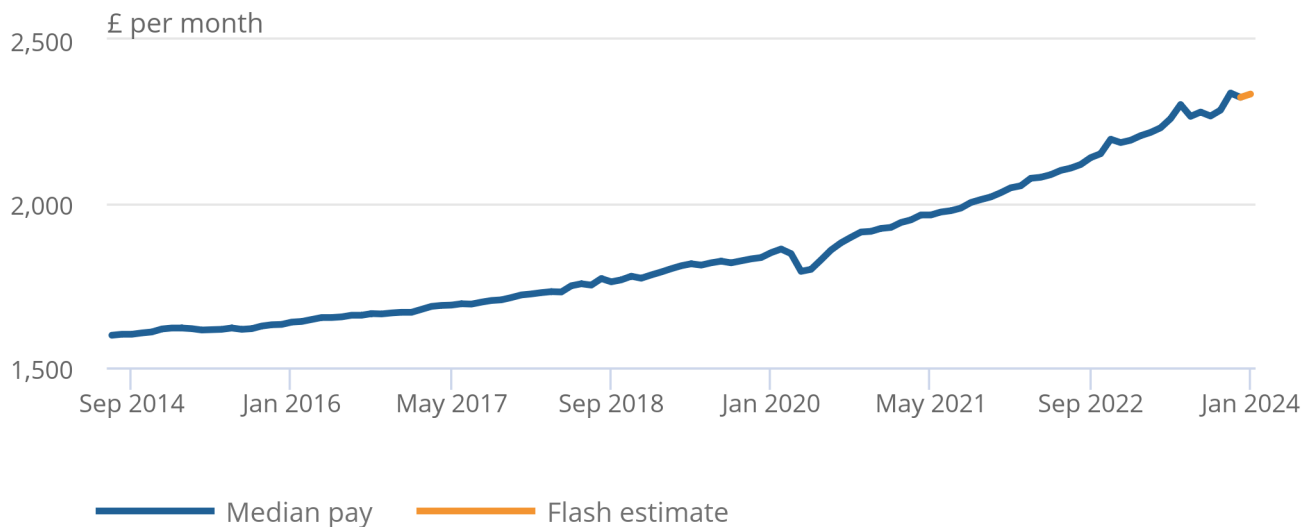
Early estimates for January 2024 indicate that median monthly pay was £2,334, an increase of 6.4% compared with the same period of the previous year.

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 January 2024

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Median pay per month, seasonally adjusted, UK, July 2014 to January 2024



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

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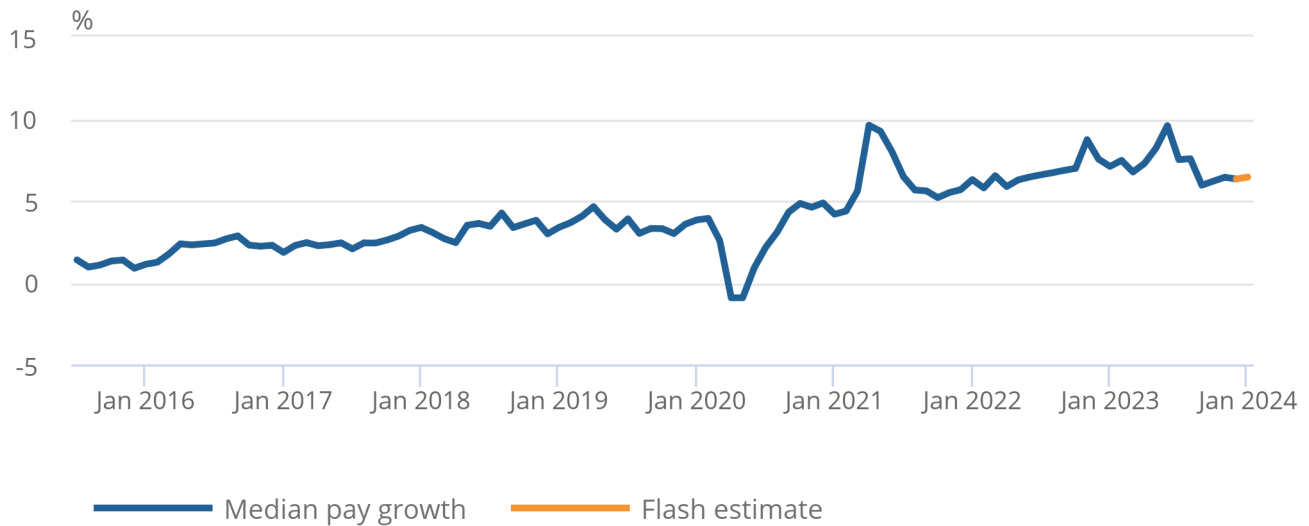
Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6%, until 2020 when it became negative. This coincided with the coronavirus (COVID-19) pandemic and related economic and policy responses. From June 2020 median pay growth became positive again. Through 2022 the growth rate of median pay continued to increase in line with pre-coronavirus 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 January 2024

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Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to January 2024



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

Notes:

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4 . Earnings and employment data

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

Dataset | Released 13 February 2024

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI), non-seasonally adjusted. These are official statistics in development.

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

Dataset | Released 13 February 2024

Revisions of earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI). These are official statistics in development.

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

Dataset | Released 13 February 2024

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI), seasonally adjusted. These are official statistics in development.

5 . 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 GOV.UK 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.

6 . 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](#). Alternatively, you can contact OSR by emailing regulation@statistics.gov.uk or via 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 January 2024 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.

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.

7 . 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 [the GOV.UK website](#).

Status of official statistics in development

Official statistics in development are [official statistics that are still in the testing phase and not yet fully developed](#). They were previously called "experimental statistics". 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.

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. 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. 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. In this month's publication, estimates for pay in Northern Ireland for November and December 2023 have seen larger revisions than usual. This is because of additional imputation being run on schemes where we have identified partially missing data in those schemes' submissions.

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](#).

8 . Related links

[Labour market overview: February 2024](#)

Bulletin | Released 13 February 2024

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

[Employment in the UK: February 2024](#)

Bulletin | Released 13 February 2024

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

[Labour market in the regions of the UK: February 2024](#)

Bulletin | Released 13 February 2024

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

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

Bulletin | Released 13 February 2024

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

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

Bulletin | Released 13 February 2024

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

9 . Cite this statistical bulletin

Office for National Statistics (ONS) and HM Revenue and Customs (HMRC), released 13 February 2024, ONS website, statistical bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: February 2024](#)

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

Period	Payrolled employees
	UK, all industries, seasonally adjusted
	Payrolled employees
January 2015	27,153,303
January 2016	27,756,155
January 2017	28,080,074
January 2018	28,469,637
January 2019	28,778,416
January 2020	29,035,288
January 2021	28,150,409
January 2022	29,293,712
January 2023	29,945,030
February 2023	29,982,966
March 2023	30,042,709
April 2023	30,092,751
May 2023	30,131,385
June 2023	30,174,121
July 2023	30,169,620
August 2023	30,168,525
September 2023	30,200,377
October 2023	30,249,347
November 2023	30,278,512
December 2023	30,309,625
January 2024	30,357,838
Change on year	412,808
Change %	1.4

Source: PAYE RTI

1. Figures for Jan 2024 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
January 2015	1,620
January 2016	1,638
January 2017	1,668
January 2018	1,724
January 2019	1,782
January 2020	1,850
January 2021	1,927
January 2022	2,048
January 2023	2,193
February 2023	2,207
March 2023	2,217
April 2023	2,231
May 2023	2,259
June 2023	2,302
July 2023	2,266
August 2023	2,279
September 2023	2,267
October 2023	2,285
November 2023	2,337
December 2023	2,324
January 2024	2,334
Change on year	141
Change %	6.4

Source: PAYE RTI

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MEAN PAY

3 Mean monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
	Mean pay
December 2014	2,239
December 2015	2,240
December 2016	2,294
December 2017	2,362
December 2018	2,433
December 2019	2,511
December 2020	2,654
December 2021	2,794
December 2022	2,959
January 2023	2,971
February 2023	3,003
March 2023	3,053
April 2023	3,038
May 2023	3,049
June 2023	3,121
July 2023	3,054
August 2023	3,060
September 2023	3,061
October 2023	3,079
November 2023	3,115
December 2023	3,116
Change on year	157
Change %	5.3

Source: PAYE RTI

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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
Period	Aggregate pay
December 2014	60,449,255,520
December 2015	62,007,681,919
December 2016	64,405,254,905
December 2017	67,197,746,827
December 2018	69,932,906,679
December 2019	72,783,340,692
December 2020	74,619,174,733
December 2021	81,701,920,681
December 2022	88,504,569,190
January 2023	88,955,704,373
February 2023	90,034,934,785
March 2023	91,707,119,149
April 2023	91,433,577,375
May 2023	91,884,060,262
June 2023	94,165,205,978
July 2023	92,143,221,003
August 2023	92,321,798,680
September 2023	92,456,975,168
October 2023	93,125,979,747
November 2023	94,320,184,942
December 2023	94,434,948,334
Change on year	5,930,379,144
Change %	6.7

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
December 2014	512	901	1,610	2,613	3,943	5,315	11,090
December 2015	529	914	1,629	2,632	3,979	5,357	11,086
December 2016	552	945	1,666	2,679	4,053	5,469	11,347
December 2017	573	980	1,714	2,743	4,147	5,602	11,684
December 2018	599	1,013	1,774	2,824	4,264	5,787	12,072
December 2019	620	1,055	1,832	2,907	4,396	5,962	12,379
December 2020	670	1,121	1,918	3,024	4,583	6,248	13,062
December 2021	677	1,159	2,023	3,164	4,791	6,545	13,736
December 2022	715	1,253	2,180	3,401	5,153	7,009	14,543
January 2023	721	1,262	2,193	3,413	5,172	7,038	14,600
February 2023	725	1,263	2,196	3,414	5,190	7,058	14,636
March 2023	727	1,268	2,204	3,425	5,218	7,105	14,779
April 2023	732	1,277	2,214	3,440	5,250	7,164	14,896
May 2023	739	1,290	2,230	3,458	5,273	7,211	15,049
June 2023	747	1,307	2,260	3,525	5,379	7,293	15,050
July 2023	751	1,316	2,276	3,550	5,394	7,306	15,059
August 2023	751	1,321	2,285	3,566	5,415	7,311	15,030
September 2023	753	1,319	2,275	3,524	5,328	7,264	15,069
October 2023	755	1,324	2,281	3,525	5,339	7,270	15,068
November 2023	760	1,338	2,299	3,549	5,353	7,283	15,063
December 2023	764	1,351	2,317	3,570	5,388	7,292	15,096
Change on year	49	98	137	169	235	283	553
Change %	6.9	7.8	6.3	5	4.6	4	3.8

Source: PAYE RTI

1. Figures for Jan 2024 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.
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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
December 2017	666,154	642,305
December 2018	661,771	671,585
December 2019	669,828	666,368
December 2020	598,577	576,384
December 2021	694,521	626,285
December 2022	671,643	638,880
January 2023	680,626	644,643
February 2023	686,954	649,018
March 2023	694,695	634,952
April 2023	680,165	630,123
May 2023	669,476	630,842
June 2023	670,299	627,563
July 2023	636,546	641,047
August 2023	630,352	631,447
September 2023	645,720	613,868
October 2023	656,700	607,730
November 2023	653,918	624,753
December 2023	660,876	629,763
Change on year	-10,767	-9,117
Change %	-1.6	-1.4

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
January 2015	1,043,051	2,950,624	2,177,259	1,984,304	2,333,356	2,587,990	3,758,890	3,840,787	2,270,759	1,197,993	2,324,034	684,256
January 2016	1,054,335	3,012,403	2,215,887	2,030,241	2,394,516	2,654,707	3,887,865	3,925,447	2,319,598	1,215,003	2,343,980	702,172
January 2017	1,057,769	3,044,616	2,241,143	2,060,975	2,428,366	2,692,315	3,950,177	3,973,279	2,349,014	1,227,227	2,343,728	711,466
January 2018	1,066,931	3,096,795	2,269,452	2,093,807	2,459,584	2,731,850	4,013,524	4,022,123	2,378,564	1,244,874	2,363,731	728,401
January 2019	1,070,014	3,132,715	2,295,977	2,115,187	2,485,926	2,761,514	4,080,246	4,062,337	2,398,499	1,256,566	2,376,762	742,673
January 2020	1,075,084	3,156,847	2,314,616	2,127,973	2,493,058	2,788,190	4,151,154	4,103,347	2,422,226	1,262,780	2,387,704	752,311
January 2021	1,054,160	3,088,444	2,261,026	2,078,710	2,428,150	2,714,319	3,923,422	3,968,971	2,355,771	1,228,993	2,309,635	738,808
January 2022	1,097,440	3,215,141	2,350,086	2,152,649	2,526,291	2,804,065	4,144,679	4,120,415	2,439,744	1,278,551	2,394,612	770,040
January 2023	1,115,001	3,271,477	2,387,086	2,190,941	2,579,251	2,860,115	4,308,613	4,220,861	2,488,067	1,303,519	2,435,634	784,466
February 2023	1,115,762	3,274,408	2,386,991	2,192,567	2,581,124	2,865,774	4,318,528	4,228,286	2,491,413	1,305,647	2,436,506	785,960
March 2023	1,118,509	3,281,267	2,390,108	2,197,119	2,586,680	2,873,767	4,325,382	4,236,230	2,495,743	1,309,354	2,439,753	788,797
April 2023	1,120,968	3,288,426	2,395,630	2,200,743	2,593,243	2,877,548	4,332,932	4,240,904	2,502,598	1,311,397	2,440,604	787,759
May 2023	1,122,322	3,293,445	2,398,597	2,204,460	2,599,240	2,881,098	4,335,862	4,249,266	2,502,884	1,313,807	2,441,860	788,546
June 2023	1,123,980	3,296,830	2,400,864	2,207,534	2,603,158	2,885,574	4,341,628	4,256,001	2,507,509	1,315,958	2,445,990	789,095
July 2023	1,123,507	3,294,720	2,401,226	2,205,369	2,603,595	2,886,274	4,339,741	4,257,024	2,506,577	1,314,464	2,447,255	789,868
August 2023	1,122,372	3,293,736	2,399,844	2,204,700	2,603,082	2,886,716	4,340,138	4,258,194	2,507,561	1,312,617	2,448,002	791,563
September 2023	1,123,555	3,297,504	2,401,773	2,206,821	2,607,011	2,890,425	4,341,800	4,263,489	2,510,264	1,313,521	2,449,961	794,253
October 2023	1,126,208	3,303,335	2,405,127	2,209,934	2,610,550	2,894,824	4,347,394	4,271,400	2,514,770	1,315,425	2,453,445	796,936
November 2023	1,127,012	3,308,081	2,406,965	2,212,141	2,612,917	2,897,612	4,349,402	4,275,899	2,517,536	1,316,281	2,456,815	797,851
December 2023	1,127,926	3,311,301	2,408,803	2,213,799	2,616,141	2,901,096	4,356,643	4,277,952	2,519,824	1,317,603	2,459,663	798,873
January 2024	1,128,679	3,315,148	2,411,198	2,217,036	2,620,436	2,906,027	4,365,395	4,285,810	2,526,833	1,319,511	2,462,144	799,621
Change on year	13,678	43,671	24,112	26,095	41,185	45,912	56,782	64,949	38,766	15,992	26,510	15,155
Change %	1.2	1.3	1	1.2	1.6	1.6	1.3	1.5	1.6	1.2	1.1	1.9

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
January 2015	1,542	1,532	1,514	1,529	1,539	1,656	1,944	1,731	1,518	1,528	1,659	1,500
January 2016	1,546	1,545	1,532	1,542	1,551	1,677	1,970	1,759	1,537	1,534	1,679	1,502
January 2017	1,573	1,576	1,552	1,567	1,581	1,704	2,018	1,786	1,569	1,565	1,702	1,533
January 2018	1,625	1,633	1,609	1,629	1,648	1,775	2,091	1,851	1,629	1,618	1,745	1,570
January 2019	1,674	1,691	1,659	1,685	1,692	1,834	2,154	1,908	1,685	1,669	1,796	1,647
January 2020	1,735	1,755	1,719	1,744	1,749	1,903	2,238	1,984	1,749	1,731	1,872	1,702
January 2021	1,808	1,831	1,794	1,825	1,827	1,990	2,333	2,059	1,825	1,821	1,959	1,784
January 2022	1,898	1,928	1,898	1,941	1,927	2,119	2,470	2,189	1,944	1,926	2,092	1,935
January 2023	2,047	2,077	2,033	2,072	2,068	2,257	2,642	2,337	2,084	2,055	2,224	2,036
February 2023	2,056	2,082	2,046	2,082	2,079	2,270	2,651	2,348	2,098	2,074	2,255	2,050
March 2023	2,066	2,093	2,055	2,093	2,089	2,283	2,657	2,365	2,118	2,094	2,251	2,111
April 2023	2,087	2,110	2,079	2,115	2,111	2,292	2,660	2,367	2,125	2,109	2,275	2,060
May 2023	2,116	2,144	2,109	2,140	2,134	2,329	2,694	2,408	2,162	2,128	2,278	2,080
June 2023	2,177	2,192	2,156	2,192	2,183	2,370	2,735	2,455	2,208	2,166	2,296	2,098
July 2023	2,128	2,160	2,117	2,158	2,147	2,332	2,719	2,410	2,156	2,165	2,294	2,088
August 2023	2,136	2,164	2,119	2,166	2,156	2,343	2,719	2,427	2,176	2,149	2,305	2,097
September 2023	2,118	2,159	2,106	2,153	2,149	2,334	2,708	2,416	2,165	2,134	2,322	2,099
October 2023	2,142	2,175	2,126	2,175	2,164	2,352	2,723	2,434	2,186	2,167	2,321	2,108
November 2023	2,209	2,224	2,178	2,217	2,220	2,390	2,749	2,468	2,246	2,236	2,381	2,127
December 2023	2,187	2,218	2,165	2,200	2,199	2,382	2,766	2,468	2,208	2,201	2,361	2,139
January 2024	2,194	2,221	2,172	2,217	2,213	2,392	2,778	2,481	2,231	2,207	2,359	2,130
Change on year	147	144	139	145	145	135	136	144	147	152	135	94
Change %	7.2	6.9	6.8	7	7	6	5.1	6.2	7.1	7.4	6.1	4.6

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

Period	Payrolled employees			
	January 2023	January 2024	Change on year	Change %
	UK, all industries, seasonally adjusted			
Tees Valley and Durham	500,633	505,527	4,894	1
Northumberland and Tyne and Wear	614,367	623,152	8,785	1.4
Cumbria	221,751	225,038	3,287	1.5
Greater Manchester	1,272,817	1,290,275	17,458	1.4
Lancashire	655,865	665,476	9,611	1.5
Cheshire	446,494	451,713	5,219	1.2
Merseyside	674,550	682,646	8,096	1.2
East Yorkshire and Northern Lincolnshire	410,714	413,665	2,951	0.7
North Yorkshire	363,789	367,678	3,889	1.1
South Yorkshire	596,426	602,025	5,599	0.9
West Yorkshire	1,016,157	1,027,830	11,673	1.1
Derbyshire and Nottinghamshire	975,596	987,903	12,307	1.3
Leicestershire, Rutland and Northamptonshire	883,110	893,861	10,751	1.2
Lincolnshire	332,234	335,271	3,037	0.9
Herefordshire, Worcestershire and Warwickshire	628,989	636,882	7,893	1.3
Shropshire and Staffordshire	722,644	732,916	10,272	1.4
West Midlands (county)	1,227,619	1,250,638	23,019	1.9
East Anglia	1,131,152	1,146,520	15,368	1.4
Bedfordshire and Hertfordshire	895,269	911,111	15,842	1.8
Essex	833,694	848,396	14,702	1.8
Inner London - West	551,775	543,979	-7,796	-1.4
Inner London - East	1,224,279	1,233,330	9,051	0.7
Outer London - East and North East	891,915	915,129	23,214	2.6
Outer London - South	621,367	631,603	10,236	1.6
Outer London - West and North West	1,019,277	1,041,354	22,077	2.2
Berkshire, Buckinghamshire and Oxfordshire	1,211,614	1,230,576	18,962	1.6
Surrey, East and West Sussex	1,295,852	1,314,358	18,506	1.4
Hampshire and Isle of Wight	904,124	917,079	12,955	1.4
Kent	809,271	823,797	14,526	1.8
Gloucestershire, Wiltshire and Bristol/Bath area	1,187,784	1,206,128	18,344	1.5
Dorset and Somerset	570,766	579,347	8,581	1.5
Cornwall and Isles of Scilly	228,312	232,087	3,775	1.7
Devon	501,205	509,271	8,066	1.6
West Wales and The Valleys	792,166	802,141	9,975	1.3
East Wales	511,353	517,370	6,017	1.2
North Eastern Scotland	228,829	230,660	1,831	0.8
Highlands and Islands	204,848	207,637	2,789	1.4
Eastern Scotland	908,630	920,785	12,155	1.3
West Central Scotland	687,428	693,358	5,930	0.9
Southern Scotland	405,899	409,704	3,805	0.9
Northern Ireland	784,466	799,621	15,155	1.9

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			
	January 2023	January 2024	Change on year	Change %
Tees Valley and Durham	2,035	2,192	157	7.7
Northumberland and Tyne and Wear	2,057	2,204	147	7.1
Cumbria	2,070	2,206	136	6.6
Greater Manchester	2,081	2,215	134	6.4
Lancashire	1,995	2,146	151	7.6
Cheshire	2,196	2,340	144	6.6
Merseyside	2,073	2,227	154	7.4
East Yorkshire and Northern Lincolnshire	2,002	2,146	144	7.2
North Yorkshire	2,034	2,206	172	8.5
South Yorkshire	2,016	2,146	130	6.4
West Yorkshire	2,053	2,195	142	6.9
Derbyshire and Nottinghamshire	2,070	2,212	142	6.9
Leicestershire, Rutland and Northamptonshire	2,107	2,237	130	6.2
Lincolnshire	1,998	2,163	165	8.3
Herefordshire, Worcestershire and Warwickshire	2,175	2,327	152	7
Shropshire and Staffordshire	2,071	2,213	142	6.9
West Midlands (county)	2,023	2,158	135	6.7
East Anglia	2,134	2,274	140	6.6
Bedfordshire and Hertfordshire	2,406	2,541	135	5.6
Essex	2,301	2,444	143	6.2
Inner London - West	3,280	3,425	145	4.4
Inner London - East	2,714	2,850	136	5
Outer London - East and North East	2,423	2,555	132	5.4
Outer London - South	2,684	2,828	144	5.4
Outer London - West and North West	2,459	2,574	115	4.7
Berkshire, Buckinghamshire and Oxfordshire	2,495	2,623	128	5.1
Surrey, East and West Sussex	2,344	2,491	147	6.3
Hampshire and Isle of Wight	2,228	2,387	159	7.1
Kent	2,234	2,382	148	6.6
Gloucestershire, Wiltshire and Bristol/Bath area	2,206	2,356	150	6.8
Dorset and Somerset	2,040	2,185	145	7.1
Cornwall and Isles of Scilly	1,897	2,046	149	7.9
Devon	1,967	2,116	149	7.6
West Wales and The Valleys	2,022	2,173	151	7.5
East Wales	2,125	2,264	139	6.5
North Eastern Scotland	2,337	2,495	158	6.8
Highlands and Islands	2,124	2,253	129	6.1
Eastern Scotland	2,238	2,369	131	5.9
West Central Scotland	2,232	2,373	141	6.3
Southern Scotland	2,171	2,302	131	6
Northern Ireland	2,036	2,130	94	4.6

Source: PAYE RTI

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INDUSTRY PAYROLLED EMPLOYEES

11 Industry payrolled employees from PAYE RTI

Period	Payrolled employees			
	January 2023	January 2024	Change on year	Change %
	UK, all industries, seasonally adjusted			
Agriculture, forestry and fishing	191,705	192,933	1,228	0.6
Mining and quarrying	52,184	52,440	256	0.5
Manufacturing	2,360,611	2,349,218	-11,393	-0.5
Energy production and supply	106,423	116,743	10,320	9.7
Water supply, sewerage and waste	186,382	192,114	5,732	3.1
Construction	1,319,889	1,315,411	-4,478	-0.3
Wholesale and retail; repair of motor vehicles	4,369,550	4,365,312	-4,238	-0.1
Transportation and storage	1,368,083	1,366,117	-1,966	-0.1
Accommodation and food service activities	2,179,482	2,175,630	-3,852	-0.2
Information and communication	1,334,365	1,318,104	-16,261	-1.2
Finance and insurance	1,081,899	1,119,601	37,702	3.5
Real estate	448,061	455,284	7,223	1.6
Professional, scientific and technical	2,406,412	2,434,967	28,555	1.2
Administrative and support services	2,498,778	2,491,855	-6,923	-0.3
Public administration and defence; social security	1,448,723	1,481,590	32,867	2.3
Education	3,182,440	3,271,602	89,162	2.8
Health and social work	4,155,191	4,372,395	217,204	5.2
Arts, entertainment and recreation	603,839	631,629	27,790	4.6
Other service activities	537,770	546,685	8,915	1.7
Households and Extraterritorial	113,244	108,208	-5,036	-4.4

Source: PAYE RTI

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INDUSTRY MEDIAN PAY

12 Industry median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	January 2023	January 2024	Change on year	Change %
Agriculture, forestry and fishing	1,954	2,086	132	6.8
Mining and quarrying	4,314	4,598	284	6.6
Manufacturing	2,611	2,741	130	5
Energy production and supply	3,931	4,065	134	3.4
Water supply, sewerage and waste	2,785	2,946	161	5.8
Construction	2,418	2,543	125	5.2
Wholesale and retail; repair of motor vehicles	1,722	1,863	141	8.2
Transportation and storage	2,522	2,719	197	7.8
Accommodation and food service activities	1,125	1,209	84	7.5
Information and communication	3,539	3,653	114	3.2
Finance and insurance	3,682	3,824	142	3.9
Real estate	2,255	2,360	105	4.7
Professional, scientific and technical	2,852	2,977	125	4.4
Administrative and support services	1,927	2,026	99	5.1
Public administration and defence; social security	2,710	3,006	296	10.9
Education	2,219	2,380	161	7.3
Health and social work	2,100	2,254	154	7.3
Arts, entertainment and recreation	1,484	1,552	68	4.6
Other service activities	1,616	1,750	134	8.3
Households and Extraterritorial	1,072	1,139	67	6.3

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
January 2015	412,575	3,548,303	6,450,205	9,212,999	6,701,378	827,843
January 2016	439,398	3,606,872	6,622,903	9,315,420	6,932,575	838,987
January 2017	440,983	3,595,838	6,714,418	9,341,007	7,135,256	852,572
January 2018	442,230	3,582,592	6,796,542	9,394,342	7,373,901	880,030
January 2019	439,423	3,552,366	6,845,870	9,436,934	7,588,196	915,626
January 2020	434,300	3,504,363	6,866,426	9,461,339	7,754,909	1,013,951
January 2021	290,419	3,169,391	6,662,397	9,323,147	7,729,891	975,165
January 2022	496,571	3,453,531	6,836,816	9,509,006	7,959,164	1,038,625
January 2023	524,136	3,491,050	6,996,400	9,726,658	8,100,736	1,106,048
February 2023	527,494	3,487,816	7,004,424	9,741,355	8,108,159	1,113,717
March 2023	530,098	3,490,577	7,020,057	9,761,967	8,117,655	1,122,354
April 2023	529,458	3,504,092	7,036,160	9,783,409	8,114,231	1,125,401
May 2023	525,451	3,501,736	7,047,128	9,799,564	8,125,153	1,132,352
June 2023	520,901	3,498,529	7,058,591	9,820,485	8,136,555	1,139,059
July 2023	514,163	3,482,457	7,062,319	9,831,355	8,137,801	1,141,525
August 2023	506,212	3,470,631	7,066,615	9,841,613	8,137,838	1,145,617
September 2023	503,801	3,475,739	7,071,358	9,854,336	8,143,297	1,151,847
October 2023	501,975	3,482,517	7,079,851	9,870,691	8,153,545	1,160,768
November 2023	498,522	3,481,428	7,084,912	9,883,631	8,160,234	1,169,784
December 2023	497,796	3,484,987	7,089,327	9,895,872	8,165,240	1,176,402
January 2024	499,036	3,507,990	7,098,208	9,903,905	8,163,755	1,184,944
Change on year	-25,100	16,940	101,808	177,247	63,019	78,896
Change %	-4.8	0.5	1.5	1.8	0.8	7.1

Source: PAYE RTI

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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
January 2015	280	1,102	1,750	1,924	1,739	737
January 2016	289	1,147	1,775	1,939	1,747	765
January 2017	297	1,187	1,812	1,964	1,759	794
January 2018	303	1,233	1,882	2,035	1,807	834
January 2019	323	1,282	1,949	2,089	1,853	885
January 2020	333	1,342	2,033	2,161	1,907	967
January 2021	366	1,357	2,075	2,243	1,975	1,080
January 2022	396	1,442	2,224	2,406	2,104	1,155
January 2023	409	1,562	2,390	2,562	2,238	1,253
February 2023	412	1,573	2,397	2,576	2,250	1,262
March 2023	409	1,585	2,414	2,592	2,265	1,265
April 2023	412	1,591	2,421	2,607	2,282	1,274
May 2023	416	1,607	2,452	2,631	2,313	1,298
June 2023	411	1,620	2,513	2,707	2,373	1,330
July 2023	411	1,614	2,459	2,645	2,328	1,308
August 2023	408	1,626	2,469	2,651	2,332	1,310
September 2023	412	1,625	2,465	2,656	2,336	1,314
October 2023	412	1,629	2,481	2,670	2,341	1,321
November 2023	413	1,654	2,522	2,712	2,420	1,348
December 2023	414	1,642	2,501	2,710	2,408	1,350
January 2024	412	1,658	2,531	2,726	2,386	1,350
Change on year	3	96	141	164	148	97
Change %	0.7	6.1	5.9	6.4	6.6	7.7

Source: PAYE RTI

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