Office for National Statistics

Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: August 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.

Contact:
ONS Labour Market team and HMRC RTI Statistics
labour.market@ons.gov.uk;
rtistatistics.enquiries@hmrc.gov.uk
+44 1633 455400

Release date:
13 August 2024

Next release:
10 September 2024

Table of contents

1 . Main points

- Early estimates for July 2024 indicate that the number of payrolled employees rose by 0.8% compared with July 2023, a rise of 252,000 employees.

- This annual increase was largest in the health and social work sector, a rise of 163,000 employees.

- Payrolled employment increased by 24,000 employees (0.1%) in July 2024 when compared with June 2024; figures for July should be treated as provisional estimates and are likely to be revised when more data are received next month.

- UK payrolled employee growth for June 2024 compared with May 2024 has been revised from an increase of 16,000 reported in the last bulletin, to an increase of 14,000; 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 July 2024 indicate that median monthly pay increased by 5.6% compared with July 2023.

- Annual growth in median pay in July 2024 was highest in the other service activities sector, with an increase of 8.4%, and lowest in the public administration and defence sector, with a decrease of 2.4%; the decrease in the public administration and defence sector reflects the comparison with July 2023 when a pay settlement consisting of a one-off cost of living payment and a backdated pay-increase was paid to all civil servants.

About the data in this release

Early estimates for July 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 July 2024 indicate that there were 30.4 million payrolled employees (Figure 1), a rise of 0.8% compared with the same period of the previous year. This is a rise of 252,000 employees over the 12-month period. Compared with the previous month, the number of payrolled employees increased by 0.1 % in July 2024, an increase of 24,000 people.

Note, this monthly change should be treated as provisional, because it is based on an early estimate of July 2024. More information on revisions can be found in Section 10: Data sources and quality.

When comparing the number of payrolled employees in June 2024 with the previous month, the number showed no change at 0.0%. This is revised down from the early estimate of a 0.1% increase reported in our previous bulletin, Earnings and employment from Pay As You Earn Real Time Information, UK: July 2024.

Figure 1: The number of payrolled employees shows little change in 2024

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

Figure 1: The number of payrolled employees shows little change in 2024

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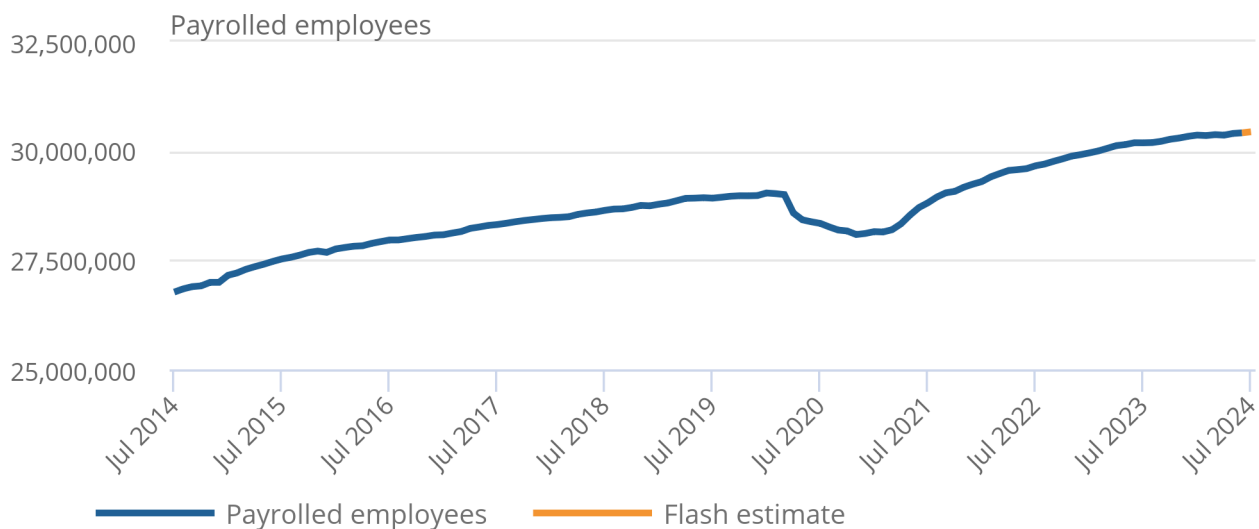
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

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 June 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 with the increase in employee numbers from March 2021, which levelled off as we no longer compared against this higher baseline. However, growth rates then continued to slow through 2023.

Figure 2: Growth in the number of payrolled employees has fallen to slightly below pre-coronavirus (COVID-19) trends

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

Figure 2: Growth in the number of payrolled employees has fallen to slightly below pre-coronavirus (COVID-19) trends

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to July 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. The June 2024 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

3 . Median monthly pay

Early estimates for July 2024 indicate that median monthly pay was £2,396, an increase of 5.6% compared with the same period of the previous year.

Figure 3: Median pay shows a steady increase throughout 2024, with a levelling out in recent months

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

Figure 3: Median pay shows a steady increase throughout 2024, with a levelling out in recent months

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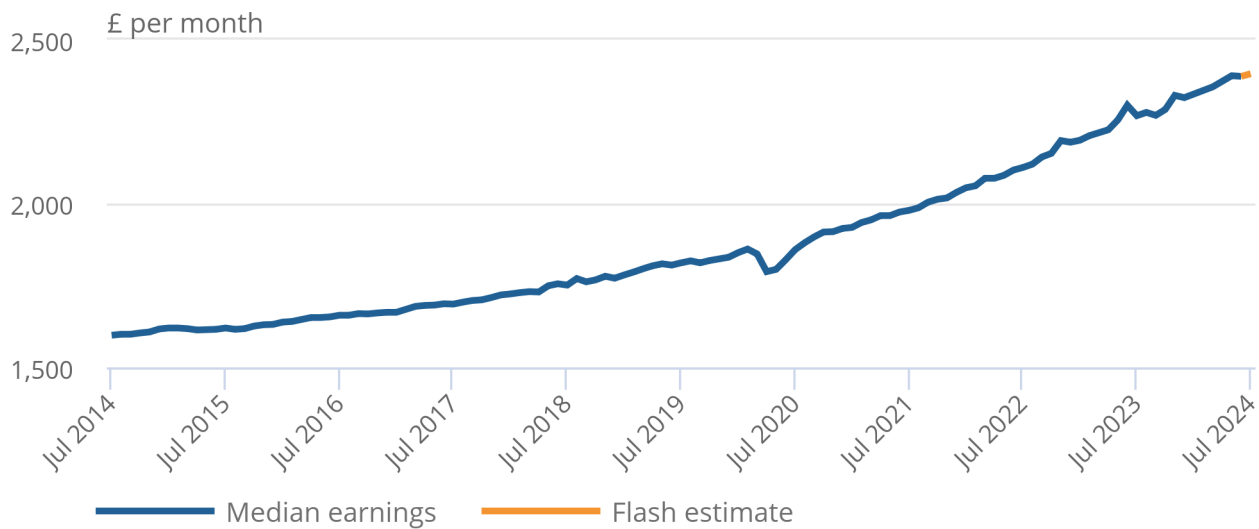
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

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

2. The June 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, but with increasing volatility in late 2022 and into 2023. This pace of growth has slowed in 2024.

Pay growth in June 2024 fell sharply. Part of this fall is likely to be because of the comparison with June 2023. The UK estimate for June 2023 was inflated by pay settlements made in the health sector, one of the sectors with the largest amount of payrolled employees. In the flash estimate for July 2024, pay growth has increased but remains low compared with 2024 trends. This may be because of further comparisons with values affected by pay settlements in the public administration sector last year. More detail on this is available in Section 6: Industry data.

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 July 2024
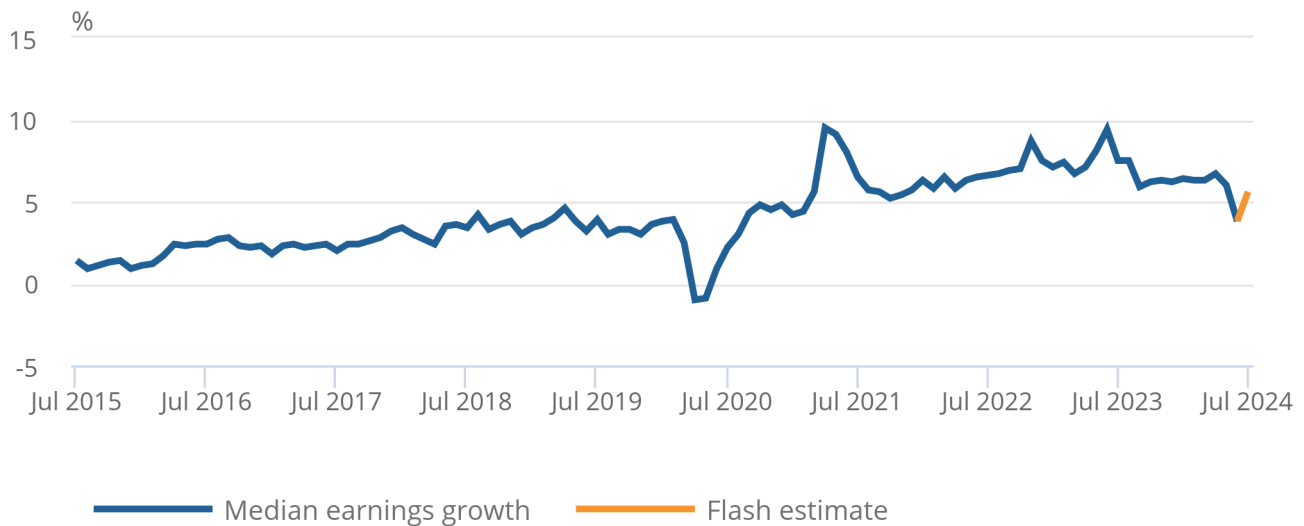
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

Notes:

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

2. The June 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 June 2024, the 10th percentile of the monthly pay distribution was £788, the 90th percentile was £5,504 and the 99th percentile was £15,650.

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 July 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 ranged from 808,000 in Northern Ireland, to 4,370,000 in London in July 2024 (Figure 5).

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](#).

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 July 2024

Download the data

Notes:

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

Comparing July 2024 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from the highest being a 2.3% increase in Northern Ireland, to the lowest being a 0.5% increase in London.

Examining NUTS3 regions, Westminster experienced a decrease of 2.6% in payrolled employees in comparison with July 2023, and Ards and North Down experienced an increase of 2.9% (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, July 2024

Download the data

Notes:

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

Median pay across the NUTS3 regions of the UK in July 2024 ranged from £2,070 in Isle of Wight, to £3,665 in Wandsworth (Figure 7).

Inner London generally differs from Outer London, with median pay ranging from £2,381 in Enfield to £3,665 in Wandsworth. Median pay in July 2024 for London as a whole was £2,837.

Pay figures in the accompanying tables for regions in Northern Ireland in May and June 2024 will include the effects of the Northern Ireland Civil Servants pay settlements. The Northern Ireland Civil Service were awarded a consolidated pay rise as well as a one-off payment of £1,500 to those eligible. The pay rise was also backdated to August 2023. This award was received by weekly paid civil servants in May 2024 and by monthly paid civil servants in June 2024.

Figure 7: Median pay varies across the UK

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

Download the data

Notes:

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

6 . Industry data

The industrial sectors in this bulletin are based on the UK Standard Industrial Classification (SIC) codes, as defined by the Office for National Statistics (ONS). These codes have been determined from both the most recent Inter-Departmental Business Register (IDBR) and data from Companies House for each Pay As You Earn (PAYE) enterprise. The findings from the 14 largest sectors are presented. The seven smaller sectors have been removed from the bulletin for presentational purposes, but their estimates are available in the accompanying datasets.

The three largest sectors – health and social work, wholesale and retail, and education – account for around 40% of UK employees. These three sectors combined with administrative and support services; professional, scientific and technical; manufacturing; and accommodation and food service activities account for around 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 July 2024 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 3.6% in accommodation and food service activities, to positive 5.3% in public administration and defence.

Figure 8: Employee growth has been very different across sectors

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to July 2024

Download the data

Notes:

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

The increase in payrolled employees between July 2023 and July 2024 was largest in the health and social work sector (a rise of 163,000 employees) and smallest in the accommodation and food service activities sector (a fall of 80,000 employees).

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

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

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

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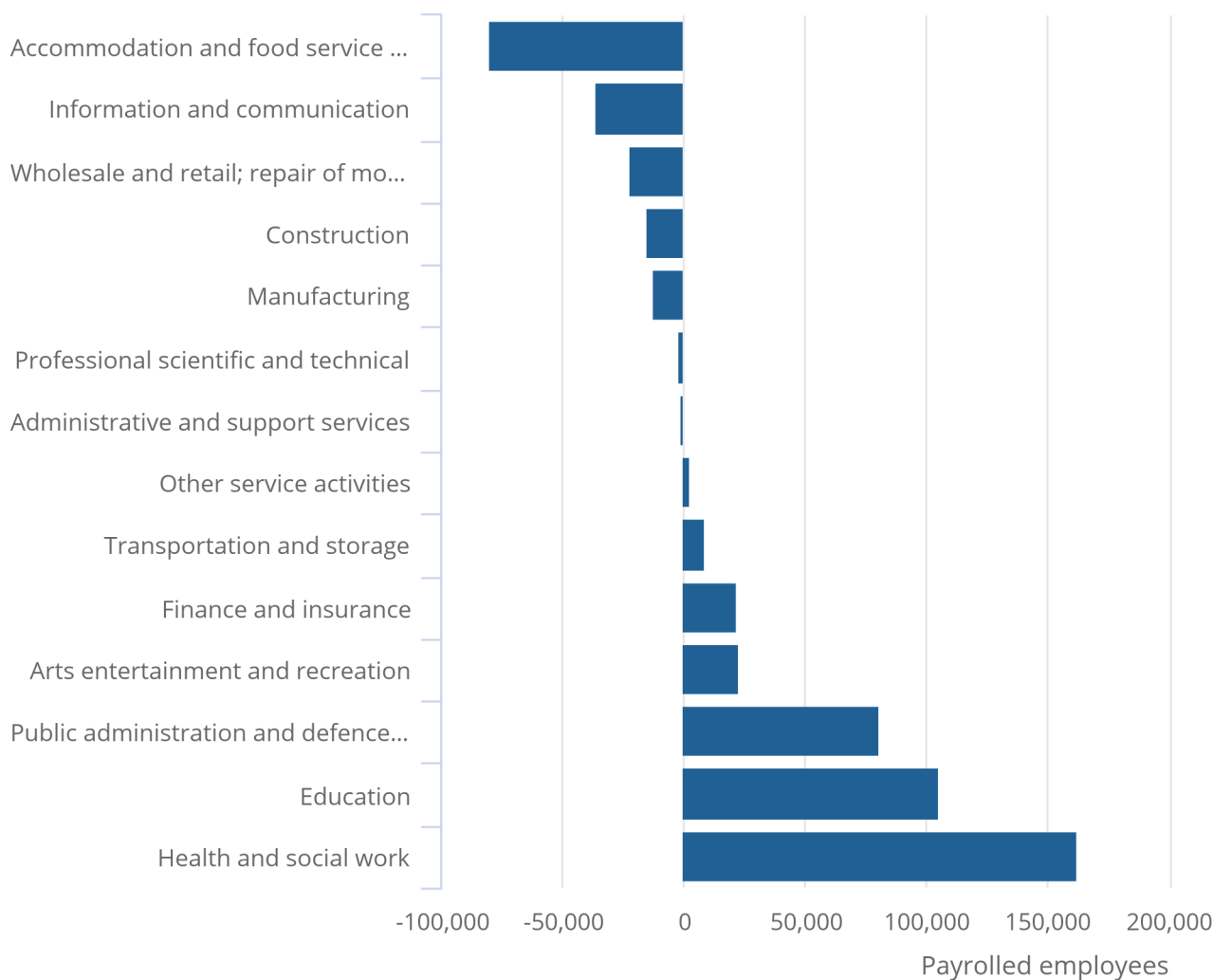
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

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 July 2024 across the highlighted sectors ranged from £1,271 in the accommodation and food service activities sector, to £3,883 in finance and insurance (Figure 10).

Figure 10: Median pay varies by industry

Median pay, seasonally adjusted, UK, July 2024

Figure 10: Median pay varies by industry
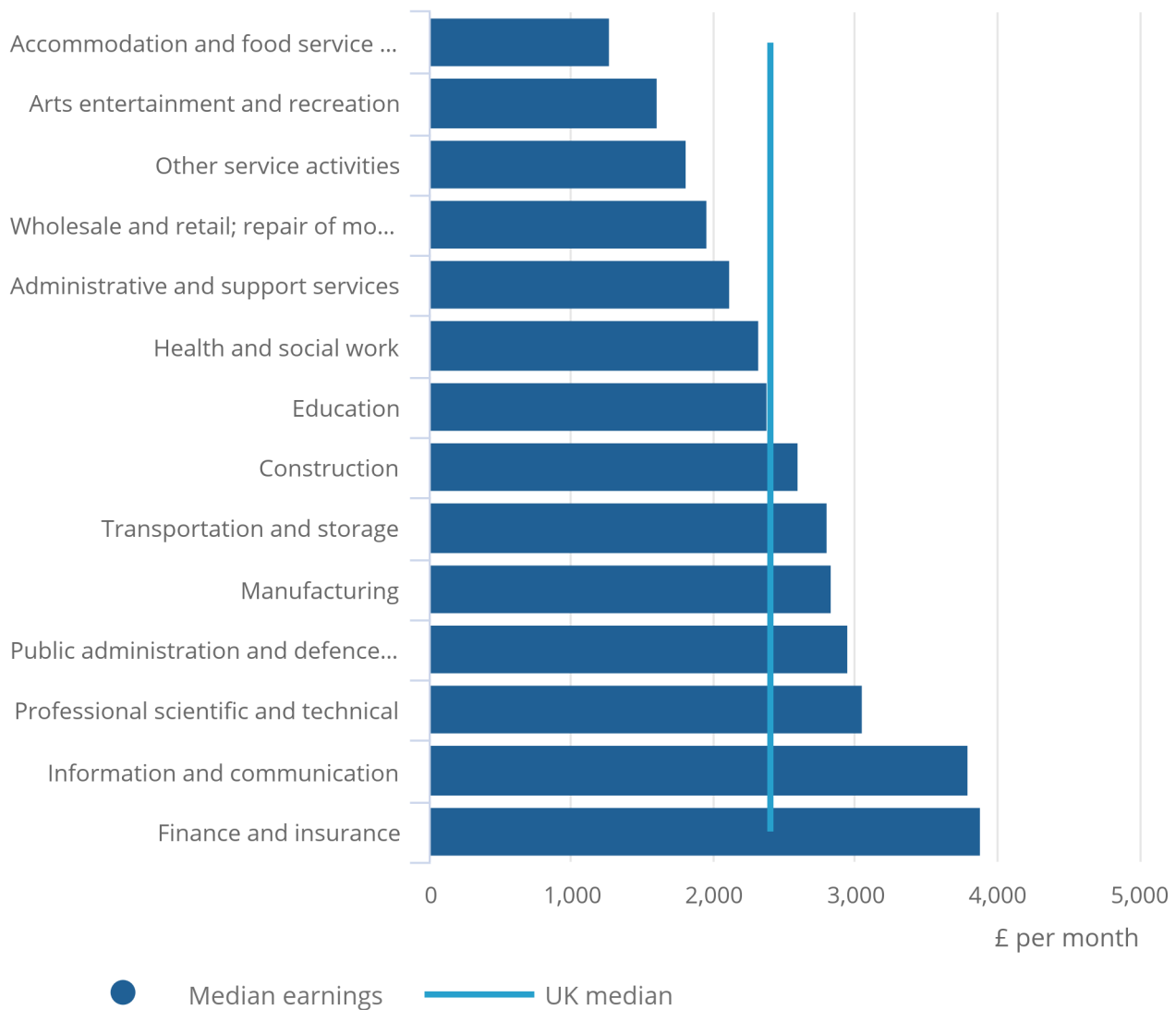
Median pay, seasonally adjusted, UK, July 2024

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 other service activities sector, at positive 8.4% (Figure 11), and slowest in the public administration and defence sector, at negative 2.4%.

The negative pay growth in the latest month in the public administration and defence sector will reflect the comparison with July 2023, when civil servants received a pay settlement including a one-off cost-of-living payment worth up to £1,500.

Similarly, negative growth in June 2024 in the health and social care sector will reflect the comparison with June 2023, when NHS workers started to receive a pay rise following an agreed pay offer from the government to eligible workers on the Agenda for Change contract. As well as a consolidated pay rise of 5%, this also included the value of this pay rise backdated to April 2023, as well as a one-off bonus worth at least £1,250 per person.

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

Figure 11: Median pay increased most in the other service activities sector

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

Figure 11: Median pay increased most in the other service activities sector

Percentage change on same month in previous year, seasonally adjusted, UK, July 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 . 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 July 2024, 94.5% are aged 18 to 64 years.

Between July 2023 and July 2024, there was a decrease of 83,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 35 to 49 years increased by 148,000.

Figure 12. The 35 to 49 years age group has seen the greatest increase in payrolled employees since July 2023

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

Figure 12. The 35 to 49 years age group has seen the greatest increase in payrolled employees since July 2023

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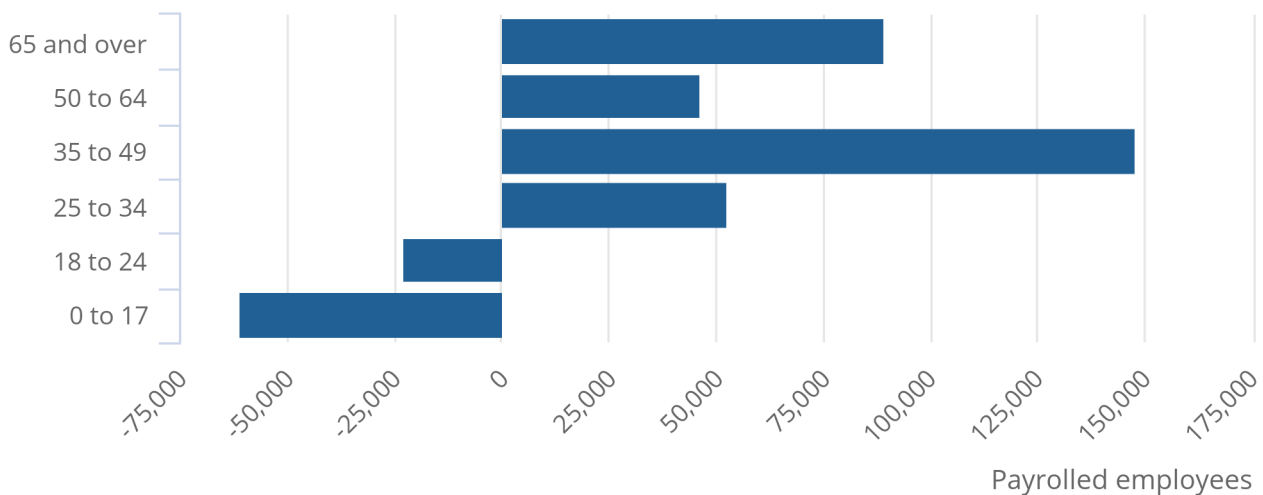
Source: Pay As You Earn Real Time Information from HM Revenue and Customs

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 July 2024 ranged from £414 for those aged under 18 years to £2,790 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, July 2024

Figure 13: Median pay varies by age

Median pay, seasonally adjusted, UK, July 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.

8 . Data on earnings and employment

[Earnings and employment from Pay As You Earn Real Time Information, non-seasonally adjusted](#)
Dataset | Released 13 August 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 13 August 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](#)
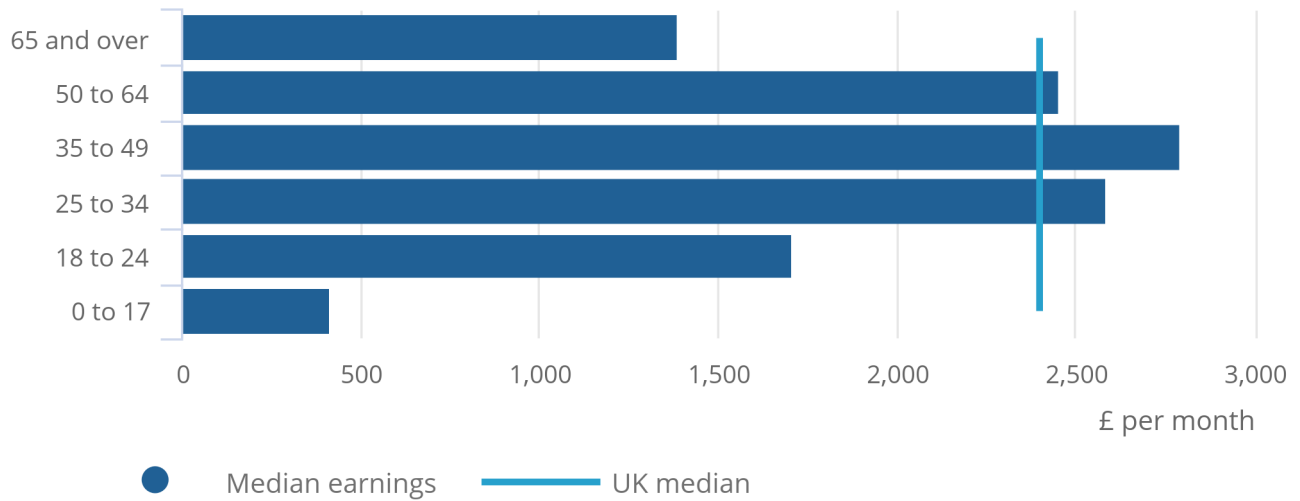Dataset | Released 13 August 2024
Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI), UK, NUTS 1, 2 and 3 areas and local authorities, monthly, seasonally adjusted. These are official statistics in development.

It is also possible for suitable applicants to access a sample of RTI data through HMRC's Datalab. More information and how to apply for access to HMRC data can be found [here](#).

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 20 years. The government's National Living Wage (NLW) was introduced on 1 April 2016 and currently applies to employees aged 21 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 . Data sources and quality

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.

HM Revenue & Customs

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 July 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.

Each year we review our seasonal adjustment model to make sure it is line with best practice and incorporates the most recent data available. After a delay in updating the model last year because of coding issues, we aim to update seasonal adjustment parameters in September's publication.

Please contact us by email if you would like to offer feedback on how the contents can be improved in the future.

Methodology

Our accompanying methodology 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.

Pre-release data

HM Revenue and Customs (HMRC) grants pre-release access to official statistics publications. As this is a joint release, and in accordance with the HMRC policy, pre-release access has been granted to a number of people to enable the preparation of statistical publications and ministerial briefing. Further details, including a list of those granted access to official statistics by HMRC, can be found on their website.

Status of Official Statistics in Development

Official statistics in development are official statistics that are undergoing a development. They were previously called "experimental statistics". In June 2023, the Office for Statistics Regulation (OSR) published an assessment report of 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 ONS. These codes have been determined from both the most recent Inter-Departmental Business Register (IDBR) and data from Companies House for each 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. After a delay in updating the model last year because of coding issues, we aim to update seasonal adjustment parameters in September's publication.

Differences compared with the Labour Force Survey and Average Weekly Earnings statistics

Further information about the methodology used, and comparisons with our Labour Force Survey (LFS) and Average Weekly Earnings can be found in our New methods for monthly earnings and employment estimates from Pay As You Earn Real Time Information (PAYE RTI) data: December 2019.

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, UK: August 2024
Bulletin | Released 13 August 2024
Estimates of employment, unemployment, economic inactivity and other employment-related statistics for the UK.

Employment in the UK: August 2024
Bulletin | Released 13 August 2024
Estimates of employment, unemployment and economic inactivity for the UK.

Labour market in the regions of the UK: August 2024
Bulletin | Released 13 August 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: August 2024
Bulletin | Released 13 August 2024
Estimates of growth in earnings for employees before tax and other deductions from pay.

Vacancies and jobs in the UK: August 2024
Bulletin | Released 13 August 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 13 August 2024, ONS website, statistical bulletin, Earnings and employment from Pay As You Earn Real Time Information, UK: August 2024

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

| | Payrolled employees |
| | UK, all industries, seasonally adjusted |
Period	Payrolled employees
July 2014	26,768,089
July 2015	27,526,664
July 2016	27,960,444
July 2017	28,313,625
July 2018	28,639,568
July 2019	28,918,391
July 2020	28,340,815
July 2021	28,812,571
July 2022	29,659,710
July 2023	30,184,962
August 2023	30,190,503
September 2023	30,219,580
October 2023	30,266,881
November 2023	30,293,782
December 2023	30,333,558
January 2024	30,360,861
February 2024	30,350,570
March 2024	30,371,861
April 2024	30,360,197
May 2024	30,398,963
June 2024	30,413,014
July 2024	30,437,188
Change on year	252,226
Change %	0.8

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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
July 2014	1,598
July 2015	1,620
July 2016	1,659
July 2017	1,693
July 2018	1,751
July 2019	1,819
July 2020	1,859
July 2021	1,979
July 2022	2,110
July 2023	2,268
August 2023	2,278
September 2023	2,269
October 2023	2,287
November 2023	2,330
December 2023	2,323
January 2024	2,334
February 2024	2,345
March 2024	2,356
April 2024	2,373
May 2024	2,390
June 2024	2,388
July 2024	2,396
Change on year	128
Change %	5.6

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.

MEAN PAY

3 Mean monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Mean pay
June 2015	2,220
June 2016	2,267
June 2017	2,330
June 2018	2,419
June 2019	2,483
June 2020	2,485
June 2021	2,688
June 2022	2,852
June 2023	3,108
July 2023	3,059
August 2023	3,062
September 2023	3,061
October 2023	3,075
November 2023	3,114
December 2023	3,113
January 2024	3,116
February 2024	3,144
March 2024	3,182
April 2024	3,200
May 2024	3,205
June 2024	3,214
Change on year	106
Change %	3.4

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.

AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Aggregate pay
June 2015	60,996,637,101
June 2016	63,306,971,090
June 2017	65,933,384,516
June 2018	69,178,816,437
June 2019	71,837,716,543
June 2020	70,514,871,371
June 2021	77,152,596,716
June 2022	84,388,927,803
June 2023	93,832,726,440
July 2023	92,346,636,016
August 2023	92,436,281,623
September 2023	92,517,005,018
October 2023	93,067,182,819
November 2023	94,338,110,991
December 2023	94,434,433,384
January 2024	94,596,056,184
February 2024	95,416,389,155
March 2024	96,639,601,529
April 2024	97,142,329,013
May 2024	97,436,188,338
June 2024	97,757,833,009
Change on year	3,925,106,569
Change %	4.2

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.

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
June 2015	516	896	1,614	2,622	3,962	5,340	11,087
June 2016	543	931	1,651	2,657	4,014	5,411	11,226
June 2017	563	967	1,690	2,710	4,096	5,531	11,565
June 2018	589	1,004	1,742	2,785	4,221	5,753	12,005
June 2019	612	1,049	1,809	2,878	4,351	5,916	12,404
June 2020	611	1,046	1,803	2,855	4,360	5,940	12,251
June 2021	680	1,147	1,963	3,091	4,684	6,403	13,374
June 2022	695	1,194	2,085	3,256	4,952	6,794	14,314
June 2023	748	1,303	2,257	3,520	5,373	7,277	15,008
July 2023	750	1,313	2,275	3,547	5,388	7,299	15,013
August 2023	751	1,318	2,285	3,565	5,412	7,307	15,005
September 2023	753	1,317	2,275	3,525	5,331	7,265	15,044
October 2023	756	1,321	2,279	3,524	5,338	7,267	15,055
November 2023	760	1,336	2,297	3,547	5,351	7,279	15,058
December 2023	764	1,348	2,315	3,568	5,385	7,292	15,089
January 2024	769	1,359	2,331	3,586	5,409	7,307	15,137
February 2024	776	1,360	2,332	3,587	5,428	7,332	15,282
March 2024	780	1,369	2,342	3,599	5,445	7,379	15,533
April 2024	783	1,381	2,354	3,613	5,469	7,430	15,639
May 2024	785	1,397	2,370	3,626	5,488	7,468	15,732
June 2024	788	1,407	2,381	3,636	5,504	7,492	15,650
Change on year	40	104	124	116	131	215	642
Change %	5.3	8.0	5.5	3.3	2.4	3.0	4.3

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.

EMPLOYEE FLOWS
6 Inflows and outflows from PAYE RTI

| | Payrolled employees | |
| | UK, all industries, seasonally adjusted | |
Period	Inflows	Outflows
June 2017	677,833	641,156
June 2018	666,800	644,010
June 2019	662,440	652,886
June 2020	416,031	461,644
June 2021	758,686	585,246
June 2022	672,053	649,155
June 2023	666,759	624,581
July 2023	635,735	637,145
August 2023	630,050	624,509
September 2023	638,951	609,874
October 2023	649,872	602,571
November 2023	644,905	618,004
December 2023	653,014	613,238
January 2024	656,945	629,642
February 2024	646,146	656,437
March 2024	646,489	625,198
April 2024	578,451	590,115
May 2024	658,262	619,496
June 2024	642,913	628,862
Change on year	-23,846	4,281
Change %	-3.6	0.7

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.

REGIONAL PAYROLLED EMPLOYEES (NUTS1)

7 Regional payrolled employees from PAYE RTI

Period	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
July 2014	1,030,022	2,912,739	2,152,580	1,957,709	2,300,371	2,547,483	3,671,697	3,791,133	2,242,469	1,186,213	2,301,301	674,373
July 2015	1,050,705	2,991,990	2,203,089	2,015,198	2,375,996	2,624,104	3,828,685	3,892,031	2,301,578	1,209,851	2,337,268	696,169
July 2016	1,060,191	3,034,456	2,233,450	2,049,528	2,418,417	2,682,074	3,903,605	3,955,249	2,341,573	1,226,593	2,349,135	706,173
July 2017	1,066,129	3,080,494	2,261,973	2,081,331	2,448,291	2,717,085	3,959,645	4,001,319	2,371,281	1,242,465	2,362,562	721,049
July 2018	1,072,360	3,121,405	2,289,311	2,109,792	2,475,708	2,747,923	4,017,911	4,041,927	2,394,859	1,257,247	2,374,514	736,612
July 2019	1,072,838	3,150,118	2,310,895	2,125,976	2,488,974	2,777,717	4,097,839	4,081,967	2,416,594	1,263,283	2,383,185	749,007
July 2020	1,057,512	3,102,157	2,267,555	2,086,864	2,441,612	2,722,006	3,997,406	3,993,213	2,361,725	1,234,607	2,332,439	743,720
July 2021	1,079,379	3,165,281	2,312,848	2,125,953	2,484,305	2,766,500	4,025,674	4,058,360	2,411,898	1,264,897	2,355,901	761,575
July 2022	1,108,144	3,243,167	2,370,611	2,177,106	2,556,504	2,835,324	4,229,288	4,179,375	2,468,686	1,296,411	2,416,621	778,473
July 2023	1,123,336	3,295,870	2,402,273	2,202,033	2,604,061	2,885,050	4,349,920	4,257,430	2,508,135	1,315,115	2,452,211	789,527
August 2023	1,122,865	3,295,326	2,401,692	2,202,361	2,605,058	2,886,036	4,350,085	4,259,509	2,509,404	1,313,826	2,453,407	790,934
September 2023	1,124,041	3,298,414	2,402,664	2,206,314	2,608,720	2,888,679	4,353,752	4,263,648	2,511,524	1,314,443	2,454,285	793,095
October 2023	1,126,509	3,303,761	2,405,581	2,209,740	2,612,118	2,893,626	4,360,553	4,270,602	2,515,330	1,316,116	2,457,049	795,897
November 2023	1,127,439	3,307,482	2,407,695	2,211,577	2,613,968	2,895,542	4,363,563	4,275,306	2,517,158	1,316,841	2,459,971	797,239
December 2023	1,128,860	3,313,035	2,410,735	2,213,757	2,618,176	2,899,937	4,370,435	4,278,906	2,519,773	1,318,827	2,462,688	798,429
January 2024	1,129,363	3,314,822	2,411,743	2,215,828	2,620,393	2,903,605	4,373,240	4,283,281	2,523,670	1,320,217	2,465,118	799,579
February 2024	1,129,428	3,314,828	2,410,116	2,215,946	2,619,619	2,903,602	4,370,516	4,283,465	2,521,856	1,318,339	2,461,865	800,989
March 2024	1,130,056	3,317,377	2,411,225	2,216,200	2,620,684	2,906,512	4,369,927	4,286,966	2,526,481	1,321,890	2,462,438	802,105
April 2024	1,131,168	3,318,566	2,411,639	2,218,529	2,623,890	2,907,710	4,365,307	4,283,170	2,520,452	1,320,064	2,457,989	801,713
May 2024	1,132,211	3,322,702	2,415,428	2,221,102	2,625,183	2,908,565	4,369,786	4,289,914	2,526,775	1,321,538	2,461,678	804,081
June 2024	1,132,404	3,322,968	2,417,047	2,224,267	2,624,837	2,910,524	4,367,209	4,291,935	2,529,039	1,322,841	2,463,091	806,852
July 2024	1,133,272	3,324,848	2,418,658	2,226,705	2,626,738	2,912,031	4,370,033	4,294,048	2,531,118	1,323,733	2,468,330	807,674
Change on year	9,936	28,978	16,385	24,672	22,677	26,981	20,113	36,618	22,983	8,618	16,119	18,147
Change %	0.9	0.9	0.7	1.1	0.9	0.9	0.5	0.9	0.9	0.7	0.7	2.3

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.

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
July 2014	1,524	1,512	1,492	1,510	1,518	1,632	1,923	1,713	1,495	1,498	1,647	1,490
July 2015	1,536	1,526	1,516	1,525	1,543	1,657	1,947	1,738	1,524	1,523	1,661	1,493
July 2016	1,569	1,566	1,548	1,564	1,575	1,698	2,000	1,781	1,556	1,552	1,692	1,521
July 2017	1,601	1,606	1,584	1,605	1,617	1,744	2,043	1,821	1,599	1,594	1,723	1,556
July 2018	1,650	1,664	1,634	1,666	1,676	1,803	2,119	1,878	1,654	1,642	1,773	1,614
July 2019	1,708	1,728	1,695	1,721	1,727	1,868	2,199	1,954	1,721	1,708	1,851	1,681
July 2020	1,752	1,774	1,740	1,773	1,769	1,920	2,217	1,993	1,758	1,751	1,897	1,743
July 2021	1,838	1,866	1,833	1,878	1,865	2,043	2,401	2,121	1,868	1,876	2,014	1,879
July 2022	1,967	1,996	1,959	2,001	1,999	2,177	2,548	2,255	2,012	1,979	2,128	1,957
July 2023	2,129	2,160	2,113	2,158	2,145	2,332	2,716	2,409	2,156	2,163	2,295	2,085
August 2023	2,135	2,164	2,116	2,164	2,155	2,342	2,722	2,425	2,174	2,149	2,308	2,095
September 2023	2,122	2,160	2,107	2,154	2,152	2,334	2,703	2,415	2,170	2,139	2,323	2,099
October 2023	2,143	2,178	2,126	2,176	2,166	2,352	2,724	2,435	2,187	2,169	2,322	2,107
November 2023	2,198	2,207	2,176	2,206	2,207	2,384	2,750	2,461	2,238	2,226	2,356	2,121
December 2023	2,186	2,217	2,164	2,199	2,196	2,381	2,765	2,467	2,208	2,200	2,359	2,137
January 2024	2,193	2,222	2,175	2,218	2,212	2,392	2,778	2,481	2,234	2,206	2,359	2,136
February 2024	2,202	2,227	2,183	2,227	2,223	2,404	2,787	2,490	2,243	2,225	2,361	2,154
March 2024	2,216	2,239	2,197	2,234	2,230	2,417	2,795	2,504	2,248	2,230	2,397	2,170
April 2024	2,238	2,265	2,220	2,264	2,257	2,435	2,807	2,517	2,271	2,248	2,387	2,195
May 2024	2,252	2,278	2,232	2,277	2,277	2,449	2,814	2,532	2,291	2,252	2,418	2,242
June 2024	2,253	2,281	2,232	2,279	2,269	2,448	2,823	2,530	2,279	2,258	2,419	2,331
July 2024	2,259	2,292	2,242	2,293	2,284	2,460	2,837	2,542	2,288	2,263	2,427	2,249
Change on year	130	132	129	135	139	128	121	133	132	100	132	164
Change %	6.1	6.1	6.1	6.3	6.5	5.5	4.5	5.5	6.1	4.6	5.8	7.9

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.

9 Regional payrolled employees from PAYE RTI

Period	July 2023	July 2024	Change on year	Change %
			Payrolled employees	
			UK, all industries, seasonally adjusted	
Tees Valley and Durham	503,149	506,818	3,669	0.7
Northumberland and Tyne and Wear	620,187	626,453	6,266	1.0
Cumbria	223,358	225,525	2,167	1.0
Greater Manchester	1,283,447	1,296,559	13,112	1.0
Lancashire	660,235	665,945	5,710	0.9
Cheshire	449,516	451,850	2,334	0.5
Merseyside	679,314	684,969	5,655	0.8
East Yorkshire and Northern Lincolnshire	412,564	416,530	3,966	1.0
North Yorkshire	365,789	367,798	2,009	0.5
South Yorkshire	599,462	603,285	3,823	0.6
West Yorkshire	1,024,459	1,031,045	6,586	0.6
Derbyshire and Nottinghamshire	981,597	991,249	9,652	1.0
Leicestershire, Rutland and Northamptonshire	886,551	898,279	11,728	1.3
Lincolnshire	333,885	337,176	3,291	1.0
Herefordshire, Worcestershire and Warwickshire	634,197	638,871	4,674	0.7
Shropshire and Staffordshire	728,576	733,501	4,925	0.7
West Midlands (county)	1,241,288	1,254,365	13,077	1.1
East Anglia	1,139,420	1,149,335	9,915	0.9
Bedfordshire and Hertfordshire	904,153	913,161	9,008	1.0
Essex	841,477	849,534	8,057	1.0
Inner London - West	548,731	543,587	-5,144	-0.9
Inner London - East	1,232,360	1,232,951	591	0.0
Outer London - East and North East	906,775	918,001	11,226	1.2
Outer London - South	628,148	634,141	5,993	1.0
Outer London - West and North West	1,033,905	1,041,353	7,448	0.7
Berkshire, Buckinghamshire and Oxfordshire	1,222,101	1,234,845	12,744	1.0
Surrey, East and West Sussex	1,304,635	1,314,392	9,757	0.7
Hampshire and Isle of Wight	911,811	917,147	5,336	0.6
Kent	818,883	827,663	8,780	1.1
Gloucestershire, Wiltshire and Bristol/Bath area	1,197,650	1,211,417	13,767	1.1
Dorset and Somerset	575,287	578,777	3,490	0.6
Cornwall and Isles of Scilly	230,297	231,451	1,154	0.5
Devon	504,902	509,473	4,571	0.9
West Wales and The Valleys	799,931	804,133	4,202	0.5
East Wales	515,185	519,600	4,415	0.9
North Eastern Scotland	230,062	232,130	2,068	0.9
Highlands and Islands	207,073	208,633	1,560	0.8
Eastern Scotland	914,414	921,461	7,047	0.8
West Central Scotland	692,955	696,277	3,322	0.5
Southern Scotland	407,708	409,829	2,121	0.5
Northern Ireland	789,527	807,674	18,147	2.3

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.

REGIONAL MEDIAN PAY (NUTS2)

10 Regional median monthly pay from PAYE RTI

£ per month

UK, all industries, seasonally adjusted

Period	July 2023	July 2024	Change on year	Change %
Tees Valley and Durham	2,125	2,255	130	6.1
Northumberland and Tyne and Wear	2,138	2,266	128	6.0
Cumbria	2,133	2,288	155	7.3
Greater Manchester	2,162	2,292	130	6.0
Lancashire	2,081	2,208	127	6.1
Cheshire	2,272	2,411	139	6.1
Merseyside	2,175	2,300	125	5.7
East Yorkshire and Northern Lincolnshire	2,070	2,216	146	7.1
North Yorkshire	2,130	2,266	136	6.4
South Yorkshire	2,098	2,233	135	6.4
West Yorkshire	2,136	2,263	127	5.9
Derbyshire and Nottinghamshire	2,155	2,289	134	6.2
Leicestershire, Rutland and Northamptonshire	2,182	2,315	133	6.1
Lincolnshire	2,091	2,233	142	6.8
Herefordshire, Worcestershire and Warwickshire	2,246	2,385	139	6.2
Shropshire and Staffordshire	2,140	2,276	136	6.4
West Midlands (county)	2,102	2,236	134	6.4
East Anglia	2,207	2,341	134	6.1
Bedfordshire and Hertfordshire	2,486	2,605	119	4.8
Essex	2,378	2,506	128	5.4
Inner London - West	3,396	3,522	126	3.7
Inner London - East	2,802	2,926	124	4.4
Outer London - East and North East	2,490	2,605	115	4.6
Outer London - South	2,773	2,889	116	4.2
Outer London - West and North West	2,537	2,647	110	4.3
Berkshire, Buckinghamshire and Oxfordshire	2,552	2,686	134	5.3
Surrey, East and West Sussex	2,412	2,544	132	5.5
Hampshire and Isle of Wight	2,303	2,431	128	5.6
Kent	2,313	2,441	128	5.5
Gloucestershire, Wiltshire and Bristol/Bath area	2,283	2,417	134	5.9
Dorset and Somerset	2,119	2,247	128	6.0
Cornwall and Isles of Scilly	1,960	2,096	136	6.9
Devon	2,050	2,170	120	5.9
West Wales and The Valleys	2,130	2,226	96	4.5
East Wales	2,220	2,326	106	4.8
North Eastern Scotland	2,419	2,544	125	5.2
Highlands and Islands	2,193	2,324	131	6.0
Eastern Scotland	2,308	2,444	136	5.9
West Central Scotland	2,310	2,438	128	5.5
Southern Scotland	2,245	2,383	138	6.1
Northern Ireland	2,085	2,249	164	7.9

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.

INDUSTRY PAYROLLED EMPLOYEES

11 Industry payrolled employees from PAYE RTI

	Payrolled employees			
		UK, all industries, seasonally adjusted		
Period	July 2023	July 2024	Change on year	Change %
Agriculture, forestry and fishing	191,566	191,956	390	0.2
Mining and quarrying	49,465	49,360	-105	-0.2
Manufacturing	2,358,941	2,346,603	-12,338	-0.5
Energy production and supply	105,875	113,883	8,008	7.6
Water supply, sewerage and waste	197,554	203,609	6,055	3.1
Construction	1,331,106	1,316,571	-14,535	-1.1
Wholesale and retail; repair of motor vehicles	4,358,152	4,335,978	-22,174	-0.5
Transportation and storage	1,370,380	1,379,408	9,028	0.7
Accommodation and food service activities	2,205,485	2,125,963	-79,522	-3.6
Information and communication	1,320,793	1,284,517	-36,276	-2.7
Finance and insurance	1,093,807	1,115,963	22,156	2.0
Real estate	450,734	457,038	6,304	1.4
Professional, scientific and technical	2,424,798	2,423,202	-1,596	-0.1
Administrative and support services	2,498,007	2,496,931	-1,076	0.0
Public administration and defence; social security	1,503,930	1,584,290	80,360	5.3
Education	3,184,100	3,288,992	104,892	3.3
Health and social work	4,266,818	4,429,518	162,700	3.8
Arts, entertainment and recreation	617,738	640,430	22,692	3.7
Other service activities	542,001	544,435	2,434	0.4
Households and Extraterritorial	113,713	108,542	-5,171	-4.5

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.

INDUSTRY MEDIAN PAY

12 Industry median monthly pay from PAYE RTI

£ per month

UK, all industries, seasonally adjusted

Period	July 2023	July 2024	Change on year	Change %
Agriculture, forestry and fishing	1,997	2,139	142	7.1
Mining and quarrying	4,472	4,537	65	1.5
Manufacturing	2,684	2,838	154	5.7
Energy production and supply	4,158	4,208	50	1.2
Water supply, sewerage and waste	2,912	3,100	188	6.5
Construction	2,475	2,601	126	5.1
Wholesale and retail; repair of motor vehicles	1,804	1,953	149	8.3
Transportation and storage	2,678	2,803	125	4.7
Accommodation and food service activities	1,177	1,271	94	8.0
Information and communication	3,594	3,803	209	5.8
Finance and insurance	3,758	3,883	125	3.3
Real estate	2,305	2,461	156	6.8
Professional, scientific and technical	2,920	3,050	130	4.5
Administrative and support services	2,003	2,120	117	5.8
Public administration and defence; social security	3,025	2,951	-74	-2.4
Education	2,250	2,388	138	6.1
Health and social work	2,189	2,320	131	6.0
Arts, entertainment and recreation	1,518	1,601	83	5.5
Other service activities	1,674	1,814	140	8.4
Households and Extraterritorial	1,097	1,163	66	6.0

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.

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
July 2014	408,259	3,479,251	6,352,265	9,154,102	6,562,567	811,645
July 2015	431,594	3,600,211	6,553,881	9,284,973	6,825,322	830,683
July 2016	439,229	3,613,280	6,681,486	9,336,285	7,035,289	854,876
July 2017	439,761	3,590,581	6,765,810	9,379,363	7,268,724	869,385
July 2018	440,802	3,583,549	6,822,076	9,419,816	7,485,667	887,658
July 2019	438,956	3,520,084	6,869,725	9,446,861	7,678,645	964,120
July 2020	321,624	3,217,790	6,728,133	9,359,661	7,733,548	980,060
July 2021	431,671	3,356,458	6,739,509	9,416,916	7,860,664	1,007,353
July 2022	526,111	3,485,121	6,927,857	9,622,606	8,036,015	1,062,000
July 2023	515,699	3,490,975	7,065,291	9,832,182	8,138,865	1,141,948
August 2023	510,396	3,479,094	7,071,633	9,845,997	8,138,351	1,145,031
September 2023	508,458	3,484,426	7,077,537	9,858,171	8,140,586	1,150,402
October 2023	506,782	3,489,590	7,086,931	9,873,938	8,149,944	1,159,695
November 2023	503,816	3,482,620	7,091,354	9,890,395	8,156,769	1,168,828
December 2023	501,341	3,483,896	7,098,070	9,909,862	8,164,808	1,175,580
January 2024	500,762	3,479,541	7,100,902	9,927,763	8,170,407	1,181,486
February 2024	498,468	3,469,056	7,091,941	9,936,510	8,168,173	1,186,423
March 2024	496,385	3,465,872	7,091,705	9,952,245	8,172,111	1,193,543
April 2024	488,079	3,466,197	7,091,961	9,945,544	8,170,183	1,198,234
May 2024	483,028	3,465,242	7,101,817	9,961,384	8,180,207	1,207,284
June 2024	477,104	3,461,693	7,104,101	9,970,650	8,183,106	1,216,361
July 2024	454,897	3,468,434	7,117,746	9,979,900	8,185,169	1,231,041
Change on year	-60,802	-22,541	52,455	147,718	46,304	89,093
Change %	-11.8	-0.6	0.7	1.5	0.6	7.8

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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 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
July 2014	272	1,073	1,728	1,903	1,718	718
July 2015	288	1,119	1,756	1,926	1,736	750
July 2016	290	1,167	1,798	1,963	1,763	770
July 2017	299	1,208	1,850	2,002	1,785	808
July 2018	312	1,257	1,910	2,058	1,831	860
July 2019	323	1,313	1,999	2,126	1,884	938
July 2020	340	1,312	2,015	2,160	1,909	1,016
July 2021	404	1,394	2,144	2,323	2,035	1,115
July 2022	406	1,510	2,306	2,481	2,152	1,196
July 2023	411	1,616	2,461	2,646	2,332	1,308
August 2023	409	1,625	2,469	2,652	2,336	1,309
September 2023	412	1,623	2,460	2,657	2,326	1,309
October 2023	412	1,628	2,480	2,670	2,343	1,319
November 2023	414	1,654	2,517	2,704	2,413	1,341
December 2023	415	1,642	2,506	2,706	2,393	1,346
January 2024	413	1,663	2,526	2,721	2,387	1,347
February 2024	415	1,670	2,542	2,732	2,395	1,357
March 2024	419	1,679	2,547	2,745	2,410	1,363
April 2024	420	1,690	2,559	2,760	2,431	1,377
May 2024	422	1,715	2,572	2,772	2,438	1,389
June 2024	422	1,693	2,577	2,782	2,446	1,383
July 2024	414	1,706	2,584	2,790	2,452	1,386
Change on year	3	90	123	144	120	78
Change %	0.7	5.6	5.0	5.4	5.1	6.0

Source: PAYE RTI

1. Figures for Jul 2024 are early estimates and are more likely to be subject to more significant revisions.

2. These data are official statistics in development

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.