

Statistical bulletin

# Earnings and employment from Pay As You Earn Real Time Information, UK: April 2021

Experimental 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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# 1 . Main points

- Early estimates for March 2021 indicate that the number of payrolled employees fell by 2.8% compared with March 2020, which is a fall of 813,000 employees.
- In March 2021, 56,000 fewer people were in payrolled employment when compared with February 2021.
- Early estimates for March 2021 indicate that median monthly pay increased by 5.4%, compared with the same period of the previous year.
- Of the 813,000 decrease in payrolled employees between March 2020 and March 2021, 436,000 (53.7%) were younger than 25.
- Annual growth in payrolled employees in March 2021 was the highest in Lancashire (a fall of 1.2%) and lowest in Outer London - West and North West (a fall of 6.4%).
- The increase in payrolled employees between March 2020 and March 2021 was largest in the health and social work sector (a rise of 110,000 employees) and smallest in the accommodation and food services sector (a fall of 355,000).
- Annual growth in median pay for employees in March 2021 was highest in the arts and entertainment sector (an increase of 8.0%) and lowest in the mining and quarrying sector (a decrease of 0.4%).

## About the data in this release

Early estimates for March 2021 are provided to give an indication of the likely level of employees as well as median pay in the latest period. The figures for March 2021 are based on around 85% of information being available. They are considered of lower quality and may be subject to revision in next month's release when between 98% to 99% of data will be available. This work was introduced in April 2020, in response to the coronavirus (COVID-19) and methods will continue to be developed. A [revisions triangle](#) is available for employees and median pay at the UK level.

This release covers people paid through the Pay As You Earn (PAYE) system where their pay is reported through the Real Time Information (RTI) system. As employees who are furloughed as part of the Coronavirus Job Retention Scheme (CJRS) programme should still have their payments reported through this system, they should feature in these data and contribute toward the employment and pay statistics for the relevant periods.

Statistics in this release are based on people who are employed in at least one job paid through PAYE, and monthly estimates reflect the average of such people for each day of the calendar month. This follows the introduction of a [new methodology](#) in December 2019, designed to better align with international guidelines for labour market statistics. This differs from the methodology used prior to December 2019, which produced statistics based on the total number of people paid in a particular time period.

## 2 . Payrolled employees

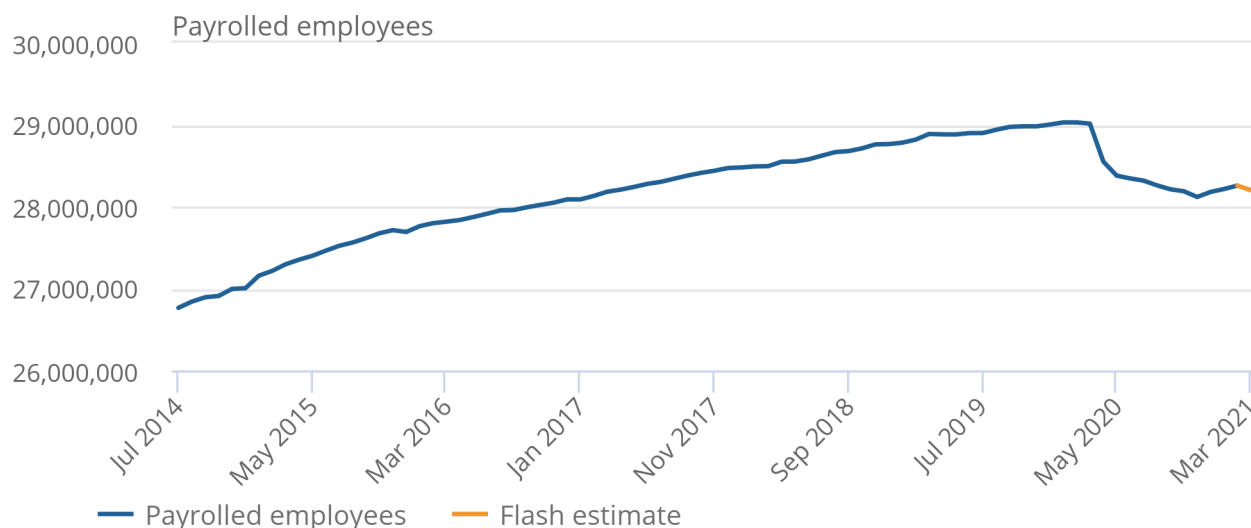
Early estimates for March 2021 indicate that there were 28.2 million payrolled employees (Figure 1), a fall of 2.8% compared with the same period of the previous year and a decline of 813,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees decreased by 0.2% in March 2021 – equivalent to 56,000 people.

**Figure 1: The number of employees declined between February and November 2020, but has risen slightly more recently**

Payrolled employees, seasonally adjusted, UK, July 2014 to March 2021

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Payrolled employees, seasonally adjusted, UK, July 2014 to March 2021



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

**Notes:**

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The February 2021 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

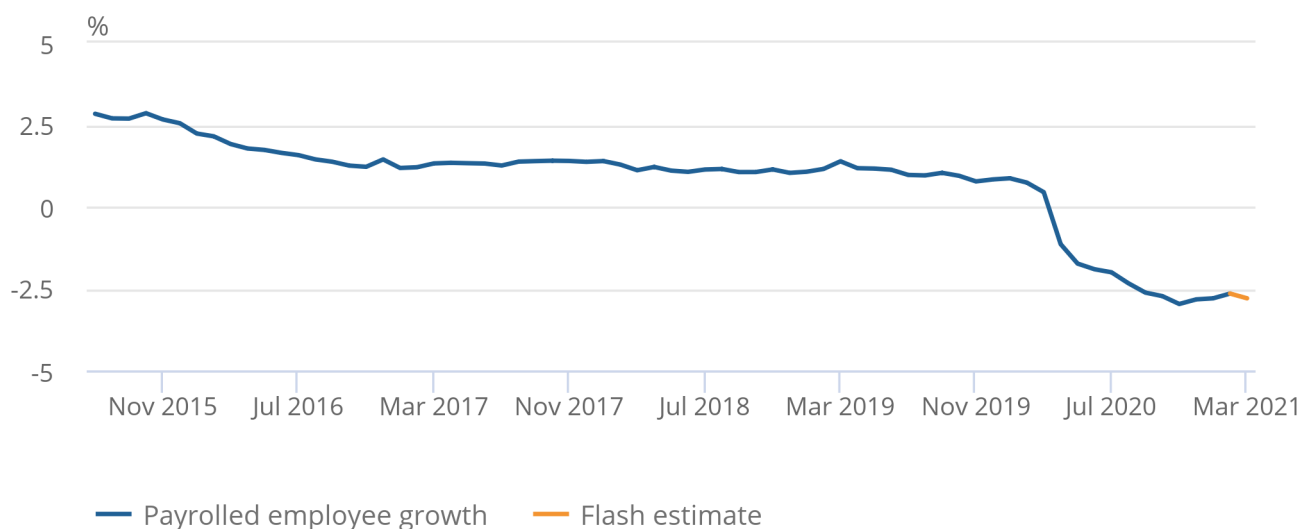
Annual growth in the number of employees remained broadly within a range of 1.0% to 1.5% from mid-2016 until 2019. Growth rates prior to mid-2016 were higher than 1.5% (Figure 2). Starting around early 2019, employee growth began a slight downward trend. However, employee growth slowed more substantially past March 2020, (becoming negative in April 2020) coinciding with the coronavirus (COVID-19) pandemic.

**Figure 2: Growth in the number of payrolled employees fell recently, becoming negative in April 2020**

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2021

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Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2021



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

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### 3 . Median monthly pay

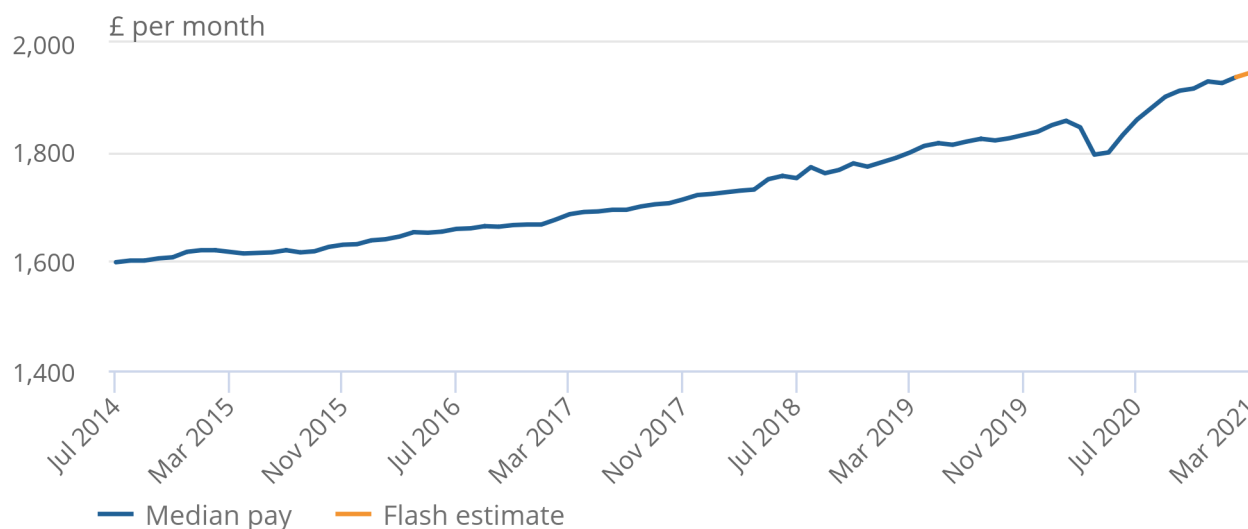
Early estimates for March 2021 indicate that median monthly pay increased to £1,945, an increase of 5.4% compared with the same period of the previous year.

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

Median pay per month, seasonally adjusted, UK, July 2014 to March 2021

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Median pay per month, seasonally adjusted, UK, July 2014 to March 2021



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

**Notes:**

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The February 2021 figure is not a flash estimate of median pay, this is included purely for graphing purposes.

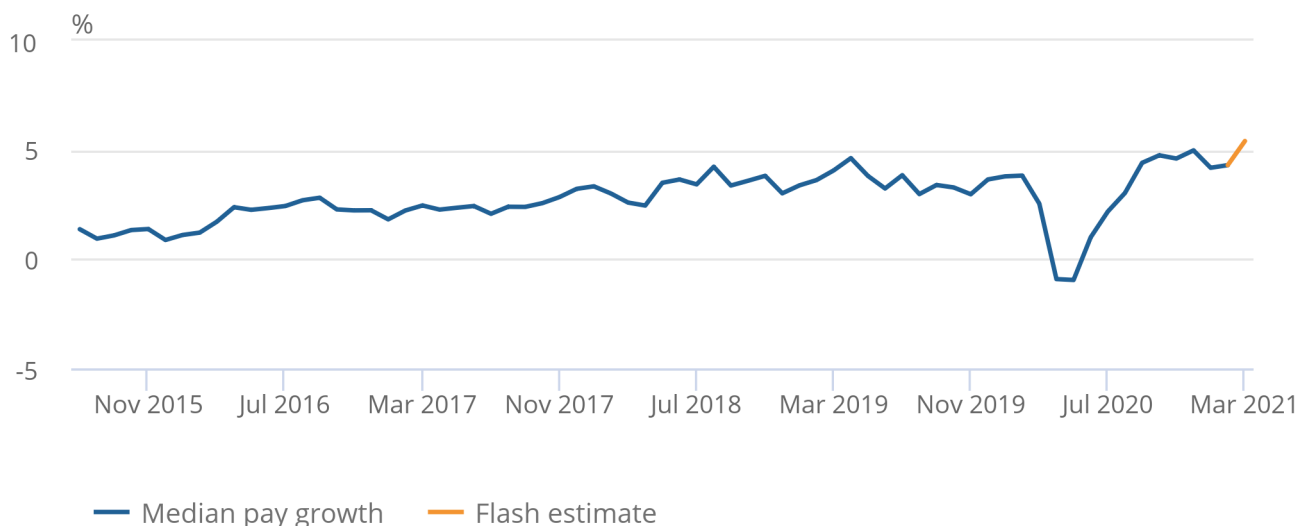
Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6% (Figure 4). Pay growth for April and May 2020 became negative, coinciding with the coronavirus (COVID-19) pandemic as well as related economic and policy responses. More recently, median pay growth has increased, and is now above pre-coronavirus (February 2020) levels.

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

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2021

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

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2021



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

**Notes:**

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The February 2021 figure is not a flash estimate of median pay growth, this is included purely for graphing purposes.

The relatively high level of pay growth between June and December 2020 is partially explained by lower levels of inflows than usual during that period. As explored in the [August](#) and [September](#) bulletins, whilst the general trend of pay growth is dominated by those continually employed, the mean pay of inflows tends to be around 40% lower than mean pay for those continually employed - meaning inflows into payrolled employment tend to bring down average pay and average pay growth. As inflows were relatively low between June 2020 and December 2020, this reduced the downward pressure on pay growth, which in turn increased median pay growth.

The high level of pay growth in March 2021 is attributed to the record high in median pay in March 2021, combined with the suppressed level of median pay in March 2020 at the onset of the coronavirus (COVID-19) pandemic.

## 4 . Pay distribution

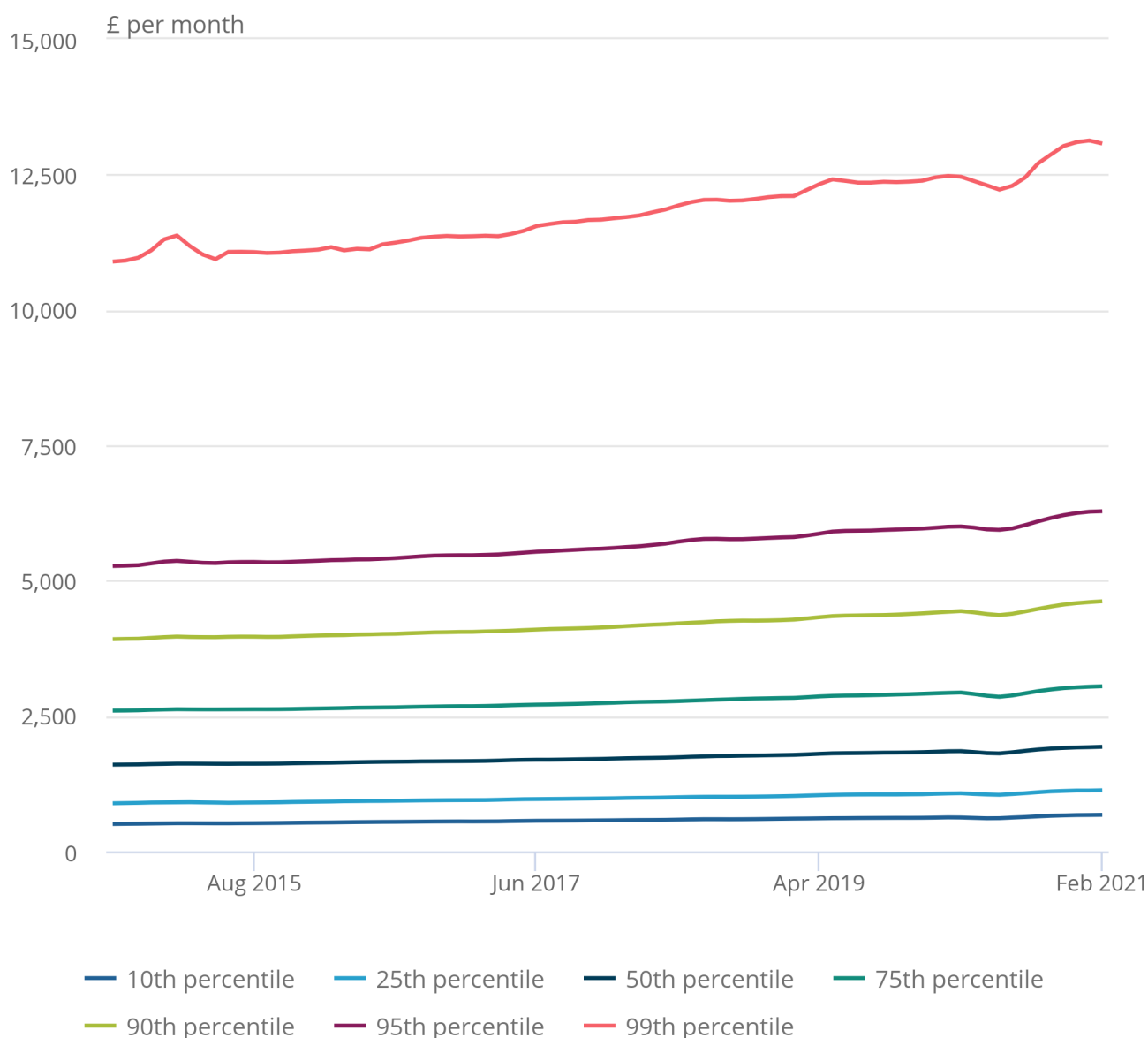
In the three months to February 2021, the 10th percentile of the monthly pay distribution was £674, the 90th percentile was £4,617 and the 99th percentile was £13,072 (Figure 5). This means that 10% of payrolled employees earned equal to or less than £674 per month, 90% earned equal to or less than £4,617, and 99% earned equal to or less than £13,072.

**Figure 5: 10% of employees earn less than £674 per month and 90% earn less than £4,617 per month**

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to February 2021

## Figure 5: 10% of employees earn less than £674 per month and 90% earn less than £4,617 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to February 2021



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

### Notes:

1. Data for the 50th percentile (that is, the median) in this chart are based on three-month moving averages. For this reason, they are not directly comparable with Figures 3 or 4 (which use data for a single month).

## 5 . Regional data

The regional figures in this bulletin are based on where employees live and not the location of their place of work. They include data for March 2021, and cover [Nomenclature of Territorial Units for Statistics: NUTS1 and NUTS2 regions](#).

While the UK as a whole has experienced moderate, if declining, payrolled employee growth since January 2017, growth within regions has not been uniform (Figure 6).

Numbers of payrolled employees in the UK for the regions shown in Figure 6 range from 744,000 in Northern Ireland to 3,975,000 in the South East in March 2021.

### Figure 6: Regional employee growth has fallen across the UK in recent months

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to March 2021

#### Notes:

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

[Download the data](#)

London and Northern Ireland experienced higher growth than the UK average between January 2017 and early 2020, while the North East and Scotland experienced lower growth than the UK overall. Going further, since January 2019 Inner London (both West and East) experienced greater volatility in employee growth than both Outer London and the UK average. Employee growth rates for NUTS2 regions are available in the [datasets](#) published alongside this bulletin.

Since March 2020, all regions' growth rates followed a similar pattern: rapidly declining and becoming negative in April, and continuing a slower downward trend since. However, the magnitude of changes varies. Comparing March 2021 with the same period of the previous year for NUTS1 regions, decreases in payrolled employees ranged from 1.3% in Northern Ireland to 5.4% in London. Examining NUTS2 regions, Inner London generally experienced sharper decreases in 2020 than Outer London (Figure 7). North Eastern Scotland experienced a decrease of 5.5% in payrolled employees in comparison with March 2020, and Lancashire experienced a decrease of 1.2%.

### Figure 7: Growth in payrolled employees varies across the UK

Percentage change on same month in previous year, seasonally adjusted, UK, March 2021

#### Notes

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

[Download the data](#)

Of the 813,000 decrease in payrolled employees since March 2020, 223,000 can be attributed to employees living in London, 124,000 in the South East, while only 10,000 can be attributed to employees living in Northern Ireland.

Median pay across the NUTS2 regions of the UK in March 2021 ranged from £1,671 in Cornwall and Isles of Scilly to £2,937 in Inner London - West. Inner London generally differs from Outer London (Figure 8). Median pay in March 2021 for London as a whole was £2,343.

## Figure 8: Median pay varies across the UK

Median pay, seasonally adjusted, UK, March 2021

### Notes

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

[Download the data](#)

## 6 . Industry data

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

The three largest sectors - wholesale and retail, health and social work, and education - account for more than 40% of UK employees. These three sectors combined with administrative and support services, manufacturing, professional, scientific and technical, and accommodation and food services account for more than 70% of UK employees.

Since January 2017, employee growth has not been uniform across sectors (Figure 9). Sectors such as construction, transportation and storage, and information and communication experienced higher growth than the UK average between January 2017 and early 2020, while 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.

Some sectors (such as administrative and support services) have partially recovered since April 2020 but with employee levels still below the levels in the same month in the previous year. Only public administration and defence, and health and social work now have a positive growth rate.

Sectors such as finance and insurance, and education have had steep declines in employee growth around April 2020, with numbers slowly recovering. This results in small net changes in payrolled employees in the past 12 months for these sectors.

Some sectors have seen increasingly negative growth since April 2020, notably the arts and entertainment, and accommodation and food services sectors.

When compared with the same period of the previous year, percentage changes in payrolled employees range from negative 19.0% in arts and entertainment to positive 3.0% in public administration.

### **Figure 9: Employee growth has been very different across sectors**

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to March 2021

#### **Notes:**

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

[Download the data](#)

Of the 813,000 decrease in payrolled employees since March 2020:

- 355,000 can be attributed to employees working in the accommodation and food services sector
- 171,000 in the wholesale and retail sector
- only 4,000 can be attributed to employees working in the construction sector.

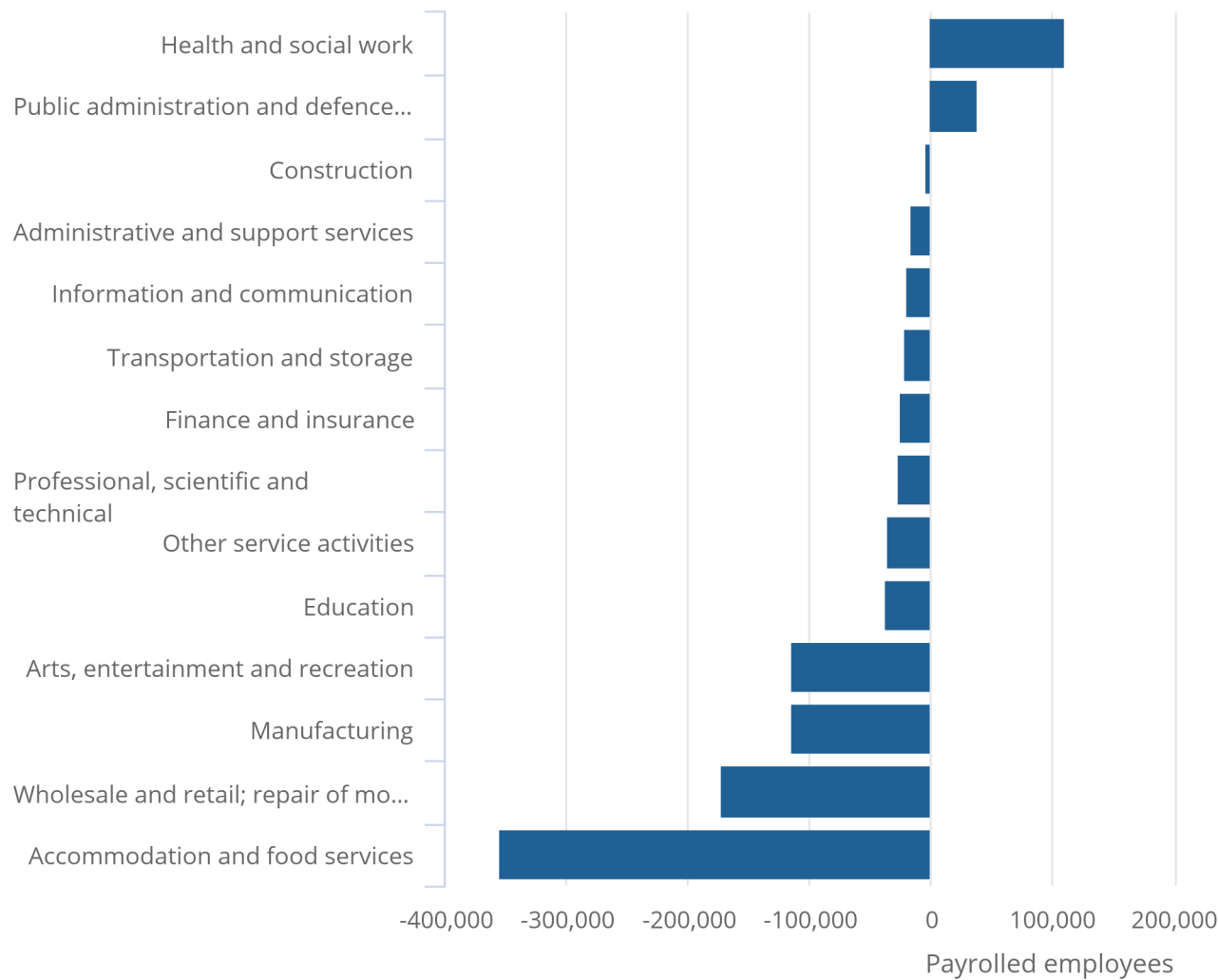
This decrease is net of an increase of 39,000 employees working in public administration, and 110,000 employees in health and social work (Figure 10).

**Figure 10: The accommodation and food services sector has seen the greatest decrease in payrolled employees since March 2020**

Payrolled employees, absolute change on March 2020, seasonally adjusted, UK, March 2021

Figure 10: The accommodation and food services sector has seen the greatest decrease in payrolled employees since March 2020

Payrolled employees, absolute change on March 2020, seasonally adjusted, UK, March 2021



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

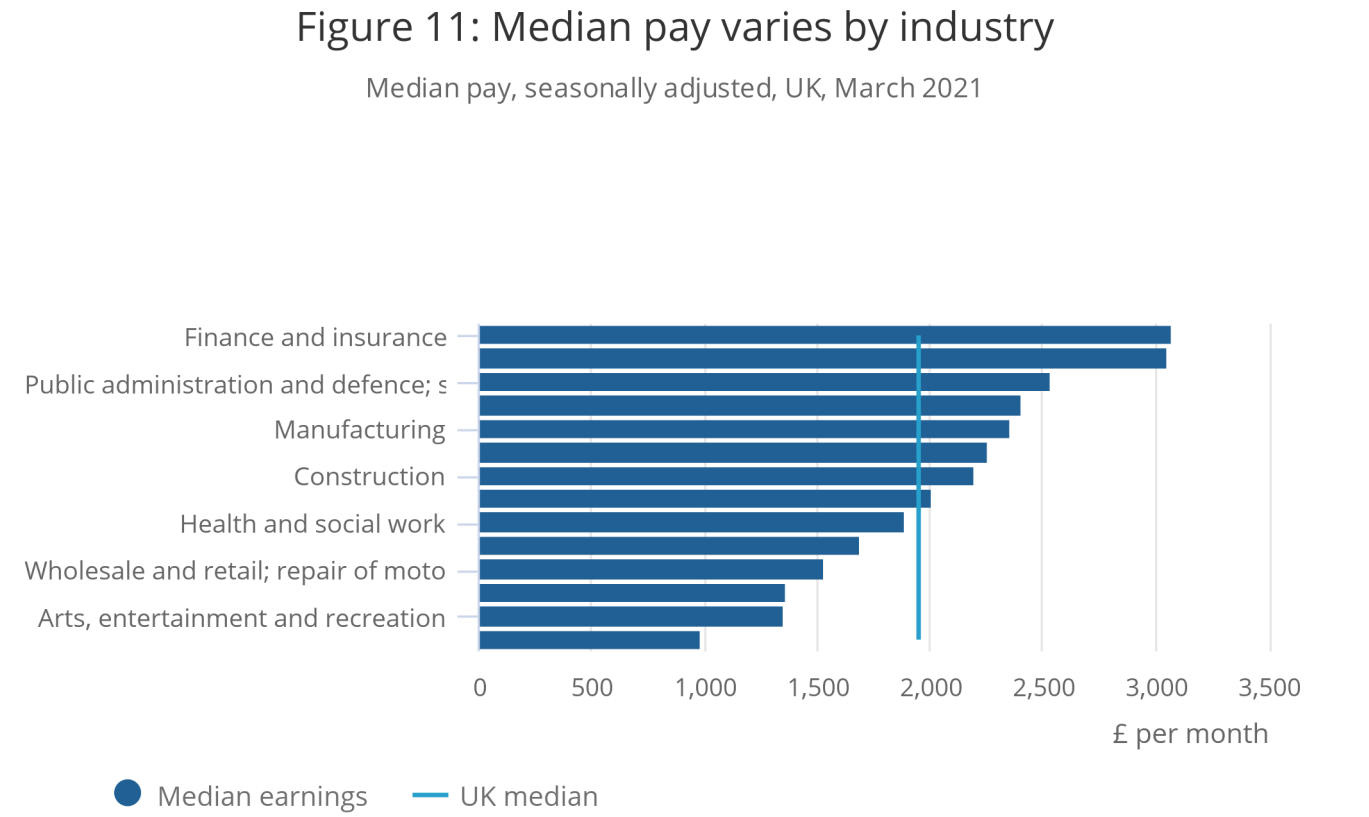
Notes:

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

Median pay in March 2021 across the highlighted sectors ranged from £989 in the accommodation and food services sector to £3,073 in finance and insurance (Figure 11).

Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, March 2021



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

Notes:

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

Compared with the same month in the previous year, median pay grew fastest in the arts and entertainment sector (positive 8.0%, Figure 12) and slowest in the mining and quarrying sector (negative 0.4%).

Estimates of mean pay for each sector are available in the [datasets](#) published alongside this bulletin.

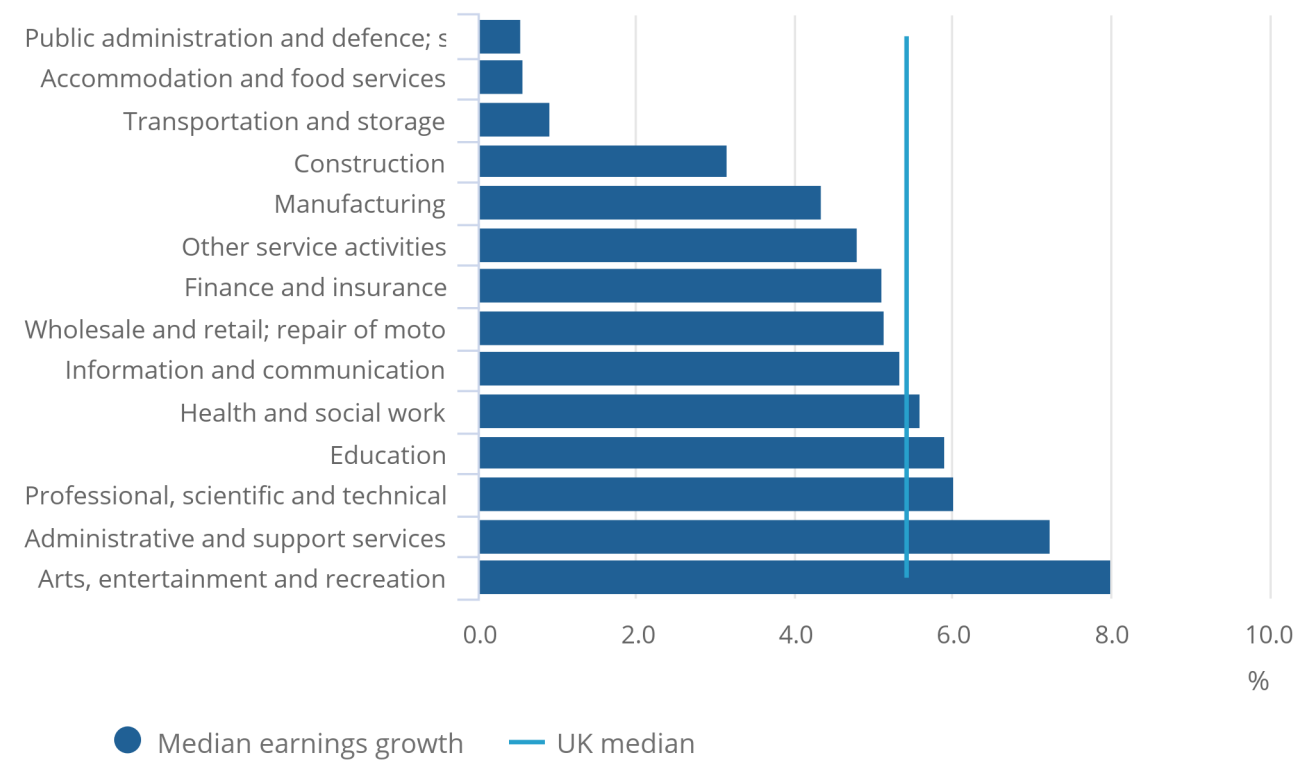
However, care needs to be taken when interpreting median pay growth. As explored in more detail in [previous bulletins](#), mean and median pay growth are influenced by the relative pay of those entering and leaving the labour market. This means if the relative pay of inflows and outflows in particular sectors differ to the UK average, median pay growth could be higher or lower in these sectors. For example, median pay growth could be lower if outflows are higher paid than average, or conversely, could be higher if outflows are lower paid than average. Similar principles apply for inflows. The high median pay growth in the arts and entertainment sector may be a consequence of unusual relative pay of inflows or outflows in that sector.

Figure 12: Median pay increased most in the arts and entertainment sector

Percentage change on same month in previous year, seasonally adjusted, UK, March 2021

Figure 12: Median pay increased most in the arts and entertainment sector

Percentage change on same month in previous year, seasonally adjusted, UK, March 2021



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

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The UK median is shown here for comparative purposes, but it does not represent an “average” of median pay growth across the regions. It is statistically possible, for example, for median pay growth for the UK as a whole to be higher or lower than pay growth in all constituent parts of the UK.
3. Changes in growth rates are affected by changes in the base period (a year ago) as well as changes in the latest period.

## 7 . Age data

The age figures in this bulletin are calculated based on individuals' age at the time they receive a payment. Of the 28.2 million payrolled employees in the UK in March 2021, 95.5% are aged 18 to 64 years.

Of the 813,000 fall in UK employees between March 2020 and March 2021:

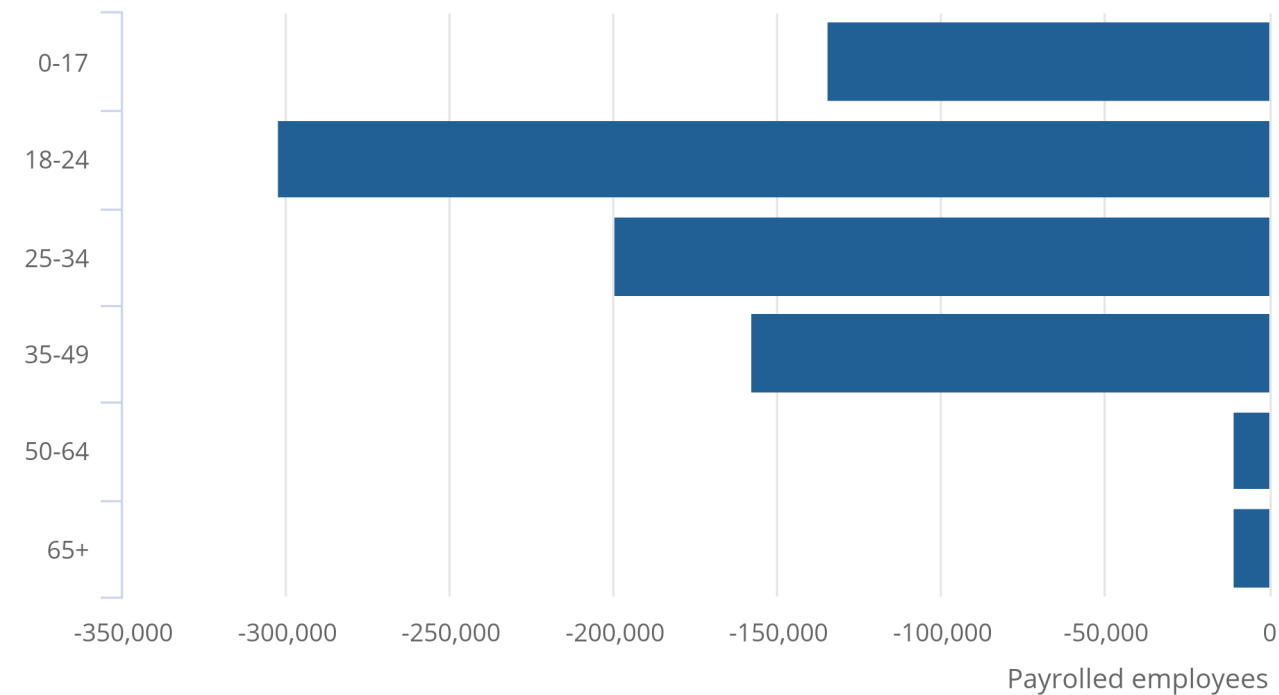
- 436,000 (53.7%) were under 25 years
- 199,000 (24.5%) were aged 25 to 34 years
- 157,000 (19.4%) were aged 35 to 49 years
- only 10,000 (1.2%) were aged 65 years and over

**Figure 13: The 18 to 24 age group has seen the greatest decrease in payrolled employees since March 2020**

Payrolled employees, absolute change on March 2020, seasonally adjusted, UK, March 2021

**Figure 13: The 18 to 24 age group has seen the greatest decrease in payrolled employees since March 2020**

Payrolled employees, absolute change on March 2020, seasonally adjusted, UK, March 2021



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

Notes:

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

The number of payrolled employees aged 50 years and over has increased at faster rates than the UK as a whole since 2017 (Figure 14). Since 2019, this is particularly true for those aged 65 years and over, which saw employee growth peak at 10.9% in January 2020. These periods of higher growth coincide with the [phased increase in State Pension age](#) between March 2019 and September 2020, from 65 to 66 years for both men and women. Conversely, growth in payrolled employees under age 25 years has undergone long-term decline since 2017, particularly compared with the UK as a whole.

Since March 2020, annual employee growth has fallen to negative 32.6% for those aged under 18 years and negative 8.7% for those aged 18 to 24 years. These two groups have had the largest falls in employees in relative terms since the onset of the coronavirus (COVID-19) pandemic. Employee growth for those aged 65 years and over also fell sharply during April and May 2020, but recovered somewhat. Those aged 50 to 64 years saw a small decrease in employee growth of 0.1% during this period.

#### **Figure 14: Employee growth has fallen more sharply in younger age groups**

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to March 2021

##### **Notes:**

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

[Download the data](#)

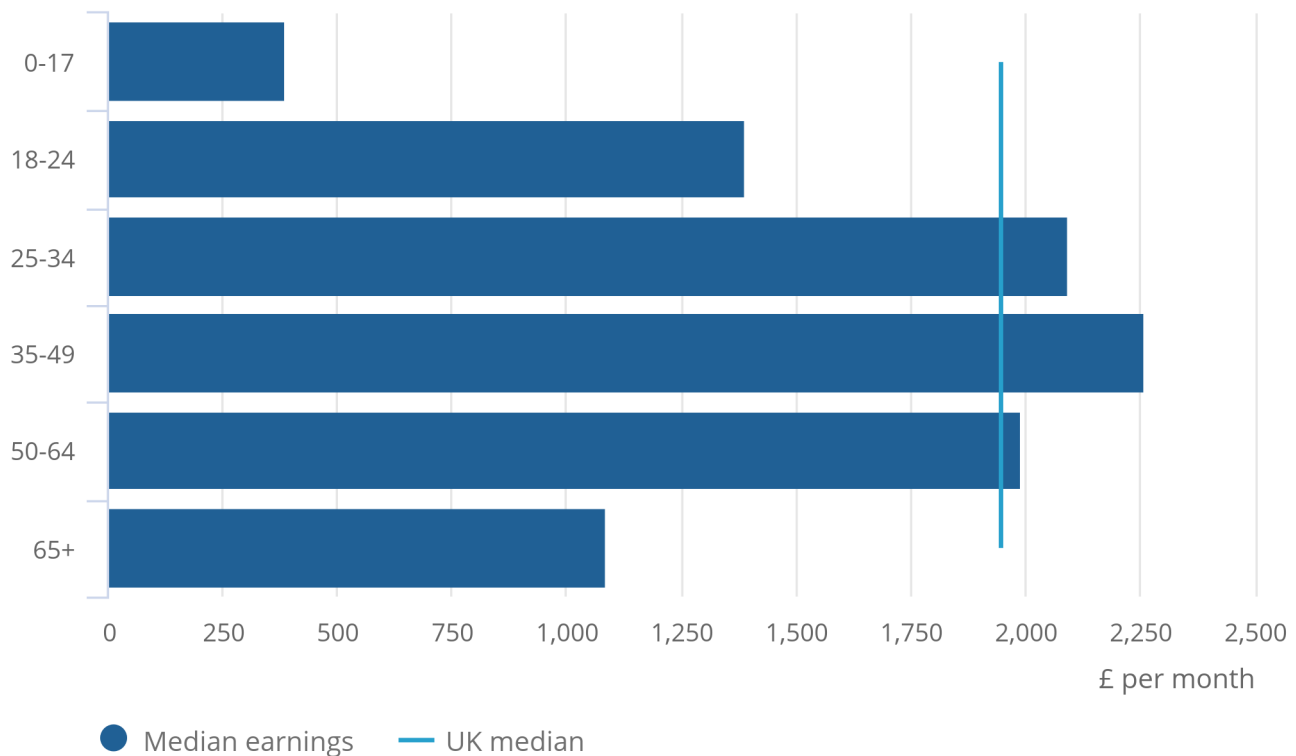
Median pay in March 2021 ranged from £387 for those under 18 years to £2,262 for those aged 35 to 49 years (Figure 15). Overall, median pay is higher in central age bands, of those studied.

## Figure 15: Median pay varies by age

Median pay, seasonally adjusted, UK, March 2021

### Figure 15: Median pay varies by age

Median pay, seasonally adjusted, UK, March 2021



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

#### Notes:

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

## 8 . Earnings and employment data

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

Dataset | Released on 20 April 2021

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics), non-seasonally adjusted.

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

Dataset | Released on 20 April 2021

Revisions of earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics).

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

Dataset | Released on 20 April 2021

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics), seasonally adjusted.

## 9 . Glossary

### Median monthly pay

Median monthly pay shows what a person in the middle of all employees would earn each month. The median pay is generally considered to be a more accurate reflection of the "average wage" because it discounts the extremes at either end of the scale.

### National Minimum Wage and National Living Wage

The National Minimum Wage (NMW) is a minimum amount per hour that most workers in the UK are entitled to be payrolled. There are different rates of minimum wage depending on a worker's age and whether they are an apprentice. The NMW applies to employees aged between 16 and 24 years. The government's National Living Wage (NLW) was introduced on 1 April 2016 and applies to employees aged 25 years and over.

On the Annual Survey of Hours and Earnings (ASHE) reference date in April 2020, the NMW and NLW rates were:

- £8.72 for employees aged 25 years and over
- £8.20 for employees aged 21 to 24 years
- £6.45 for employees aged 18 to 20 years
- £4.55 for employees aged 16 to 17 years
- £4.15 for apprentices aged 16 to 18 years and those aged 19 years or over who are in the first year of their apprenticeship

## 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. This publication relates to employees only and not pensioners. It was introduced in 1944 and is now the way most employees pay Income Tax in the UK.

## 10 . Measuring the data

### Data source and collection

The data for this release come from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) system. They cover the whole population rather than a sample of people or companies, and they will allow for more detailed estimates of the population. The release is classed as [Experimental Statistics](#) as the methodologies used to produce the statistics are still in their development phase. As a result, the series are subject to revisions.

### 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 2021 and are seasonally adjusted.

### Upcoming changes

Future bulletins are planned to include additional statistics, such as more detailed geographic breakdowns, industry and demographic breakdowns. The focus and timing of these will be informed by user feedback. Please email [rtistatistics.enquiries@hmrc.gov.uk](mailto:rtistatistics.enquiries@hmrc.gov.uk) if you would like to offer feedback on how the contents can be improved in the future.

### Methodology

An accompanying article contains more information on the [calendarisation and imputation methodologies](#) used in this bulletin, alongside comparisons with other earnings and employment statistics and possible quality improvements in the future.

## 11 . Strengths and limitations

### Pre-release data

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

## Experimental Statistics status

This is a joint experimental release between HMRC and the Office for National Statistics (ONS). The existing monthly publications produced by the ONS remain the primary [National Statistics](#) for the labour market. The intention is that these new statistics will also be updated on a monthly basis.

The release is classed as [Experimental Statistics](#) as the methodologies used to produce the statistics are still in their development phase. This does not mean that the statistics are of low quality, but it does signify that the statistics are new and still being developed. As the methodologies are refined and improved, there may be revisions to these statistics.

Rather than waiting until the development work has been completed, the statistics are being published now to involve potential users in developing the statistics. We hope that this encourages users to provide us with their thoughts and suggestions on how useful the statistics are and what can be done to improve them. Comments can be sent by email to [rtistatistics.enquiries@hmrc.gov.uk](mailto:rtistatistics.enquiries@hmrc.gov.uk).

More information about [Experimental Statistics](#), including when they should be used and the differences between them and [National Statistics](#), is available.

## 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.

## Imputation and revisions

A limitation of the calendarisation used is that the figures for pay and numbers of employees in month  $t$  depend on payments made in month  $t + 1$ . This means only around 80% of the data used in the calculation on month  $t$  statistics are available at the end of each month.

Rather than wait until all those remaining payment returns have been received, we have decided to produce a timelier measure of numbers of employees and median pay by imputing the values for missing returns. The data on which the statistics are based were extracted at the beginning of April 2021, which means around 1% to 2% of the data for February 2021 are imputed, while around 15% of the data for the "flash" March 2021 data are imputed. As a result, the figures in future releases will be updated as new payment returns are received, and the imputation payments can be replaced with actual data.

Starting with the December 2020 publication, we introduced a revisions policy. For each publication, we incorporate new input data only for the latest two tax years. In May of each year, new input data will be incorporated for the whole data time series. The benefit of introducing this revisions policy is that we are able to use the processing time saved to produce and publish more detailed breakdowns.

## 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 data sets are released alongside this bulletin.

## 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](#).

[Comparison of labour market data sources](#) shows the strengths and weaknesses of these sources and other labour market data sources, including the advantages of new administrative data sources and limitations of some of our published figures.

## 12 . Related links

### [Labour market overview: April 2021](#)

Bulletin | Released 20 April 2021

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

### [Employment in the UK: April 2021](#)

Bulletin | Released 20 April 2021

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

### [Labour market in the regions of the UK: April 2021](#)

Bulletin | Released 20 April 2021

Regional breakdowns of changes in UK employment, unemployment and economic inactivity.

### [Average weekly earnings in Great Britain: April 2021](#)

Bulletin | Released 20 April 2021

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

### [Vacancies and jobs in the UK: April 2021](#)

Bulletin | Released 20 April 2021

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

## PAYROLLED EMPLOYEES

### 1 Payrolled employee counts from PAYE RTI

	Payrolled employees
	UK, all industries, seasonally adjusted
Period	Payrolled employees
March 2015	27,294,763
March 2016	27,814,906
March 2017	28,180,638
March 2018	28,492,420
March 2019	28,885,465
March 2020	29,011,844
April 2020	28,548,810
May 2020	28,376,303
June 2020	28,342,650
July 2020	28,316,198
August 2020	28,258,244
September 2020	28,210,087
October 2020	28,186,570
November 2020	28,116,481
December 2020	28,177,920
January 2021	28,213,193
February 2021	28,255,345
March 2021	28,199,230
Change on year	-812,614
Change %	-2.8

Source: PAYE RTI

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

### 2 Median monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Median pay
March 2015	1,617
March 2016	1,645
March 2017	1,686
March 2018	1,729
March 2019	1,799
March 2020	1,845
April 2020	1,795
May 2020	1,799
June 2020	1,831
July 2020	1,859
August 2020	1,880
September 2020	1,901
October 2020	1,912
November 2020	1,916
December 2020	1,929
January 2021	1,926
February 2021	1,937
March 2021	1,945
Change on year	100
Change %	5.4

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
February 2015	2,233
February 2016	2,237
February 2017	2,304
February 2018	2,382
February 2019	2,437
February 2020	2,520
March 2020	2,522
April 2020	2,467
May 2020	2,467
June 2020	2,485
July 2020	2,532
August 2020	2,564
September 2020	2,595
October 2020	2,613
November 2020	2,637
December 2020	2,660
January 2021	2,662
February 2021	2,658
Change on year	138
Change %	5.5

Source: PAYE RTI

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## AGGREGATE PAY

### 4 Aggregate monthly pay from PAYE RTI

	£
	UK, all industries, seasonally adjusted
Period	Aggregate pay
February 2015	60,774,567,291
February 2016	62,181,221,028
February 2017	64,802,697,497
February 2018	67,864,208,721
February 2019	70,227,983,162
February 2020	73,147,437,466
March 2020	73,165,988,415
April 2020	70,426,194,106
May 2020	70,008,007,703
June 2020	70,445,175,459
July 2020	71,705,753,671
August 2020	72,459,705,203
September 2020	73,202,608,657
October 2020	73,642,767,310
November 2020	74,146,958,059
December 2020	74,961,013,344
January 2021	75,106,952,561
February 2021	75,099,554,729
Change on year	1,952,117,263
Change %	2.7

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
February 2015	518	905	1,619	2,624	3,966	5,364	11,373
February 2016	533	920	1,636	2,641	3,990	5,377	11,159
February 2017	552	947	1,670	2,684	4,061	5,475	11,370
February 2018	578	988	1,723	2,759	4,173	5,635	11,745
February 2019	604	1,023	1,781	2,834	4,278	5,803	12,103
February 2020	626	1,069	1,848	2,927	4,423	5,995	12,475
March 2020	624	1,073	1,850	2,933	4,436	6,000	12,460
April 2020	617	1,060	1,833	2,906	4,413	5,980	12,381
May 2020	610	1,050	1,814	2,873	4,382	5,946	12,302
June 2020	612	1,044	1,808	2,854	4,362	5,937	12,221
July 2020	623	1,058	1,829	2,878	4,386	5,964	12,292
August 2020	633	1,074	1,856	2,918	4,430	6,025	12,445
September 2020	645	1,092	1,880	2,958	4,476	6,094	12,705
October 2020	656	1,108	1,897	2,989	4,520	6,157	12,869
November 2020	663	1,116	1,909	3,014	4,557	6,209	13,027
December 2020	669	1,123	1,918	3,029	4,583	6,248	13,098
January 2021	671	1,123	1,923	3,040	4,602	6,273	13,128
February 2021	674	1,128	1,930	3,048	4,617	6,281	13,072
Change on year	48	59	83	120	194	286	598
Change %	7.6	5.5	4.5	4.1	4.4	4.8	4.8

Source: PAYE RTI

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## EMPLOYEE FLOWS

### 6 Inflows and outflows from PAYE RTI

Period	Inflows	Payrolled employees
		UK, all industries, seasonally adjusted
		Outflows
March 2017	685,135	634,112
March 2018	650,388	647,659
March 2019	688,710	619,459
March 2020	667,618	682,468
April 2020	443,998	907,032
May 2020	429,043	601,550
June 2020	428,311	461,965
July 2020	445,355	471,807
August 2020	531,564	589,518
September 2020	553,662	601,820
October 2020	569,210	592,727
November 2020	572,721	642,810
December 2020	612,637	551,198
January 2021	576,612	541,339
February 2021	517,633	475,482
March 2021	613,334	669,449
Change on year	-54,284	-13,019
Change %	-8.1	-1.9

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	Northern Ireland
March 2015	1,044,813	2,964,863	2,186,702	1,993,455	2,349,095	2,600,423	3,783,593	3,859,929	2,283,363	1,202,421	687,410
March 2016	1,053,279	3,015,813	2,217,863	2,035,151	2,400,328	2,659,486	3,898,034	3,932,731	2,325,946	1,217,742	702,531
March 2017	1,059,070	3,053,883	2,244,841	2,067,287	2,434,116	2,702,625	3,962,875	3,985,489	2,357,268	1,231,380	714,469
March 2018	1,064,072	3,098,244	2,268,081	2,094,548	2,460,428	2,734,081	4,011,967	4,023,066	2,384,182	1,247,127	729,790
March 2019	1,068,947	3,139,812	2,303,556	2,121,280	2,487,624	2,768,680	4,098,896	4,077,709	2,413,212	1,260,668	745,072
March 2020	1,074,594	3,150,615	2,315,302	2,125,028	2,488,348	2,781,138	4,137,397	4,099,068	2,425,733	1,262,804	753,998
April 2020	1,058,006	3,111,135	2,278,627	2,095,763	2,454,663	2,741,647	4,068,706	4,027,855	2,379,500	1,239,840	738,575
May 2020	1,054,394	3,099,958	2,264,888	2,084,292	2,440,629	2,728,548	4,038,630	3,998,366	2,359,619	1,231,866	737,508
June 2020	1,054,017	3,098,017	2,264,040	2,084,285	2,440,977	2,723,880	4,027,524	3,990,780	2,357,930	1,230,473	738,053
July 2020	1,053,852	3,096,355	2,263,454	2,083,384	2,438,553	2,719,924	4,013,090	3,985,291	2,356,993	1,229,543	740,968
August 2020	1,052,826	3,092,953	2,261,853	2,082,669	2,434,238	2,717,417	3,994,799	3,980,030	2,356,072	1,230,047	737,972
September 2020	1,051,889	3,086,716	2,259,473	2,078,095	2,428,461	2,714,287	3,971,984	3,977,710	2,356,433	1,230,508	739,211
October 2020	1,050,752	3,086,120	2,259,534	2,079,106	2,425,114	2,714,445	3,952,386	3,977,265	2,357,628	1,230,702	739,111
November 2020	1,049,224	3,079,000	2,254,917	2,075,563	2,420,400	2,708,790	3,925,823	3,968,345	2,358,153	1,227,326	738,985
December 2020	1,052,797	3,086,980	2,260,246	2,081,258	2,426,863	2,714,385	3,924,712	3,976,437	2,362,699	1,231,242	741,355
January 2021	1,055,238	3,093,219	2,264,602	2,084,570	2,433,254	2,715,947	3,925,276	3,976,176	2,365,944	1,233,399	742,737
February 2021	1,055,564	3,099,696	2,267,730	2,090,167	2,438,988	2,722,446	3,925,015	3,980,097	2,370,114	1,235,370	744,267
March 2021	1,055,009	3,091,135	2,262,198	2,085,478	2,433,966	2,712,909	3,914,457	3,974,807	2,366,834	1,233,744	744,065
Change on year	-19,586	-59,480	-53,104	-39,550	-54,382	-68,229	-222,939	-124,260	-58,898	-29,060	-9,933
Change %	-1.8	-1.9	-2.3	-1.9	-2.2	-2.5	-5.4	-3	-2.4	-2.3	-1.3

Source: PAYE RTI

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# REGIONAL MEDIAN PAY (NUTS1)

## 8 Regional median monthly pay from PAYE RTI

£ per month												
UK, all industries, seasonally adjusted												
Period	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
March 2015	1,537	1,524	1,519	1,525	1,537	1,658	1,944	1,734	1,521	1,516	1,656	1,495
March 2016	1,553	1,551	1,536	1,551	1,564	1,686	1,986	1,769	1,545	1,539	1,681	1,512
March 2017	1,588	1,588	1,570	1,587	1,603	1,728	2,032	1,812	1,584	1,581	1,707	1,543
March 2018	1,631	1,640	1,610	1,637	1,650	1,777	2,106	1,853	1,626	1,616	1,750	1,583
March 2019	1,688	1,694	1,674	1,697	1,706	1,852	2,177	1,931	1,694	1,686	1,846	1,657
March 2020	1,728	1,739	1,714	1,740	1,744	1,905	2,222	1,982	1,743	1,728	1,861	1,741
April 2020	1,685	1,705	1,674	1,696	1,695	1,857	2,174	1,927	1,690	1,687	1,839	1,669
May 2020	1,689	1,709	1,675	1,699	1,705	1,856	2,175	1,929	1,694	1,696	1,837	1,671
June 2020	1,725	1,743	1,713	1,738	1,734	1,896	2,194	1,960	1,742	1,734	1,866	1,727
July 2020	1,745	1,771	1,732	1,766	1,760	1,920	2,225	1,987	1,753	1,750	1,895	1,743
August 2020	1,761	1,784	1,755	1,779	1,779	1,939	2,255	2,011	1,780	1,776	1,908	1,752
September 2020	1,789	1,811	1,779	1,803	1,801	1,962	2,292	2,030	1,811	1,810	1,925	1,765
October 2020	1,796	1,817	1,786	1,808	1,809	1,971	2,313	2,040	1,817	1,815	1,938	1,770
November 2020	1,799	1,818	1,787	1,814	1,814	1,977	2,317	2,044	1,811	1,817	1,938	1,775
December 2020	1,802	1,830	1,796	1,829	1,828	1,998	2,326	2,065	1,831	1,819	1,953	1,788
January 2021	1,808	1,827	1,796	1,824	1,825	1,989	2,320	2,056	1,822	1,822	1,957	1,778
February 2021	1,810	1,831	1,802	1,833	1,831	1,996	2,336	2,069	1,833	1,824	1,982	1,780
March 2021	1,815	1,840	1,812	1,842	1,846	2,011	2,343	2,080	1,842	1,832	1,967	1,792
Change on year	87	102	98	102	103	106	122	99	99	104	105	51
Change %	5	5.8	5.7	5.9	5.9	5.6	5.5	5	5.7	6	5.7	3

Source: PAYE RTI

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# INDUSTRY PAYROLLED EMPLOYEES

## 9 Industry payrolled employees from PAYE RTI

Period	Payrolled employees			
	UK, all industries, seasonally adjusted			
	March 2020	March 2021	Change on year	Change %
Agriculture, forestry and fishing	188,673	187,659	-1,014	-0.5
Mining and quarrying	51,197	48,284	-2,913	-5.7
Manufacturing	2,408,759	2,295,006	-113,753	-4.7
Energy production and supply	136,720	131,862	-4,858	-3.6
Water supply, sewerage and waste	173,859	174,541	682	0.4
Construction	1,275,571	1,271,912	-3,659	-0.3
Wholesale and retail; repair of motor vehicles	4,501,162	4,329,772	-171,390	-3.8
Transportation and storage	1,328,207	1,307,285	-20,922	-1.6
Accommodation and food services	2,044,453	1,689,719	-354,734	-17.4
Information and communication	1,239,348	1,220,250	-19,097	-1.5
Finance and insurance	1,090,749	1,065,854	-24,895	-2.3
Real estate	427,288	420,897	-6,391	-1.5
Professional, scientific and technical	2,195,214	2,169,460	-25,754	-1.2
Administrative and support services	2,358,514	2,342,382	-16,132	-0.7
Public administration and defence; social security	1,314,607	1,353,988	39,381	3.0
Education	3,123,568	3,086,304	-37,263	-1.2
Health and social work	3,902,660	4,012,510	109,850	2.8
Arts, entertainment and recreation	598,326	484,893	-113,433	-19.0
Other service activities	541,668	505,846	-35,821	-6.6
Households	108,365	97,867	-10,498	-9.7
Extraterritorial	2,936	2,936	1	0.0

Source: PAYE RTI

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INDUSTRY MEDIAN PAY  
10 Industry median monthly pay from PAYE RTI

£ per month				
UK, all industries, seasonally adjusted				
Period	March 2020	March 2021	Change on year	Change %
Agriculture, forestry and fishing	1,662	1,764	102	6.1
Mining and quarrying	3,865	3,851	-14	-0.4
Manufacturing	2,260	2,358	98	4.4
Energy production and supply	3,236	3,254	18	0.6
Water supply, sewerage and waste	2,428	2,502	74	3.1
Construction	2,132	2,200	67	3.2
Wholesale and retail; repair of motor vehicles	1,453	1,528	75	5.2
Transportation and storage	2,242	2,262	21	0.9
Accommodation and food services	984	989	5	0.6
Information and communication	2,897	3,052	155	5.4
Finance and insurance	2,924	3,073	150	5.1
Real estate	1,996	2,102	107	5.3
Professional, scientific and technical	2,268	2,404	137	6
Administrative and support services	1,578	1,692	114	7.3
Public administration and defence; social security	2,518	2,532	13	0.5
Education	1,897	2,009	112	5.9
Health and social work	1,786	1,886	100	5.6
Arts, entertainment and recreation	1,247	1,348	100	8
Other service activities	1,304	1,366	63	4.8
Households	920	962	42	4.5
Extraterritorial	2,866	2,948	82	2.9

Source: PAYE RTI

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# PAYROLLED EMPLOYEES BY AGE

## 11 Payrolled employees by age from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted					
	Under 18	18-24	25-34	35-49	50-64	65+
March 2015	415,574	3,565,325	6,485,513	9,245,748	6,749,931	832,672
March 2016	440,930	3,610,451	6,640,885	9,318,011	6,962,704	841,925
March 2017	443,256	3,596,190	6,740,792	9,360,521	7,181,717	858,162
March 2018	439,343	3,571,281	6,799,344	9,396,225	7,403,774	882,453
March 2019	436,950	3,544,799	6,865,277	9,462,771	7,641,120	934,548
March 2020	410,928	3,457,280	6,860,707	9,483,067	7,788,198	1,011,664
April 2020	382,590	3,368,319	6,767,078	9,383,454	7,682,820	964,549
May 2020	364,816	3,337,763	6,729,562	9,338,059	7,653,797	952,305
June 2020	350,353	3,288,515	6,722,221	9,345,837	7,677,059	958,663
July 2020	334,916	3,228,465	6,726,703	9,352,622	7,700,167	973,326
August 2020	321,546	3,190,664	6,697,454	9,348,482	7,713,642	986,455
September 2020	309,909	3,194,623	6,676,446	9,329,569	7,713,663	985,877
October 2020	299,792	3,199,434	6,661,901	9,322,258	7,718,142	985,042
November 2020	286,878	3,168,335	6,644,573	9,317,497	7,717,517	981,681
December 2020	281,264	3,163,620	6,666,829	9,337,988	7,745,187	983,031
January 2021	278,031	3,164,823	6,672,273	9,345,618	7,765,925	986,524
February 2021	277,155	3,164,916	6,675,489	9,355,000	7,788,288	994,498
March 2021	276,762	3,155,475	6,661,566	9,325,657	7,778,067	1,001,703
Change on year	-134,165	-301,805	-199,141	-157,410	-10,131	-9,961
Change %	-32.6	-8.7	-2.9	-1.7	-0.1	-1

Source: PAYE RTI

- Figures for March 2021 are early estimates and are more likely to be subject to more significant revisions.
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# MEDIAN PAY BY AGE

## 12 Median monthly pay by age from PAYE RTI

Period	£ per month					
	UK, all industries, seasonally adjusted					
	Under 18	18-24	25-34	35-49	50-64	65+
March 2015	281	1,107	1,751	1,923	1,736	738
March 2016	294	1,155	1,781	1,946	1,753	771
March 2017	299	1,204	1,832	1,984	1,776	803
March 2018	309	1,239	1,884	2,030	1,813	840
March 2019	324	1,303	1,963	2,113	1,872	896
March 2020	317	1,312	2,021	2,164	1,907	985
April 2020	308	1,237	1,949	2,108	1,861	969
May 2020	329	1,241	1,940	2,105	1,860	1,000
June 2020	333	1,281	1,987	2,138	1,886	1,012
July 2020	340	1,305	2,011	2,159	1,907	1,017
August 2020	350	1,325	2,027	2,179	1,926	1,027
September 2020	364	1,336	2,057	2,202	1,956	1,044
October 2020	358	1,340	2,069	2,216	1,959	1,052
November 2020	362	1,333	2,069	2,224	1,961	1,056
December 2020	362	1,367	2,088	2,237	1,980	1,069
January 2021	361	1,350	2,073	2,240	1,977	1,077
February 2021	379	1,371	2,086	2,252	1,985	1,082
March 2021	387	1,388	2,094	2,262	1,992	1,085
Change on year	70	77	74	98	85	100
Change %	21.9	5.8	3.6	4.5	4.4	10.2

Source: PAYE RTI

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