

Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: April 2025

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:
15 April 2025

Next release:
13 May 2025

Table of contents

1. [Main points](#)
2. [Payrolled employees](#)
3. [Median monthly pay](#)
4. [Regional data](#)
5. [Industry data](#)
6. [Age data](#)
7. [Data on earnings and employment](#)
8. [Glossary](#)
9. [Data sources and quality](#)
10. [Related links](#)
11. [Cite this statistical bulletin](#)

1 . Main points

- Early estimates for March 2025 indicate that the number of payrolled employees broadly stayed the same, compared with March 2024, at 30.3 million; a small fall of 0.2% or 70,000 employees.
- This change was highest in the health and social work sector, a rise of 70,000 employees, and lowest in the accommodation and food service activities sector, a fall of 92,000 employees.
- Payrolled employment decreased by 78,000 employees (0.3%) in March 2025, when compared with February 2025; figures for March should be treated as provisional estimates and are likely to be revised when more data are received next month.
- UK payrolled employee growth for February 2025, compared with January 2025, has been revised from an increase of 21,000, reported in the last bulletin, to a decrease of 8,000; 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 March 2025 indicate that median monthly pay increased by 4.8%, compared with March 2024.
- Annual growth in median pay in March 2025 was highest in the accommodation and food service activities sector, with an increase of 7.5%, and lowest in the public administration and defence sector, with an increase of 1.6%.

About the data in this bulletin

Early estimates for March 2025 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 bulletin 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 bulletin 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 March 2025 indicate that there were 30.3 million payrolled employees (Figure 1), a change of just 0.2% compared with the same period of the previous year. This is a decline of 70,000 employees over the 12-month period. Compared with the previous month, the number of payrolled employees decreased by 0.3 % in March 2025, a decrease of 78,000 people.

This monthly change should be treated as provisional, because it is based on an early estimate of March 2025. More information on revisions can be found in [Section 9: Data sources and quality](#).

When comparing the number of payrolled employees in February 2025 with the previous month, the number showed no change at 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: March 2025](#).

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

Payrolled employees, seasonally adjusted, UK, July 2014 to March 2025

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

Payrolled employees, seasonally adjusted, UK, July 2014 to March 2025



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

Notes:

1. The latest period, highlighted in orange (the lighter shaded line), is based on early data and therefore is more likely to be subject to slightly more substantial revisions.
2. The February 2025 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.

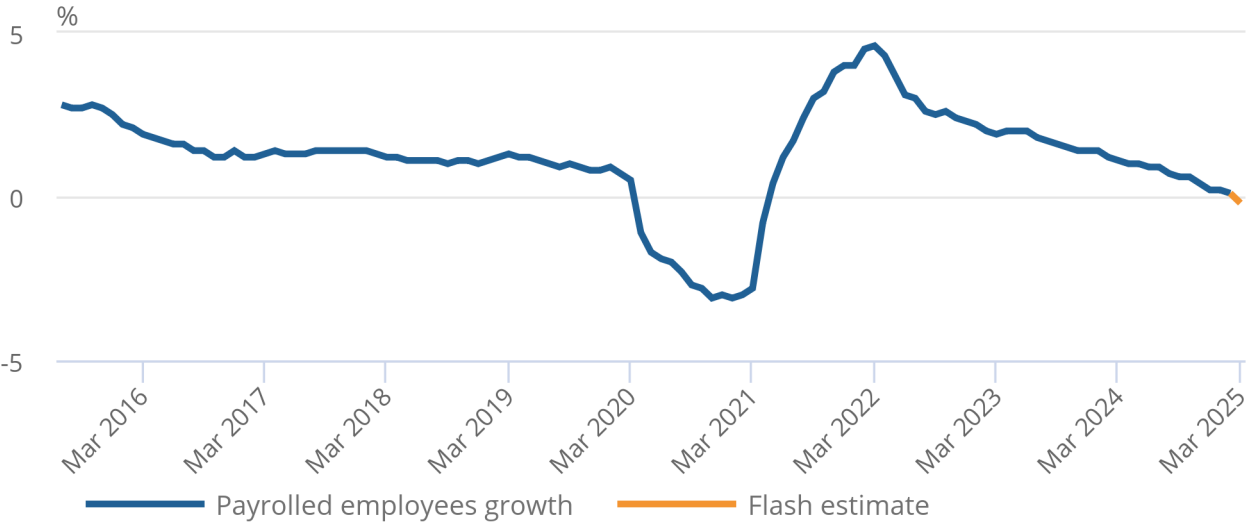
At the start of 2021, growth rates began to recover and remained high as the labour market continued to recover from the effects of the pandemic. From April 2022, the annual growth rate has been falling. Through 2022, this fall would have been partially caused by the comparison with the increase in employee numbers from March 2021, which levelled off as we no longer compared against this higher baseline. However, growth rates have continued to slow since then, falling below pre-coronavirus (COVID-19) trends in early 2024 and contributing to a fall towards zero in early 2025. The flash estimate for March 2025 shows negative change for the first time since the start of the coronavirus (COVID-19) pandemic.

Figure 2: Growth in the number of payrolled employees remains below pre-coronavirus (COVID-19) trends

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2025

Figure 2: Growth in the number of payrolled employees remains below pre-coronavirus (COVID-19) trends

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2025



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 February 2025 figure is not a flash estimate of payrolled employees; this is included purely for graphing purposes.

3 . Median monthly pay

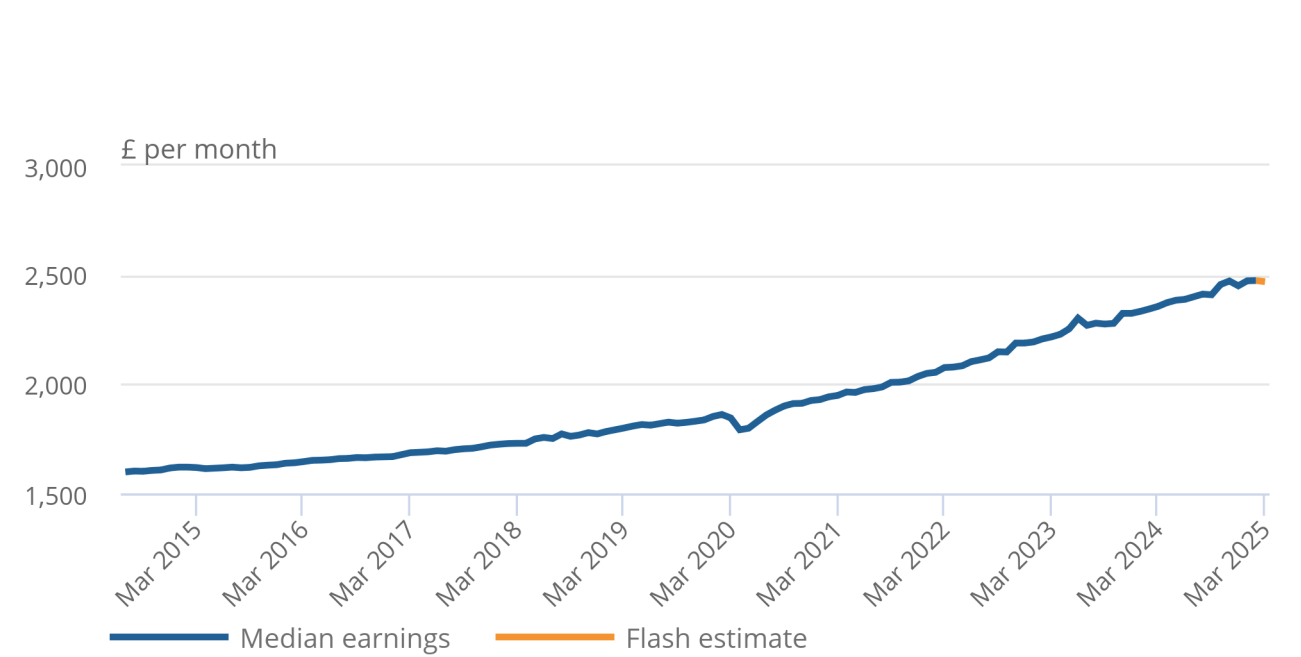
Early estimates for March 2025 indicate that median monthly pay was £2,469, an increase of 4.8% compared with the same period of the previous year.

Figure 3: Median pay increases have slowed in recent months

Median pay per month, seasonally adjusted, UK, July 2014 to March 2025

Figure 3: Median pay increases have slowed in recent months

Median pay per month, seasonally adjusted, UK, July 2014 to March 2025



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 February 2025 figure is not a flash estimate of median pay; this is included purely for graphing purposes.

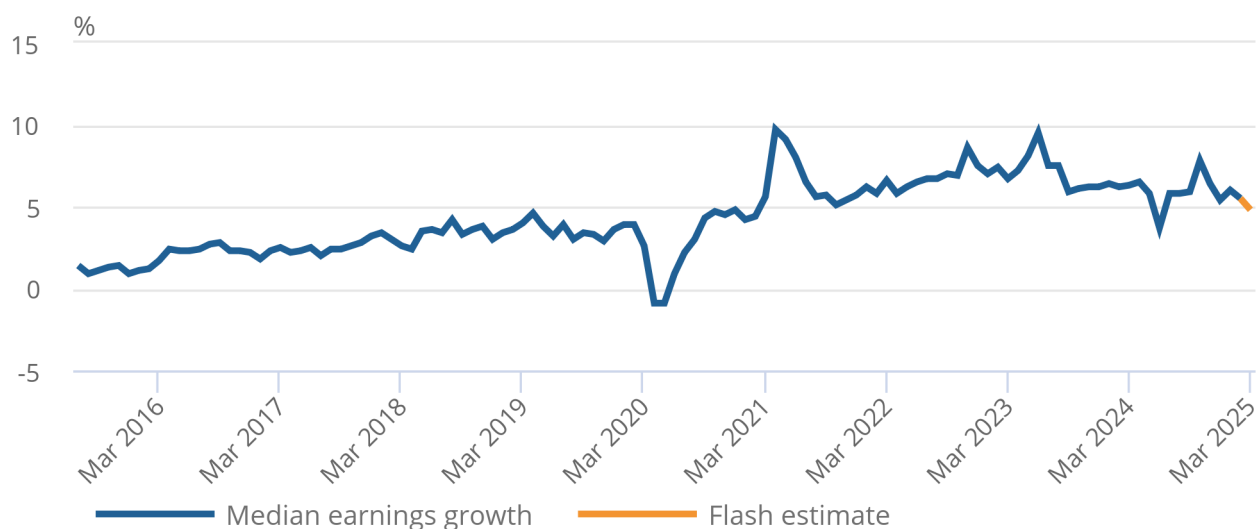
Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6%, until 2020 when it became negative. This coincided with the coronavirus (COVID-19) pandemic and related economic and policy responses. From June 2020, median pay growth became 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 slowed in 2024 and continues to fall into 2025.

Figure 4: Rates of growth in median pay have largely been lower in 2024 than the high rates seen in 2023

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2025

Figure 4: Rates of growth in median pay have largely been lower in 2024 than the high rates seen in 2023

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2025



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 February 2025 figure is not a flash estimate of median pay growth; this is included purely for graphing purposes.

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 March 2025, 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 811,000 in Northern Ireland, to 4,364,000 in London in March 2025 (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 is falling in line with the UK but with higher growth rates seen in Northern Ireland

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to March 2025

Notes:

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

[Download the data](#)

Comparing March 2025 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from a 1.4% increase in Northern Ireland, to a 0.5% decrease in Wales. Examining NUTS3 regions, Westminster experienced a decrease of 2.6% in payrolled employees in comparison with March 2024, and Causeway Coast and Glens experienced an increase of 3.4% (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, March 2025

Notes:

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

[Download the data](#)

Median pay across the NUTS3 regions of the UK in March 2025 ranged from £2,127 in Isle of Wight to £3,778 in Wandsworth (Figure 7).

Inner London generally differs from Outer London, with median pay ranging from £2,441 in Enfield to £3,778 in Wandsworth. Median pay in March 2025 for London as a whole was £2,913.

Figure 7: Median pay varies across the UK

Median pay, seasonally adjusted, UK, NUTS3 level, March 2025

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more substantial 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 (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 March 2025 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 4.2%, in accommodation and food service activities, to positive 1.6% 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 March 2025

Notes:

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

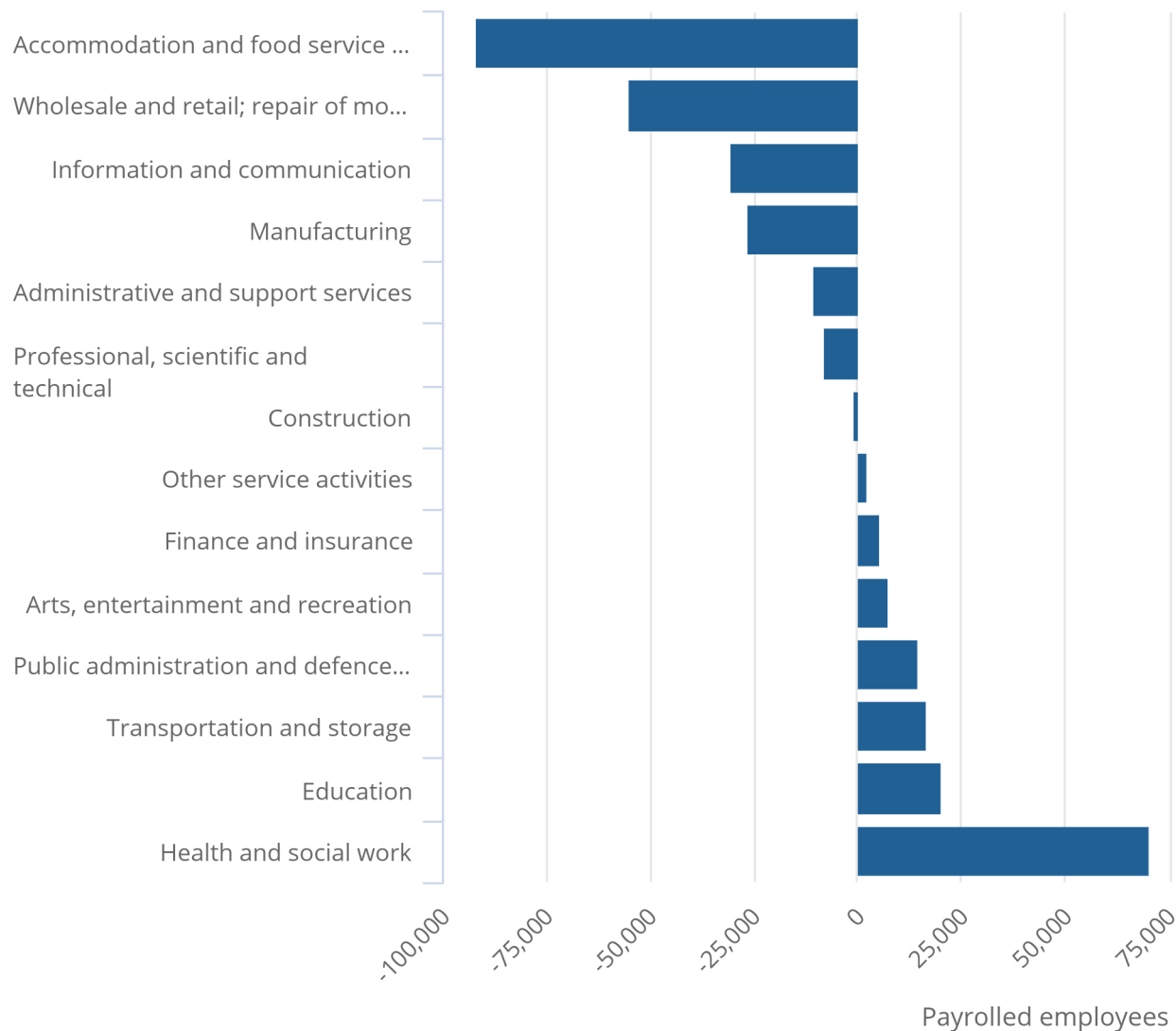
The increase in payrolled employees between March 2024 and March 2025 was largest in the health and social work sector (a rise of 70,000 employees) and smallest in the accommodation and food service activities sector (a fall of 92,000 employees).

Figure 9: The health and social work sector has seen the greatest increase in payrolled employees since March 2024

Payrolled employees, absolute change on March 2024, seasonally adjusted, UK, March 2025

Figure 9: The health and social work sector has seen the greatest increase in payrolled employees since March 2024

Payrolled employees, absolute change on March 2024, seasonally adjusted, UK, March 2025



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.

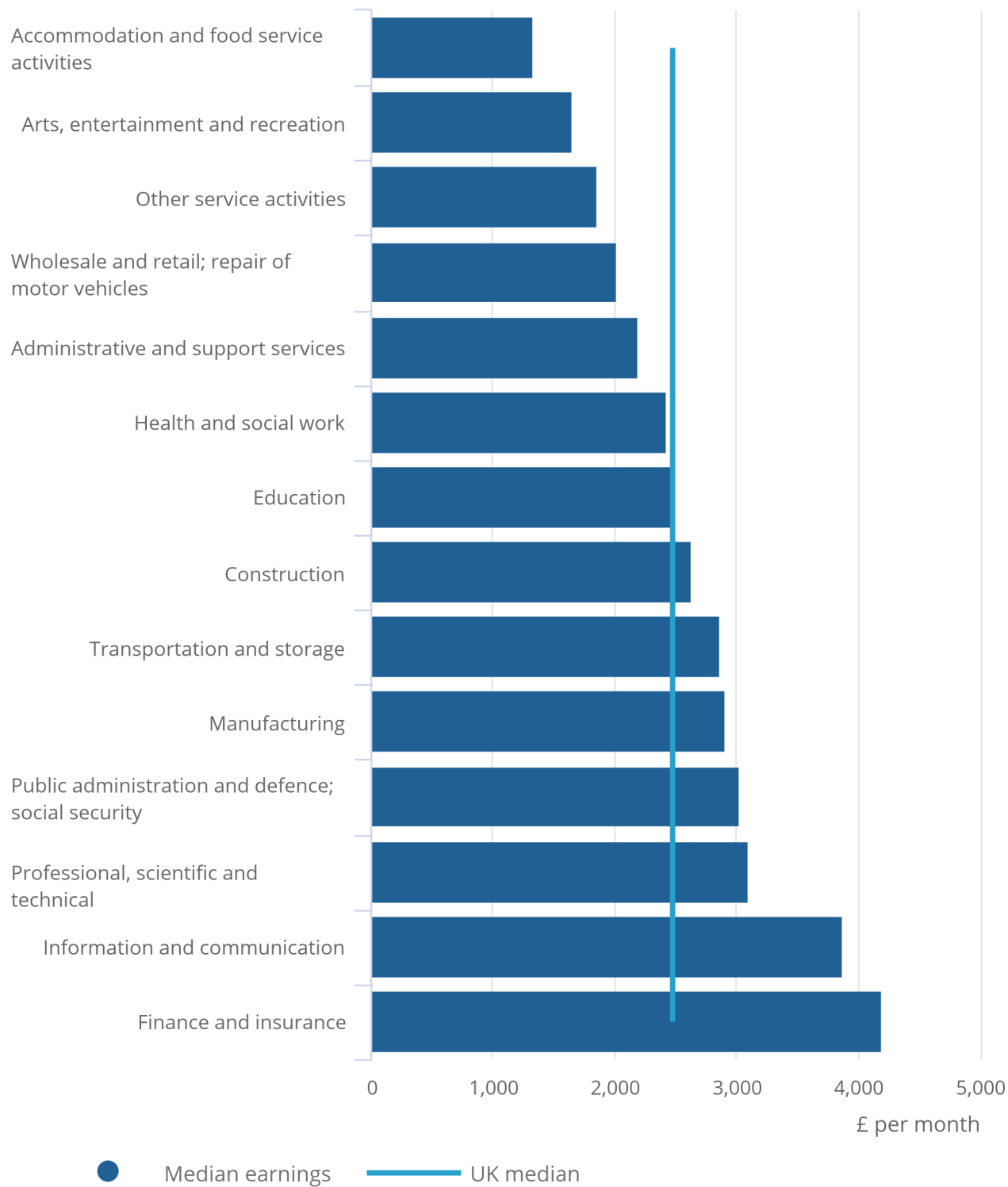
Median pay in March 2025 across the highlighted sectors ranged from £1,333 in the accommodation and food service activities sector to £4,200 in finance and insurance (Figure 10).

Figure 10: Median pay varies by industry

Median pay, seasonally adjusted, UK, March 2025

Figure 10: Median pay varies by industry

Median pay, seasonally adjusted, UK, March 2025



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 7.5% (Figure 11), and slowest in the public administration and defence sector, at positive 1.6%.

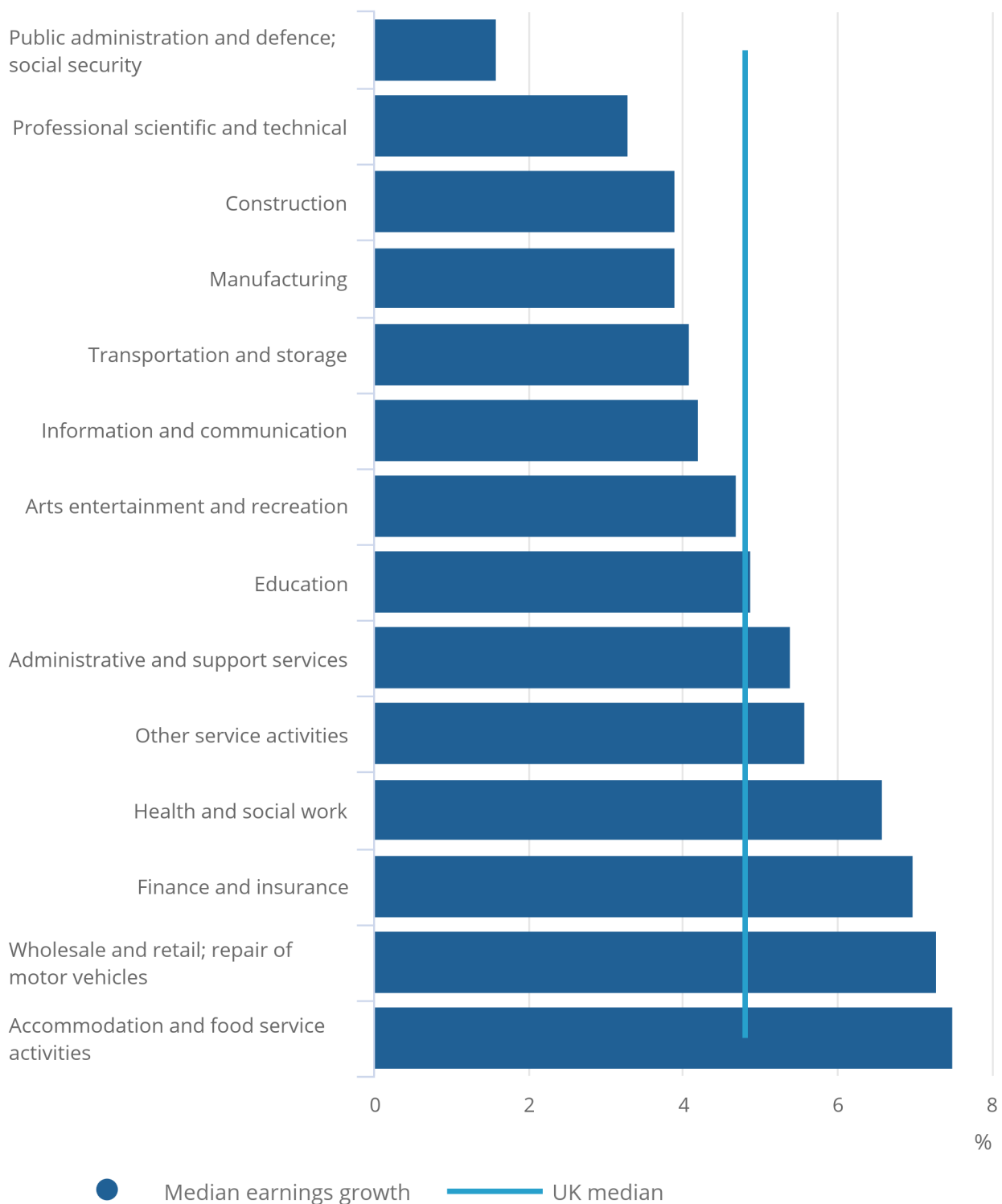
Estimates of mean pay for each sector are available in the [accompanying datasets](#).

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, March 2025

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, March 2025



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.

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 30.3 million payrolled employees in the UK in March 2025, 94.4% are aged 18 to 64 years.

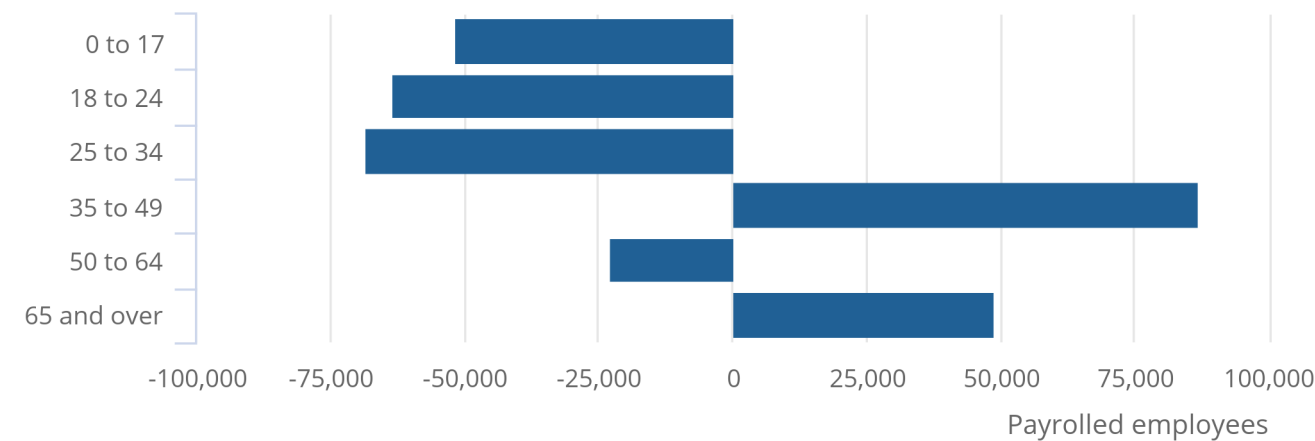
Between March 2024 and March 2025, there was a decrease of 115,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 35 to 49 years increased by 87,000.

Figure 12: The 35 to 49 years age group has seen the greatest increase in payrolled employees since March 2024

Payrolled employees, absolute change on March 2024, seasonally adjusted, UK, March 2025

Figure 12: The 35 to 49 years age group has seen the greatest increase in payrolled employees since March 2024

Payrolled employees, absolute change on March 2024, seasonally adjusted, UK, March 2025



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

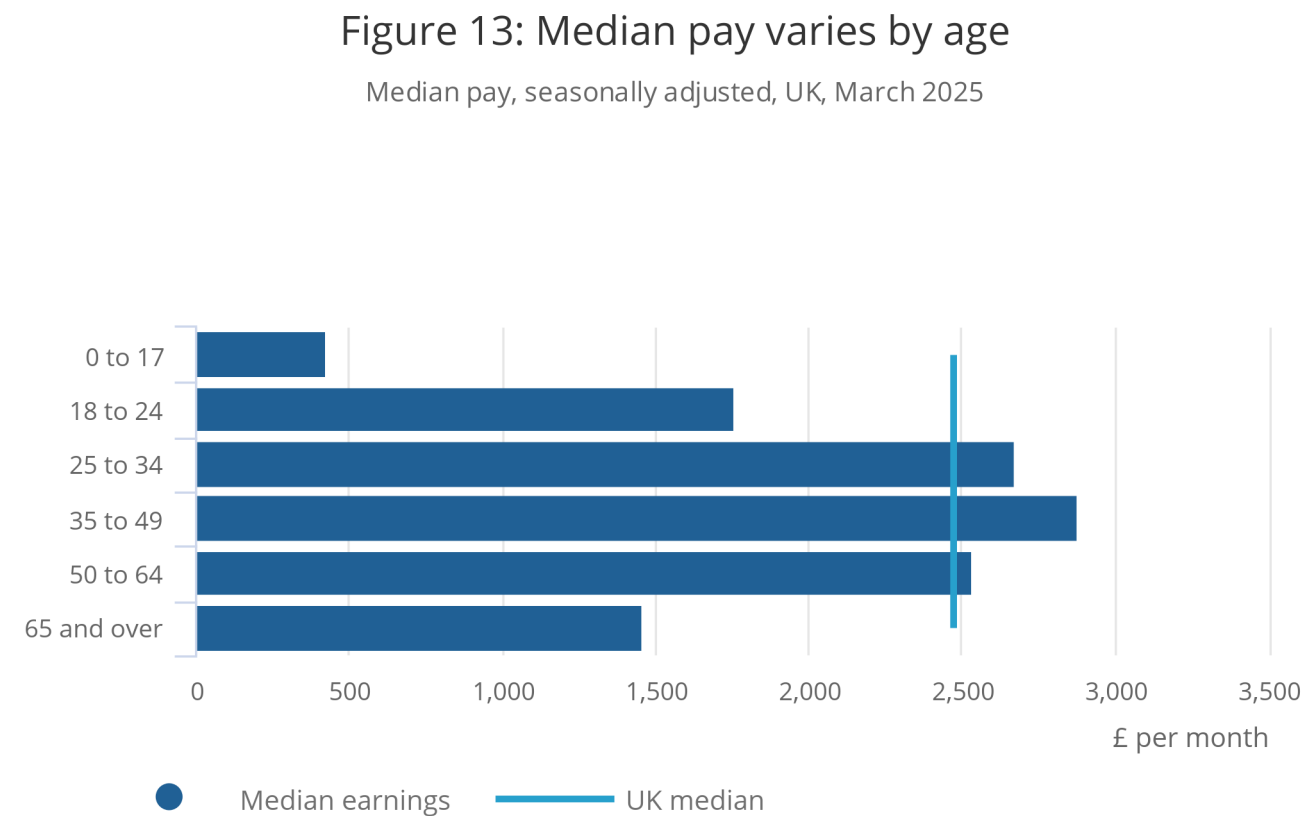
Notes:

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 March 2025 ranged from £426 for those aged under 18 years to £2,875 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, March 2025



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 . Data on earnings and employment

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

Dataset | Released 15 April 2025

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 15 April 2025

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 15 April 2025

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 or through the ONS Integrated Data Service (IDS). These samples contain the full population of payrolled individuals but only contain selected variables and a shorter timeframe.

More information and how to apply for access to HMRC data can be found [on GOV.UK's About the HMRC Datalab page](#).

More information on RTI data available in the IDS can be found on the [IDS website](#).

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.

Pay figures given in this bulletin are based on gross pay

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 GOV.UK website](#).

Pay As You Earn

Pay As You Earn (PAYE) is the system employers and pension providers use to take Income Tax and National Insurance contributions before they pay wages or pensions to employees and pensioners. It was introduced in 1944 and is now the way most employees pay Income Tax in the UK. This publication relates to employees only and not pensioners.

9 . 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. More information on the quality of the data and the steps we take to quality assure it can be found in our [Quality assurance of administrative used in earnings and employment from PAYE RTI methodology](#)

Our statistical practice is regulated by the Office for Statistics Regulation (OSR). OSR sets the standards of trustworthiness, quality and value in the [Code of Practice for Statistics](#) that all producers of official statistics should adhere to. You are welcome to contact us directly with any comments about how we meet these standards by emailing [RTI Statistics](mailto:RTI.Statistics). Alternatively, you can contact OSR by emailing regulation@statistics.gov.uk or 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 March 2025 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.

HMRC is seeking views from users of statistical publications on proposed changes, including this release as a joint ONS and HMRC publication, in its latest statistics [consultation document](#).

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 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 developed an action plan for focusing on the six requirements and [published an update on progress on 9 December 2024](#).

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.

Making our published spreadsheets accessible

Following the [Government Statistical Service \(GSS\) guidance on releasing statistics in spreadsheets](#), we will be amending our published tables over the coming months to improve usability, accessibility and machine readability of our published statistics. To help users change to the new formats, we will be publishing sample versions of a selection of our tables, these will not be updated each month with the latest available data. We have made available [an example of an accessible seasonally adjusted dataset for Earnings and employment from Pay As You Earn Real Time Information](#). If you have any questions, feedback or comments, please email us at labour.market@ons.gov.uk or rtistatistics.enquiries@hmrc.gov.uk.

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

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

The strengths and weaknesses of these sources and other labour market data sources are shown in our [Comparison of labour market data sources methodology](#), which discusses the advantages of new administrative data sources and the limitations of some of our published

10 . Related links

[Labour market overview: April 2025](#)

Bulletin | Released 15 April 2025

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

[Employment in the UK: April 2025](#)

Bulletin | Released 15 April 2025

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

[Labour market in the regions of the UK: April 2025](#)

Bulletin | Released 15 April 2025

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: April 2025](#)

Bulletin | Released 15 April 2025

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

[Vacancies and jobs in the UK: April 2025](#)

Bulletin | Released 15 April 2025

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

11 . Cite this statistical bulletin

Office for National Statistics (ONS) and HM Revenue and Customs (HMRC), released 15 April 2025, ONS website, statistical bulletin, Earnings and employment from [Pay As You Earn Real Time Information, UK: April 2025](#).

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

	Payrolled employees
	UK, all industries, seasonally adjusted
Period	Payrolled employees
March 2015	27,295,299
March 2016	27,822,461
March 2017	28,174,722
March 2018	28,502,638
March 2019	28,884,414
March 2020	29,017,517
March 2021	28,208,440
March 2022	29,508,452
March 2023	30,073,907
March 2024	30,399,033
April 2024	30,404,159
May 2024	30,446,378
June 2024	30,438,919
July 2024	30,448,677
August 2024	30,424,652
September 2024	30,422,470
October 2024	30,448,853
November 2024	30,422,458
December 2024	30,408,464
January 2025	30,415,563
February 2025	30,407,210
March 2025	30,328,743
Change on year	-70,290
Change %	-0.2

Source: PAYE RTI

- 1. Figures for Mar 2025 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 remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
- 4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
- 5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- 6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- 7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- 8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- 9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- 10. Figures have been rounded to the nearest £ or unit.
- 11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- 12. Pay figures are based on gross earnings.

MEDIAN PAY

2 Median monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Median pay
March 2015	1,618
March 2016	1,645
March 2017	1,686
March 2018	1,729
March 2019	1,799
March 2020	1,845
March 2021	1,948
March 2022	2,076
March 2023	2,216
March 2024	2,356
April 2024	2,373
May 2024	2,384
June 2024	2,388
July 2024	2,400
August 2024	2,412
September 2024	2,409
October 2024	2,456
November 2024	2,472
December 2024	2,450
January 2025	2,473
February 2025	2,474
March 2025	2,469
Change on year	113
Change %	4.8

Source: PAYE RTI

- 1. Figures for Mar 2025 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 remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
- 4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
- 5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- 6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- 7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- 8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- 9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- 10. Figures have been rounded to the nearest £ or unit.
- 11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- 12. Pay figures are based on gross earnings.

MEAN PAY

3 Mean monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Mean pay
February 2015	2,234
February 2016	2,238
February 2017	2,304
February 2018	2,380
February 2019	2,432
February 2020	2,509
February 2021	2,636
February 2022	2,829
February 2023	2,992
February 2024	3,137
March 2024	3,163
April 2024	3,184
May 2024	3,193
June 2024	3,199
July 2024	3,199
August 2024	3,220
September 2024	3,222
October 2024	3,307
November 2024	3,287
December 2024	3,284
January 2025	3,297
February 2025	3,323
Change on year	186
Change %	5.9

Source: PAYE RTI

- 1. Figures for Mar 2025 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 remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
- 4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
- 5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- 6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- 7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- 8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- 9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- 10. Figures have been rounded to the nearest £ or unit.
- 11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- 12. Pay figures are based on gross earnings.

AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Aggregate pay
February 2015	60,803,198,192
February 2016	62,210,206,054
February 2017	64,818,470,779
February 2018	67,817,594,339
February 2019	70,100,555,227
February 2020	72,874,466,288
February 2021	74,228,323,662
February 2022	83,216,732,901
February 2023	89,781,979,455
February 2024	95,283,083,260
March 2024	96,166,913,529
April 2024	96,794,211,538
May 2024	97,200,445,578
June 2024	97,382,165,826
July 2024	97,403,393,816
August 2024	97,969,562,266
September 2024	98,033,626,278
October 2024	100,697,319,793
November 2024	100,003,273,193
December 2024	99,867,499,495
January 2025	100,272,311,933
February 2025	101,050,191,767
Change on year	5,767,108,507
Change %	6.1

Source: PAYE RTI

- 1. Figures for Mar 2025 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 remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
- 4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
- 5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- 6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- 7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- 8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- 9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- 10. Figures have been rounded to the nearest £ or unit.
- 11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- 12. Pay figures are based on gross earnings.

PAY DISTRIBUTION

5 Monthly pay by percentile from PAYE RTI

£ per month, 3 month moving average							
UK, all industries, seasonally adjusted							
Period	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	95th percentile	99th percentile
February 2015	518	907	1,619	2,624	3,966	5,361	11,379
February 2016	533	921	1,636	2,641	3,989	5,375	11,166
February 2017	552	948	1,671	2,684	4,060	5,474	11,376
February 2018	578	989	1,724	2,759	4,172	5,632	11,738
February 2019	603	1,024	1,782	2,835	4,277	5,798	12,063
February 2020	625	1,069	1,849	2,928	4,422	5,987	12,397
February 2021	676	1,130	1,932	3,047	4,615	6,266	12,911
February 2022	683	1,175	2,046	3,203	4,857	6,630	13,970
February 2023	724	1,266	2,196	3,417	5,188	7,069	14,623
February 2024	776	1,362	2,334	3,591	5,427	7,354	15,311
March 2024	780	1,370	2,344	3,601	5,448	7,394	15,419
April 2024	782	1,381	2,356	3,614	5,472	7,427	15,524
May 2024	783	1,393	2,369	3,626	5,489	7,446	15,574
June 2024	786	1,402	2,380	3,635	5,498	7,456	15,589
July 2024	789	1,410	2,391	3,645	5,500	7,464	15,582
August 2024	791	1,418	2,402	3,657	5,506	7,468	15,576
September 2024	795	1,429	2,409	3,667	5,520	7,478	15,524
October 2024	800	1,443	2,431	3,710	5,590	7,542	15,767
November 2024	804	1,454	2,445	3,736	5,638	7,625	15,864
December 2024	808	1,463	2,459	3,759	5,657	7,644	15,952
January 2025	813	1,467	2,461	3,752	5,640	7,643	15,856
February 2025	819	1,470	2,466	3,757	5,638	7,622	15,907
Change on year	43	108	132	166	211	268	596
Change %	5.5	7.9	5.7	4.6	3.9	3.6	3.9

Source: PAYE RTI

- 1. Figures for Mar 2025 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 remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
- 4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
- 5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- 6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- 7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- 8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- 9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- 10. Figures have been rounded to the nearest £ or unit.
- 11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- 12. Pay figures are based on gross earnings.

EMPLOYEE FLOWS

6 Inflows and outflows from PAYE RTI

Payrolled employees		
UK, all industries, seasonally adjusted		
Period	Inflows	Outflows
February 2017	683,119	642,405
February 2018	663,220	654,888
February 2019	668,896	640,260
February 2020	677,282	688,468
February 2021	504,354	506,169
February 2022	729,143	609,948
February 2023	690,217	630,612
February 2024	648,465	638,725
March 2024	645,690	619,298
April 2024	604,593	599,467
May 2024	651,682	609,463
June 2024	620,391	627,850
July 2024	604,819	595,061
August 2024	594,580	618,605
September 2024	608,246	610,428
October 2024	592,218	565,835
November 2024	594,839	621,234
December 2024	611,222	625,216
January 2025	625,990	618,891
February 2025	617,166	625,519
Change on year	-31,299	-13,206
Change %	-4.8	-2.1

Source: PAYE RTI

1. Figures for Mar 2025 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 remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

REGIONAL PAYROLLED EMPLOYEES (NUTS1)
7 Regional payrolled employees from PAYE RTI

Payrolled employees												
UK, all industries, seasonally adjusted												
Period	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
March 2015	1,045,517	2,967,237	2,188,283	1,994,021	2,348,833	2,602,114	3,786,432	3,862,025	2,282,594	1,202,266	2,327,677	688,301
March 2016	1,056,907	3,021,005	2,220,259	2,036,552	2,402,382	2,662,592	3,886,437	3,936,406	2,326,879	1,220,886	2,347,418	704,738
March 2017	1,061,774	3,066,193	2,256,947	2,072,510	2,438,389	2,700,576	3,934,299	3,982,188	2,357,974	1,233,243	2,354,287	716,344
March 2018	1,068,655	3,108,567	2,275,884	2,099,270	2,466,336	2,735,824	3,990,406	4,023,723	2,386,255	1,250,321	2,365,398	731,997
March 2019	1,074,371	3,147,996	2,306,654	2,124,024	2,493,647	2,773,381	4,080,033	4,078,466	2,409,796	1,263,199	2,386,090	746,758
March 2020	1,078,143	3,161,722	2,316,507	2,127,580	2,494,562	2,786,313	4,129,422	4,101,079	2,420,791	1,263,367	2,382,837	755,194
March 2021	1,057,643	3,098,677	2,265,594	2,085,469	2,436,030	2,720,836	3,920,160	3,978,318	2,359,549	1,232,205	2,312,037	741,922
March 2022	1,105,264	3,231,552	2,364,726	2,171,876	2,542,912	2,824,803	4,181,669	4,156,128	2,456,812	1,289,811	2,408,990	773,907
March 2023	1,120,240	3,285,244	2,393,726	2,199,183	2,591,969	2,877,394	4,324,566	4,243,776	2,497,853	1,309,817	2,439,879	790,262
March 2024	1,131,531	3,320,118	2,412,920	2,218,502	2,624,286	2,909,233	4,384,401	4,289,309	2,524,941	1,321,425	2,462,630	799,737
April 2024	1,131,146	3,326,035	2,414,579	2,215,917	2,627,230	2,908,480	4,390,556	4,289,413	2,519,706	1,317,883	2,461,842	801,369
May 2024	1,132,534	3,331,900	2,417,407	2,219,043	2,630,488	2,912,145	4,396,764	4,294,124	2,525,773	1,319,672	2,463,141	803,387
June 2024	1,131,598	3,329,712	2,416,578	2,219,650	2,628,260	2,912,650	4,393,925	4,292,646	2,527,336	1,319,536	2,461,944	805,085
July 2024	1,131,503	3,329,781	2,416,184	2,220,941	2,629,118	2,914,127	4,395,017	4,294,252	2,528,216	1,319,898	2,463,658	805,981
August 2024	1,130,492	3,325,907	2,414,066	2,219,308	2,627,088	2,912,194	4,390,418	4,292,085	2,525,680	1,318,485	2,463,171	805,756
September 2024	1,130,794	3,325,562	2,412,763	2,219,558	2,627,741	2,911,547	4,390,353	4,291,591	2,525,486	1,318,410	2,462,596	806,069
October 2024	1,131,748	3,329,956	2,415,371	2,221,229	2,631,484	2,914,229	4,389,262	4,296,884	2,529,291	1,320,196	2,462,991	806,211
November 2024	1,130,718	3,325,867	2,414,868	2,220,408	2,627,268	2,912,979	4,380,535	4,295,743	2,525,858	1,320,351	2,461,088	806,777
December 2024	1,130,301	3,324,789	2,412,589	2,218,944	2,625,546	2,912,109	4,383,396	4,296,265	2,525,082	1,318,256	2,455,686	805,502
January 2025	1,130,335	3,326,887	2,412,483	2,220,041	2,625,972	2,912,691	4,382,734	4,295,632	2,523,124	1,318,775	2,458,564	808,327
February 2025	1,130,048	3,327,483	2,411,102	2,219,519	2,625,484	2,913,589	4,381,944	4,292,905	2,521,587	1,317,392	2,456,204	809,954
March 2025	1,127,629	3,316,603	2,404,728	2,214,359	2,618,834	2,906,016	4,364,135	4,283,518	2,516,046	1,314,393	2,451,743	810,739
Change on year	-3,902	-3,515	-8,192	-4,143	-5,452	-3,217	-20,266	-5,791	-8,895	-7,032	-10,887	11,002
Change %	-0.3	-0.1	-0.3	-0.2	-0.2	-0.1	-0.5	-0.1	-0.4	-0.5	-0.4	1.4

Source: PAYE RTI

1. Figures for Mar 2025 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 remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

REGIONAL MEDIAN PAY (NUTS1)
8 Regional median monthly pay from PAYE RTI

UK, all industries, seasonally adjusted												£ per month
	Yorkshire and The Humber											
Period	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
March 2015	1,536	1,525	1,519	1,523	1,535	1,656	1,943	1,733	1,521	1,517	1,659	1,501
March 2016	1,551	1,552	1,537	1,551	1,562	1,685	1,981	1,767	1,547	1,541	1,680	1,520
March 2017	1,588	1,590	1,571	1,589	1,602	1,726	2,022	1,810	1,588	1,585	1,715	1,544
March 2018	1,632	1,643	1,611	1,639	1,649	1,775	2,095	1,851	1,631	1,621	1,755	1,590
March 2019	1,689	1,698	1,675	1,697	1,702	1,850	2,165	1,927	1,697	1,692	1,860	1,657
March 2020	1,729	1,743	1,715	1,739	1,738	1,902	2,211	1,978	1,745	1,734	1,874	1,740
March 2021	1,820	1,843	1,812	1,846	1,842	2,017	2,353	2,085	1,848	1,839	1,972	1,797
March 2022	1,951	1,962	1,926	1,972	1,963	2,132	2,511	2,205	1,978	1,958	2,077	1,924
March 2023	2,072	2,096	2,055	2,100	2,094	2,282	2,652	2,364	2,119	2,102	2,246	2,106
March 2024	2,222	2,240	2,198	2,244	2,238	2,417	2,794	2,504	2,250	2,237	2,381	2,168
April 2024	2,233	2,263	2,217	2,257	2,256	2,432	2,805	2,515	2,272	2,249	2,395	2,193
May 2024	2,247	2,276	2,229	2,271	2,266	2,445	2,811	2,529	2,285	2,251	2,413	2,232
June 2024	2,248	2,279	2,228	2,277	2,266	2,444	2,817	2,523	2,281	2,257	2,416	2,307
July 2024	2,267	2,296	2,248	2,292	2,284	2,465	2,840	2,541	2,296	2,269	2,430	2,241
August 2024	2,277	2,306	2,255	2,303	2,294	2,475	2,855	2,549	2,308	2,290	2,439	2,305
September 2024	2,266	2,299	2,254	2,304	2,288	2,478	2,852	2,548	2,311	2,289	2,450	2,249
October 2024	2,338	2,363	2,310	2,353	2,345	2,535	2,908	2,606	2,359	2,330	2,481	2,276
November 2024	2,320	2,349	2,302	2,336	2,331	2,511	2,900	2,595	2,360	2,358	2,535	2,290
December 2024	2,319	2,336	2,292	2,335	2,339	2,500	2,900	2,591	2,345	2,337	2,485	2,290
January 2025	2,332	2,360	2,307	2,359	2,350	2,533	2,923	2,602	2,358	2,350	2,490	2,301
February 2025	2,335	2,364	2,307	2,362	2,353	2,535	2,925	2,602	2,355	2,349	2,487	2,310
March 2025	2,335	2,358	2,308	2,365	2,355	2,532	2,913	2,595	2,349	2,346	2,508	2,359
Change on year	113	118	110	121	117	115	119	91	99	109	127	191
Change %	5.1	5.3	5.0	5.4	5.2	4.8	4.3	3.6	4.4	4.9	5.3	8.8

Source: PAYE RTI

1. Figures for Mar 2025 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 remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

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

Period	Mar-24	Mar-25	Payrolled employees	
			UK, all industries, seasonally adjusted	
			Change on year	Change %
Tees Valley and Durham	506,767	504,277	-2,490	-0.5
Northumberland and Tyne and Wear	624,764	623,351	-1,413	-0.2
Cumbria	224,320	225,766	1,446	0.6
Greater Manchester	1,296,526	1,291,651	-4,875	-0.4
Lancashire	663,878	665,326	1,448	0.2
Cheshire	451,828	451,347	-481	-0.1
Merseyside	683,566	682,513	-1,053	-0.2
East Yorkshire and Northern Lincolnshire	414,160	413,673	-487	-0.1
North Yorkshire	367,744	367,146	-598	-0.2
South Yorkshire	601,526	599,466	-2,060	-0.3
West Yorkshire	1,029,490	1,024,443	-5,047	-0.5
Derbyshire and Nottinghamshire	987,958	983,771	-4,187	-0.4
Leicestershire, Rutland and Northamptonshire	894,789	895,376	587	0.1
Lincolnshire	335,754	335,212	-542	-0.2
Herefordshire, Worcestershire and Warwickshire	637,213	636,109	-1,104	-0.2
Shropshire and Staffordshire	732,949	730,708	-2,241	-0.3
West Midlands (county)	1,254,125	1,252,017	-2,108	-0.2
East Anglia	1,146,825	1,144,572	-2,253	-0.2
Bedfordshire and Hertfordshire	913,219	912,902	-317	0.0
Essex	849,188	848,542	-646	-0.1
Inner London - West	546,801	540,518	-6,283	-1.1
Inner London - East	1,238,616	1,227,852	-10,764	-0.9
Outer London - East and North East	920,462	922,382	1,920	0.2
Outer London - South	632,864	631,657	-1,207	-0.2
Outer London - West and North West	1,045,658	1,041,725	-3,933	-0.4
Berkshire, Buckinghamshire and Oxfordshire	1,232,919	1,231,521	-1,398	-0.1
Surrey, East and West Sussex	1,313,527	1,311,253	-2,274	-0.2
Hampshire and Isle of Wight	917,406	914,064	-3,342	-0.4
Kent	825,457	826,679	1,222	0.1
Gloucestershire, Wiltshire and Bristol/Bath area	1,206,313	1,202,981	-3,332	-0.3
Dorset and Somerset	578,900	576,248	-2,652	-0.5
Cornwall and Isles of Scilly	231,477	229,918	-1,559	-0.7
Devon	508,251	506,899	-1,352	-0.3
West Wales and The Valleys	802,839	798,354	-4,485	-0.6
East Wales	518,586	516,039	-2,547	-0.5
North Eastern Scotland	231,054	229,013	-2,041	-0.9
Highlands and Islands	207,810	207,845	35	0.0
Eastern Scotland	918,766	914,564	-4,202	-0.5
West Central Scotland	696,361	693,826	-2,535	-0.4
Southern Scotland	408,638	406,494	-2,144	-0.5
Northern Ireland	799,737	810,739	11,002	1.4

Source: PAYE RTI

- Figures for Mar 2025 are early estimates and are more likely to be subject to more significant revisions.
- These data are official statistics in development.
- 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.
- 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.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

REGIONAL MEDIAN PAY (NUTS2)

10 Regional median monthly pay from PAYE RTI

Period	£ per month			
	UK, all industries, seasonally adjusted			
	Mar-24	Mar-25	Change on year	Change %
Tees Valley and Durham	2,216	2,326	110	5.0
Northumberland and Tyne and Wear	2,219	2,329	110	5.0
Cumbria	2,249	2,373	124	5.5
Greater Manchester	2,240	2,355	115	5.1
Lancashire	2,159	2,281	122	5.7
Cheshire	2,361	2,477	116	4.9
Merseyside	2,253	2,372	119	5.3
East Yorkshire and Northern Lincolnshire	2,166	2,286	120	5.5
North Yorkshire	2,221	2,296	75	3.4
South Yorkshire	2,178	2,301	123	5.6
West Yorkshire	2,213	2,325	112	5.1
Derbyshire and Nottinghamshire	2,237	2,352	115	5.1
Leicestershire, Rutland and Northamptonshire	2,266	2,383	117	5.2
Lincolnshire	2,180	2,307	127	5.8
Herefordshire, Worcestershire and Warwickshire	2,344	2,458	114	4.9
Shropshire and Staffordshire	2,228	2,339	111	5.0
West Midlands (county)	2,194	2,308	114	5.2
East Anglia	2,298	2,408	110	4.8
Bedfordshire and Hertfordshire	2,554	2,673	119	4.7
Essex	2,463	2,566	103	4.2
Inner London - West	3,479	3,637	158	4.5
Inner London - East	2,883	2,994	111	3.9
Outer London - East and North East	2,556	2,670	114	4.5
Outer London - South	2,846	2,965	119	4.2
Outer London - West and North West	2,594	2,709	115	4.4
Berkshire, Buckinghamshire and Oxfordshire	2,645	2,750	105	4.0
Surrey, East and West Sussex	2,510	2,603	93	3.7
Hampshire and Isle of Wight	2,402	2,495	93	3.9
Kent	2,408	2,512	104	4.3
Gloucestershire, Wiltshire and Bristol/Bath area	2,368	2,465	97	4.1
Dorset and Somerset	2,211	2,311	100	4.5
Cornwall and Isles of Scilly	2,063	2,176	113	5.5
Devon	2,138	2,239	101	4.7
West Wales and The Valleys	2,202	2,307	105	4.8
East Wales	2,291	2,403	112	4.9
North Eastern Scotland	2,522	2,621	99	3.9
Highlands and Islands	2,295	2,379	84	3.7
Eastern Scotland	2,400	2,531	131	5.5
West Central Scotland	2,390	2,510	120	5.0
Southern Scotland	2,328	2,457	129	5.5
Northern Ireland	2,168	2,359	191	8.8

Source: PAYE RTI

- Figures for Mar 2025 are early estimates and are more likely to be subject to more significant revisions.
- These data are official statistics in development.
- 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.
- 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.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

INDUSTRY PAYROLLED EMPLOYEES

11 Industry payrolled employees from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted			
	Mar-24	Mar-25	Change on year	Change %
Agriculture, forestry and fishing	192,590	194,428	1,838	1.0
Mining and quarrying	49,344	48,527	-817	-1.7
Manufacturing	2,346,758	2,320,529	-26,229	-1.1
Energy production and supply	111,947	114,966	3,019	2.7
Water supply, sewerage and waste	200,659	206,246	5,587	2.8
Construction	1,337,948	1,337,444	-504	0.0
Wholesale and retail; repair of motor vehicles	4,360,373	4,305,406	-54,967	-1.3
Transportation and storage	1,372,408	1,389,198	16,790	1.2
Accommodation and food service activities	2,200,005	2,108,051	-91,954	-4.2
Information and communication	1,298,696	1,268,535	-30,161	-2.3
Finance and insurance	1,104,412	1,109,653	5,241	0.5
Real estate	458,496	469,265	10,769	2.3
Professional, scientific and technical	2,450,613	2,442,467	-8,146	-0.3
Administrative and support services	2,478,905	2,468,624	-10,281	-0.4
Public administration and defence; social security	1,530,424	1,545,064	14,640	1.0
Education	3,224,403	3,244,492	20,089	0.6
Health and social work	4,384,599	4,454,758	70,159	1.6
Arts, entertainment and recreation	631,522	639,206	7,684	1.2
Other service activities	549,630	552,000	2,370	0.4
Households and Extraterritorial	115,300	109,885	-5,415	-4.7

Source: PAYE RTI

- Figures for Mar 2025 are early estimates and are more likely to be subject to more significant revisions.
- These data are official statistics in development.
- 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.
- 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.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

INDUSTRY MEDIAN PAY

12 Industry median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted			
	Mar-24	Mar-25	Change on year	Change %
Agriculture, forestry and fishing	2,108	2,266	158	7.5
Mining and quarrying	4,589	4,469	-120	-2.6
Manufacturing	2,793	2,903	110	3.9
Energy production and supply	4,225	4,327	102	2.4
Water supply, sewerage and waste	2,972	3,093	121	4.1
Construction	2,532	2,631	99	3.9
Wholesale and retail; repair of motor vehicles	1,883	2,021	138	7.3
Transportation and storage	2,752	2,866	114	4.1
Accommodation and food service activities	1,240	1,333	93	7.5
Information and communication	3,715	3,871	156	4.2
Finance and insurance	3,924	4,200	276	7.0
Real estate	2,382	2,491	109	4.6
Professional, scientific and technical	2,994	3,094	100	3.3
Administrative and support services	2,077	2,189	112	5.4
Public administration and defence; social security	2,975	3,024	49	1.6
Education	2,371	2,486	115	4.9
Health and social work	2,279	2,429	150	6.6
Arts, entertainment and recreation	1,581	1,656	75	4.7
Other service activities	1,752	1,850	98	5.6
Households and Extraterritorial	1,135	1,196	61	5.4

Source: PAYE RTI

- Figures for Mar 2025 are early estimates and are more likely to be subject to more significant revisions.
- These data are official statistics in development.
- 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.
- 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.
- These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- Figures have been rounded to the nearest £ or unit.
- Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- Pay figures are based on gross earnings.

PAYROLLED EMPLOYEES BY AGE

13 Payrolled employees by age from PAYE RTI

Period	Payrolled employees					
	UK, all industries, seasonally adjusted					
	0 to 17	18 to 24	25 to 34	35 to 49	50 to 64	65 and over
March 2015	416,152	3,565,183	6,484,629	9,245,439	6,751,367	832,529
March 2016	439,408	3,608,208	6,643,429	9,323,675	6,965,491	842,250
March 2017	443,081	3,595,053	6,738,002	9,360,299	7,180,340	857,948
March 2018	442,175	3,571,209	6,803,971	9,399,661	7,403,304	882,319
March 2019	443,615	3,540,741	6,864,561	9,461,849	7,638,465	935,184
March 2020	422,318	3,476,659	6,861,026	9,475,949	7,776,238	1,005,327
March 2021	290,371	3,154,921	6,672,575	9,343,566	7,762,820	984,187
March 2022	511,524	3,488,712	6,886,827	9,562,521	8,004,038	1,054,830
March 2023	521,364	3,494,358	7,029,485	9,775,022	8,127,768	1,125,909
March 2024	494,814	3,473,471	7,111,876	9,956,662	8,169,626	1,192,585
April 2024	493,659	3,487,322	7,111,685	9,964,514	8,155,408	1,191,571
May 2024	490,251	3,488,273	7,122,311	9,985,616	8,161,148	1,198,778
June 2024	485,105	3,479,664	7,121,471	9,989,864	8,158,102	1,204,712
July 2024	476,391	3,466,980	7,124,256	10,001,215	8,162,848	1,216,986
August 2024	468,217	3,457,654	7,120,411	10,009,404	8,155,586	1,213,380
September 2024	463,456	3,455,363	7,119,853	10,019,316	8,156,686	1,207,797
October 2024	461,250	3,456,793	7,117,231	10,026,521	8,168,283	1,218,776
November 2024	458,355	3,449,619	7,099,158	10,028,171	8,165,921	1,221,234
December 2024	454,669	3,444,680	7,086,569	10,037,408	8,162,381	1,222,757
January 2025	452,634	3,440,829	7,077,361	10,051,826	8,165,538	1,227,374
February 2025	449,717	3,427,118	7,066,739	10,066,953	8,164,480	1,232,203
March 2025	443,246	3,410,119	7,043,594	10,043,501	8,146,895	1,241,388
Change on year	-51,568	-63,352	-68,282	86,839	-22,731	48,803
Change %	-10.4	-1.8	-1.0	0.9	-0.3	4.1

Source: PAYE RTI

1. Figures for Mar 2025 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 remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.
11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
12. Pay figures are based on gross earnings.

MEDIAN PAY 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
March 2015	280	1,111	1,753	1,926	1,736	737
March 2016	293	1,159	1,787	1,948	1,753	770
March 2017	298	1,201	1,833	1,987	1,776	802
March 2018	308	1,233	1,887	2,033	1,813	839
March 2019	322	1,294	1,967	2,116	1,872	894
March 2020	315	1,310	2,029	2,165	1,906	981
March 2021	390	1,383	2,101	2,265	1,991	1,092
March 2022	409	1,460	2,251	2,444	2,134	1,168
March 2023	410	1,581	2,416	2,598	2,268	1,266
March 2024	422	1,681	2,562	2,748	2,413	1,362
April 2024	422	1,702	2,559	2,761	2,433	1,376
May 2024	425	1,712	2,576	2,773	2,440	1,388
June 2024	426	1,702	2,580	2,772	2,442	1,381
July 2024	426	1,723	2,593	2,793	2,457	1,387
August 2024	427	1,736	2,606	2,804	2,468	1,404
September 2024	424	1,743	2,609	2,787	2,454	1,413
October 2024	429	1,734	2,644	2,870	2,527	1,444
November 2024	432	1,754	2,659	2,862	2,511	1,441
December 2024	429	1,751	2,650	2,842	2,509	1,434
January 2025	431	1,730	2,668	2,871	2,526	1,456
February 2025	431	1,746	2,677	2,871	2,533	1,459
March 2025	426	1,756	2,675	2,875	2,536	1,454
Change on year	4	75	113	127	123	92
Change %	0.9	4.5	4.4	4.6	5.1	6.8

Source: PAYE RTI

- 1. Figures for Mar 2025 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 remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
- 4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
- 5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
- 6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
- 7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
- 8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
- 9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
- 10. Figures have been rounded to the nearest £ or unit.
- 11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.
- 12. Pay figures are based on gross earnings.