Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: November 2026

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).

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17 November 2026

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1 . Main points

- Early estimates for October 2026 indicate that the number of payrolled employees was 30.2 million, which is a fall of 0.3% from October 2025; this is equivalent to 95,000 fewer employees.
- The largest decrease was in the wholesale and retail sector, with a fall of 79,000 employees; the largest increase was in the administrative and support services sector, with a rise of 52,000 employees.
- Payrolled employment decreased by 34,000 employees (0.1%) in October 2026, compared with September 2026; figures for October should be treated as provisional estimates and are likely to be revised when more data are received next month.
- UK payrolled employee growth for September 2026 compared with August 2026 has been revised from an increase of 13,000 reported in the previous bulletin to an increase of 20,000; 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 October 2026 indicate that median monthly pay increased by 4.6%, compared with October 2025.
- Annual growth in median pay in October 2026 was highest in the other service activities sector, with an increase of 5.6%; it was lowest in the professional, scientific and technical sector, with an increase of 3.4%.

As part of our ongoing programme of website improvements, this publication has been shortened to streamline its contents. All data will remain available in our datasets. If you have any feedback, please contact labour.market@ons.gov.uk and rtistatistics.enquiries@hmrc.gov.uk.

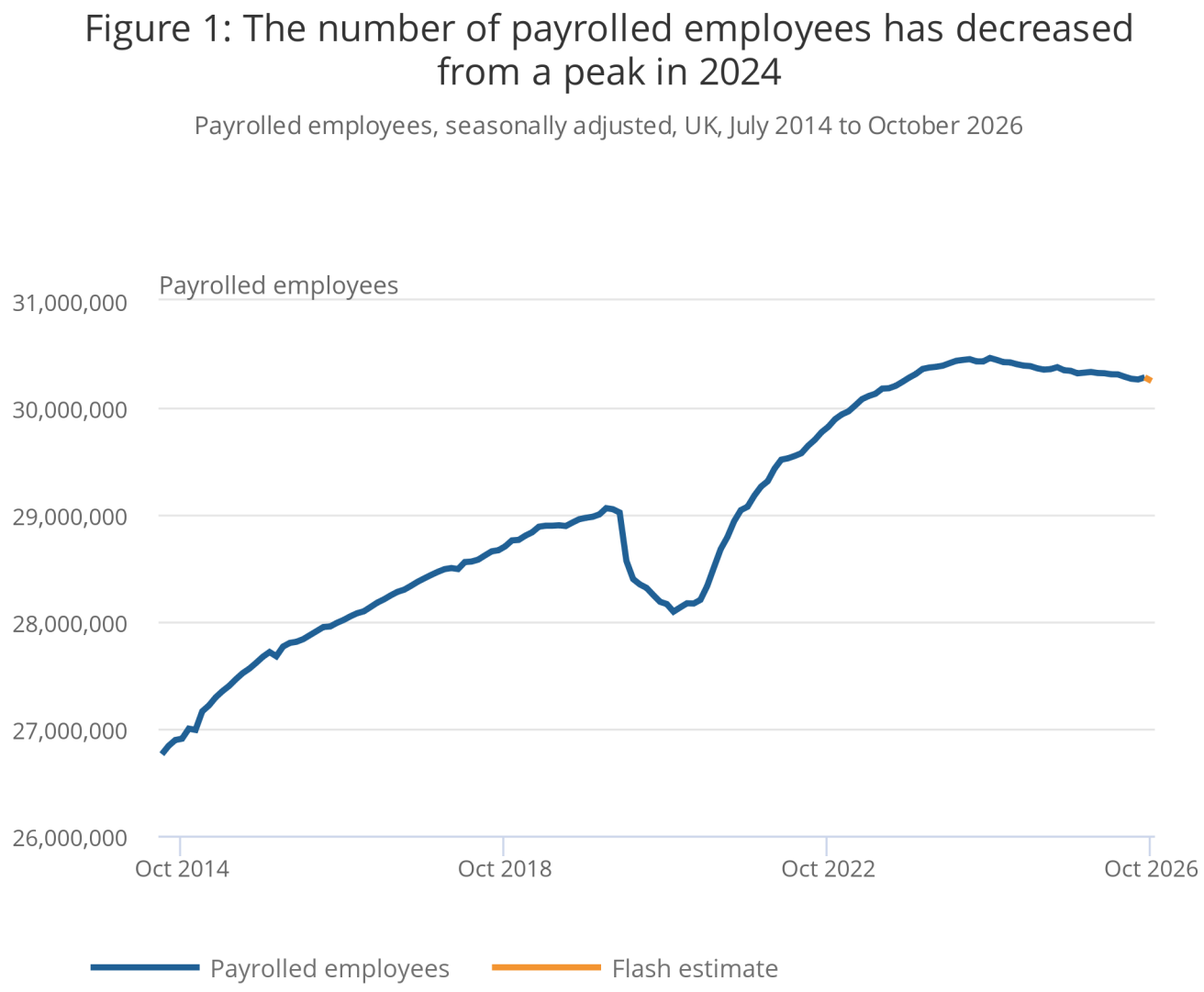
2 . Payrolled employees and their earnings

Early estimates for October 2026 indicate that there were 30.2 million payrolled employees (Figure 1), a fall of 0.3% compared with the same period of the previous year. This is a decline of 95,000 employees over the 12-month period. Compared with the previous month, the number of payrolled employees decreased by 0.1%, or 34,000 people, in October 2026.

When comparing the number of payrolled employees in September 2026 with the previous month, the number increased by 0.1%. This is revised upwards from the early estimate of a 0.0% change reported in our previous bulletin, Earnings and employment from Pay As You Earn Real Time Information, UK: October 2026.

Figure 1: The number of payrolled employees has decreased from a peak in 2024

Payrolled employees, seasonally adjusted, UK, July 2014 to October 2026



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.

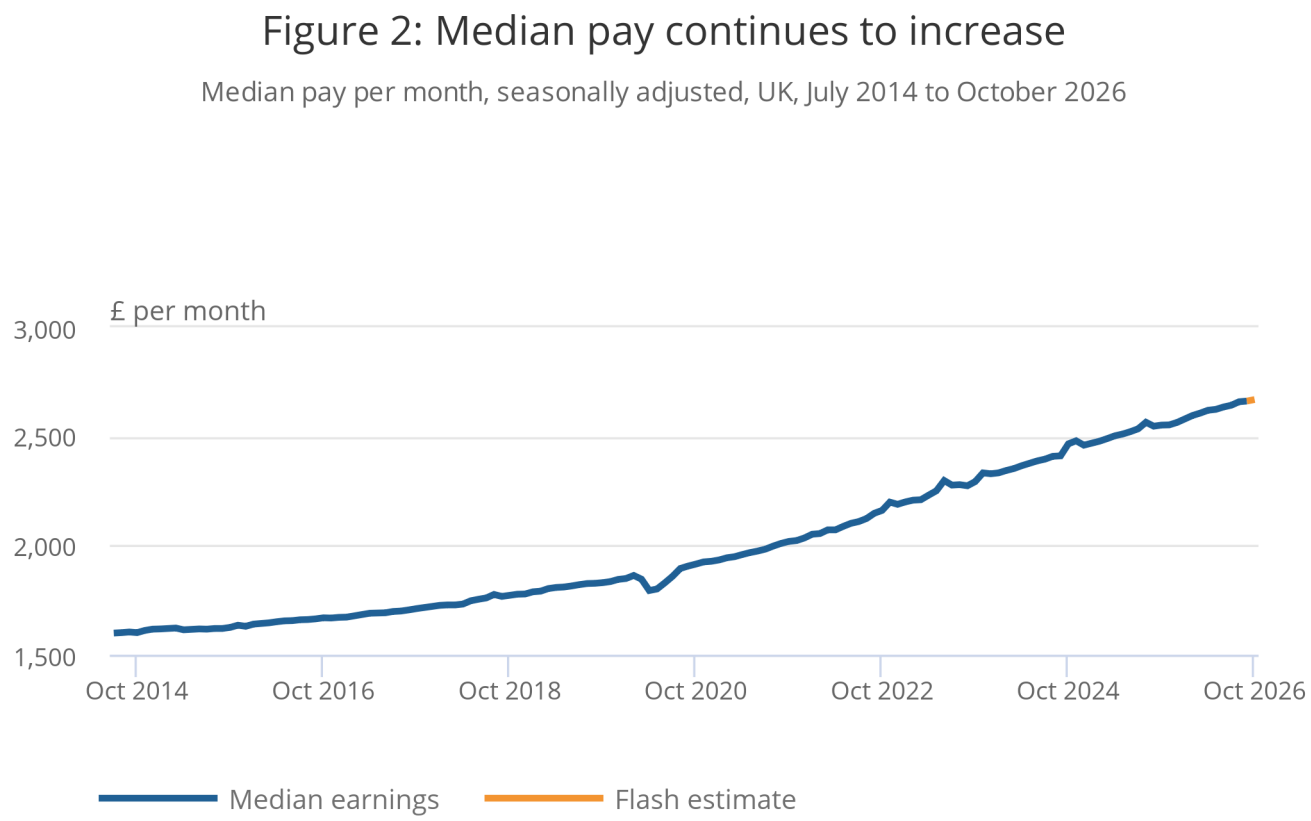
2. The September 2026 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

Median monthly pay

Early estimates for October 2026 indicate that median monthly pay was £2,669, an increase of 4.6% compared with the same period of the previous year.

Figure 2: Median pay continues to increase

Median pay per month, seasonally adjusted, UK, July 2014 to October 2026



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 September 2026 figure is not a flash estimate of median pay, this is included purely for graphing purposes.

Regional data

The regional figures in this bulletin are based on where employees live and not the location of their place of work. Numbers of payrolled employees in the UK for the regions ranged from 823,000 in Northern Ireland to 4,342,000 in London, in October 2026.

Comparing October 2026 with the same period of the previous year for Nomenclature of Territorial Units for Statistics (NUTS1) regions, changes in payrolled employees ranged from a 1.0% increase in Northern Ireland to a 0.9% decrease in London.

Looking at NUTS3 regions, Camden and City of London experienced a decrease of 1.8% in payrolled employees and Shetland Islands experienced an increase of 1.7%, compared with October 2025.

Median pay across the NUTS3 regions of the UK in October 2026 ranged from £2,328 in Isle of Wight to £4,037 in Wandsworth.

Inner London generally differs from Outer London, with median pay ranging from £2,643 in Enfield to £4,037 in Wandsworth. Median pay in October 2026 for London as a whole was £3,127.

Industry data

When comparing early estimates for October 2026 with the same period of the previous year, percentage changes in payrolled employees ranged from negative 2.7% in the accommodation and food service activities sector to positive 2.2% in administrative and support services.

The largest fall in payrolled employees between October 2025 and October 2026 was in the wholesale and retail sector (a fall of 79,000 employees), while the largest increase was in administrative and support services (a rise of 52,000 employees). Median pay in October 2026 across the highlighted sectors ranged from £1,464 in accommodation and food service activities to £4,341 in finance and insurance.

Compared with the same month in the previous year, median pay grew fastest in the other service activities sector, at positive 5.6%, and slowest in the professional, scientific and technical sector, at positive 3.4%.

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

Age data

Of the 30.2 million payrolled employees in the UK in October 2026, 94.3% are aged 18 to 64 years.

Between October 2025 and October 2026, there was a decrease of 151,000 payrolled employees among those aged 25 to 34 years. During the same period, payrolled employees aged 65 years and over increased by 71,000.

Median pay in October 2026 ranged from £470 for those aged under 18 years to £3,110 for those aged 35 to 49 years. Overall, median pay is higher in the central age bands, of those studied.

3 . Earnings and employment data

Earnings and employment from Pay As You Earn Real Time Information, non-seasonally adjusted
Dataset | Released 17 November 2026
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.

Earnings and employment from Pay As You Earn Real Time Information, revision triangle
Dataset | Released 17 November 2026
Revisions of earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI), UK, monthly.

Earnings and employment from Pay As You Earn Real Time Information, seasonally adjusted
Dataset | Released 17 November 2026
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.

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 on GOV.UK's About the HMRC Datalab page .

4 . 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 paid. 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.

5 . 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



Coverage

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.

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 October 2026 and are seasonally adjusted.

Upcoming changes

Following the UK's withdrawal from the EU, a replacement to the Eurostat geographical classification Nomenclature of Territorial Units for Statistics (NUTS) regions has been created. We plan to replace the NUTS classification with the UK-managed classification of International Territorial Levels (ITLs) by the end of 2026.

We are also planning to make some small changes to our imputation methodology by the end of 2026.

Please contact us at labour.market@ons.gov.uk and rtistatistics.enquiries@hmrc.gov.uk if you would like to offer feedback on how the contents can be improved in the future.

Methodology

Our User guide to earnings and employment from Pay As You Earn Real Time Information contains more information on the methods used in this bulletin.

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.

Accredited official statistics

These accredited official statistics were independently reviewed by the Office for Statistics Regulation in July 2025. They comply with the standards of trustworthiness, quality, and value in the Code of Practice for Statistics and should be labelled "accredited official statistics".

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.

Differences compared with other labour market statistics

The Labour Force Survey (LFS) is our survey of households, while workforce jobs (WFJ) is based mainly on business surveys for employee jobs, with the LFS covering self-employed jobs. HM Revenue and Customs (HMRC) Pay As You Earn (PAYE) Real Time Indicators (RTI) data are derived from administrative tax records and only cover payrolled employees.

Each of these three sources are collected and processed in different ways, so we do expect differences in levels (for example, jobs versus people, differing reference periods). Divergence across indicators for more than one period is not unusual. For further information please see our Labour Force Survey quality update.

6 . Related links

Labour market overview: November 2026
Bulletin | Released 17 November 2026
Estimates of employment, unemployment, economic inactivity and other employment-related statistics for the UK.

Employment in the UK: November 2026
Bulletin | Released 17 November 2026
Estimates of employment, unemployment and economic inactivity for the UK.

Labour market in the regions of the UK: November 2026
Bulletin | Released 17 November 2026
Regional, local authority and parliamentary constituency breakdowns of changes in UK employment, unemployment, and economic inactivity and other related statistics.

Average weekly earnings in Great Britain: November 2026
Bulletin | Released 17 November 2026
Estimates of growth in earnings for employees before tax and other deductions from pay.

Vacancies and jobs in the UK: November 2026
Bulletin | Released 17 November 2026
Estimates of the number of vacancies and jobs for the UK.

7 . Cite this statistical bulletin

Office for National Statistics (ONS) and HM Revenue and Customs (HMRC), released 17 November 2026, ONS website, statistical bulletin, Earnings and employment from Pay As You Earn Real Time Information, UK: November 2026

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

	Payrolled employees
	UK, all industries, seasonally adjusted
Period	Payrolled employees
October 2014	26,905,289
October 2015	27,670,856
October 2016	28,014,959
October 2017	28,404,079
October 2018	28,702,700
October 2019	28,969,520
October 2020	28,163,867
October 2021	29,072,822
October 2022	29,820,290
October 2023	30,279,015
October 2024	30,462,742
October 2025	30,342,582
November 2025	30,319,260
December 2025	30,325,415
January 2026	30,332,124
February 2026	30,322,150
March 2026	30,320,027
April 2026	30,310,472
May 2026	30,309,507
June 2026	30,287,496
July 2026	30,268,448
August 2026	30,261,917
September 2026	30,281,669
October 2026	30,247,443
Change on year	-95,139
Change %	-0.3

Source: PAYE RTI

1.Where relevant, Figures for October 2026 are early estimates and are more likely to be subject to more significant revisions.

2.These data are accredited official statistics.

3. The number of payrolled employees here is defined as the number of people receiving paid renumeration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.

4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.

5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.

6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.

7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.

8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.

9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.

10. Figures have been rounded to the nearest £ or unit.

11. Those employees placed on furlough through the Coronavirus Job Retention Scheme and still in PAYE are included in these statistics.

12. Pay figures are based on gross earnings.

MEDIAN PAY

2 Median monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Median pay
October 2014	1,601
October 2015	1,625
October 2016	1,669
October 2017	1,711
October 2018	1,772
October 2019	1,830
October 2020	1,915
October 2021	2,019
October 2022	2,161
October 2023	2,293
October 2024	2,466
October 2025	2,552
November 2025	2,553
December 2025	2,564
January 2026	2,580
February 2026	2,596
March 2026	2,607
April 2026	2,620
May 2026	2,624
June 2026	2,635
July 2026	2,643
August 2026	2,659
September 2026	2,662
October 2026	2,669
Change on year	117
Change %	4.6

Source: PAYE RTI

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MEAN PAY

3 Mean monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Mean pay
September 2014	2,202
September 2015	2,228
September 2016	2,290
September 2017	2,349
September 2018	2,425
September 2019	2,496
September 2020	2,604
September 2021	2,742
September 2022	2,915
September 2023	3,075
September 2024	3,228
September 2025	3,382
October 2025	3,392
November 2025	3,377
December 2025	3,413
January 2026	3,448
February 2026	3,460
March 2026	3,460
April 2026	3,480
May 2026	3,486
June 2026	3,509
July 2026	3,519
August 2026	3,528
September 2026	3,548
Change on year	166
Change %	4.9

Source: PAYE RTI

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AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Aggregate pay
September 2014	59,212,925,366
September 2015	61,520,326,267
September 2016	64,083,008,275
September 2017	66,634,585,370
September 2018	69,527,670,926
September 2019	72,279,425,854
September 2020	73,392,872,764
September 2021	79,627,628,328
September 2022	86,777,297,675
September 2023	92,988,514,193
September 2024	98,237,517,285
September 2025	102,626,679,847
October 2025	102,928,697,095
November 2025	102,391,225,754
December 2025	103,495,761,541
January 2026	104,584,414,670
February 2026	104,929,527,284
March 2026	104,907,617,150
April 2026	105,474,934,185
May 2026	105,673,185,100
June 2026	106,270,769,829
July 2026	106,529,717,059
August 2026	106,749,933,882
September 2026	107,432,621,206
Change on year	4,805,941,359
Change %	4.7

Source: PAYE RTI

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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
September 2014	506	888	1,602	2,600	3,923	5,271	10,878
September 2015	522	904	1,620	2,625	3,963	5,337	11,038
September 2016	549	941	1,663	2,673	4,040	5,451	11,327
September 2017	569	973	1,701	2,726	4,122	5,571	11,639
September 2018	594	1,010	1,768	2,814	4,260	5,769	12,038
September 2019	620	1,052	1,824	2,893	4,369	5,936	12,399
September 2020	649	1,098	1,887	2,967	4,486	6,102	12,752
September 2021	677	1,155	1,998	3,137	4,752	6,487	13,606
September 2022	701	1,221	2,130	3,335	5,071	6,904	14,425
September 2023	754	1,319	2,278	3,531	5,343	7,276	15,114
September 2024	795	1,426	2,407	3,667	5,527	7,481	15,565
September 2025	854	1,529	2,552	3,862	5,777	7,766	16,187
October 2025	858	1,536	2,557	3,868	5,786	7,772	16,204
November 2025	861	1,533	2,546	3,847	5,758	7,745	16,126
December 2025	864	1,536	2,550	3,856	5,765	7,757	16,189
January 2026	867	1,541	2,560	3,871	5,787	7,781	16,275
February 2026	871	1,551	2,581	3,902	5,828	7,817	16,272
March 2026	874	1,560	2,596	3,924	5,860	7,853	16,333
April 2026	880	1,567	2,609	3,945	5,886	7,888	16,412
May 2026	883	1,573	2,618	3,958	5,902	7,922	16,567
June 2026	887	1,579	2,628	3,972	5,917	7,948	16,672
July 2026	892	1,588	2,638	3,983	5,929	7,966	16,697
August 2026	898	1,596	2,648	3,998	5,947	7,977	16,733
September 2026	904	1,607	2,658	4,012	5,970	7,992	16,751
Change on year	50	78	106	150	193	226	564
Change %	5.9	5.1	4.2	3.9	3.3	2.9	3.5

Source: PAYE RTI

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EMPLOYEE FLOWS

6 Inflows and outflows from PAYE RTI

		Payrolled employees
		UK, all industries, seasonally adjusted
Period	Inflows	Outflows
September 2017	679,366	641,142
September 2018	676,164	665,897
September 2019	663,735	633,086
September 2020	548,024	611,286
September 2021	700,585	596,287
September 2022	702,076	630,968
September 2023	648,584	611,525
September 2024	610,096	610,649
September 2025	573,247	601,588
October 2025	563,849	569,608
November 2025	568,228	591,550
December 2025	584,555	578,400
January 2026	597,546	590,837
February 2026	579,880	589,854
March 2026	588,507	590,630
April 2026	574,672	584,227
May 2026	590,415	591,380
June 2026	572,271	594,282
July 2026	571,194	590,242
August 2026	572,983	579,514
September 2026	589,239	569,487
Change on year	15,992	-32,101
Change %	2.8	-5.3

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS1)

7 Regional payrolled employees from PAYE RTI

Payrolled employees

UK, all industries, seasonally adjusted

Period	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
October 2014	1,033,768	2,922,537	2,161,254	1,965,343	2,305,261	2,563,343	3,706,562	3,808,943	2,255,205	1,190,799	2,314,789	677,485
October 2015	1,052,069	3,001,201	2,208,955	2,022,361	2,382,427	2,642,425	3,868,229	3,915,229	2,313,856	1,213,824	2,350,973	699,308
October 2016	1,056,167	3,033,388	2,235,214	2,052,581	2,418,416	2,686,538	3,930,515	3,964,943	2,347,464	1,226,241	2,354,868	708,625
October 2017	1,065,206	3,084,312	2,264,642	2,086,065	2,451,657	2,723,876	3,997,911	4,013,394	2,377,078	1,243,505	2,372,833	723,602
October 2018	1,068,304	3,121,058	2,288,532	2,108,259	2,476,005	2,751,921	4,057,467	4,053,410	2,398,239	1,256,829	2,383,150	739,526
October 2019	1,071,598	3,145,595	2,310,075	2,123,532	2,487,289	2,782,056	4,133,444	4,092,404	2,420,417	1,261,683	2,392,711	748,717
October 2020	1,051,014	3,080,499	2,258,028	2,075,780	2,419,291	2,713,456	3,941,721	3,978,005	2,358,961	1,232,717	2,316,482	737,913
October 2021	1,088,756	3,191,192	2,330,571	2,136,531	2,502,483	2,786,089	4,088,633	4,095,699	2,430,405	1,271,818	2,387,537	763,109
October 2022	1,111,187	3,256,983	2,379,686	2,181,751	2,564,837	2,849,684	4,271,133	4,205,612	2,482,152	1,300,780	2,435,754	780,732
October 2023	1,125,969	3,303,393	2,405,054	2,208,793	2,609,770	2,896,277	4,363,845	4,275,648	2,518,224	1,314,199	2,461,529	796,313
October 2024	1,130,929	3,335,433	2,416,714	2,219,570	2,632,733	2,912,054	4,398,106	4,296,550	2,527,651	1,321,446	2,463,756	807,800
October 2025	1,124,777	3,324,411	2,405,538	2,211,442	2,623,395	2,904,372	4,381,209	4,281,127	2,510,615	1,312,165	2,449,053	814,477
November 2025	1,124,089	3,321,066	2,404,351	2,209,489	2,622,867	2,903,309	4,377,082	4,276,998	2,508,013	1,310,486	2,446,674	814,836
December 2025	1,124,844	3,322,007	2,405,003	2,210,143	2,622,205	2,903,309	4,376,497	4,277,869	2,508,927	1,311,224	2,447,745	815,642
January 2026	1,125,171	3,326,010	2,405,608	2,209,588	2,622,187	2,902,859	4,377,148	4,277,658	2,508,730	1,311,167	2,448,698	817,300
February 2026	1,124,513	3,325,508	2,404,660	2,209,352	2,622,644	2,902,921	4,375,190	4,276,245	2,507,289	1,310,133	2,445,486	818,209
March 2026	1,123,771	3,326,591	2,405,051	2,210,920	2,622,245	2,903,285	4,371,207	4,275,270	2,506,887	1,309,902	2,446,908	817,990
April 2026	1,123,257	3,323,179	2,403,907	2,210,533	2,620,126	2,905,101	4,369,570	4,275,367	2,506,486	1,308,319	2,446,139	818,489
May 2026	1,122,632	3,321,628	2,404,365	2,209,124	2,620,773	2,904,658	4,369,999	4,274,883	2,506,238	1,308,879	2,447,516	818,811
June 2026	1,121,825	3,318,299	2,401,976	2,207,844	2,619,555	2,901,181	4,365,398	4,275,779	2,504,434	1,307,624	2,444,787	818,793
July 2026	1,121,512	3,316,590	2,399,944	2,208,053	2,617,990	2,900,478	4,359,295	4,271,068	2,503,095	1,307,457	2,443,510	819,457
August 2026	1,122,032	3,314,608	2,399,366	2,208,356	2,617,483	2,899,899	4,355,921	4,270,074	2,503,086	1,308,445	2,443,225	819,422
September 2026	1,122,197	3,318,656	2,399,631	2,209,278	2,620,399	2,903,227	4,355,718	4,272,714	2,505,088	1,309,037	2,443,353	822,371
October 2026	1,119,806	3,312,493	2,395,210	2,208,610	2,617,277	2,901,649	4,341,842	4,270,217	2,505,753	1,308,741	2,443,050	822,794
Change on year	-4,971	-11,918	-10,328	-2,832	-6,118	-2,723	-39,367	-10,910	-4,862	-3,424	-6,003	8,317
Change %	-0.4	-0.4	-0.4	-0.1	-0.2	-0.1	-0.9	-0.3	-0.2	-0.3	-0.2	1.0

Source: PAYE RTI

1.Where relevant, Figures for October 2026 are early estimates and are more likely to be subject to more significant revisions.

2.These data are accredited official statistics.

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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
October 2014	1,533	1,513	1,502	1,515	1,518	1,640	1,934	1,722	1,502	1,497	1,649	1,487
October 2015	1,541	1,531	1,521	1,529	1,540	1,666	1,965	1,747	1,524	1,521	1,669	1,496
October 2016	1,572	1,573	1,552	1,571	1,586	1,707	2,018	1,789	1,568	1,560	1,697	1,528
October 2017	1,611	1,620	1,596	1,618	1,630	1,764	2,079	1,843	1,616	1,602	1,736	1,568
October 2018	1,667	1,676	1,648	1,676	1,681	1,821	2,146	1,898	1,670	1,664	1,786	1,630
October 2019	1,719	1,730	1,702	1,725	1,728	1,883	2,215	1,964	1,725	1,710	1,859	1,692
October 2020	1,793	1,813	1,787	1,807	1,808	1,973	2,324	2,044	1,812	1,812	1,943	1,779
October 2021	1,869	1,896	1,870	1,910	1,899	2,084	2,447	2,160	1,909	1,878	2,039	1,860
October 2022	2,023	2,045	2,008	2,045	2,035	2,227	2,598	2,308	2,057	2,030	2,166	1,991
October 2023	2,147	2,181	2,130	2,180	2,170	2,357	2,721	2,442	2,194	2,168	2,321	2,112
October 2024	2,336	2,370	2,309	2,352	2,340	2,529	2,903	2,608	2,355	2,330	2,489	2,271
October 2025	2,416	2,448	2,398	2,445	2,434	2,613	2,994	2,698	2,447	2,431	2,589	2,403
November 2025	2,381	2,435	2,377	2,433	2,425	2,610	2,985	2,687	2,445	2,424	2,573	2,405
December 2025	2,425	2,459	2,407	2,459	2,446	2,620	2,999	2,701	2,471	2,449	2,589	2,406
January 2026	2,444	2,478	2,428	2,473	2,465	2,641	3,024	2,721	2,484	2,466	2,608	2,438
February 2026	2,456	2,490	2,442	2,491	2,481	2,654	3,040	2,738	2,497	2,481	2,616	2,498
March 2026	2,471	2,505	2,453	2,502	2,491	2,671	3,050	2,751	2,511	2,493	2,633	2,452
April 2026	2,476	2,513	2,463	2,507	2,499	2,685	3,070	2,763	2,517	2,496	2,653	2,457
May 2026	2,483	2,520	2,465	2,517	2,508	2,689	3,078	2,766	2,524	2,500	2,666	2,457
June 2026	2,496	2,528	2,480	2,527	2,520	2,703	3,097	2,782	2,533	2,515	2,674	2,479
July 2026	2,505	2,533	2,494	2,533	2,531	2,709	3,115	2,791	2,538	2,522	2,687	2,484
August 2026	2,509	2,549	2,495	2,543	2,541	2,720	3,119	2,798	2,550	2,541	2,686	2,495
September 2026	2,521	2,559	2,507	2,549	2,538	2,718	3,126	2,803	2,551	2,552	2,705	2,506
October 2026	2,520	2,563	2,516	2,550	2,544	2,719	3,127	2,805	2,551	2,542	2,714	2,525
Change on year	104	115	118	105	110	106	133	107	104	111	125	122
Change %	4.3	4.7	4.9	4.3	4.5	4.1	4.4	4.0	4.3	4.6	4.8	5.1

Source: PAYE RTI

1.Where relevant, Figures for October 2026 are early estimates and are more likely to be subject to more significant revisions.

2.These data are accredited official statistics.

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7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.

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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

Payrolled employees

UK, all industries, seasonally adjusted

Period	October 2025	October 2026	Change on year	Change %
Tees Valley and Durham	502,989	501,078	-1,911	-0.4
Northumberland and Tyne and Wear	621,788	618,728	-3,060	-0.5
Cumbria	225,194	225,407	213	0.1
Greater Manchester	1,301,100	1,295,847	-5,253	-0.4
Lancashire	663,287	660,283	-3,004	-0.5
Cheshire	451,063	450,505	-558	-0.1
Merseyside	683,767	680,451	-3,316	-0.5
East Yorkshire and Northern Lincolnshire	413,076	413,421	345	0.1
North Yorkshire	366,985	364,395	-2,590	-0.7
South Yorkshire	598,846	596,048	-2,798	-0.5
West Yorkshire	1,026,631	1,021,346	-5,285	-0.5
Derbyshire and Nottinghamshire	982,907	981,336	-1,571	-0.2
Leicestershire, Rutland and Northamptonshire	893,614	894,736	1,122	0.1
Lincolnshire	334,921	332,538	-2,383	-0.7
Herefordshire, Worcestershire and Warwickshire	636,376	635,875	-501	-0.1
Shropshire and Staffordshire	729,972	730,962	990	0.1
West Midlands (county)	1,257,046	1,250,441	-6,605	-0.5
East Anglia	1,141,509	1,139,425	-2,084	-0.2
Bedfordshire and Hertfordshire	913,385	911,654	-1,731	-0.2
Essex	849,478	850,570	1,092	0.1
Inner London - West	540,129	533,187	-6,942	-1.3
Inner London - East	1,231,426	1,219,811	-11,615	-0.9
Outer London - East and North East	929,979	924,070	-5,909	-0.6
Outer London - South	633,991	629,662	-4,329	-0.7
Outer London - West and North West	1,045,685	1,035,112	-10,573	-1.0
Berkshire, Buckinghamshire and Oxfordshire	1,230,101	1,226,898	-3,203	-0.3
Surrey, East and West Sussex	1,310,362	1,307,952	-2,410	-0.2
Hampshire and Isle of Wight	912,713	909,203	-3,510	-0.4
Kent	827,951	826,164	-1,787	-0.2
Gloucestershire, Wiltshire and Bristol/Bath area	1,202,116	1,200,530	-1,586	-0.1
Dorset and Somerset	574,497	572,190	-2,307	-0.4
Cornwall and Isles of Scilly	229,717	229,066	-651	-0.3
Devon	504,286	503,968	-318	-0.1
West Wales and The Valleys	795,908	793,874	-2,034	-0.3
East Wales	516,257	514,866	-1,391	-0.3
North Eastern Scotland	227,070	225,223	-1,847	-0.8
Highlands and Islands	207,630	207,437	-193	-0.1
Eastern Scotland	913,865	911,601	-2,264	-0.2
West Central Scotland	694,459	693,936	-523	-0.1
Southern Scotland	406,029	404,854	-1,175	-0.3
Northern Ireland	814,477	822,794	8,317	1.0

Source: PAYE RTI

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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	October 2025	October 2026	Change on year	Change %
Tees Valley and Durham	2,411	2,517	106	4.4
Northumberland and Tyne and Wear	2,417	2,522	105	4.3
Cumbria	2,460	2,569	109	4.4
Greater Manchester	2,441	2,553	112	4.6
Lancashire	2,368	2,480	112	4.7
Cheshire	2,560	2,674	114	4.5
Merseyside	2,457	2,585	128	5.2
East Yorkshire and Northern Lincolnshire	2,364	2,484	120	5.1
North Yorkshire	2,432	2,537	105	4.3
South Yorkshire	2,378	2,503	125	5.3
West Yorkshire	2,408	2,522	114	4.7
Derbyshire and Nottinghamshire	2,439	2,544	105	4.3
Leicestershire, Rutland and Northamptonshire	2,474	2,581	107	4.3
Lincolnshire	2,391	2,500	109	4.6
Herefordshire, Worcestershire and Warwickshire	2,540	2,643	103	4.1
Shropshire and Staffordshire	2,445	2,540	95	3.9
West Midlands (county)	2,383	2,509	126	5.3
East Anglia	2,499	2,600	101	4.0
Bedfordshire and Hertfordshire	2,764	2,876	112	4.1
Essex	2,666	2,775	109	4.1
Inner London - West	3,738	3,929	191	5.1
Inner London - East	3,082	3,221	139	4.5
Outer London - East and North East	2,752	2,883	131	4.8
Outer London - South	3,049	3,190	141	4.6
Outer London - West and North West	2,792	2,920	128	4.6
Berkshire, Buckinghamshire and Oxfordshire	2,847	2,956	109	3.8
Surrey, East and West Sussex	2,703	2,805	102	3.8
Hampshire and Isle of Wight	2,591	2,706	115	4.4
Kent	2,597	2,705	108	4.2
Gloucestershire, Wiltshire and Bristol/Bath area	2,565	2,669	104	4.1
Dorset and Somerset	2,408	2,516	108	4.5
Cornwall and Isles of Scilly	2,254	2,353	99	4.4
Devon	2,343	2,440	97	4.1
West Wales and The Valleys	2,397	2,511	114	4.8
East Wales	2,498	2,606	108	4.3
North Eastern Scotland	2,704	2,800	96	3.6
Highlands and Islands	2,498	2,598	100	4.0
Eastern Scotland	2,609	2,719	110	4.2
West Central Scotland	2,590	2,742	152	5.9
Southern Scotland	2,532	2,654	122	4.8
Northern Ireland	2,403	2,525	122	5.1

Source: PAYE RTI

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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	October 2025	October 2026	Change on year	Change %
Agriculture, forestry and fishing	195,836	194,118	-1,718	-0.9
Mining and quarrying	43,221	41,787	-1,434	-3.3
Manufacturing	2,307,247	2,275,080	-32,167	-1.4
Energy production and supply	121,325	125,478	4,153	3.4
Water supply, sewerage and waste	211,620	216,871	5,251	2.5
Construction	1,341,207	1,334,530	-6,677	-0.5
Wholesale and retail; repair of motor vehicles	4,271,676	4,192,774	-78,902	-1.8
Transportation and storage	1,403,978	1,412,644	8,666	0.6
Accommodation and food service activities	2,165,927	2,108,132	-57,795	-2.7
Information and communication	1,263,812	1,234,907	-28,905	-2.3
Finance and insurance	1,098,834	1,102,275	3,441	0.3
Real estate	477,558	480,457	2,899	0.6
Professional, scientific and technical	2,485,171	2,474,615	-10,556	-0.4
Administrative and support services	2,392,091	2,444,040	51,949	2.2
Public administration and defence; social security	1,582,309	1,589,981	7,672	0.5
Education	3,166,187	3,197,693	31,506	1.0
Health and social work	4,496,480	4,511,590	15,110	0.3
Arts, entertainment and recreation	644,295	649,121	4,826	0.7
Other service activities	552,940	545,537	-7,403	-1.3
Households and Extraterritorial	120,869	115,813	-5,056	-4.2

Source: PAYE RTI

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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	October 2025	October 2026	Change on year	Change %
Agriculture, forestry and fishing	2,321	2,445	124	5.3
Mining and quarrying	4,772	4,838	66	1.4
Manufacturing	2,993	3,112	119	4.0
Energy production and supply	4,563	4,636	73	1.6
Water supply, sewerage and waste	3,233	3,343	110	3.4
Construction	2,702	2,847	145	5.4
Wholesale and retail; repair of motor vehicles	2,099	2,200	101	4.8
Transportation and storage	2,929	3,085	156	5.3
Accommodation and food service activities	1,400	1,464	64	4.6
Information and communication	3,985	4,141	156	3.9
Finance and insurance	4,183	4,341	158	3.8
Real estate	2,539	2,622	83	3.3
Professional, scientific and technical	3,166	3,275	109	3.4
Administrative and support services	2,262	2,364	102	4.5
Public administration and defence; social security	3,228	3,364	136	4.2
Education	2,537	2,672	135	5.3
Health and social work	2,516	2,622	106	4.2
Arts, entertainment and recreation	1,739	1,809	70	4.0
Other service activities	1,916	2,024	108	5.6
Households and Extraterritorial	1,228	1,266	38	3.1

Source: PAYE RTI

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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.

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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.

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PAYROLLED EMPLOYEES BY AGE

13 Payrolled employees by age from PAYE RTI

						Payrolled employees UK, all industries, seasonally adjusted
Period	0 to 17	18 to 24	25 to 34	35 to 49	50 to 64	65 and over
October 2014	406,145	3,510,588	6,387,769	9,163,480	6,616,243	821,065
October 2015	436,321	3,618,331	6,593,776	9,304,187	6,881,270	836,970
October 2016	440,612	3,603,742	6,700,051	9,339,130	7,082,193	849,231
October 2017	441,487	3,589,997	6,784,900	9,389,770	7,324,264	873,662
October 2018	440,032	3,563,977	6,833,745	9,426,220	7,537,852	900,874
October 2019	435,487	3,511,559	6,869,025	9,452,602	7,717,115	983,732
October 2020	299,634	3,185,587	6,658,621	9,316,784	7,718,981	984,260
October 2021	481,394	3,421,525	6,783,877	9,452,346	7,908,394	1,025,286
October 2022	533,253	3,482,443	6,964,230	9,676,930	8,076,306	1,087,128
October 2023	509,777	3,484,547	7,083,771	9,879,834	8,156,812	1,164,273
October 2024	462,002	3,456,576	7,118,652	10,033,483	8,171,234	1,220,796
October 2025	427,750	3,443,329	7,002,138	10,108,170	8,101,701	1,259,494
November 2025	425,559	3,444,592	6,985,766	10,113,526	8,088,213	1,261,605
December 2025	424,822	3,447,279	6,977,266	10,124,433	8,082,896	1,268,719
January 2026	424,141	3,450,038	6,968,685	10,134,477	8,080,876	1,273,906
February 2026	422,777	3,447,890	6,957,816	10,140,716	8,073,940	1,279,010
March 2026	423,643	3,448,051	6,945,655	10,147,569	8,071,166	1,283,942
April 2026	420,325	3,461,419	6,935,576	10,146,768	8,059,582	1,286,802
May 2026	416,477	3,463,342	6,927,521	10,154,547	8,055,682	1,291,938
June 2026	413,316	3,466,494	6,911,884	10,152,079	8,047,662	1,296,062
July 2026	408,913	3,467,673	6,896,118	10,154,149	8,039,493	1,302,103
August 2026	403,613	3,462,939	6,883,052	10,164,325	8,036,324	1,311,663
September 2026	399,260	3,481,409	6,874,438	10,167,572	8,034,665	1,324,325
October 2026	392,690	3,501,791	6,850,726	10,154,182	8,017,112	1,330,943
Change on year	-35,060	58,462	-151,412	46,012	-84,589	71,449
Change %	-8.2	1.7	-2.2	0.5	-1.0	5.7

Source: PAYE RTI

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MEDIAN PAY BY AGE

14 Median monthly pay by age from PAYE RTI

£ per month

UK, all industries, seasonally adjusted

Period	0 to 17	18 to 24	25 to 34	35 to 49	50 to 64	65 and over
October 2014	272	1,082	1,733	1,910	1,722	732
October 2015	288	1,133	1,762	1,933	1,739	754
October 2016	296	1,182	1,810	1,968	1,768	789
October 2017	303	1,219	1,867	2,018	1,799	822
October 2018	316	1,267	1,931	2,078	1,843	867
October 2019	323	1,320	2,005	2,137	1,889	958
October 2020	361	1,361	2,066	2,223	1,959	1,055
October 2021	399	1,421	2,191	2,365	2,068	1,127
October 2022	413	1,537	2,359	2,533	2,207	1,218
October 2023	413	1,640	2,488	2,668	2,349	1,316
October 2024	429	1,736	2,645	2,869	2,536	1,437
October 2025	454	1,808	2,738	2,965	2,611	1,515
November 2025	456	1,799	2,729	2,951	2,594	1,511
December 2025	459	1,812	2,759	2,983	2,623	1,526
January 2026	460	1,818	2,772	3,006	2,641	1,547
February 2026	463	1,828	2,790	3,026	2,654	1,549
March 2026	468	1,835	2,806	3,040	2,665	1,556
April 2026	455	1,841	2,814	3,056	2,683	1,568
May 2026	463	1,842	2,820	3,059	2,694	1,578
June 2026	463	1,855	2,834	3,073	2,702	1,586
July 2026	465	1,862	2,838	3,082	2,711	1,604
August 2026	471	1,870	2,847	3,092	2,721	1,617
September 2026	465	1,875	2,848	3,105	2,732	1,624
October 2026	470	1,877	2,851	3,110	2,741	1,626
Change on year	16	69	113	145	130	111
Change %	3.5	3.8	4.1	4.9	5.0	7.3

Source: PAYE RTI

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