Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: March 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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Release date:
12 March 2024

Next release:
16 April 2024

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1 . Main points

- Early estimates for February 2024 indicate that the number of payrolled employees rose by 1.2% compared with February 2023, a rise of 368,000 employees.

- This annual increase was largest in the health and social work sector, a rise of 210,000 employees.

- Payrolled employment increased by 20,000 employees (0.1%) in February 2024 when compared with January 2024; 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 January 2024, compared with December 2023, has been revised, from an increase of 48,000 reported in the last bulletin, to an increase of 15,000; 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 February 2024 indicate that median monthly pay increased by 5.5% compared with February 2023.

- Annual growth in median pay in February 2024 was highest in the other service activities sector, with an increase of 7.4%, and lowest in the finance and insurance sector, with a decrease of 0.3%.

About the data in this release

Early estimates for February 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.

2 . Payrolled employees

Early estimates for February 2024 indicate that there were 30.4 million payrolled employees (Figure 1), a rise of 1.2% compared with the same period of the previous year. This is a rise of 368,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees increased by 0.1 % in February 2024, an increase of 20,000 people.

Note, this monthly change should be treated as provisional, because it is based on an early estimate of February 2024. More information on revisions can be found in Section 11: Strengths and limitations.

When comparing the number of payrolled employees in January 2024 with the previous month, the number showed no change at 0.0%. This is revised down from the early estimate of a 0.2% increase reported in our previous bulletin, Earnings and employment from Pay As You Earn Real Time Information, UK: February 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 February 2024

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Payrolled employees, seasonally adjusted, UK, July 2014 to February 2024
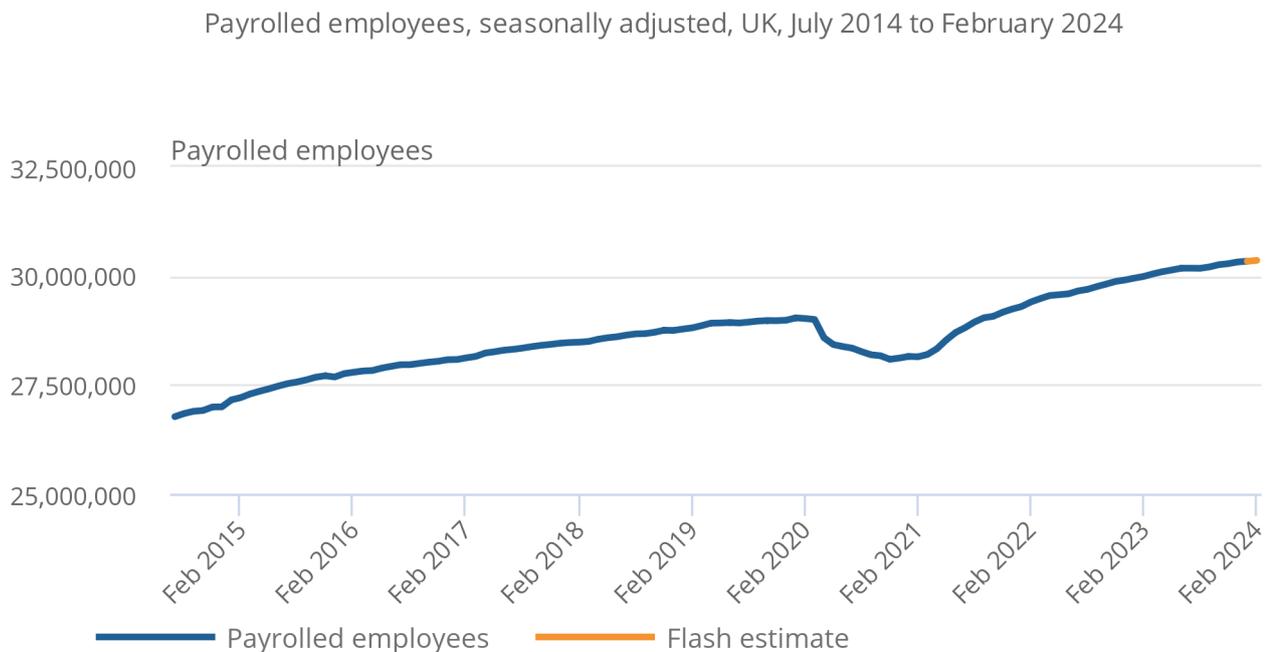
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

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 Jan 2024 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 February 2024

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Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to February 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 February 2024 indicate that median monthly pay was £2,331, an increase of 5.5% compared with the same period of the previous year.

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

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

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Median pay per month, seasonally adjusted, UK, July 2014 to February 2024
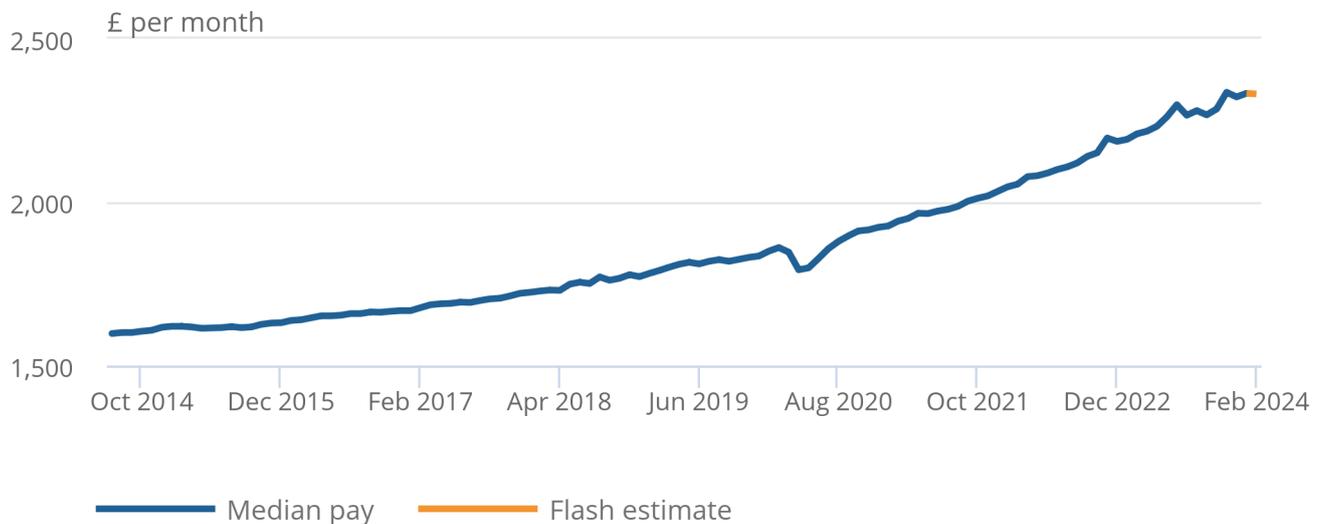
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

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 Jan 2024 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 February 2024

Figure 4: The rate of growth in median pay fell between March and May 2020, but is now higher than the average growth before March 2020

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to February 2024
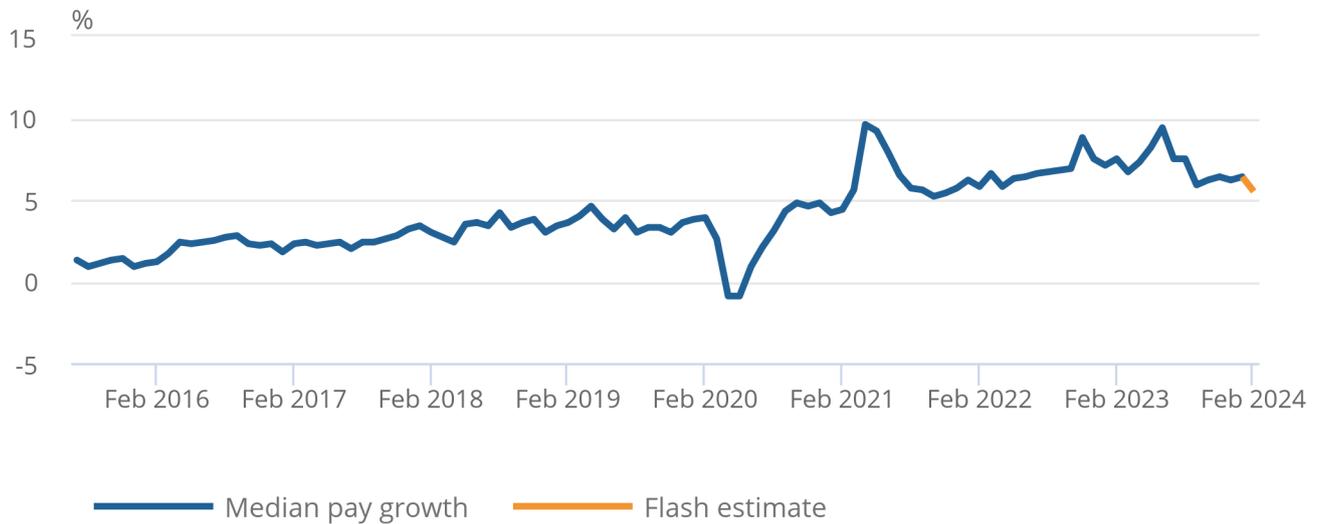
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

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 Jan 2024 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 January 2024, the 10th percentile of the monthly pay distribution was £770, the 90th percentile was £5,411 and the 99th percentile was £15,136 (Figure 5). This means that:

- 10% of payrolled employees earned equal to or less than £770 per month

- 90% of payrolled employees earned equal to or less than £5,411 per month

- 99% of payrolled employees earned equal to or less than £15,136 per month

Figure 5: 10% of employees earn less than £770 per month and 90% earn less than £5,411 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to January 2024

Figure 5: 10% of employees earn less than £770 per month and 90% earn less than £5,411 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to January 2024
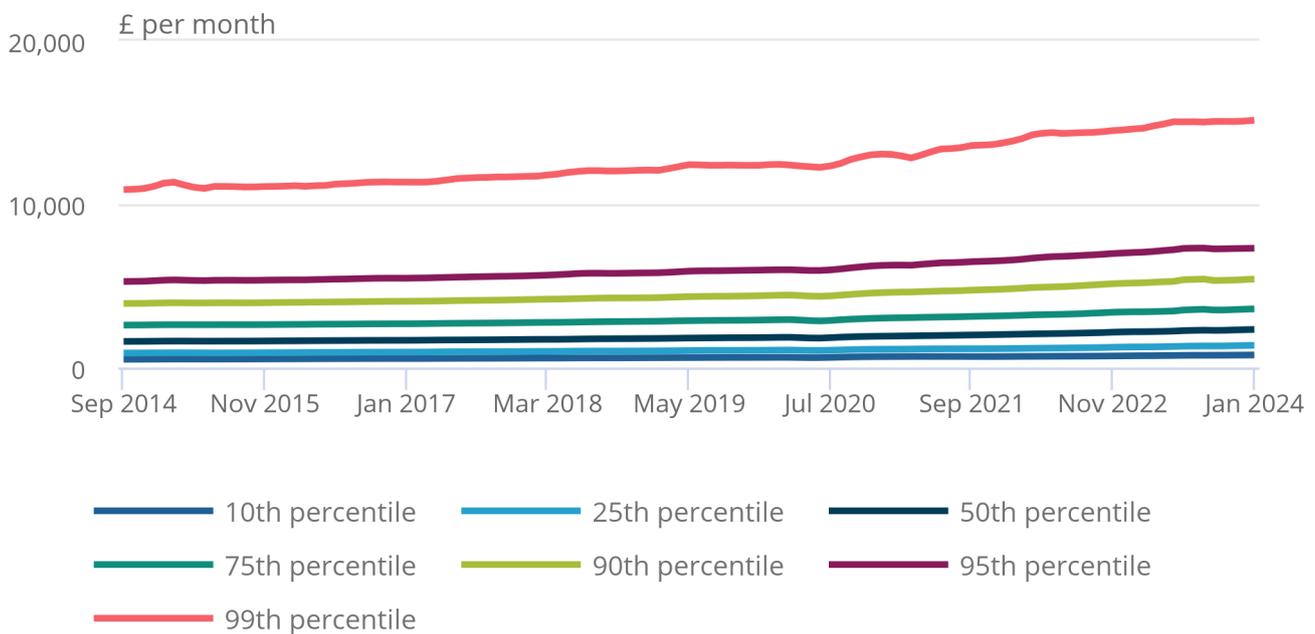
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

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 February 2024, and cover Nomenclature of Territorial Units for Statistics (NUTS): NUTS1, NUTS2, NUTS3 regions, and local administrative units (LAUs), as shown on our International geographies methodology page.

Numbers of payrolled employees in the UK for the regions shown in Figure 6 ranged from 801,000 in Northern Ireland to 4,364,000 in London in February 2024.

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 February 2024

Notes:

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

Download the data

London and Northern Ireland experienced higher growth than the UK average between January 2017 and early 2020, while the North East and Scotland experienced lower growth than the UK overall. Employee numbers within LAUs, and NUTS1, NUTS2, and NUTS3 regions are available in the accompanying datasets.

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

Comparing February 2024 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from the highest being a 1.9% increase in Northern Ireland to the lowest being a 0.9% increase in Wales.

Examining NUTS3 regions, Westminster experienced a decrease of 3.2% in payrolled employees in comparison with February 2023, and Luton experienced an increase of 3.8% (Figure 7).

There is greater variation at LAU level, with growth rates varying between negative 10.8% and positive 4.9%.

Figure 7: Growth in payrolled employees varies across the UK

Percentage change on same month in previous year, seasonally adjusted, UK, NUTS3 level, February 2024

Notes:

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

Download the data

Partially missing data in the submissions of some schemes in Northern Ireland has caused unusual patterns in pay for that region. For the data in November 2023 and onwards, additional imputation has been applied to those schemes. This imputation brings overall estimates for Northern Ireland in line with the expected trend but estimates for November and December in particular may be subject to some further small revisions once corrected data are received.

Median pay across the NUTS3 regions of the UK in February 2024 ranged from £1,994 in Leicester to £3,585 in Wandsworth (Figure 8).

Inner London generally differs from Outer London, with median pay ranging from £2,312 in Enfield to £3,585 in Wandsworth. Median pay in February 2024 for London as a whole was £2,767.

Median pay across the LAUs in February 2024 ranged from £1,968 in Torridge to £5,451 in City of London.

Figure 8: Median pay varies across the UK

Median pay, seasonally adjusted, UK, NUTS3 level, February 2024

Notes:

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

Download the data

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 February 2024 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 1.8% in information and communication to positive 5.0% 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 February 2024

Notes:

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

Download the data

The increase in payrolled employees between February 2023 and February 2024 was largest in the health and social work sector (a rise of 210,000 employees) and smallest in the information and communication sector (a fall of 24,000 employees).

Figure 10: The health and social work sector has seen the greatest increase in payrolled employees since February 2023

Payrolled employees, absolute change on February 2023, seasonally adjusted, UK, February 2024

Figure 10: The health and social work sector has seen the greatest increase in payrolled employees since February 2023

Payrolled employees, absolute change on February 2023, seasonally adjusted, UK, February 2024
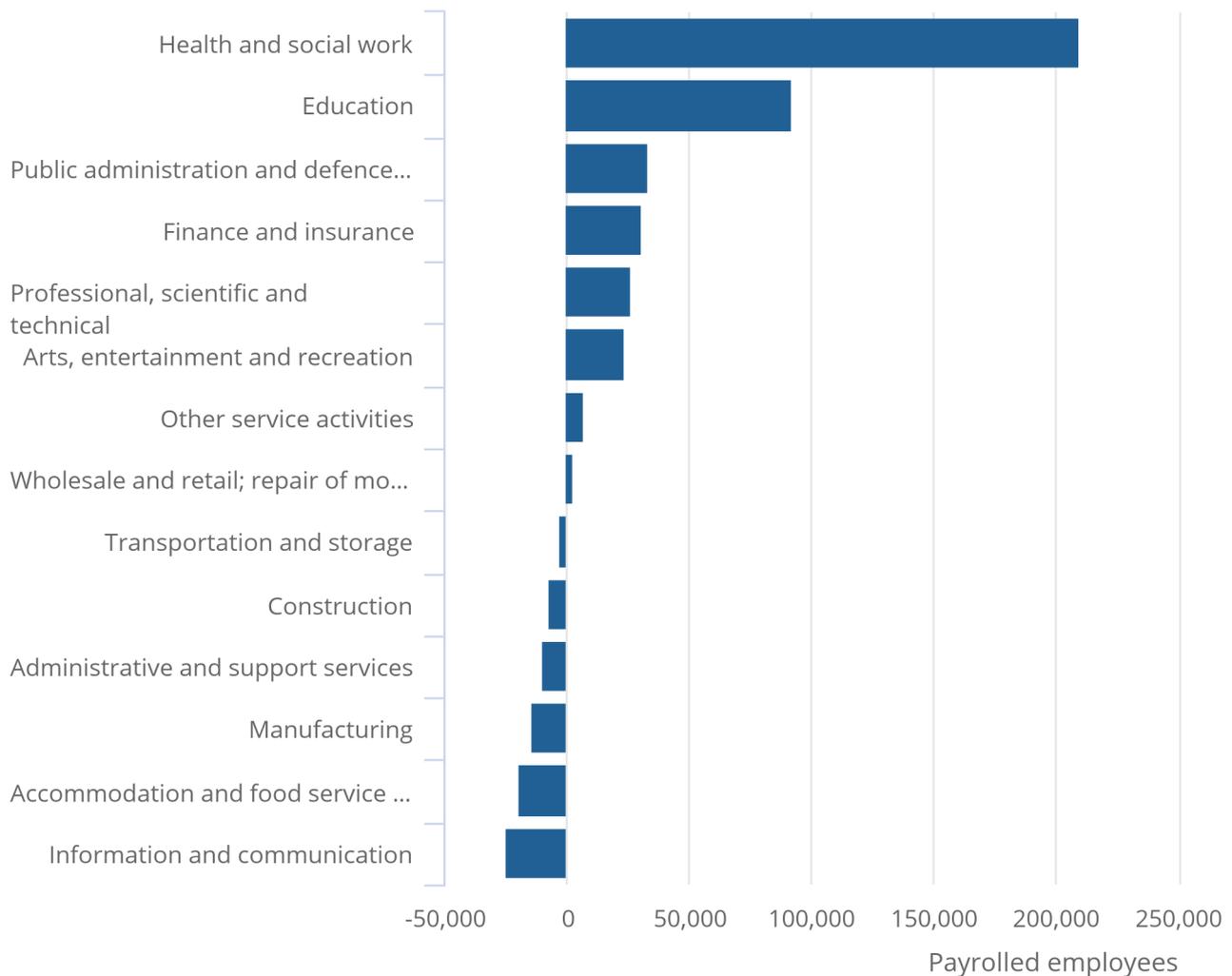
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

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 February 2024 across the highlighted sectors ranged from £1,191 in the accommodation and food service activities sector to £3,691 in finance and insurance (Figure 11).

Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, February 2024

Figure 11: Median pay varies by industry
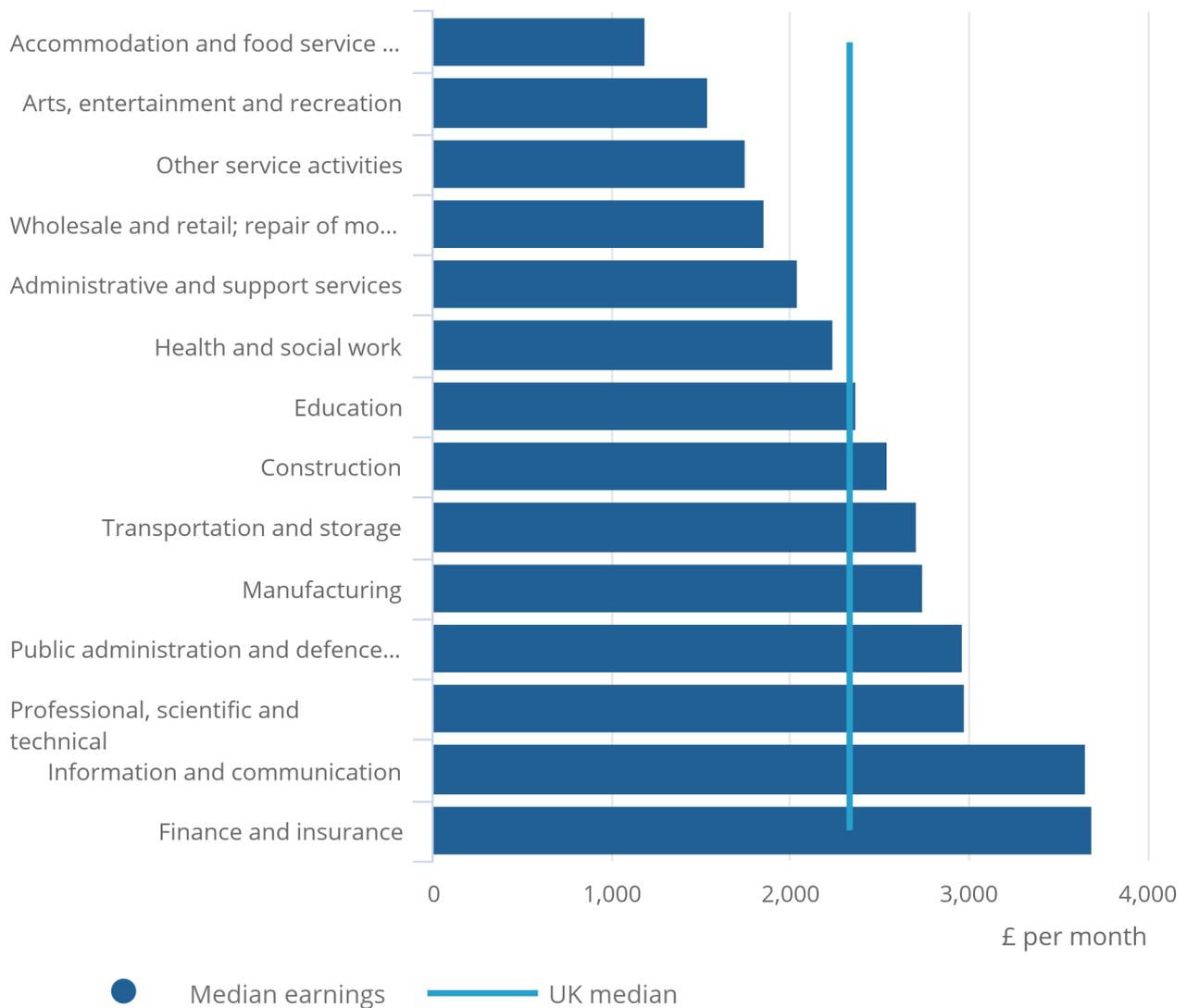
Median pay, seasonally adjusted, UK, February 2024

Median earnings ● ——— UK median

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 other service activities sector, at positive 7.4% (Figure 12), and slowest in the finance and insurance sector, at negative 0.3%.

The pay growth in the finance and insurance sector could be subject to revisions, especially around the common bonus pay months of February and March. Because of the way we report pay in the month it was earned rather than the month it was received, some bonus payment submissions received in March and early April correspond to February's pay data. This may be revised upwards in future publications once further submissions are received.

Estimates of mean pay for each sector are available in the accompanying datasets.

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

Percentage change on same month in previous year, seasonally adjusted, UK, February 2024

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

Percentage change on same month in previous year, seasonally adjusted, UK, February 2024
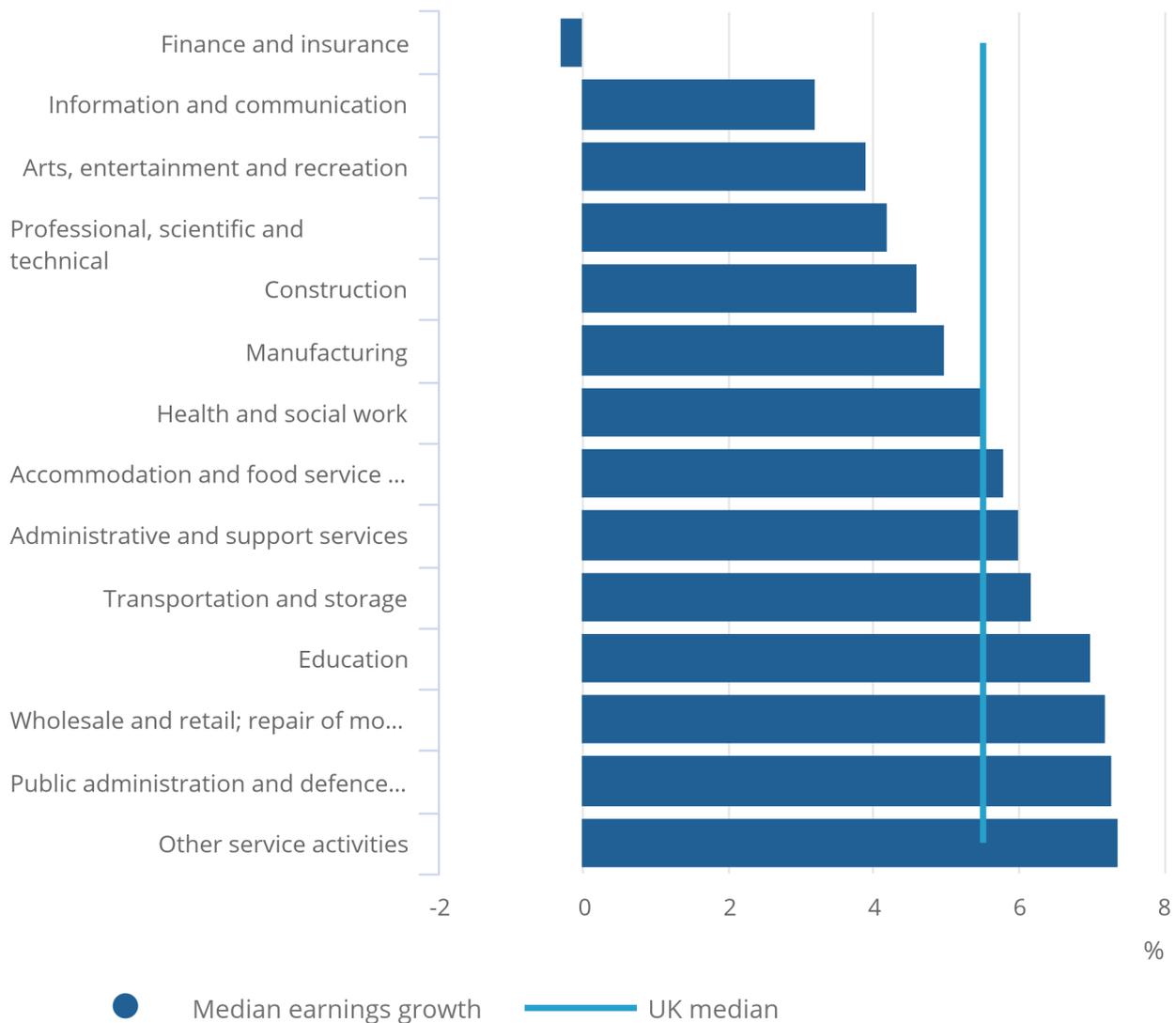
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

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

2. Changes in growth rates are affected by changes in the base period (a year ago) as well as changes in the latest period.

7 . Age data

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

Of the 30.4 million payrolled employees in the UK in February 2024, 94.4% are aged 18 to 64 years.

Between February 2023 and February 2024, there was a decrease of 26,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 35 to 49 years increased by 174,000.

Figure 13: The 35 to 49 years age group has seen the greatest increase in payrolled employees since February 2023

Payrolled employees, absolute change on February 2023, seasonally adjusted, UK, February 2024

Figure 13: The 35 to 49 years age group has seen the greatest increase in payrolled employees since February 2023

Payrolled employees, absolute change on February 2023, seasonally adjusted, UK, February 2024
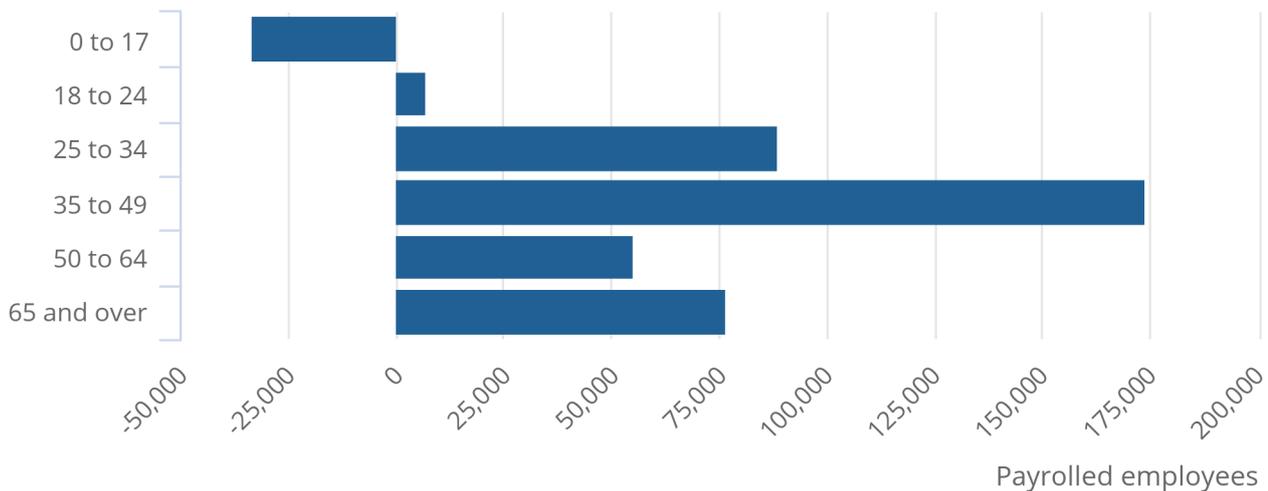
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

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 February 2024 ranged from £407 for those aged under 18 years to £2,718 for those aged 35 to 49 years (Figure 14). 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, February 2024

Figure 14: Median pay varies by age
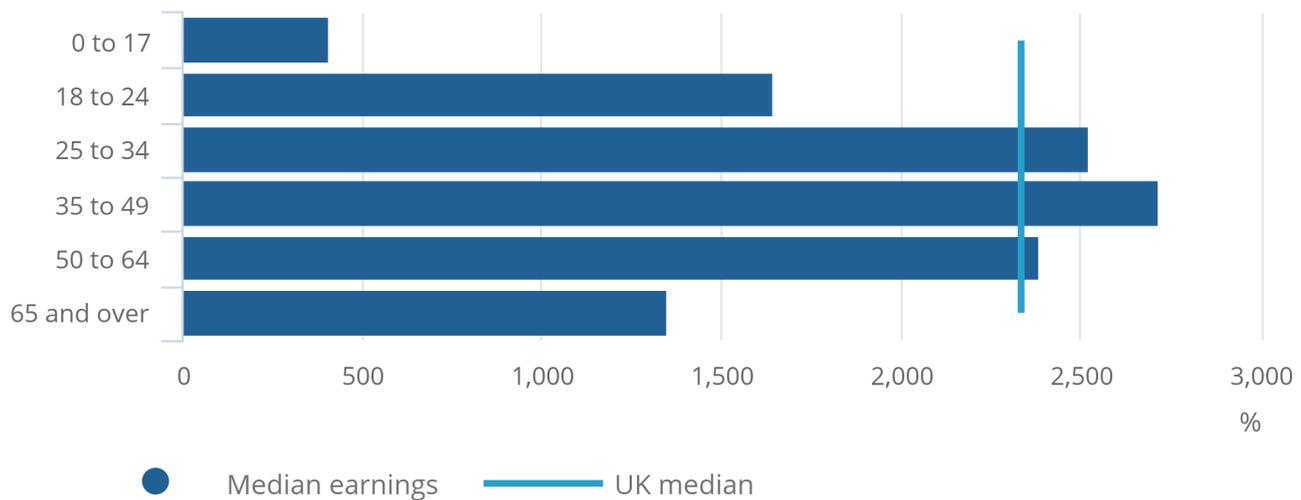
Median pay, seasonally adjusted, UK, February 2024

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 12 March 2024
Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (official statistics in development), non-seasonally adjusted.

[Earnings and employment from Pay As You Earn Real Time Information, revision triangle](#)
Dataset | Released 12 March 2024
Revisions of earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (official statistics in development).

[Earnings and employment from Pay As You Earn Real Time Information, seasonally adjusted](#)
Dataset | Released 12 March 2024
Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (official statistics in development), 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. 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 February 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.

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 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.

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 in which they were not classified 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.

Further information on the impact of the changes to the imputation model can be found in our methods article impact of imputation changes in employment statistics from Pay As You Earn Real Time Information methodology.

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[.

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: March 2024
Bulletin | Released 12 March 2024
Estimates of employment, unemployment, economic inactivity and other employment-related statistics for the UK.

Employment in the UK: March 2024
Bulletin | Released 12 March 2024
Estimates of employment, unemployment and economic inactivity for the UK.

Average weekly earnings in Great Britain: March 2024
Bulletin | Released 12 March 2024
Estimates of growth in earnings for employees before tax and other deductions from pay.

Vacancies and jobs in the UK: March 2024
Bulletin | Released 12 March 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 12 March 2024, ONS website, statistical bulletin, Earnings and employment from Pay As You Earn Real Time Information, UK: March 2024.

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

| | Payrolled employees |
| | UK, all industries, seasonally adjusted |
Period	Payrolled employees
February 2015	27,205,024
February 2016	27,787,360
February 2017	28,118,740
February 2018	28,477,413
February 2019	28,806,264
February 2020	29,020,783
February 2021	28,141,994
February 2022	29,400,962
February 2023	29,986,424
March 2023	30,046,835
April 2023	30,096,033
May 2023	30,134,601
June 2023	30,175,834
July 2023	30,175,826
August 2023	30,173,036
September 2023	30,205,366
October 2023	30,257,017
November 2023	30,279,898
December 2023	30,319,596
January 2024	30,334,171
February 2024	30,354,042
Change on year	367,618
Change %	1.2

Source: PAYE RTI

1. Figures for Feb 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 renumeration 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

	£ per month
	UK, all industries, seasonally adjusted
Period	Median pay
February 2015	1,620
February 2016	1,640
February 2017	1,677
February 2018	1,728
February 2019	1,791
February 2020	1,861
February 2021	1,942
February 2022	2,055
February 2023	2,209
March 2023	2,217
April 2023	2,232
May 2023	2,261
June 2023	2,298
July 2023	2,266
August 2023	2,280
September 2023	2,267
October 2023	2,285
November 2023	2,336
December 2023	2,322
January 2024	2,333
February 2024	2,331
Change on year	122
Change %	5.5

Source: PAYE RTI

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MEAN PAY

3 Mean monthly pay from PAYE RTI

UK, all industries, seasonally adjusted

Period	Mean pay
January 2015	2,240
January 2016	2,239
January 2017	2,293
January 2018	2,373
January 2019	2,432
January 2020	2,522
January 2021	2,650
January 2022	2,838
January 2023	2,971
February 2023	3,003
March 2023	3,053
April 2023	3,037
May 2023	3,051
June 2023	3,121
July 2023	3,053
August 2023	3,058
September 2023	3,060
October 2023	3,077
November 2023	3,113
December 2023	3,112
January 2024	3,117
Change on year	146
Change %	4.9

Source: PAYE RTI

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AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

UK, all industries, seasonally adjusted

Period	Aggregate pay
January 2015	60,837,016,288
January 2016	62,151,445,675
January 2017	64,380,719,302
January 2018	67,556,817,113
January 2019	69,997,314,747
January 2020	73,240,936,898
January 2021	74,590,989,653
January 2022	83,127,727,867
January 2023	88,983,362,938
February 2023	90,037,567,499
March 2023	91,745,676,398
April 2023	91,396,328,786
May 2023	91,933,893,710
June 2023	94,177,794,099
July 2023	92,118,567,524
August 2023	92,278,864,396
September 2023	92,417,669,873
October 2023	93,085,741,897
November 2023	94,252,132,125
December 2023	94,358,486,317
January 2024	94,566,419,242
Change on year	5,583,056,304
Change %	6.3

Source: PAYE RTI

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PAY DISTRIBUTION

5 Monthly pay by percentile from PAYE RTI

Period	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	95th percentile	99th percentile
January 2015	515	903	1,615	2,619	3,956	5,345	11,289
January 2016	531	917	1,633	2,637	3,985	5,364	11,100
January 2017	551	946	1,667	2,679	4,054	5,466	11,350
January 2018	576	984	1,720	2,752	4,162	5,617	11,703
January 2019	601	1,018	1,778	2,829	4,270	5,793	12,083
January 2020	622	1,062	1,840	2,917	4,412	5,975	12,423
January 2021	673	1,122	1,923	3,036	4,601	6,267	13,049
January 2022	680	1,164	2,034	3,182	4,824	6,581	13,855
January 2023	721	1,262	2,193	3,414	5,173	7,040	14,604
February 2023	725	1,263	2,195	3,414	5,190	7,060	14,644
March 2023	727	1,268	2,203	3,426	5,218	7,105	14,789
April 2023	733	1,277	2,214	3,440	5,249	7,162	14,901
May 2023	739	1,290	2,230	3,458	5,272	7,210	15,041
June 2023	747	1,306	2,260	3,524	5,378	7,292	15,038
July 2023	751	1,315	2,275	3,548	5,394	7,305	15,044
August 2023	751	1,320	2,285	3,564	5,414	7,309	15,022
September 2023	753	1,318	2,275	3,523	5,327	7,262	15,062
October 2023	755	1,323	2,280	3,524	5,338	7,269	15,064
November 2023	760	1,338	2,299	3,549	5,353	7,283	15,058
December 2023	764	1,350	2,317	3,569	5,387	7,290	15,084
January 2024	770	1,361	2,333	3,588	5,411	7,302	15,136
Change on year	49	99	140	174	238	262	532
Change %	6.8	7.8	6.4	5.1	4.6	3.7	3.6

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
January 2017	664,287	659,775
January 2018	665,139	651,114
January 2019	674,020	642,545
January 2020	704,567	650,693
January 2021	592,583	553,883
January 2022	695,182	637,457
January 2023	682,721	639,649
February 2023	687,617	648,886
March 2023	695,747	635,336
April 2023	681,129	631,931
May 2023	667,643	629,075
June 2023	668,803	627,570
July 2023	637,974	637,982
August 2023	627,917	630,707
September 2023	644,246	611,916
October 2023	655,996	604,345
November 2023	649,327	626,446
December 2023	660,094	620,396
January 2024	668,445	653,870
Change on year	-14,276	14,221
Change %	-2.1	2.2

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS1)

7 Regional payrolled employees from PAYE RTI

Payrolled employees

UK, all industries, seasonally adjusted

Period	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
February 2015	1,043,518	2,958,274	2,181,713	1,987,196	2,340,289	2,593,240	3,769,419	3,847,943	2,275,050	1,199,417	2,322,954	686,011
February 2016	1,053,405	3,015,458	2,217,759	2,033,816	2,397,376	2,658,992	3,895,889	3,931,302	2,322,126	1,216,554	2,342,107	702,575
February 2017	1,058,559	3,048,937	2,241,847	2,063,652	2,431,436	2,696,897	3,957,356	3,978,868	2,351,631	1,228,263	2,348,196	713,098
February 2018	1,066,417	3,097,107	2,269,629	2,094,614	2,460,718	2,733,147	4,014,705	4,022,344	2,380,005	1,245,252	2,363,698	729,777
February 2019	1,069,969	3,135,730	2,298,655	2,116,501	2,485,985	2,764,215	4,089,746	4,066,240	2,401,631	1,256,706	2,377,091	743,794
February 2020	1,075,320	3,155,140	2,313,062	2,126,426	2,491,623	2,786,432	4,152,943	4,101,534	2,420,952	1,262,201	2,381,603	753,545
February 2021	1,053,121	3,090,186	2,259,679	2,079,902	2,427,850	2,714,394	3,921,159	3,968,332	2,355,566	1,228,199	2,304,575	739,032
February 2022	1,101,220	3,221,599	2,357,532	2,162,534	2,534,616	2,815,761	4,164,775	4,137,535	2,448,850	1,283,849	2,401,611	771,081
February 2023	1,115,585	3,274,368	2,387,263	2,192,437	2,581,480	2,866,281	4,320,265	4,228,655	2,491,529	1,305,855	2,436,671	786,035
March 2023	1,118,419	3,281,179	2,390,816	2,197,175	2,587,422	2,874,333	4,326,235	4,236,710	2,496,107	1,309,540	2,439,970	788,930
April 2023	1,121,031	3,288,356	2,396,196	2,200,591	2,594,219	2,877,540	4,335,569	4,240,176	2,502,471	1,311,306	2,440,471	788,107
May 2023	1,122,356	3,293,571	2,399,225	2,204,314	2,600,085	2,880,917	4,338,704	4,248,312	2,503,149	1,313,691	2,441,552	788,725
June 2023	1,123,943	3,296,555	2,402,093	2,206,857	2,603,605	2,885,413	4,344,506	4,255,692	2,506,396	1,315,168	2,445,983	789,623
July 2023	1,123,660	3,294,788	2,402,269	2,205,334	2,604,596	2,886,427	4,343,090	4,256,866	2,506,653	1,314,369	2,447,435	790,340
August 2023	1,122,511	3,293,960	2,400,843	2,204,555	2,604,047	2,886,805	4,342,599	4,257,804	2,507,378	1,312,401	2,448,103	792,030
September 2023	1,123,710	3,297,784	2,402,913	2,206,727	2,607,985	2,890,548	4,344,681	4,263,033	2,509,969	1,313,337	2,449,992	794,688
October 2023	1,126,429	3,303,800	2,406,502	2,210,109	2,611,704	2,895,219	4,350,892	4,271,143	2,514,655	1,315,522	2,453,666	797,376
November 2023	1,127,048	3,307,801	2,407,900	2,211,906	2,613,434	2,897,334	4,351,630	4,275,077	2,516,773	1,316,222	2,456,571	798,200
December 2023	1,128,289	3,312,257	2,410,757	2,214,038	2,617,849	2,901,588	4,360,255	4,278,233	2,519,195	1,317,852	2,459,831	799,452
January 2024	1,128,557	3,313,178	2,410,842	2,214,906	2,618,901	2,903,047	4,362,613	4,281,006	2,521,917	1,318,456	2,460,792	799,955
February 2024	1,129,403	3,316,559	2,411,978	2,218,525	2,620,470	2,905,341	4,363,706	4,284,946	2,523,287	1,318,072	2,460,637	801,119
Change on year	13,818	42,191	24,715	26,088	38,990	39,060	43,441	56,291	31,758	12,217	23,966	15,084
Change %	1.2	1.3	1	1.2	1.5	1.4	1	1.3	1.3	0.9	1	1.9

Source: PAYE RTI

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REGIONAL MEDIAN PAY (NUTS1)

8 Regional median monthly pay from PAYE RTI

£ per month

UK, all industries, seasonally adjusted

Period	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
February 2015	1,540	1,534	1,519	1,534	1,538	1,660	1,948	1,737	1,522	1,520	1,662	1,495
February 2016	1,547	1,547	1,533	1,547	1,554	1,684	1,976	1,760	1,538	1,532	1,680	1,508
February 2017	1,580	1,583	1,556	1,578	1,592	1,714	2,026	1,800	1,575	1,574	1,703	1,535
February 2018	1,632	1,636	1,611	1,631	1,652	1,775	2,095	1,852	1,629	1,623	1,748	1,590
February 2019	1,686	1,699	1,670	1,692	1,700	1,847	2,163	1,921	1,695	1,678	1,804	1,688
February 2020	1,746	1,761	1,727	1,751	1,755	1,916	2,246	1,992	1,756	1,743	1,872	1,710
February 2021	1,812	1,838	1,804	1,835	1,835	2,004	2,347	2,078	1,839	1,828	1,976	1,791
February 2022	1,917	1,944	1,910	1,950	1,936	2,126	2,487	2,193	1,951	1,932	2,065	1,915
February 2023	2,057	2,083	2,046	2,084	2,080	2,271	2,651	2,350	2,100	2,076	2,260	2,052
March 2023	2,067	2,094	2,055	2,093	2,089	2,284	2,658	2,366	2,117	2,095	2,252	2,112
April 2023	2,088	2,112	2,078	2,116	2,111	2,293	2,665	2,368	2,126	2,110	2,277	2,059
May 2023	2,118	2,146	2,109	2,142	2,136	2,331	2,696	2,410	2,164	2,130	2,280	2,081
June 2023	2,174	2,189	2,157	2,188	2,179	2,367	2,729	2,453	2,204	2,157	2,293	2,097
July 2023	2,128	2,160	2,117	2,158	2,147	2,332	2,720	2,410	2,156	2,167	2,295	2,088
August 2023	2,136	2,165	2,119	2,166	2,156	2,343	2,720	2,427	2,176	2,150	2,306	2,097
September 2023	2,118	2,158	2,104	2,153	2,149	2,333	2,706	2,415	2,166	2,135	2,322	2,099
October 2023	2,142	2,175	2,126	2,175	2,163	2,351	2,722	2,433	2,185	2,167	2,320	2,108
November 2023	2,209	2,223	2,177	2,217	2,219	2,389	2,747	2,467	2,245	2,235	2,379	2,125
December 2023	2,185	2,216	2,163	2,199	2,196	2,381	2,762	2,466	2,207	2,200	2,355	2,137
January 2024	2,193	2,220	2,173	2,217	2,212	2,392	2,774	2,480	2,233	2,204	2,354	2,136
February 2024	2,192	2,217	2,167	2,215	2,210	2,392	2,767	2,474	2,230	2,212	2,341	2,144
Change on year	135	134	121	131	130	121	116	124	130	136	81	92
Change %	6.6	6.4	5.9	6.3	6.3	5.3	4.4	5.3	6.2	6.6	3.6	4.5

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS2)

9 Regional payrolled employees from PAYE RTI

| | | | Payrolled employees | |
| | | | UK, all industries, seasonally adjusted | |
Period	February 2023	February 2024	Change on year	Change %
Tees Valley and Durham	500,929	505,874	4,945	1
Northumberland and Tyne and Wear	614,656	623,529	8,873	1.4
Cumbria	221,940	225,135	3,195	1.4
Greater Manchester	1,274,879	1,292,031	17,152	1.3
Lancashire	655,417	665,407	9,990	1.5
Cheshire	447,131	451,736	4,605	1
Merseyside	675,001	682,250	7,249	1.1
East Yorkshire and Northern Lincolnshire	410,254	413,838	3,584	0.9
North Yorkshire	363,931	367,587	3,656	1
South Yorkshire	596,652	601,254	4,602	0.8
West Yorkshire	1,016,426	1,029,299	12,873	1.3
Derbyshire and Nottinghamshire	976,266	988,042	11,776	1.2
Leicestershire, Rutland and Northamptonshire	883,483	895,134	11,651	1.3
Lincolnshire	332,688	335,349	2,661	0.8
Herefordshire, Worcestershire and Warwickshire	629,548	636,519	6,971	1.1
Shropshire and Staffordshire	722,941	733,106	10,165	1.4
West Midlands (county)	1,228,991	1,250,845	21,854	1.8
East Anglia	1,133,217	1,145,772	12,555	1.1
Bedfordshire and Hertfordshire	897,324	911,147	13,823	1.5
Essex	835,739	848,422	12,683	1.5
Inner London - West	552,654	542,876	-9,778	-1.8
Inner London - East	1,226,719	1,232,517	5,798	0.5
Outer London - East and North East	895,042	915,421	20,379	2.3
Outer London - South	622,878	631,527	8,649	1.4
Outer London - West and North West	1,022,972	1,041,365	18,393	1.8
Berkshire, Buckinghamshire and Oxfordshire	1,214,054	1,230,951	16,897	1.4
Surrey, East and West Sussex	1,298,224	1,314,479	16,255	1.3
Hampshire and Isle of Wight	905,648	916,728	11,080	1.2
Kent	810,729	822,788	12,059	1.5
Gloucestershire, Wiltshire and Bristol/Bath area	1,189,446	1,204,212	14,766	1.2
Dorset and Somerset	571,485	579,340	7,855	1.4
Cornwall and Isles of Scilly	228,643	231,887	3,244	1.4
Devon	501,954	507,849	5,895	1.2
West Wales and The Valleys	793,437	801,586	8,149	1
East Wales	512,418	516,486	4,068	0.8
North Eastern Scotland	228,938	230,409	1,471	0.6
Highlands and Islands	205,244	207,628	2,384	1.2
Eastern Scotland	908,997	920,179	11,182	1.2
West Central Scotland	687,459	693,197	5,738	0.8
Southern Scotland	406,032	409,223	3,191	0.8
Northern Ireland	786,035	801,119	15,084	1.9

Source: PAYE RTI

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REGIONAL MEDIAN PAY (NUTS2)

10 Regional median monthly pay from PAYE RTI

£ per month

UK, all industries, seasonally adjusted

Period	February 2023	February 2024	Change on year	Change %
Tees Valley and Durham	2,053	2,188	135	6.6
Northumberland and Tyne and Wear	2,065	2,196	131	6.3
Cumbria	2,075	2,209	134	6.5
Greater Manchester	2,083	2,214	131	6.3
Lancashire	2,008	2,143	135	6.7
Cheshire	2,208	2,328	120	5.4
Merseyside	2,079	2,223	144	6.9
East Yorkshire and Northern Lincolnshire	2,018	2,142	124	6.1
North Yorkshire	2,063	2,193	130	6.3
South Yorkshire	2,027	2,155	128	6.3
West Yorkshire	2,060	2,185	125	6.1
Derbyshire and Nottinghamshire	2,081	2,212	131	6.3
Leicestershire, Rutland and Northamptonshire	2,116	2,239	123	5.8
Lincolnshire	2,019	2,157	138	6.8
Herefordshire, Worcestershire and Warwickshire	2,194	2,323	129	5.9
Shropshire and Staffordshire	2,086	2,209	123	5.9
West Midlands (county)	2,032	2,160	128	6.3
East Anglia	2,148	2,274	126	5.9
Bedfordshire and Hertfordshire	2,422	2,539	117	4.8
Essex	2,312	2,437	125	5.4
Inner London - West	3,292	3,415	123	3.7
Inner London - East	2,718	2,843	125	4.6
Outer London - East and North East	2,427	2,544	117	4.8
Outer London - South	2,692	2,816	124	4.6
Outer London - West and North West	2,466	2,565	99	4
Berkshire, Buckinghamshire and Oxfordshire	2,507	2,613	106	4.2
Surrey, East and West Sussex	2,355	2,479	124	5.3
Hampshire and Isle of Wight	2,244	2,379	135	6
Kent	2,246	2,382	136	6.1
Gloucestershire, Wiltshire and Bristol/Bath area	2,220	2,354	134	6
Dorset and Somerset	2,051	2,186	135	6.6
Cornwall and Isles of Scilly	1,906	2,049	143	7.5
Devon	1,982	2,116	134	6.8
West Wales and The Valleys	2,043	2,179	136	6.7
East Wales	2,140	2,265	125	5.8
North Eastern Scotland	2,397	2,463	66	2.8
Highlands and Islands	2,177	2,250	73	3.4
Eastern Scotland	2,268	2,347	79	3.5
West Central Scotland	2,267	2,354	87	3.8
Southern Scotland	2,201	2,290	89	4
Northern Ireland	2,052	2,144	92	4.5

Source: PAYE RTI

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INDUSTRY PAYROLLED EMPLOYEES

11 Industry payrolled employees from PAYE RTI

			Payrolled employees	
			UK, all industries, seasonally adjusted	
Period	February 2023	February 2024	Change on year	Change %
Agriculture, forestry and fishing	191,734	192,665	931	0.5
Mining and quarrying	52,236	52,406	170	0.3
Manufacturing	2,358,180	2,344,076	-14,104	-0.6
Energy production and supply	107,167	117,344	10,177	9.5
Water supply, sewerage and waste	186,885	191,954	5,069	2.7
Construction	1,318,766	1,311,647	-7,119	-0.5
Wholesale and retail; repair of motor vehicles	4,368,146	4,370,847	2,701	0.1
Transportation and storage	1,368,471	1,366,256	-2,215	-0.2
Accommodation and food service activities	2,192,305	2,173,411	-18,894	-0.9
Information and communication	1,336,381	1,312,142	-24,239	-1.8
Finance and insurance	1,085,525	1,116,412	30,887	2.8
Real estate	448,494	453,850	5,356	1.2
Professional, scientific and technical	2,408,418	2,434,880	26,462	1.1
Administrative and support services	2,494,764	2,485,470	-9,294	-0.4
Public administration and defence; social security	1,449,858	1,483,565	33,707	2.3
Education	3,186,295	3,278,806	92,511	2.9
Health and social work	4,172,226	4,382,159	209,933	5
Arts, entertainment and recreation	607,614	631,359	23,745	3.9
Other service activities	539,533	546,770	7,237	1.3
Households and Extraterritorial	113,427	108,023	-5,404	-4.8

Source: PAYE RTI

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INDUSTRY MEDIAN PAY

12 Industry median monthly pay from PAYE RTI

£ per month

UK, all industries, seasonally adjusted

Period	February 2023	February 2024	Change on year	Change %
Agriculture, forestry and fishing	1,986	2,108	122	6.1
Mining and quarrying	4,366	4,542	176	4
Manufacturing	2,620	2,751	131	5
Energy production and supply	3,929	4,136	207	5.3
Water supply, sewerage and waste	2,778	2,925	147	5.3
Construction	2,433	2,545	112	4.6
Wholesale and retail; repair of motor vehicles	1,738	1,863	125	7.2
Transportation and storage	2,557	2,716	159	6.2
Accommodation and food service activities	1,126	1,191	65	5.8
Information and communication	3,551	3,665	114	3.2
Finance and insurance	3,702	3,691	-11	-0.3
Real estate	2,250	2,373	123	5.5
Professional, scientific and technical	2,861	2,982	121	4.2
Administrative and support services	1,935	2,052	117	6
Public administration and defence; social security	2,774	2,976	202	7.3
Education	2,214	2,369	155	7
Health and social work	2,129	2,246	117	5.5
Arts, entertainment and recreation	1,489	1,547	58	3.9
Other service activities	1,636	1,757	121	7.4
Households and Extraterritorial	1,072	1,125	53	4.9

Source: PAYE RTI

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PAYROLLED EMPLOYEES BY AGE

13 Payrolled employees by age from PAYE RTI

| | | | | | | Payrolled employees |
| | | | | | | UK, all industries, seasonally adjusted |
Period	0 to 17	18 to 24	25 to 34	35 to 49	50 to 64	65 and over
February 2015	414,066	3,555,899	6,463,964	9,222,168	6,719,193	829,733
February 2016	439,154	3,607,432	6,633,344	9,318,789	6,948,209	840,431
February 2017	441,672	3,594,220	6,723,561	9,348,603	7,156,355	854,329
February 2018	442,727	3,577,722	6,796,860	9,391,669	7,387,087	881,348
February 2019	439,802	3,544,035	6,849,296	9,440,674	7,608,690	923,766
February 2020	435,062	3,496,214	6,861,210	9,460,932	7,760,018	1,007,348
February 2021	294,285	3,162,747	6,654,011	9,317,303	7,737,058	976,590
February 2022	507,934	3,476,161	6,859,635	9,530,454	7,980,375	1,046,402
February 2023	528,229	3,490,390	7,004,858	9,741,237	8,107,881	1,113,828
March 2023	530,731	3,492,786	7,022,217	9,762,558	8,117,896	1,120,647
April 2023	530,722	3,507,760	7,038,259	9,783,184	8,111,481	1,124,626
May 2023	526,213	3,504,866	7,049,557	9,799,817	8,122,483	1,131,666
June 2023	522,396	3,501,131	7,060,414	9,819,802	8,133,691	1,138,400
July 2023	515,521	3,485,343	7,065,111	9,832,456	8,136,353	1,141,042
August 2023	507,223	3,473,077	7,069,044	9,842,272	8,136,313	1,145,107
September 2023	504,507	3,476,954	7,073,721	9,856,830	8,141,838	1,151,516
October 2023	502,604	3,482,848	7,082,793	9,874,920	8,153,137	1,160,717
November 2023	499,178	3,479,512	7,086,212	9,886,742	8,158,823	1,169,431
December 2023	497,388	3,483,966	7,091,198	9,902,745	8,168,096	1,176,203
January 2024	497,727	3,487,449	7,092,332	9,910,400	8,165,196	1,181,067
February 2024	495,124	3,497,419	7,093,583	9,914,930	8,162,821	1,190,164
Change on year	-33,105	7,029	88,725	173,693	54,940	76,336
Change %	-6.3	0.2	1.3	1.8	0.7	6.9

Source: PAYE RTI

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MEDIAN PAY BY AGE

14 Median monthly pay by age from PAYE RTI

					£ per month	
					UK, all industries, seasonally adjusted	
Period	0 to 17	18 to 24	25 to 34	35 to 49	50 to 64	65 and over
February 2015	281	1,107	1,752	1,925	1,739	737
February 2016	289	1,148	1,777	1,941	1,748	767
February 2017	296	1,189	1,819	1,976	1,772	797
February 2018	306	1,235	1,883	2,037	1,809	842
February 2019	320	1,291	1,960	2,101	1,859	889
February 2020	329	1,342	2,042	2,168	1,915	992
February 2021	382	1,375	2,092	2,258	1,985	1,084
February 2022	405	1,441	2,229	2,415	2,117	1,161
February 2023	413	1,578	2,401	2,579	2,255	1,263
March 2023	409	1,585	2,415	2,595	2,270	1,266
April 2023	412	1,592	2,420	2,609	2,286	1,274
May 2023	415	1,615	2,457	2,632	2,312	1,298
June 2023	412	1,621	2,511	2,708	2,375	1,329
July 2023	411	1,615	2,459	2,645	2,332	1,307
August 2023	408	1,624	2,468	2,651	2,335	1,310
September 2023	411	1,622	2,460	2,655	2,327	1,313
October 2023	411	1,627	2,478	2,668	2,343	1,320
November 2023	412	1,652	2,521	2,708	2,413	1,346
December 2023	413	1,640	2,500	2,705	2,393	1,348
January 2024	409	1,659	2,531	2,720	2,386	1,351
February 2024	407	1,642	2,526	2,718	2,388	1,348
Change on year	-6	64	125	139	133	85
Change %	-1.5	4.1	5.2	5.4	5.9	6.7

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