

Statistical bulletin

# Earnings and employment from Pay As You Earn Real Time Information, UK: May 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:  
14 May 2024

Next release:  
11 June 2024

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# 1 . Main points

- Early estimates for April 2024 indicate that the number of payrolled employees rose by 0.4% compared with April 2023, a rise of 129,000 employees.
- This annual increase was largest in the health and social work sector, with a rise of 170,000 employees.
- Payrolled employment decreased by 85,000 employees (0.3%) in April 2024 when compared with March 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 March 2024 compared with February 2024 has been revised from a decrease of 67,000 reported in the last bulletin, to a decrease of 5,000; this is because additional real time information (RTI) submissions have been incorporated into the statistics, which takes place every publication and reduces the need for imputation.
- Early estimates for April 2024 indicate that median monthly pay increased by 6.9% compared with April 2023.
- Annual growth in median pay in April 2024 was highest in the accommodation and food service activities sector, with an increase of 9.2%, and lowest in the professional, scientific and technical sector, with an increase of 4.6%.

## About the data in this release

Early estimates for April 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 our [methodology for monthly earnings and employment estimates](#) designed to align with international guidelines for labour market statistics.

## 2 . Payrolled employees

Early estimates for April 2024 indicate that there were 30.2 million payrolled employees (Figure 1), a rise of 0.4% compared with the same period of the previous year. This is a rise of 129,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees decreased by 0.3% in April 2024, a decrease of 85,000 people.

This monthly change should be treated as provisional, because it is based on an early estimate of April 2024. More information on revisions can be found in [Section 10: Strengths and limitations](#).

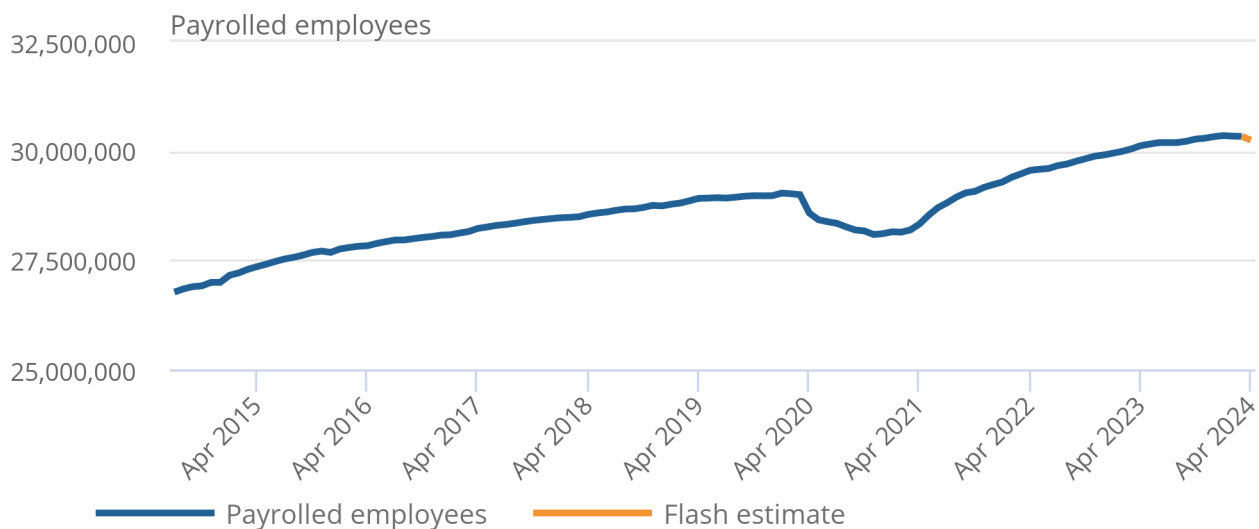
When comparing the number of payrolled employees in March 2024 with the previous month, the number showed no change at 0.0%. This is revised upwards from the early estimate of a 0.2% decrease reported in our previous bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: April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

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



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

#### Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more substantial revisions.
2. The March 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, and becoming negative in April 2020.

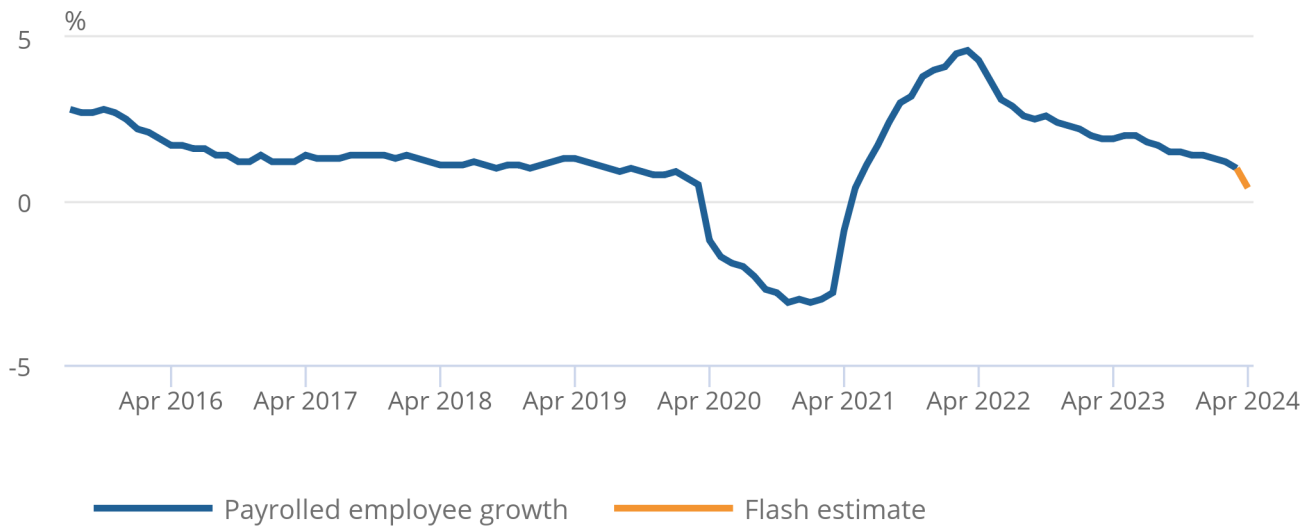
At the start of 2021, growth rates began to recover, and remained high as the labour market continued to recover from the effects of the pandemic. From April 2022 the annual growth rate has been falling. Through 2022 this fall would have been partially caused by the comparison against the increase in 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 fell throughout 2023 and continues to fall in 2024**

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

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



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

**Notes:**

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### 3 . Median monthly pay

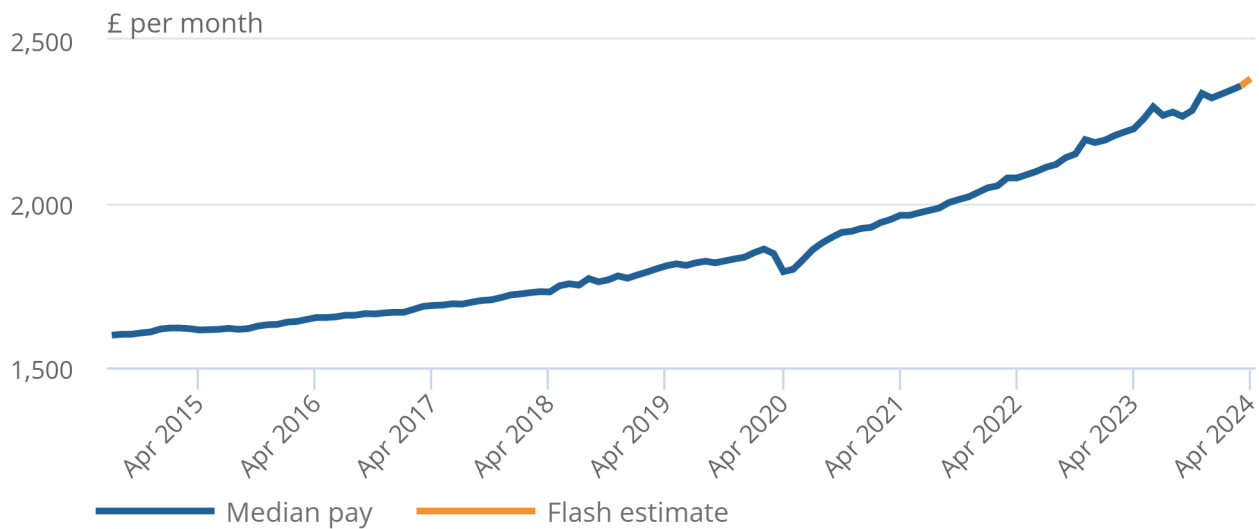
Early estimates for April 2024 indicate that median monthly pay was £2,381, an increase of 6.9% compared with the same period of the previous year.

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

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

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 April 2024



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

**Notes:**

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more substantial revisions.
2. The March 2024 figure is not a flash estimate of payrolled employees, 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 is lower in 2024 than the high rates seen through 2023**

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

### Figure 4: The rate of growth in median pay is lower in 2024 than the high rates seen through 2023

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



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

**Notes:**

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more substantial revisions.
2. The March 2024 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

Based on a three-month moving average, in the three months to March 2024, the 10th percentile of the monthly pay distribution was £782, the 90th percentile was £5,449 and the 99th percentile was £15,525. This means 10% of employees earn less than £782 per month and 90% earn less than £5,449 per month.

## 4 . 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 April 2024, and cover [Nomenclature of Territorial Units for Statistics \(NUTS\): NUTS1, NUTS2 and NUTS3 regions](#).

Numbers of payrolled employees in the UK for the regions shown in Figure 5 ranged from 800,000 in Northern Ireland to 4,341,000 in London in April 2024.

## Figure 5: 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 April 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 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 April 2024 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from the highest being a 1.3% increase in Northern Ireland to the lowest being a 0.1% increase in London.

Examining NUTS3 regions, Westminster experienced a decrease of 2.5% in payrolled employees in comparison with April 2023, and Coventry experienced an increase of 2.2% (Figure 6).

## Figure 6: Growth in payrolled employees varies across the UK

Percentage change on same month in previous year, seasonally adjusted, UK, NUTS3 level, April 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 may be subject to some further small revisions once corrected data are received.

Median pay across the NUTS3 regions of the UK in April 2024 ranged from £2,043 in Leicester to £3,646 in Wandsworth (Figure 7).

Inner London generally differs from Outer London, with median pay ranging from £2,375 in Enfield to £3,646 in Wandsworth. Median pay in April 2024 for London as a whole was £2,826.

## Figure 7: Median pay varies across the UK

Median pay, seasonally adjusted, UK, NUTS3 level, April 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**

## 5 . 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 8). 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 April 2024 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 3.5% in accommodation and food service activities to positive 4.0% in health and social work.

### **Figure 8: Employee growth has been very different across sectors**

**Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to April 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**



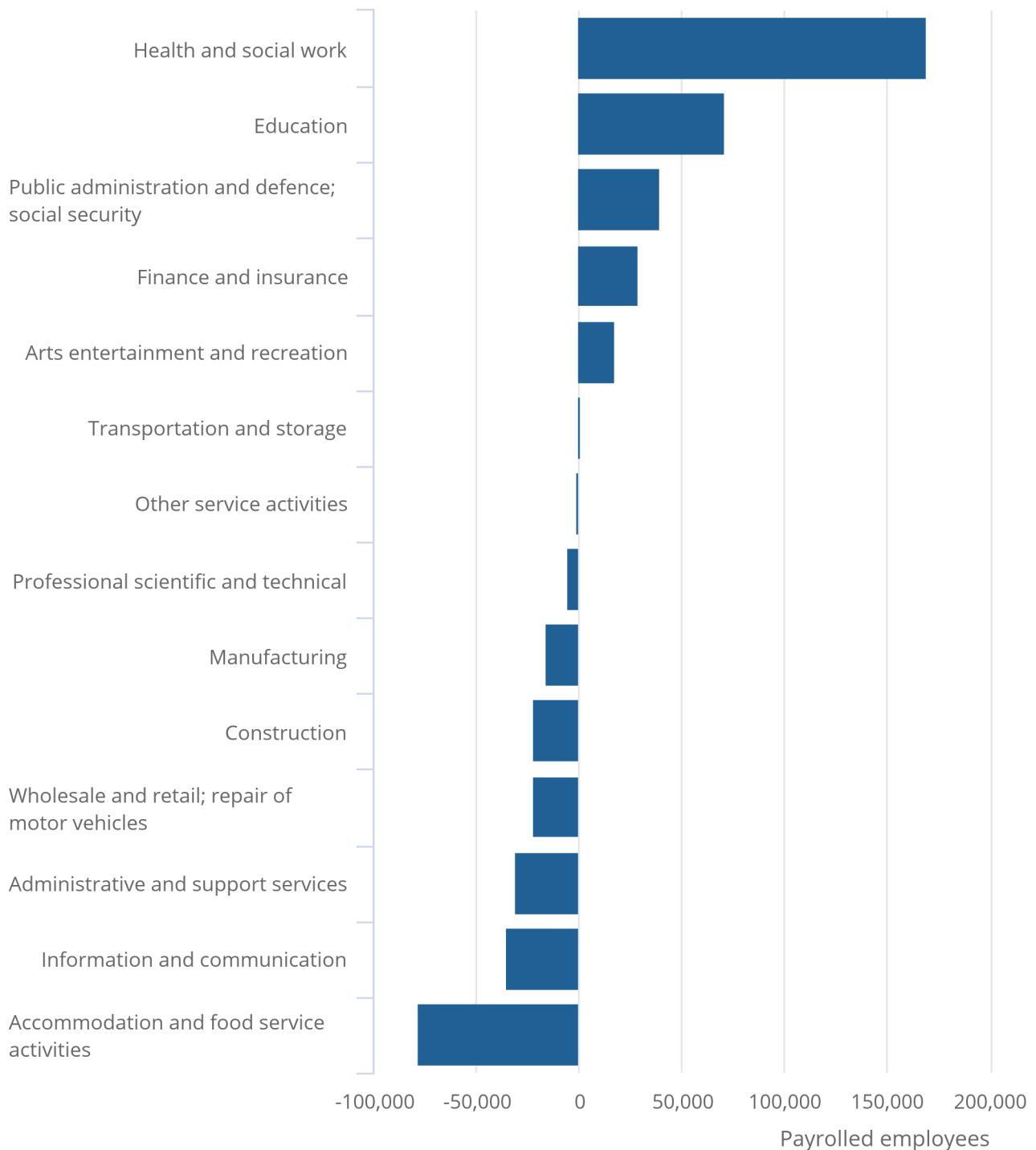


**Figure 9: The health and social work sector has seen the greatest increase in payrolled employees since April 2023**

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

# Figure 9: The health and social work sector has seen the greatest increase in payrolled employees since April 2023

Payrolled employees, absolute change on April 2023, seasonally adjusted, UK, April 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 substantial revisions.

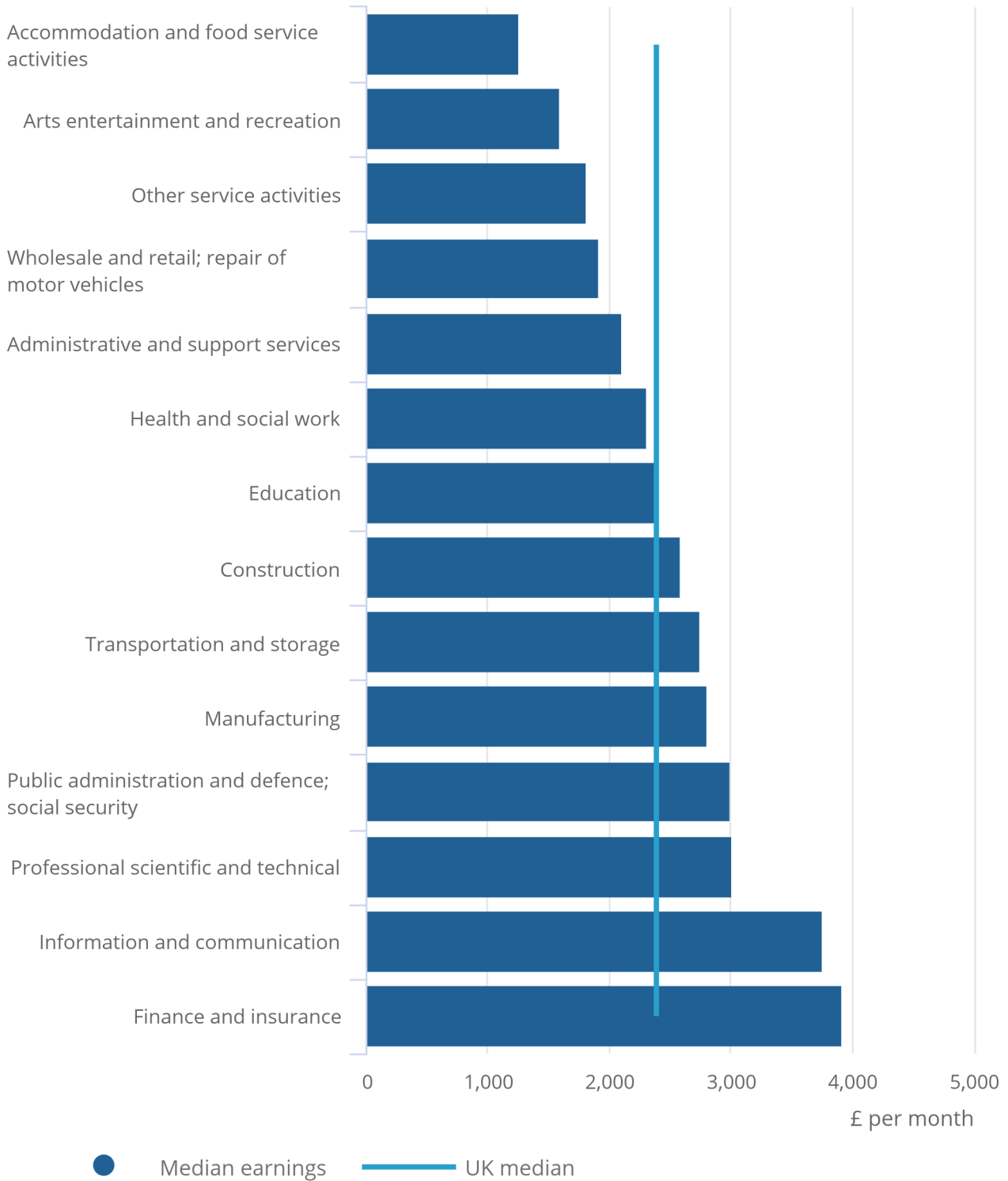
Median pay in April 2024 across the highlighted sectors ranged from £1,251 in the accommodation and food service activities sector to £3,922 in finance and insurance (Figure 10).

**Figure 10: Median pay varies by industry**

Median pay, seasonally adjusted, UK, April 2024

# Figure 10: Median pay varies by industry

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

Compared with the same month in the previous year, median pay grew fastest in the accommodation and food service activities sector, at positive 9.2% (Figure 11), and slowest in the professional, scientific and technical sector, at positive 4.6%.

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

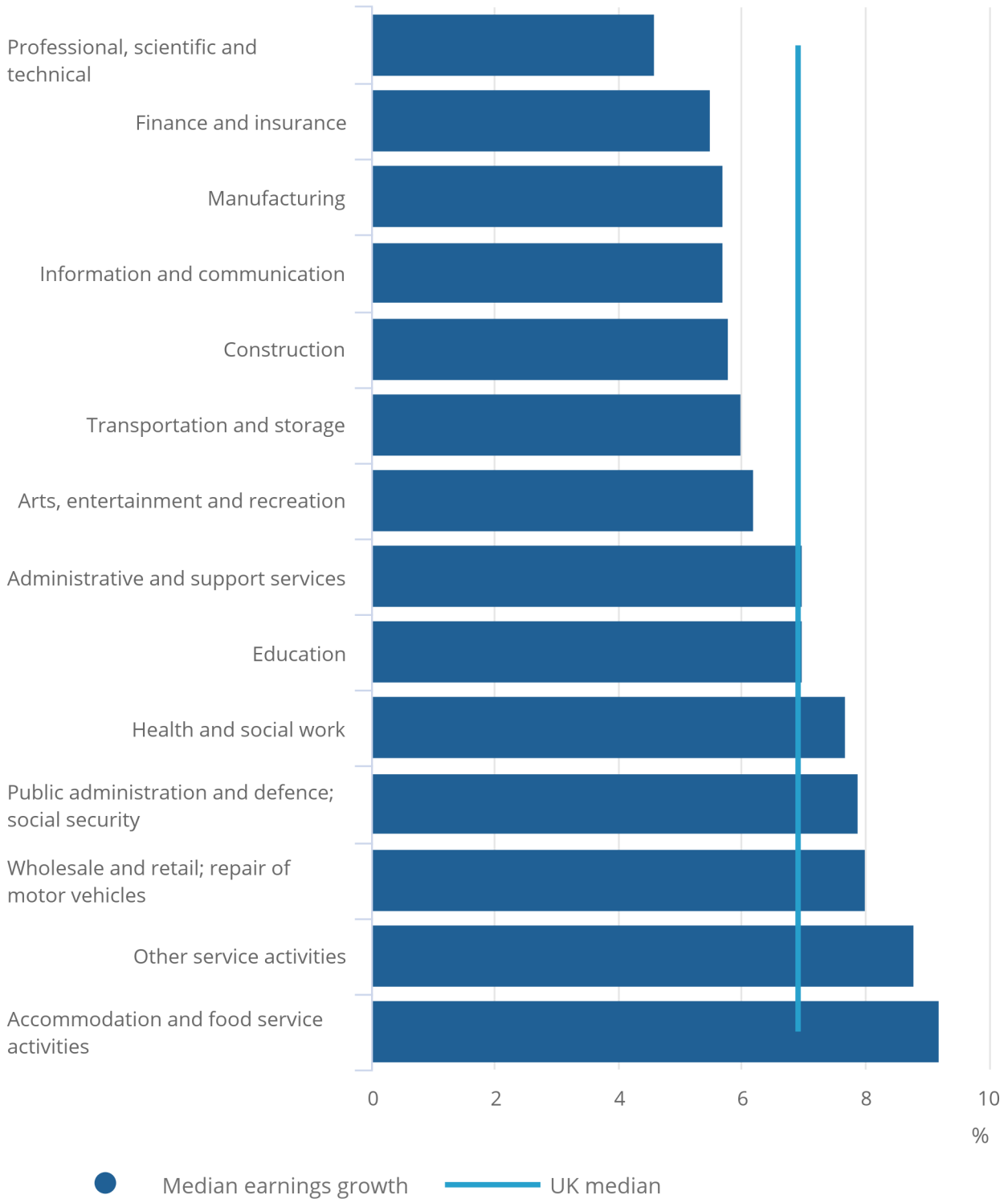
**Figure 11: Median pay increased most in the accommodation and food service activities sector**

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



# Figure 11: Median pay increased most in the accommodation and food service activities sector

Percentage change on same month in previous year, seasonally adjusted, UK, April 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 substantial revisions.
2. Changes in growth rates are affected by changes in the base period (a year ago) as well as changes in the latest period.

## 6 . 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 30.2 million payrolled employees in the UK in April 2024, 94.4% are aged 18 to 64 years.

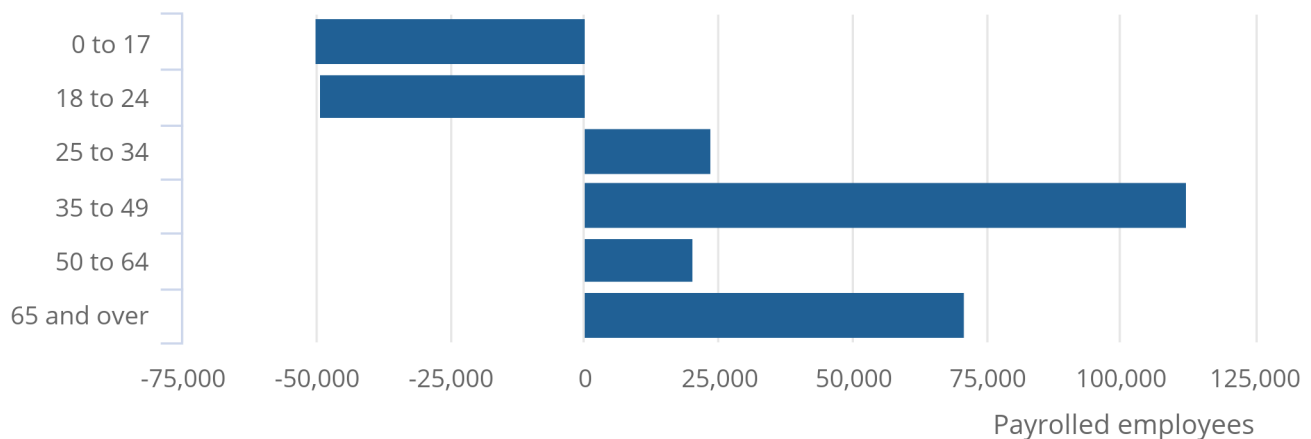
Between April 2023 and April 2024, there was a decrease of 99,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 35 to 49 years increased by 113,000.

### Figure 12: The 35 to 49 years age group has seen the greatest increase in payrolled employees since April 2023

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

#### Figure 12: The 35 to 49 years age group has seen the greatest increase in payrolled employees since April 2023

Payrolled employees, absolute change on April 2023, seasonally adjusted, UK, April 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 substantial revisions.

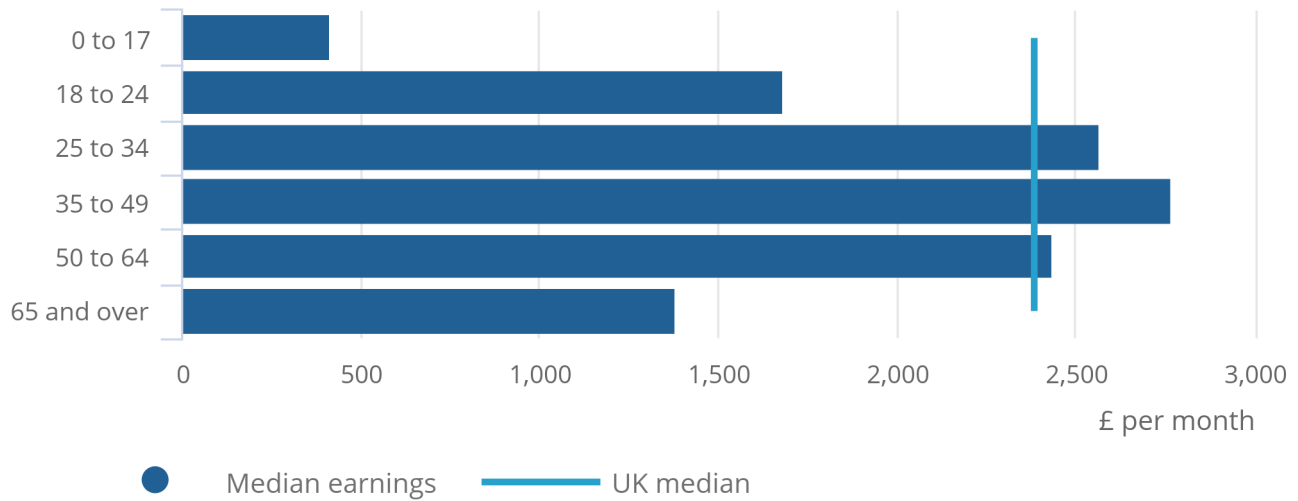
Median pay in April 2024 ranged from £417 for those aged under 18 years to £2,769 for those aged 35 to 49 years (Figure 13). Overall, median pay is higher in the central age bands of those studied.

### Figure 13: Median pay varies by age

Median pay, seasonally adjusted, UK, April 2024

### Figure 13: Median pay varies by age

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

## 7 . Earnings and employment data

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

Dataset | Released 14 May 2024

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI), UK, NUTS 1, 2 and 3 areas and local authorities, monthly, non-seasonally adjusted. These are official statistics in development.

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

Dataset | Released 14 May 2024

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

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

Dataset | Released 14 May 2024

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI), UK, NUTS 1, 2 and 3 areas and local authorities, monthly, seasonally adjusted. These are official statistics in development.

## 8 . 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 UK government's web page](#).

### 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.

## 9 . 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](mailto: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 April 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.

# 10 . 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 UK Government's HMRC web pages](#).

## 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.



## Comparisons 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.

## 11 . Related links

### [Labour market overview: May 2024](#)

Bulletin | Released 14 May 2024

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

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

Bulletin | Released 14 May 2024

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

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

Bulletin | Released 14 May 2024

Regional, local authority and parliamentary constituency breakdowns of changes in UK employment, unemployment, and economic inactivity and other related statistics. These are official statistics in development.

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

Bulletin | Released 14 May 2024

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

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

Bulletin | Released 14 May 2024

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

## 12 . Cite this statistical bulletin

Office for National Statistics (ONS) and HM Revenue and Customs (HMRC), released 14 May 2024, ONS website, statistical bulletin, [Earnings and employment from Pay As You Earn Real Time Information, UK: May 2024](#).

## PAYROLLED EMPLOYEES

### 1. Payrolled employee counts from PAYE RTI

Period	Payrolled employees
	UK, all industries, seasonally adjusted
	Payrolled employees
April 2015	27,351,306
April 2016	27,828,651
April 2017	28,226,511
April 2018	28,547,600
April 2019	28,913,821
April 2020	28,579,396
April 2021	28,329,584
April 2022	29,554,475
April 2023	30,118,703
May 2023	30,155,489
June 2023	30,189,536
July 2023	30,189,383
August 2023	30,190,340
September 2023	30,220,841
October 2023	30,270,559
November 2023	30,290,601
December 2023	30,326,132
January 2024	30,349,559
February 2024	30,336,957
March 2024	30,332,337
April 2024	30,247,781
Change on year	129,078
Change %	0.4

Source: PAYE RTI

1. Figures for Apr 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.
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12. Pay figures are based on gross earnings.

## MEDIAN PAY

### 2 Median monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
	Median pay
April 2015	1,614
April 2016	1,652
April 2017	1,689
April 2018	1,730
April 2019	1,810
April 2020	1,792
April 2021	1,964
April 2022	2,078
April 2023	2,228
May 2023	2,258
June 2023	2,295
July 2023	2,269
August 2023	2,279
September 2023	2,266
October 2023	2,284
November 2023	2,336
December 2023	2,322
January 2024	2,334
February 2024	2,346
March 2024	2,359
April 2024	2,381
Change on year	153
Change %	6.9

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
March 2015	2,219
March 2016	2,244
March 2017	2,314
March 2018	2,383
March 2019	2,478
March 2020	2,503
March 2021	2,616
March 2022	2,836
March 2023	3,037
April 2023	3,038
May 2023	3,048
June 2023	3,113
July 2023	3,055
August 2023	3,057
September 2023	3,058
October 2023	3,075
November 2023	3,114
December 2023	3,112
January 2024	3,118
February 2024	3,149
March 2024	3,185
Change on year	148
Change %	4.9

Source: PAYE RTI

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## AGGREGATE PAY

### 4 Aggregate monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
Period	Aggregate pay
March 2015	60,547,772,803
March 2016	62,425,473,794
March 2017	65,145,633,704
March 2018	67,888,366,066
March 2019	71,498,331,944
March 2020	72,595,107,903
March 2021	73,759,551,710
March 2022	83,577,936,477
March 2023	91,249,250,462
April 2023	91,487,773,357
May 2023	91,920,554,174
June 2023	93,965,735,227
July 2023	92,222,592,473
August 2023	92,279,119,311
September 2023	92,411,956,573
October 2023	93,093,504,815
November 2023	94,310,827,104
December 2023	94,385,765,489
January 2024	94,643,928,985
February 2024	95,543,644,944
March 2024	96,602,536,110
Change on year	5,353,285,648
Change %	5.9

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
March 2015	518	906	1,619	2,622	3,960	5,345	11,173
March 2016	536	925	1,641	2,644	3,993	5,369	11,090
March 2017	553	950	1,676	2,689	4,067	5,486	11,351
March 2018	579	989	1,727	2,763	4,184	5,653	11,783
March 2019	605	1,027	1,790	2,847	4,299	5,829	12,180
March 2020	623	1,070	1,851	2,934	4,435	5,984	12,395
March 2021	678	1,134	1,938	3,055	4,625	6,263	12,824
March 2022	685	1,180	2,057	3,223	4,895	6,699	14,238
March 2023	726	1,267	2,203	3,424	5,217	7,105	14,778
April 2023	733	1,276	2,214	3,441	5,251	7,158	14,873
May 2023	740	1,288	2,230	3,460	5,276	7,204	15,017
June 2023	748	1,304	2,258	3,525	5,378	7,282	15,018
July 2023	751	1,314	2,274	3,547	5,390	7,302	15,034
August 2023	752	1,319	2,283	3,561	5,409	7,304	15,014
September 2023	753	1,317	2,274	3,521	5,323	7,263	15,047
October 2023	756	1,321	2,279	3,523	5,335	7,263	15,050
November 2023	761	1,336	2,298	3,547	5,350	7,278	15,058
December 2023	765	1,348	2,316	3,567	5,385	7,290	15,097
January 2024	770	1,360	2,331	3,586	5,409	7,305	15,152
February 2024	777	1,361	2,333	3,587	5,430	7,332	15,312
March 2024	782	1,369	2,343	3,600	5,449	7,383	15,525
Change on year	56	102	140	176	232	278	747
Change %	7.7	8.1	6.4	5.1	4.4	3.9	5.1

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
March 2017	681,930	646,493
March 2018	661,526	646,627
March 2019	684,340	632,041
March 2020	667,221	689,650
March 2021	548,835	497,599
March 2022	718,587	640,815
March 2023	691,463	635,545
April 2023	694,923	620,806
May 2023	665,709	628,923
June 2023	662,169	628,122
July 2023	636,384	636,537
August 2023	627,225	626,268
September 2023	640,266	609,765
October 2023	651,464	601,746
November 2023	643,745	623,703
December 2023	654,280	618,749
January 2024	660,465	637,038
February 2024	646,921	659,523
March 2024	651,322	655,942
Change on year	-40,142	20,396
Change %	-5.8	3.2

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS1)

7 Regional payrolled employees from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted											
	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
April 2015	1,046,113	2,970,864	2,189,659	2,000,218	2,358,566	2,605,829	3,799,033	3,866,302	2,289,705	1,203,442	2,331,030	690,545
April 2016	1,054,563	3,020,234	2,221,333	2,035,275	2,401,422	2,662,743	3,904,925	3,934,570	2,329,360	1,218,457	2,341,858	703,911
April 2017	1,061,724	3,062,586	2,250,958	2,071,359	2,438,815	2,708,096	3,972,352	3,988,412	2,365,294	1,236,344	2,354,581	715,989
April 2018	1,068,093	3,105,902	2,274,997	2,100,173	2,467,243	2,741,430	4,025,992	4,031,035	2,386,067	1,249,963	2,364,621	732,084
April 2019	1,070,464	3,145,563	2,306,538	2,124,226	2,490,066	2,777,213	4,113,111	4,081,742	2,415,436	1,261,444	2,381,296	746,721
April 2020	1,060,400	3,114,815	2,279,861	2,095,128	2,455,386	2,746,748	4,072,071	4,036,309	2,384,268	1,244,136	2,347,024	743,250
April 2021	1,061,399	3,110,973	2,274,695	2,094,324	2,446,429	2,728,613	3,953,288	3,995,063	2,371,604	1,234,958	2,316,052	742,186
April 2022	1,104,056	3,231,309	2,365,594	2,170,956	2,543,050	2,827,004	4,204,646	4,160,077	2,465,628	1,293,654	2,412,918	775,585
April 2023	1,121,172	3,291,024	2,397,123	2,200,981	2,596,140	2,880,199	4,337,915	4,245,159	2,505,218	1,312,410	2,442,138	789,226
May 2023	1,122,355	3,295,476	2,399,974	2,204,200	2,601,418	2,882,796	4,344,912	4,251,919	2,505,771	1,314,892	2,442,513	789,263
June 2023	1,123,766	3,297,724	2,402,034	2,206,581	2,604,836	2,886,064	4,349,449	4,257,175	2,508,787	1,315,807	2,447,363	789,951
July 2023	1,123,505	3,295,444	2,402,290	2,205,460	2,605,923	2,886,935	4,350,440	4,258,729	2,507,763	1,314,368	2,448,086	790,440
August 2023	1,122,616	3,293,668	2,401,247	2,204,465	2,605,903	2,887,332	4,352,819	4,260,594	2,508,740	1,312,329	2,448,976	791,652
September 2023	1,123,634	3,297,777	2,402,674	2,205,886	2,609,712	2,890,419	4,355,117	4,265,433	2,511,314	1,313,222	2,451,127	794,526
October 2023	1,126,458	3,303,495	2,406,017	2,209,261	2,613,186	2,895,473	4,361,127	4,273,096	2,515,614	1,315,247	2,454,668	796,917
November 2023	1,127,141	3,307,250	2,407,252	2,210,619	2,614,729	2,897,296	4,361,287	4,276,255	2,517,507	1,315,907	2,457,698	797,658
December 2023	1,128,450	3,311,524	2,409,846	2,212,535	2,618,655	2,901,202	4,368,739	4,279,032	2,519,610	1,317,606	2,460,141	798,792
January 2024	1,128,742	3,313,543	2,410,558	2,214,403	2,620,363	2,904,505	4,371,564	4,282,319	2,523,225	1,318,790	2,461,680	799,867
February 2024	1,129,111	3,313,326	2,408,438	2,214,572	2,619,645	2,904,755	4,366,968	4,282,323	2,520,963	1,317,194	2,458,578	801,084
March 2024	1,129,546	3,315,530	2,408,101	2,213,938	2,617,872	2,905,582	4,359,700	4,280,358	2,522,795	1,320,119	2,457,174	801,622
April 2024	1,127,844	3,307,031	2,402,560	2,208,628	2,611,682	2,898,140	4,340,975	4,270,726	2,516,081	1,315,968	2,448,538	799,608
Change on year	6,672	16,007	5,437	7,647	15,542	17,941	3,060	25,567	10,863	3,558	6,400	10,382
Change %	0.6	0.5	0.2	0.3	0.6	0.6	0.1	0.6	0.4	0.3	0.3	1.3

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
April 2015	1,533	1,522	1,518	1,520	1,532	1,657	1,943	1,732	1,520	1,516	1,650	1,499
April 2016	1,563	1,560	1,539	1,555	1,567	1,691	1,993	1,774	1,551	1,545	1,683	1,516
April 2017	1,592	1,595	1,571	1,592	1,604	1,732	2,039	1,813	1,592	1,584	1,717	1,542
April 2018	1,637	1,641	1,615	1,634	1,646	1,780	2,106	1,854	1,635	1,617	1,743	1,592
April 2019	1,708	1,711	1,695	1,706	1,712	1,861	2,185	1,940	1,709	1,696	1,836	1,668
April 2020	1,688	1,701	1,678	1,695	1,688	1,859	2,173	1,921	1,694	1,686	1,821	1,655
April 2021	1,831	1,852	1,824	1,856	1,851	2,032	2,375	2,103	1,857	1,856	1,997	1,812
April 2022	1,938	1,960	1,926	1,966	1,954	2,139	2,526	2,213	1,976	1,942	2,084	1,930
April 2023	2,086	2,108	2,071	2,114	2,108	2,290	2,661	2,365	2,121	2,107	2,276	2,052
May 2023	2,116	2,144	2,105	2,138	2,133	2,328	2,694	2,408	2,161	2,129	2,280	2,079
June 2023	2,167	2,185	2,155	2,188	2,178	2,363	2,726	2,448	2,201	2,155	2,294	2,095
July 2023	2,131	2,161	2,116	2,158	2,148	2,334	2,718	2,411	2,157	2,164	2,294	2,090
August 2023	2,136	2,164	2,119	2,165	2,155	2,342	2,721	2,425	2,175	2,150	2,306	2,097
September 2023	2,117	2,158	2,105	2,151	2,149	2,332	2,707	2,413	2,165	2,134	2,321	2,098
October 2023	2,140	2,174	2,125	2,174	2,162	2,350	2,723	2,433	2,184	2,166	2,320	2,107
November 2023	2,208	2,222	2,177	2,215	2,218	2,388	2,747	2,465	2,244	2,236	2,371	2,128
December 2023	2,185	2,215	2,164	2,199	2,196	2,380	2,764	2,465	2,206	2,201	2,358	2,137
January 2024	2,193	2,221	2,176	2,218	2,212	2,392	2,778	2,481	2,234	2,207	2,358	2,135
February 2024	2,203	2,227	2,185	2,227	2,223	2,405	2,787	2,491	2,244	2,226	2,359	2,154
March 2024	2,220	2,240	2,197	2,233	2,233	2,420	2,790	2,507	2,251	2,233	2,404	2,169
April 2024	2,246	2,270	2,223	2,269	2,263	2,444	2,826	2,528	2,277	2,252	2,386	2,192
Change on year	160	162	152	155	155	154	165	163	156	145	110	140
Change %	7.7	7.7	7.3	7.3	7.4	6.7	6.2	6.9	7.4	6.9	4.8	6.8

Source: PAYE RTI

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

Period	Payrolled employees			
	April 2023	April 2024	UK, all industries, seasonally adjusted	
			Change on year	Change %
Tees Valley and Durham	503,033	505,517	2,484	0.5
Northumberland and Tyne and Wear	618,139	622,327	4,188	0.7
Cumbria	222,751	224,671	1,920	0.9
Greater Manchester	1,281,756	1,286,940	5,184	0.4
Lancashire	659,336	663,588	4,252	0.6
Cheshire	448,524	450,690	2,166	0.5
Merseyside	678,656	681,143	2,487	0.4
East Yorkshire and Northern Lincolnshire	411,704	413,287	1,583	0.4
North Yorkshire	365,335	366,475	1,140	0.3
South Yorkshire	598,697	598,911	214	0
West Yorkshire	1,021,387	1,023,886	2,499	0.2
Derbyshire and Nottinghamshire	980,597	984,220	3,623	0.4
Leicestershire, Rutland and Northamptonshire	886,575	889,645	3,070	0.3
Lincolnshire	333,809	334,763	954	0.3
Herefordshire, Worcestershire and Warwickshire	632,737	634,809	2,072	0.3
Shropshire and Staffordshire	726,066	730,657	4,591	0.6
West Midlands (county)	1,237,337	1,246,216	8,879	0.7
East Anglia	1,137,776	1,143,833	6,057	0.5
Bedfordshire and Hertfordshire	902,581	908,054	5,473	0.6
Essex	839,842	846,252	6,410	0.8
Inner London - West	550,679	542,520	-8,159	-1.5
Inner London - East	1,227,625	1,223,615	-4,010	-0.3
Outer London - East and North East	902,722	910,680	7,958	0.9
Outer London - South	626,328	629,286	2,958	0.5
Outer London - West and North West	1,030,561	1,034,874	4,313	0.4
Berkshire, Buckinghamshire and Oxfordshire	1,218,165	1,226,520	8,355	0.7
Surrey, East and West Sussex	1,301,974	1,308,898	6,924	0.5
Hampshire and Isle of Wight	908,744	913,138	4,394	0.5
Kent	816,276	822,170	5,894	0.7
Gloucestershire, Wiltshire and Bristol/Bath area	1,196,016	1,201,724	5,708	0.5
Dorset and Somerset	574,430	576,594	2,164	0.4
Cornwall and Isles of Scilly	230,086	230,512	426	0.2
Devon	504,686	507,250	2,564	0.5
West Wales and The Valleys	797,857	800,120	2,263	0.3
East Wales	514,553	515,848	1,295	0.3
North Eastern Scotland	229,271	229,899	628	0.3
Highlands and Islands	206,079	207,562	1,483	0.7
Eastern Scotland	910,751	914,988	4,237	0.5
West Central Scotland	689,572	689,894	322	0
Southern Scotland	406,465	406,195	-270	-0.1
Northern Ireland	789,226	799,608	10,382	1.3

Source: PAYE RTI

1. Figures for Apr 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.
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12. Pay figures are based on gross earnings.

REGIONAL MEDIAN PAY (NUTS2)

10 Regional median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	April 2023	April 2024	Change on year	Change %
Tees Valley and Durham	2,076	2,240	164	7.9
Northumberland and Tyne and Wear	2,088	2,247	159	7.6
Cumbria	2,110	2,270	160	7.6
Greater Manchester	2,119	2,278	159	7.5
Lancashire	2,034	2,197	163	8
Cheshire	2,227	2,383	156	7
Merseyside	2,116	2,285	169	8
East Yorkshire and Northern Lincolnshire	2,044	2,202	158	7.7
North Yorkshire	2,085	2,237	152	7.3
South Yorkshire	2,054	2,209	155	7.5
West Yorkshire	2,091	2,242	151	7.2
Derbyshire and Nottinghamshire	2,111	2,270	159	7.5
Leicestershire, Rutland and Northamptonshire	2,143	2,289	146	6.8
Lincolnshire	2,046	2,213	167	8.2
Herefordshire, Worcestershire and Warwickshire	2,216	2,375	159	7.2
Shropshire and Staffordshire	2,112	2,262	150	7.1
West Midlands (county)	2,060	2,220	160	7.8
East Anglia	2,174	2,326	152	7
Bedfordshire and Hertfordshire	2,441	2,587	146	6
Essex	2,329	2,485	156	6.7
Inner London - West	3,310	3,509	199	6
Inner London - East	2,741	2,909	168	6.1
Outer London - East and North East	2,437	2,586	149	6.1
Outer London - South	2,711	2,882	171	6.3
Outer London - West and North West	2,494	2,639	145	5.8
Berkshire, Buckinghamshire and Oxfordshire	2,530	2,673	143	5.7
Surrey, East and West Sussex	2,375	2,539	164	6.9
Hampshire and Isle of Wight	2,263	2,417	154	6.8
Kent	2,271	2,431	160	7
Gloucestershire, Wiltshire and Bristol/Bath area	2,242	2,391	149	6.6
Dorset and Somerset	2,069	2,229	160	7.7
Cornwall and Isles of Scilly	1,929	2,086	157	8.1
Devon	2,018	2,169	151	7.5
West Wales and The Valleys	2,069	2,217	148	7.2
East Wales	2,167	2,316	149	6.9
North Eastern Scotland	2,415	2,522	107	4.4
Highlands and Islands	2,179	2,291	112	5.1
Eastern Scotland	2,297	2,415	118	5.1
West Central Scotland	2,284	2,402	118	5.2
Southern Scotland	2,222	2,345	123	5.5
Northern Ireland	2,052	2,192	140	6.8

Source: PAYE RTI

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## INDUSTRY PAYROLLED EMPLOYEES

### 11 Industry payrolled employees from PAYE RTI

Period	Payrolled employees			
	April 2023	April 2024	UK, all industries, seasonally adjusted	
			Change on year	Change %
Agriculture, forestry and fishing	191,529	190,569	-960	-0.5
Mining and quarrying	52,355	52,351	-4	0
Manufacturing	2,355,147	2,339,473	-15,674	-0.7
Energy production and supply	108,718	118,728	10,010	9.2
Water supply, sewerage and waste	187,957	192,690	4,733	2.5
Construction	1,326,039	1,303,909	-22,130	-1.7
Wholesale and retail; repair of motor vehicles	4,362,574	4,340,264	-22,310	-0.5
Transportation and storage	1,370,168	1,371,094	926	0.1
Accommodation and food service activities	2,226,372	2,147,865	-78,507	-3.5
Information and communication	1,340,992	1,306,200	-34,792	-2.6
Finance and insurance	1,094,050	1,122,577	28,527	2.6
Real estate	449,956	454,611	4,655	1
Professional, scientific and technical	2,421,063	2,415,868	-5,195	-0.2
Administrative and support services	2,498,942	2,468,116	-30,826	-1.2
Public administration and defence; social security	1,445,831	1,485,435	39,604	2.7
Education	3,205,042	3,275,664	70,622	2.2
Health and social work	4,209,310	4,378,836	169,526	4
Arts, entertainment and recreation	612,550	630,164	17,614	2.9
Other service activities	546,721	545,842	-879	-0.2
Households and Extraterritorial	113,385	107,526	-5,859	-5.2

Source: PAYE RTI

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