

Statistical bulletin

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

- The number of payrolled employees in the UK in December 2020 fell by 2.7% compared with the same period of the previous year.
- Early estimates for January 2021 indicate that the number of payrolled employees fell by 2.5% compared with January 2020, which is a fall of 730,000 employees.
- In January 2021, 726,000 fewer people were in payrolled employment when compared with February 2020.
- In January 2021, 83,000 more people were in payrolled employment when compared with December 2020.
- Median monthly pay increased by 5.0% in December 2020 compared with the same period of the previous year.
- Early estimates for January 2021 indicate that median monthly pay increased by 4.0% compared with the same period of the previous year.
- Of the 726,000 decrease in payrolled employees between February 2020 and January 2021, 425,000 (58.5%) were younger than 25.
- Annual growth in payrolled employees in January 2021 was the highest in Cornwall and Isles of Scilly (a fall of 0.4%) and lowest in Inner London (East) (a fall of 6.1%).
- Annual growth in median pay for employees in January 2021 was highest in Wales (an increase of 5.2%) and lowest in the South East (an increase of 3.4%).
- Annual pay growth in the UK for employees was highest at the 10th percentile (positive 7.6%) and lowest at the 75th percentile (positive 4.2%) in the three months to December 2020, for the percentiles we have analysed.
- The increase in payrolled employees between February 2020 and January 2021 was largest in the health and social work sector (a rise of 104,000 employees) and smallest in the accommodation and food services sector (a fall of 345,000).
- Annual growth in median pay for employees in January 2021 was highest in the health and social work sector (an increase of 6.2%) and lowest in the accommodation and food services sector (a decrease of 6.7%).

About the data in this release

Early estimates for January 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 January 2021 are based on around 85% of information being available and 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 has been brought forward 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. For the first time, this bulletin includes statistics by age band.

2 . Payrolled employees

In December 2020, 28.2 million people were payrolled employees (Figure 1). This represents a 2.7% fall in payrolled employees when compared with the same period of the previous year. When comparing the number of payrolled employees in December 2020 with the previous month, the number increased by 0.3%. This is a small revision from the early estimate of a 0.2% increase, reported in the [previous bulletin](#).

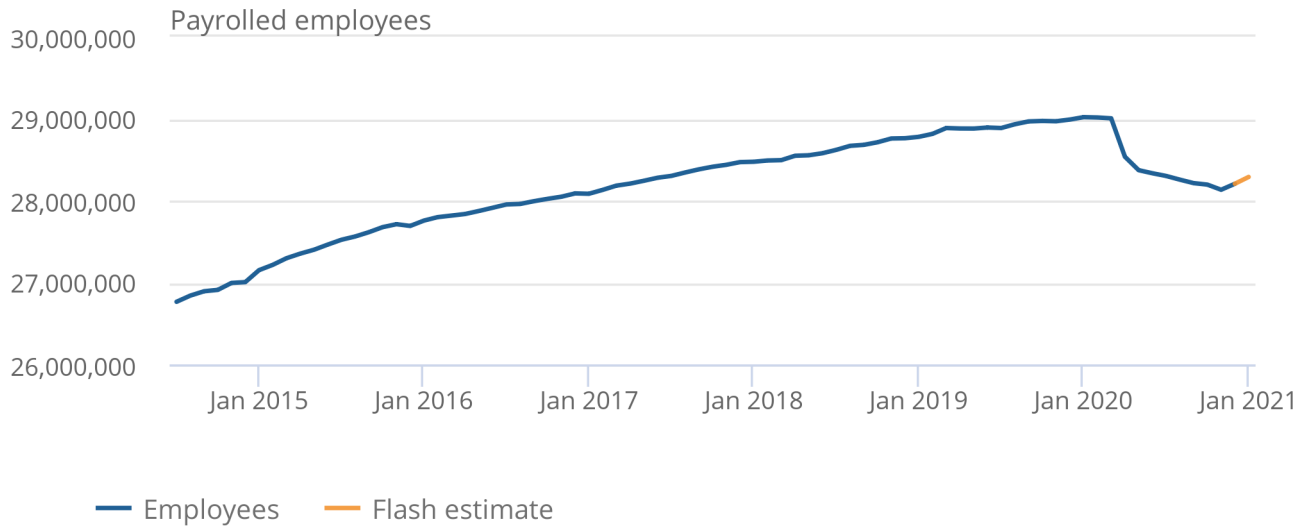
Early estimates for January 2021 indicate that there were 28.3 million payrolled employees, a fall of 2.5% compared with the same period of the previous year and a decline of 730,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees increased by 0.3% in January 2021 – equivalent to 83,000 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 January 2021

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 January 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 December 2020 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

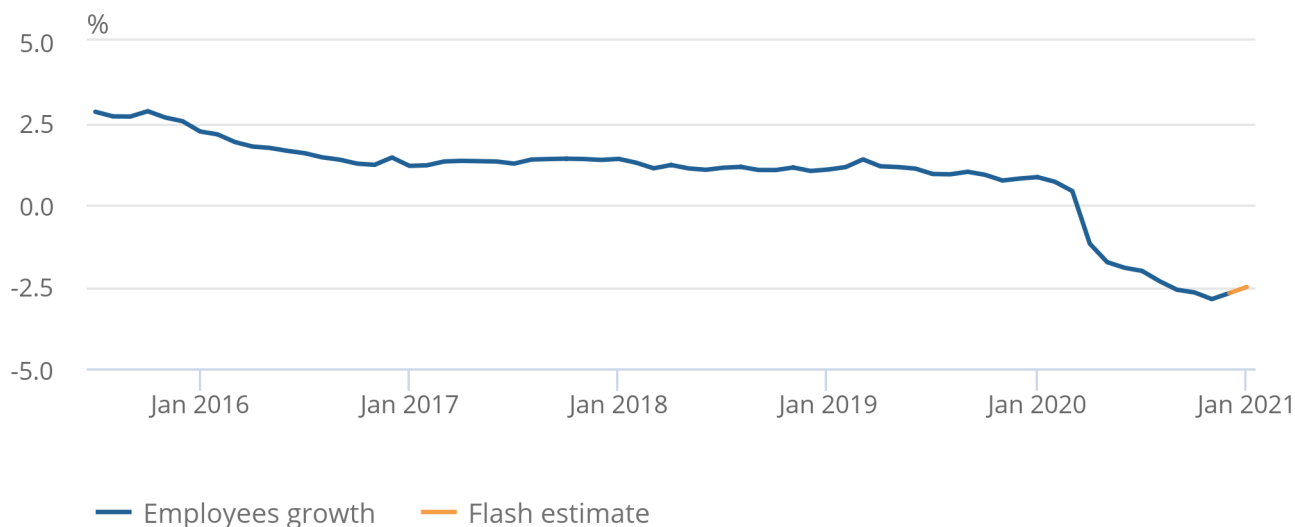
Annual growth in the number of employees remained broadly within a range of 1.0% to 1.5% from mid-2016 until 2019. Growth rates prior to mid-2016 were higher than 1.5% (Figure 2). Starting around early 2019, employee growth began a slight downward trend. However, employee growth slowed more substantially 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 January 2021

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



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

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3 . Median monthly pay

Median monthly pay for payrolled employees in December 2020 was £1,931 (Figure 3). This represents a 5.0% increase compared with the same period of the previous year. This is a small revision to the early estimate of a 4.9% increase reported in the [previous bulletin](#).

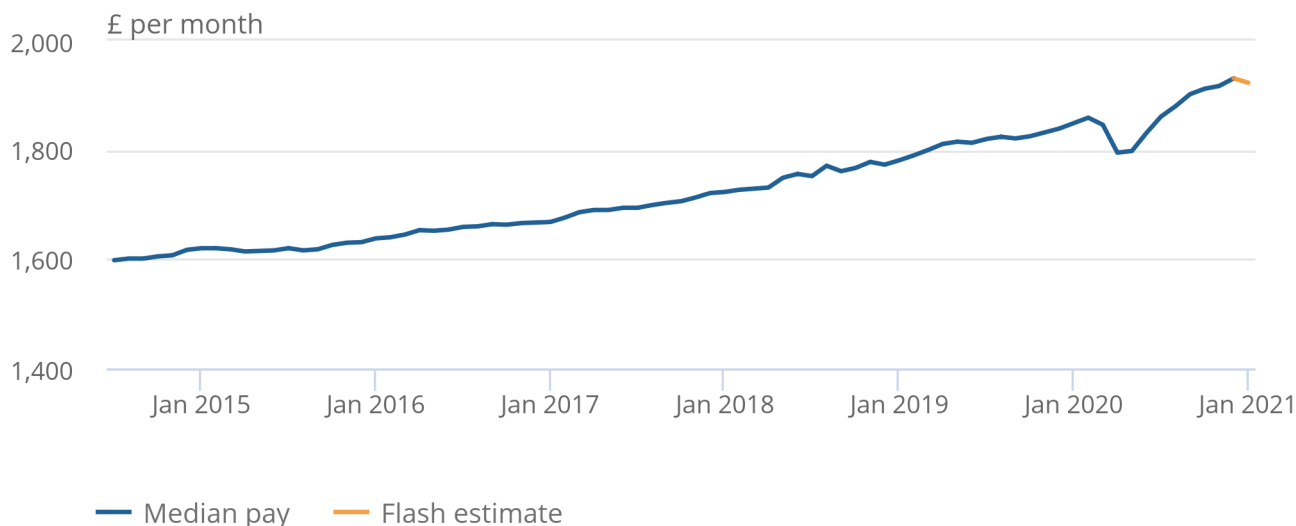
Early estimates for January 2021 indicate that median monthly pay decreased to £1,923, an increase of 4.0% compared with the same period of the previous year.

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

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

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

Median pay per month, seasonally adjusted, UK, July 2014 to January 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 December 2020 figure is not a flash estimate of median pay, this is included purely for graphing purposes.

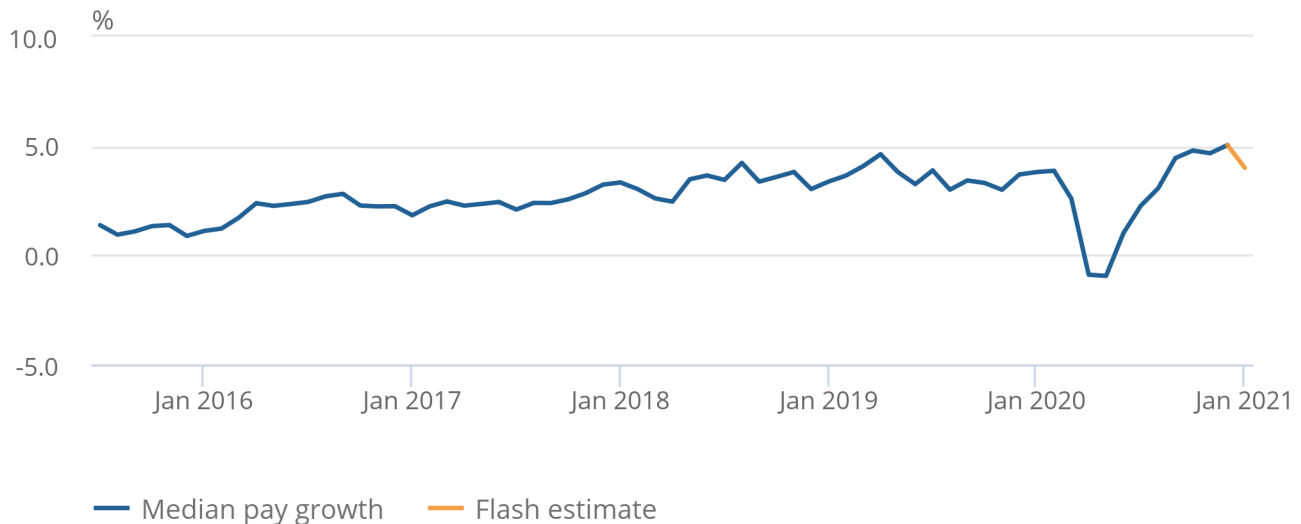
Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6% (Figure 4). Pay growth for April and May 2020 became negative, coinciding with the coronavirus (COVID-19) pandemic as well as related economic and policy responses. More recently,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

4 . Pay distribution

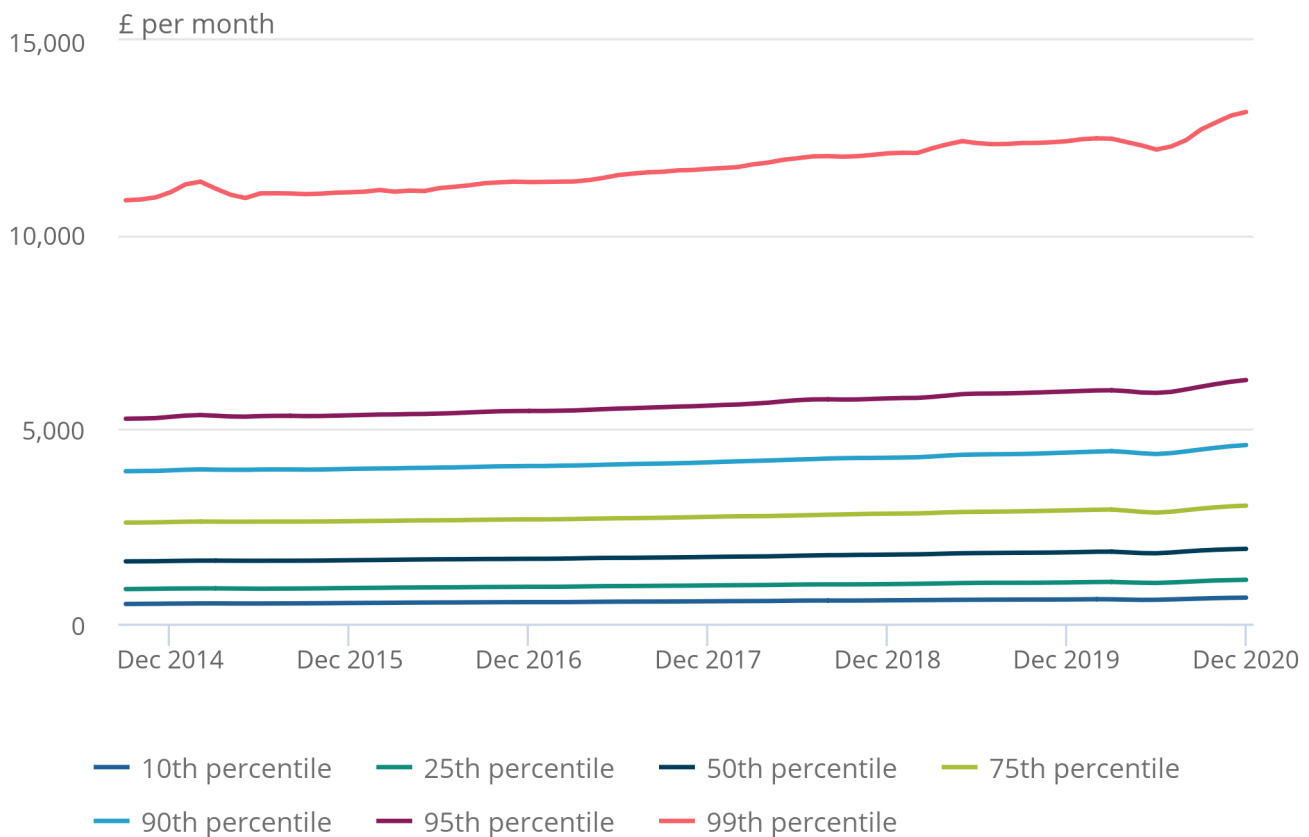
In the three months to December 2020, the 10th percentile of the monthly pay distribution was £667, the 90th percentile was £4,592 and the 99th percentile was £13,159 (Figure 5). This means that 10% of payrolled employees earned equal to or less than £667 per month, 90% earned equal to or less than £4,592, and 99% earned equal to or less than £13,159.

Figure 5: 10% of employees earn less than £667 per month and 90% earn less than £4,592 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to December 2020

Figure 5: 10% of employees earn less than £667 per month and 90% earn less than £4,592 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to December 2020



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).

Compared with the same time a year ago, of the percentiles we have analysed, pay growth was highest at the 10th percentile (positive 7.6%) and lowest at the 75th percentile (positive 4.2%).

When interpreting changes in the distribution over time, it can be useful to compare the level of percentiles relative to the median (that is, the amount of earnings in the middle of the distribution so that half of employees earn more and half earn less).

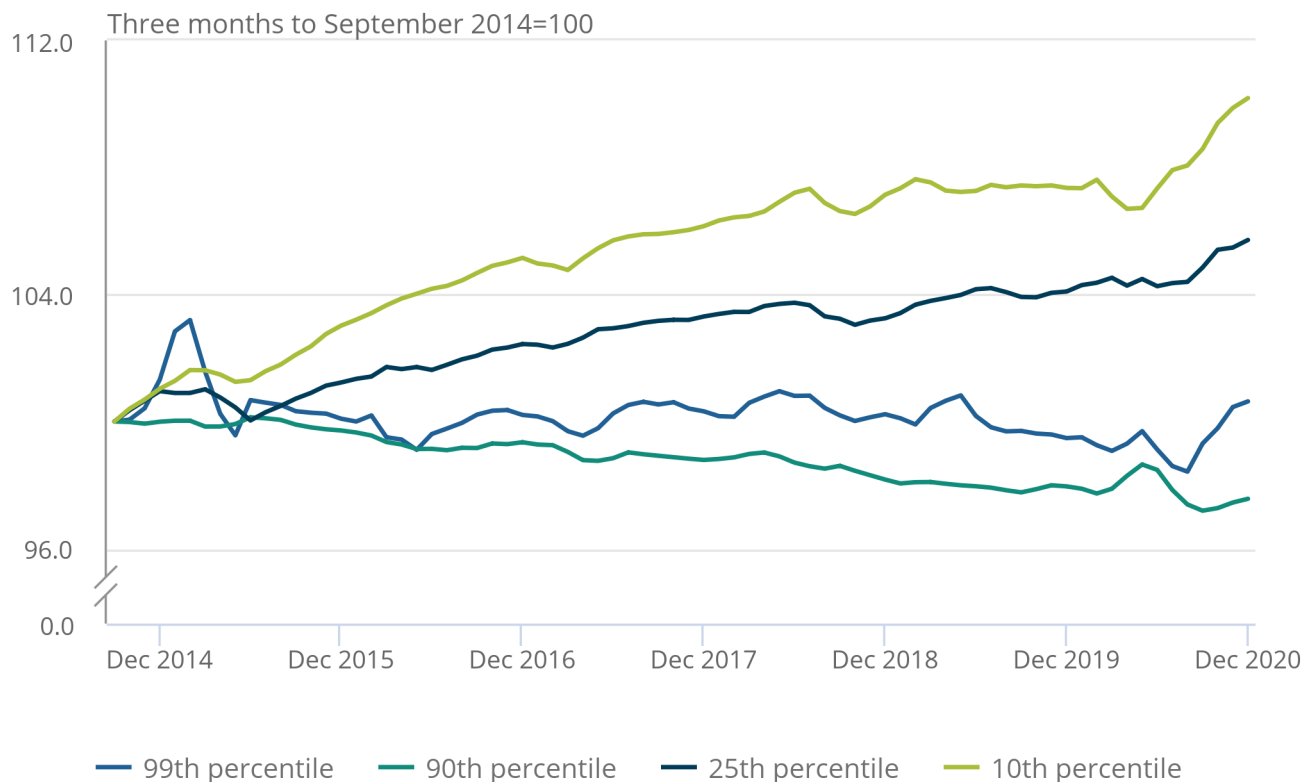
Figure 6 divides each percentile by the median and then indexes these to 100 at the start of the series to better focus on their movements over time. Growth in these series reflects a percentile growing faster than median pay, while a fall in these series reflects a percentile growing slower than median pay.

Figure 6: Since 2014, employees' pay has generally grown fastest toward the low end of the pay distribution

Ratio of selected percentiles relative to the median, rolling three-month average, seasonally adjusted, UK, three months to September 2014 to three months to December 2020

Figure 6: Since 2014, employees' pay has generally grown fastest toward the low end of the pay distribution

Ratio of selected percentiles relative to the median, rolling three-month average, seasonally adjusted, UK, three months to September 2014 to three months to December 2020



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

The 10th and 25th percentiles of employees' pay have generally grown faster than median pay over the past five years, coinciding with the introduction of, and increases to, the [National Living Wage \(NLW\)](#). From mid-2018 to mid-2020, the 10th percentile and the median grew at broadly the same pace, so their ratio remained broadly constant. In line with the rest of this bulletin, Figure 6 includes only employees' pay and not other income such as from self-employment.

The ratio of the 90th percentile to the median has generally fallen since September 2014, reflecting pay towards this high end of the distribution growing slightly slower than median pay. When focusing even further towards the high end of the distribution, pay at the 99th percentile has grown at a broadly similar pace to median pay, with a slight downward trend.

Periods since February 2020 have shown more volatility, around the time of the coronavirus (COVID-19) pandemic. While pay growth (relative to median pay) around May 2020 was lower at the 10th percentile and higher at the 90th percentile, these movements appear to have now reversed and appear to be returning to their former trends.

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 January 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 7).

Numbers of payrolled employees in the UK for the regions shown in Figure 7 range from 745,000 in Northern Ireland to 3,984,000 in the South East in January 2021.

Figure 7: 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 January 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 February 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 January 2021 with the same period of the previous year for NUTS1 regions, decreases in payrolled employees ranged from 0.8% in Northern Ireland to 5.2% in London. Examining NUTS2 regions, Inner London generally experienced sharper decreases in 2020 than Outer London (Figure 8). North Eastern Scotland experienced a decrease of 5.3% in payrolled employees in comparison with January 2020, and Cornwall and Isles of Scilly experienced a decrease of 0.4%.

Figure 8: Growth in payrolled employees varies across the UK

Percentage change on same month in previous year, seasonally adjusted, UK, January 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 726,000 decrease in payrolled employees since February 2020, 208,000 can be attributed to employees living in London, 114,000 in the South East, while only 7,000 can be attributed to employees living in Northern Ireland.

Median pay across the NUTS2 regions of the UK in January 2021 ranged from £1,643 in Cornwall and Isles of Scilly to £2,898 in Inner London (West). Inner London generally differs from Outer London (Figure 9). Median pay in January 2021 for London as a whole was £2,320.

Figure 9: Median pay varies across the UK

Median pay, seasonally adjusted, UK, January 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](#)

Compared with the same month in the previous year, pay grew fastest for the NUTS1 regions in Wales (positive 5.2%) and slowest in the South East (positive 3.4%). For NUTS2 regions, pay grew fastest in East Wales (positive 5.6%) and slowest in North Eastern Scotland (positive 2.2%) (Figure 10).

Over the longer-term, on average over the past five years, pay growth was highest in Wales (at an annualised rate of positive 3.5%) and slowest in the Scotland (positive 3.0%).

Estimates of mean pay for the regions is available in the datasets published alongside this bulletin.

Figure 10: Median pay increased most in East Wales and least in North Eastern Scotland

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

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. Changes in growth rates are affected by changes in the base period (a year ago) as well as changes in the latest period.

[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 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 datasets published alongside this bulletin.

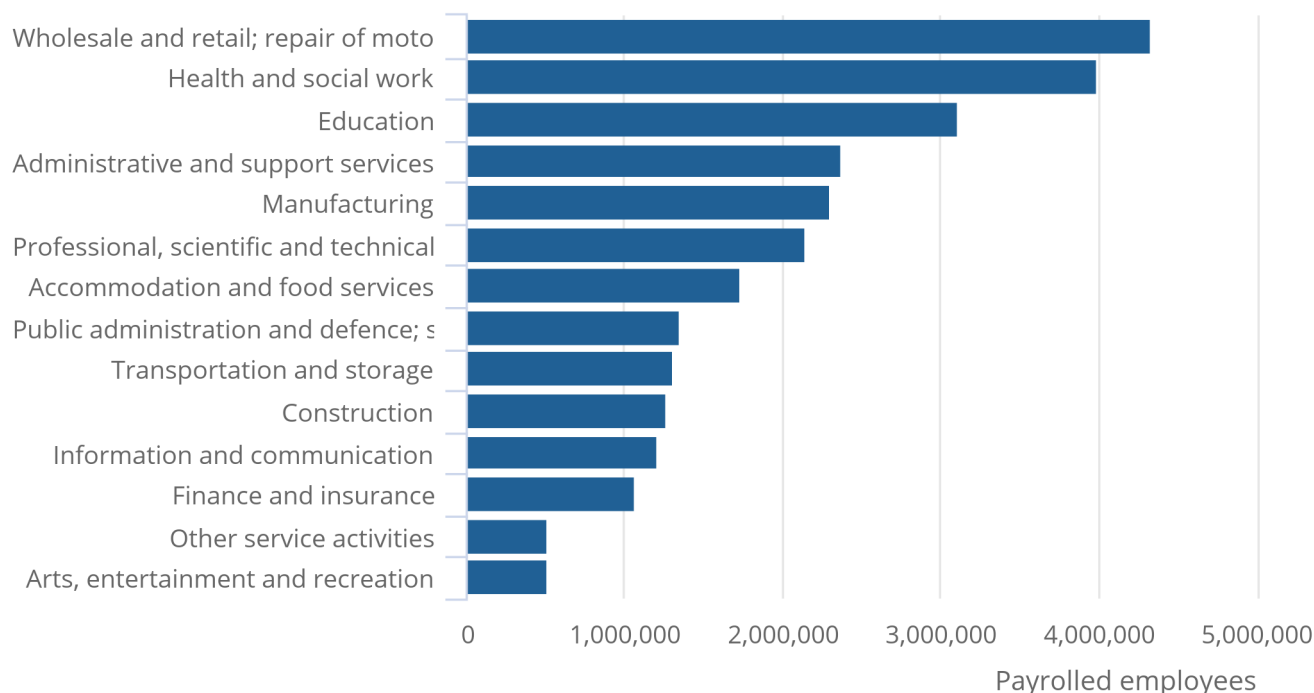
The three largest sectors namely: wholesale and retail, health and social work, and education, account for more than 40% of UK employees. These three sectors combined with administrative and support services, manufacturing, professional, scientific and technical, and accommodation and food services account for more than 70% of UK employees (Figure 11).

Figure 11: Numbers of payrolled employees vary by sector

Payrolled employees, seasonally adjusted, UK, January 2021

Figure 11: Numbers of payrolled employees vary by sector

Payrolled employees, seasonally adjusted, UK, January 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.

Since January 2017, employee growth has not been uniform across sectors (Figure 12). 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 16.7% in accommodation and food services to positive 3.0% in health and social work. The arts and entertainment sector has experienced a fall in employees of 16.4%.

Figure 12: Employee growth has been very different across sectors

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to January 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](#)

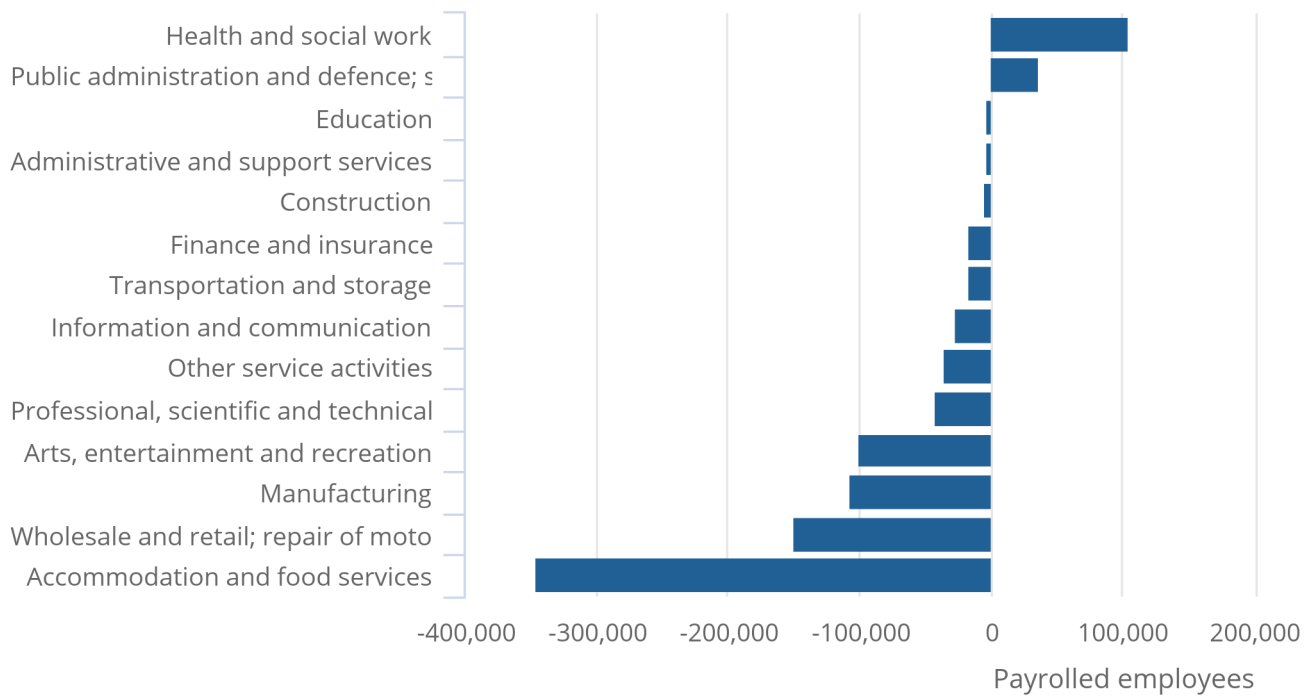
Of the 726,000 decrease in payrolled employees since February 2020, 345,000 can be attributed to employees working in the accommodation and food services sector, 149,000 in the wholesale and retail sector, while only 2,000 can be attributed to employees working in the education sector. This decrease is net of an increase of 36,000 employees working in public administration, and 104,000 employees in health and social work (Figure 13).

Figure 13: The accommodation and food services sector has seen the greatest decrease in payrolled employees since February 2020

Payrolled employees, absolute change on February 2020, seasonally adjusted, UK, January 2021

Figure 13: The accommodation and food services sector has seen the greatest decrease in payrolled employees since February 2020

Payrolled employees, absolute change on February 2020, seasonally adjusted, UK, January 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.

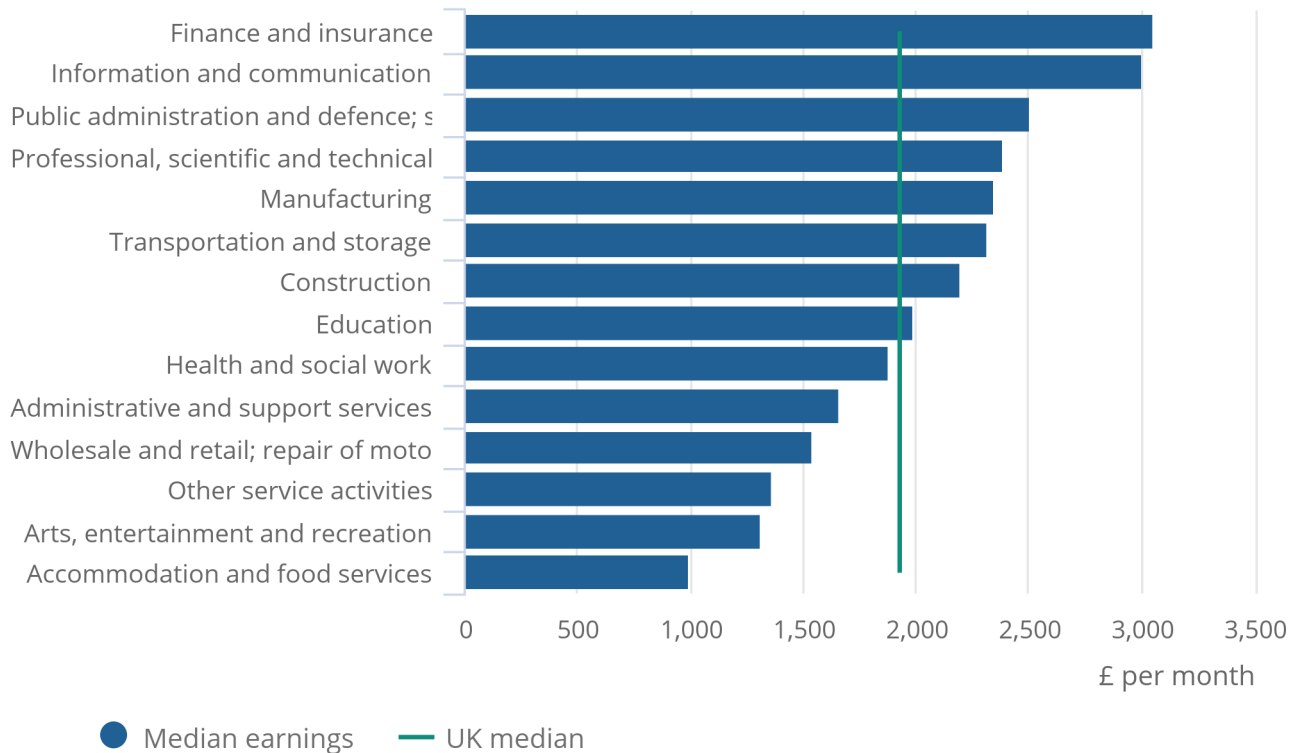
Median pay in January 2021 across the highlighted sectors ranged from £994 in the accommodation and food services sector to £3,056 in finance and insurance (Figure 14).

Figure 14: Median pay varies by industry

Median pay, seasonally adjusted, UK, January 2021

Figure 14: Median pay varies by industry

Median pay, seasonally adjusted, UK, January 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 health and social work sector (positive 6.2%) and slowest in the accommodation and food services sector (negative 6.7%) (Figure 15).

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

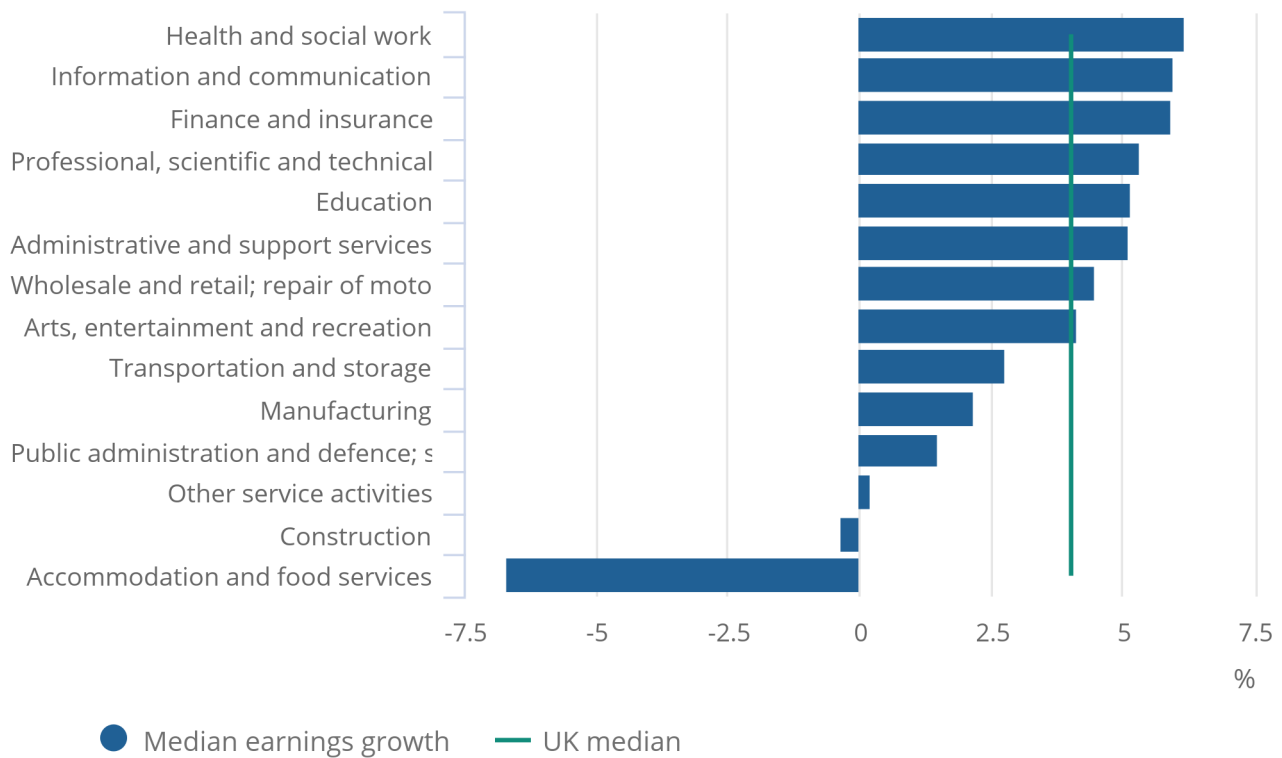
However, care needs to be taken when interpreting median pay growth. As explored in more detail in [previous bulletins](#), mean and median pay growth are influenced by the relative pay of those entering and leaving the labour market. This means if the relative pay of inflows and outflows in particular sectors differs 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 low 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 15: Median pay increased most in health and social work and least in the accommodation and food services sector

Percentage change on same month last year, seasonally adjusted, UK, January 2021

Figure 15: Median pay increased most in health and social work and least in the accommodation and food services sector

Percentage change on same month last year, seasonally adjusted, UK, January 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

Data are now available for six age bands. These figures are calculated based on individuals' age at the time they receive a payment.

Of the 28.3 million payrolled employees in the UK in January 2021, 95.5% are aged 18 to 64 years.

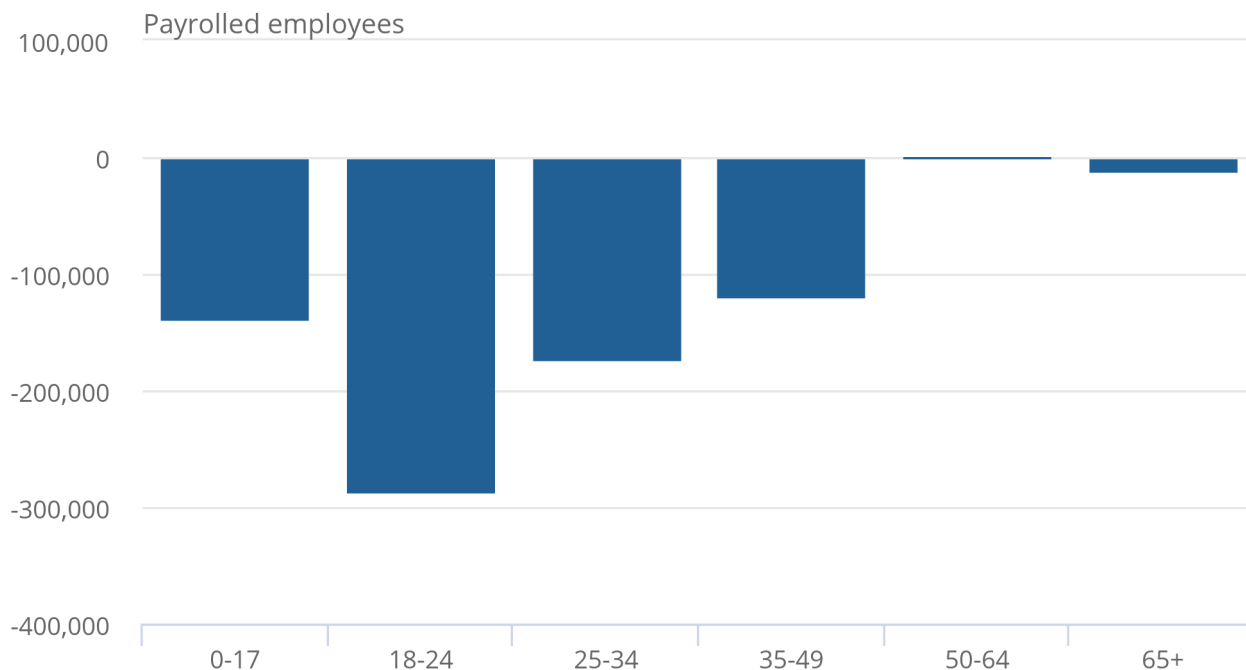
Of the 726,000 fall in UK employees between February 2020 and January 2021, 425,000 (58.5%) were under 25 years, 172,000 (23.7%) were aged 25 to 34 years, and 120,000 (16.5%) were aged 35 to 49 years. Only 11,000 (1.6%) were aged 65 years and over. This decrease is net of an increase of 3,000 aged 50 to 64 years (Figure 16).

Figure 16: The 18 to 24 age group has seen the greatest decrease in payrolled employees since February 2020

Payrolled employees, absolute change on February 2020, seasonally adjusted, UK, January 2021

Figure 16: The 18 to 24 age group has seen the greatest decrease in payrolled employees since February 2020

Payrolled employees, absolute change on February 2020, seasonally adjusted, UK, January 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 17). Since 2019, this is particularly true for those aged 65 years and over, which saw employee growth peak at 10.7% 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 aged under 25 years has undergone long-term decline since 2017, particularly compared to the UK as a whole.

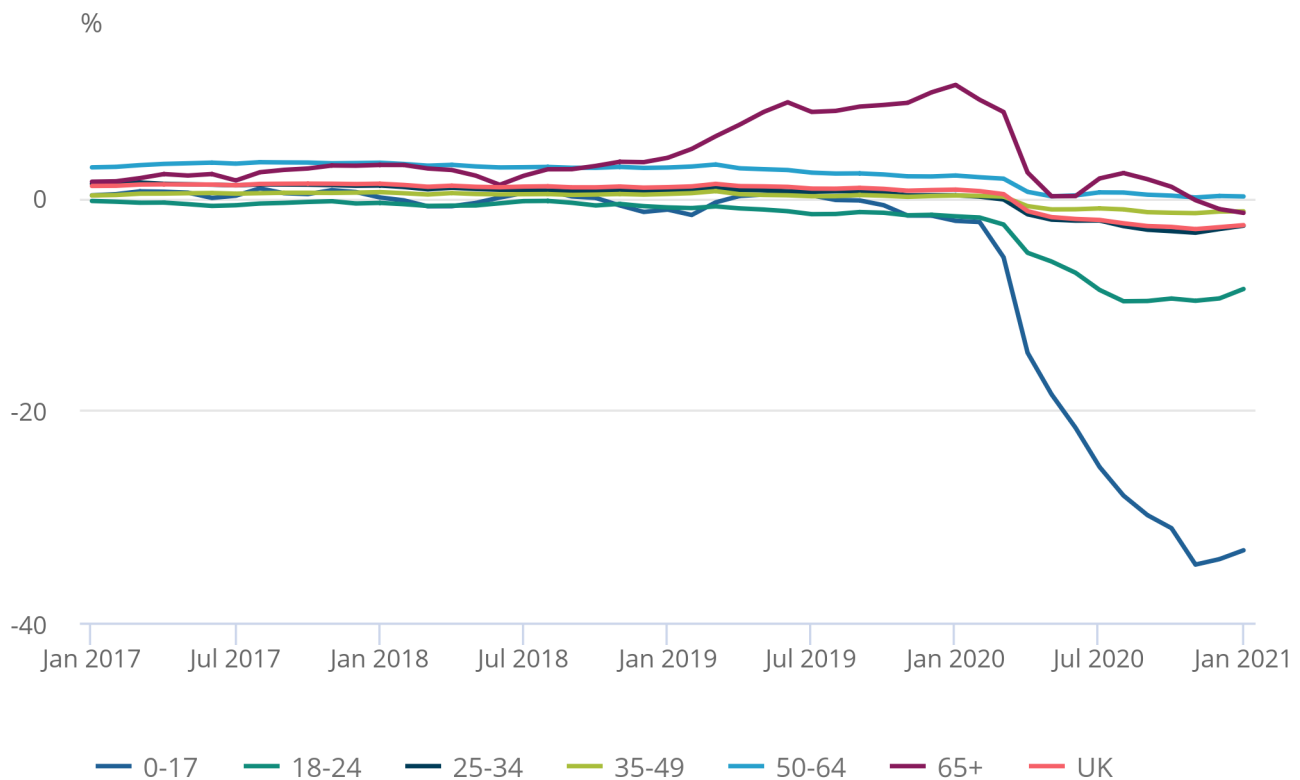
Since February 2020, annual employee growth has fallen to negative 33.2% for those aged under 18 years and negative 8.5% for those aged 18 to 24 years. These two groups have had the largest falls in employees in relative terms since the onset of the coronavirus (COVID-19) pandemic. Employee growth for 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 rise in employee growth of 0.2% during this period.

Figure 17: Employee growth has fallen more sharply in younger age groups

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

Figure 17: Employee growth has fallen more sharply in younger age groups

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



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

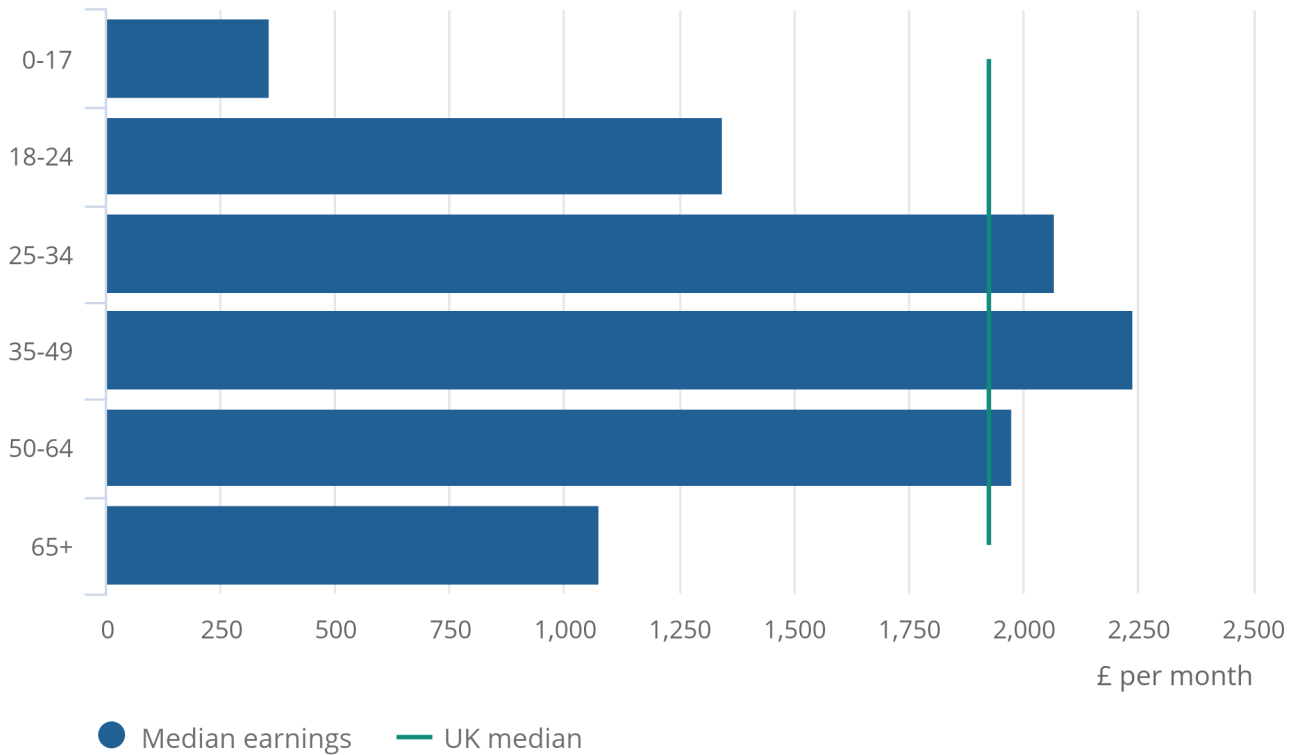
Median pay in January 2021 ranged from £359 for those aged under 18 years to £2,239 for those aged 35 to 49 years (Figure 18). Overall, median pay is higher in central age bands of those studied.

Figure 18: Median pay varies by age

Median pay, seasonally adjusted, UK, January 2021

Figure 18: Median pay varies by age

Median pay, seasonally adjusted, UK, January 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 23 February 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 23 February 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 23 February 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 January 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 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 ristatistics.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 February 2021, which means around 1% to 2% of the data for December 2020 are imputed, while around 15% of the data for the “flash” January 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.

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 an accompanying article.

Another article 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: February 2021](#) Bulletin | Released 23 February 2021 Estimates of employment, unemployment, economic inactivity and other employment-related statistics for the UK.

[Employment in the UK: February 2021](#) Bulletin | Released 23 February 2021 Estimates of employment, unemployment and economic inactivity for the UK.

[Labour market in the regions of the UK: February 2021](#) Bulletin | Released 23 February 2021 Regional breakdowns of changes in UK employment, unemployment and economic inactivity.

[Average weekly earnings in Great Britain: February 2021](#) Bulletin | Released 23 February 2021 Estimates of growth in earnings for employees before tax and other deductions from pay.

[Vacancies and jobs in the UK: February 2021](#) Bulletin | Released 23 February 2021 Estimates of the number of vacancies and jobs for the UK.

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted
January 2015	27,149,956
January 2016	27,754,976
January 2017	28,082,282
January 2018	28,473,078
January 2019	28,777,000
January 2020	29,017,505
February 2020	29,013,470
March 2020	29,003,137
April 2020	28,534,325
May 2020	28,370,301
June 2020	28,332,546
July 2020	28,299,502
August 2020	28,254,341
September 2020	28,212,078
October 2020	28,193,881
November 2020	28,131,157
December 2020	28,204,248
January 2021	28,287,235
Change on year	-730,270
Change %	-2.5

Source: PAYE RTI

1. Figures for January 2021 are early estimates and are more likely to be subject to more significant revisions.
2. These data are experimental statistics.
3. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.

MEDIAN PAY

2 Median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted
	£ per month Median pay
January 2015	1,620
January 2016	1,638
January 2017	1,668
January 2018	1,723
January 2019	1,781
January 2020	1,849
February 2020	1,859
March 2020	1,846
April 2020	1,795
May 2020	1,798
June 2020	1,831
July 2020	1,861
August 2020	1,880
September 2020	1,902
October 2020	1,912
November 2020	1,917
December 2020	1,931
January 2021	1,923
Change on year	74
Change %	4

Source: PAYE RTI

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MEAN PAY

3 Mean monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
	Mean pay
December 2014	2,237
December 2015	2,238
December 2016	2,292
December 2017	2,360
December 2018	2,432
December 2019	2,513
January 2020	2,524
February 2020	2,520
March 2020	2,522
April 2020	2,468
May 2020	2,464
June 2020	2,486
July 2020	2,534
August 2020	2,566
September 2020	2,598
October 2020	2,618
November 2020	2,645
December 2020	2,667
Change on year	154
Change %	6.1

Source: PAYE RTI

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AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

	£
	UK, all industries, seasonally adjusted
Period	Aggregate pay
December 2014	60,418,756,984
December 2015	61,971,387,559
December 2016	64,370,755,725
December 2017	67,176,752,987
December 2018	69,939,710,564
December 2019	72,834,856,068
January 2020	73,247,874,759
February 2020	73,117,386,996
March 2020	73,142,105,188
April 2020	70,431,227,804
May 2020	69,902,309,424
June 2020	70,434,127,700
July 2020	71,718,836,093
August 2020	72,488,981,136
September 2020	73,289,116,756
October 2020	73,802,296,029
November 2020	74,412,624,234
December 2020	75,213,501,105
Change on year	2,378,645,037
Change %	3.3

Source: PAYE RTI

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PAY DISTRIBUTION

5 Monthly pay by percentile from PAYE RTI

Period	£ per month, 3 month moving average UK, all industries, seasonally adjusted						
	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	95th percentile	99th percentile
December 2014	513	901	1,610	2,613	3,942	5,318	11,097
December 2015	529	914	1,629	2,633	3,979	5,358	11,094
December 2016	552	946	1,666	2,680	4,053	5,470	11,357
December 2017	573	981	1,714	2,745	4,147	5,606	11,698
December 2018	599	1,015	1,773	2,827	4,265	5,792	12,096
December 2019	620	1,057	1,833	2,911	4,398	5,969	12,407
January 2020	623	1,064	1,840	2,920	4,412	5,984	12,459
February 2020	627	1,069	1,848	2,928	4,424	5,997	12,481
March 2020	624	1,072	1,850	2,933	4,436	6,001	12,473
April 2020	616	1,059	1,833	2,906	4,413	5,980	12,386
May 2020	610	1,050	1,813	2,873	4,381	5,944	12,300
June 2020	612	1,045	1,808	2,854	4,361	5,934	12,193
July 2020	622	1,058	1,829	2,878	4,385	5,960	12,274
August 2020	633	1,075	1,857	2,918	4,430	6,025	12,438
September 2020	644	1,093	1,881	2,959	4,479	6,095	12,713
October 2020	655	1,109	1,899	2,990	4,524	6,162	12,893
November 2020	662	1,118	1,912	3,017	4,563	6,221	13,068
December 2020	667	1,126	1,922	3,033	4,592	6,264	13,159
Change on year	47	68	89	122	194	296	752
Change %	7.6	6.5	4.8	4.2	4.4	5	6.1

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
January 2017	660,206	664,596
January 2018	660,519	656,241
January 2019	666,818	649,980
January 2020	692,588	663,413
February 2020	677,975	682,009
March 2020	668,021	678,355
April 2020	450,425	919,236
May 2020	431,712	595,737
June 2020	419,558	457,313
July 2020	444,065	477,109
August 2020	539,265	584,425
September 2020	554,951	597,214
October 2020	569,221	587,418
November 2020	574,724	637,448
December 2020	614,477	541,386
January 2021	666,565	583,578
Change on year	-26,023	-79,835
Change %	-3.8	-12

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS1)

7 Regional payrolled employees from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted											
	North East	North West	and the	Midlands	Midlands	East	London	South East	South West	Wales	Scotland	Ireland
January 2015	1,041,228	2,949,589	2,175,144	1,983,232	2,332,781	2,586,120	3,756,346	3,839,062	2,270,591	1,198,020	2,333,795	684,050
January 2016	1,052,618	3,010,293	2,213,807	2,029,078	2,393,884	2,653,292	3,886,553	3,923,800	2,320,047	1,215,080	2,355,368	701,155
January 2017	1,055,706	3,043,031	2,238,861	2,060,037	2,426,698	2,691,712	3,949,628	3,972,304	2,349,927	1,227,865	2,355,303	711,211
January 2018	1,065,149	3,094,414	2,267,342	2,092,834	2,457,321	2,730,901	4,013,875	4,020,890	2,381,402	1,245,307	2,375,687	727,956
January 2019	1,067,420	3,128,980	2,293,191	2,113,828	2,482,805	2,759,217	4,081,008	4,060,692	2,401,995	1,255,849	2,389,836	742,179
January 2020	1,072,602	3,150,871	2,312,508	2,125,860	2,487,890	2,782,366	4,149,867	4,098,067	2,425,308	1,262,378	2,398,435	751,353
February 2020	1,073,406	3,150,415	2,312,710	2,126,179	2,489,216	2,781,857	4,144,356	4,098,240	2,424,651	1,263,600	2,396,151	752,690
March 2020	1,074,445	3,150,125	2,314,515	2,124,359	2,487,811	2,780,320	4,135,910	4,097,379	2,424,287	1,262,809	2,397,358	753,820
April 2020	1,057,705	3,110,473	2,277,170	2,094,240	2,453,240	2,740,151	4,060,649	4,026,446	2,378,218	1,240,363	2,356,226	739,445
May 2020	1,054,501	3,100,503	2,264,069	2,083,427	2,440,044	2,727,158	4,031,398	3,999,043	2,359,692	1,232,524	2,339,366	738,575
June 2020	1,053,973	3,098,123	2,262,628	2,082,647	2,439,732	2,722,595	4,019,123	3,990,713	2,357,682	1,231,025	2,335,295	739,008
July 2020	1,053,711	3,095,594	2,261,232	2,081,756	2,436,737	2,718,040	4,004,063	3,983,934	2,356,011	1,229,839	2,336,840	741,743
August 2020	1,053,062	3,093,206	2,261,119	2,081,904	2,433,804	2,716,949	3,988,220	3,980,342	2,356,090	1,230,867	2,319,097	739,680
September 2020	1,052,184	3,087,601	2,258,896	2,078,366	2,428,197	2,714,919	3,966,750	3,978,193	2,356,740	1,231,412	2,318,567	740,253
October 2020	1,051,053	3,086,618	2,259,344	2,079,284	2,425,153	2,715,132	3,949,052	3,978,843	2,359,070	1,232,056	2,317,900	740,375
November 2020	1,049,750	3,080,051	2,255,547	2,076,432	2,420,983	2,710,812	3,925,181	3,970,440	2,358,954	1,228,916	2,313,736	740,355
December 2020	1,053,559	3,088,368	2,261,531	2,083,451	2,428,374	2,717,721	3,924,467	3,980,689	2,366,684	1,233,607	2,322,910	742,887
January 2021	1,056,900	3,098,261	2,269,820	2,091,261	2,439,683	2,723,816	3,935,978	3,984,437	2,373,719	1,237,453	2,330,711	745,197
Change on year	-15,703	-52,610	-42,687	-34,599	-48,207	-58,551	-213,889	-113,629	-51,590	-24,925	-67,724	-6,157
Change %	-1.5	-1.7	-1.8	-1.6	-1.9	-2.1	-5.2	-2.8	-2.1	-2	-2.8	-0.8

Source: PAYE RTI

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REGIONAL MEDIAN PAY (NUTS1)

8 Regional median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted											
	North East	North West	and the	Midlands	Midlands	East	London	South East	South West	Wales	Scotland	Ireland
January 2015	1,542	1,530	1,514	1,529	1,539	1,656	1,946	1,731	1,517	1,527	1,656	1,500
January 2016	1,546	1,544	1,532	1,542	1,550	1,677	1,972	1,759	1,536	1,533	1,675	1,501
January 2017	1,573	1,575	1,552	1,567	1,580	1,704	2,020	1,786	1,568	1,563	1,697	1,532
January 2018	1,626	1,631	1,609	1,628	1,647	1,776	2,095	1,851	1,628	1,616	1,739	1,566
January 2019	1,675	1,688	1,660	1,685	1,691	1,834	2,159	1,908	1,683	1,668	1,789	1,641
January 2020	1,736	1,751	1,719	1,744	1,747	1,904	2,241	1,984	1,746	1,729	1,867	1,695
February 2020	1,741	1,750	1,723	1,749	1,751	1,912	2,249	1,991	1,751	1,737	1,869	1,692
March 2020	1,730	1,744	1,717	1,742	1,746	1,908	2,225	1,983	1,747	1,730	1,862	1,753
April 2020	1,685	1,706	1,673	1,696	1,695	1,859	2,175	1,928	1,691	1,687	1,841	1,671
May 2020	1,690	1,710	1,676	1,699	1,703	1,856	2,173	1,929	1,695	1,696	1,840	1,670
June 2020	1,723	1,742	1,711	1,737	1,734	1,892	2,196	1,961	1,741	1,734	1,865	1,721
July 2020	1,746	1,771	1,734	1,769	1,763	1,923	2,227	1,989	1,757	1,751	1,898	1,746
August 2020	1,762	1,786	1,755	1,779	1,779	1,941	2,256	2,013	1,781	1,776	1,907	1,752
September 2020	1,790	1,812	1,781	1,803	1,802	1,963	2,293	2,031	1,812	1,811	1,924	1,765
October 2020	1,797	1,818	1,787	1,809	1,810	1,972	2,313	2,041	1,817	1,815	1,937	1,770
November 2020	1,800	1,819	1,787	1,815	1,817	1,979	2,319	2,045	1,811	1,818	1,937	1,776
December 2020	1,804	1,833	1,798	1,831	1,829	2,000	2,333	2,067	1,831	1,819	1,956	1,789
January 2021	1,809	1,826	1,797	1,824	1,825	1,988	2,320	2,052	1,820	1,819	1,944	1,777
Change on year	73	76	77	81	78	84	79	68	74	90	78	82
Change %	4.2	4.3	4.5	4.6	4.5	4.4	3.5	3.4	4.2	5.2	4.2	4.8

Source: PAYE RTI

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REGIONAL MEAN PAY (NUTS1)

9 Regional monthly mean pay from PAYE RTI

Period	UK, all industries, seasonally adjusted											
	North East	North West	and the	Midlands	Midlands	East	London	South East	South West	Wales	Scotland	Ireland
December 2014	1,944	1,969	1,912	1,966	1,963	2,310	3,067	2,545	1,957	1,887	2,150	1,875
December 2015	1,920	1,962	1,910	1,966	1,951	2,311	3,081	2,550	1,974	1,885	2,134	1,836
December 2016	1,958	2,024	1,950	2,013	2,008	2,377	3,153	2,617	2,012	1,932	2,156	1,873
December 2017	2,006	2,072	2,006	2,065	2,066	2,460	3,288	2,686	2,068	1,970	2,195	1,909
December 2018	2,071	2,136	2,066	2,133	2,119	2,527	3,385	2,772	2,135	2,029	2,261	1,965
December 2019	2,123	2,202	2,123	2,189	2,187	2,610	3,521	2,850	2,208	2,084	2,345	2,025
January 2020	2,132	2,216	2,128	2,187	2,185	2,618	3,556	2,867	2,210	2,094	2,354	2,035
February 2020	2,134	2,216	2,139	2,195	2,197	2,625	3,528	2,847	2,212	2,105	2,341	2,040
March 2020	2,127	2,211	2,130	2,183	2,176	2,632	3,558	2,859	2,214	2,091	2,337	2,068
April 2020	2,070	2,168	2,089	2,141	2,127	2,566	3,500	2,790	2,166	2,063	2,280	2,000
May 2020	2,080	2,163	2,082	2,141	2,135	2,555	3,457	2,801	2,165	2,077	2,295	2,001
June 2020	2,103	2,181	2,111	2,177	2,154	2,580	3,490	2,815	2,185	2,096	2,300	2,049
July 2020	2,134	2,227	2,141	2,217	2,193	2,636	3,545	2,880	2,234	2,125	2,360	2,095
August 2020	2,164	2,253	2,174	2,235	2,232	2,661	3,605	2,906	2,252	2,155	2,396	2,094
September 2020	2,195	2,283	2,204	2,260	2,256	2,687	3,655	2,945	2,292	2,195	2,412	2,122
October 2020	2,206	2,297	2,206	2,277	2,267	2,704	3,728	2,957	2,291	2,205	2,435	2,137
November 2020	2,219	2,314	2,221	2,301	2,285	2,728	3,790	3,009	2,305	2,217	2,448	2,149
December 2020	2,229	2,326	2,237	2,315	2,299	2,746	3,862	3,022	2,332	2,219	2,453	2,168
Change on year	106	124	114	127	112	136	341	173	123	135	107	143
Change %	5	5.6	5.3	5.8	5.1	5.2	9.7	6.1	5.6	6.5	4.6	7.1

Source: PAYE RTI

1. Figures for January 2021 are early estimates and are more likely to be subject to more significant revisions.
2. These data are experimental statistics.
3. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.

REGIONAL AGGREGATE PAY (NUTS1)
10 Regional aggregate pay from PAYE RTI

Period	UK, all industries, seasonally adjusted											
	North East	North West	Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
December 2014	2,012,209,169	5,773,525,668	4,137,871,625	3,873,275,816	4,540,119,382	5,948,684,844	11,469,966,414	9,734,533,436	4,423,279,545	2,250,008,195	4,981,527,129	1,273,755,763
December 2015	2,014,386,323	5,889,489,842	4,216,314,440	3,976,139,021	4,648,379,259	6,119,793,501	11,951,216,849	9,993,446,321	4,570,901,270	2,283,046,180	5,023,543,792	1,284,730,762
December 2016	2,071,465,415	6,159,115,339	4,367,199,519	4,143,380,287	4,870,591,731	6,395,226,411	12,441,452,867	10,388,169,025	4,727,958,825	2,372,010,869	5,099,277,718	1,334,907,719
December 2017	2,140,568,560	6,412,591,227	4,550,142,137	4,318,907,244	5,075,270,994	6,710,108,652	13,181,733,921	10,792,349,041	4,921,496,530	2,454,689,439	5,227,846,025	1,391,049,215
December 2018	2,211,553,092	6,680,459,369	4,735,089,819	4,505,831,613	5,257,520,020	6,967,279,126	13,804,279,590	11,244,187,767	5,124,601,936	2,548,648,321	5,403,710,991	1,456,548,920
December 2019	2,274,504,193	6,934,065,238	4,901,606,536	4,646,794,004	5,434,626,743	7,261,361,779	14,601,975,553	11,666,151,269	5,348,175,998	2,628,761,612	5,618,837,490	1,517,995,653
January 2020	2,286,736,734	6,981,618,572	4,921,164,502	4,649,716,303	5,435,610,531	7,283,397,334	14,758,972,794	11,750,607,092	5,360,954,244	2,643,337,790	5,647,080,235	1,528,678,628
February 2020	2,291,062,313	6,980,529,144	4,947,783,816	4,667,861,643	5,469,741,011	7,303,365,884	14,621,036,807	11,667,808,984	5,362,929,872	2,659,460,268	5,610,174,245	1,535,633,011
March 2020	2,285,187,604	6,963,491,883	4,929,710,128	4,638,282,491	5,413,602,220	7,317,815,790	14,714,310,987	11,712,753,853	5,366,168,723	2,640,062,710	5,601,654,356	1,559,064,443
April 2020	2,189,282,501	6,742,757,583	4,757,517,590	4,484,433,816	5,218,611,078	7,031,870,807	14,212,948,813	11,231,855,839	5,150,622,669	2,559,109,175	5,373,261,738	1,478,956,194
May 2020	2,193,553,548	6,705,872,946	4,713,270,370	4,459,712,323	5,210,230,300	6,967,301,422	13,936,567,248	11,202,650,458	5,107,673,198	2,559,434,576	5,368,207,452	1,477,835,584
June 2020	2,216,152,791	6,755,720,415	4,775,339,874	4,534,126,377	5,254,372,507	7,024,626,849	14,026,530,848	11,231,948,536	5,150,574,934	2,580,766,617	5,370,015,971	1,513,951,982
July 2020	2,248,763,175	6,892,903,319	4,841,313,133	4,615,150,163	5,343,597,902	7,165,120,771	14,193,799,838	11,472,620,181	5,264,063,611	2,612,948,652	5,514,855,215	1,553,700,133
August 2020	2,278,478,871	6,969,363,664	4,916,778,276	4,653,430,834	5,431,193,984	7,230,196,101	14,376,612,162	11,567,819,605	5,306,092,651	2,652,821,824	5,557,011,419	1,549,181,746
September 2020	2,309,815,503	7,048,741,760	4,978,891,472	4,697,603,722	5,478,387,601	7,294,704,811	14,498,468,697	11,714,711,496	5,401,654,162	2,702,526,735	5,593,145,212	1,570,465,585
October 2020	2,319,068,555	7,089,982,958	4,984,531,319	4,734,608,138	5,499,017,539	7,341,750,474	14,722,107,269	11,765,667,468	5,403,455,081	2,716,833,092	5,643,005,016	1,582,269,118
November 2020	2,329,357,306	7,126,758,133	5,009,957,466	4,777,561,739	5,532,108,769	7,395,242,053	14,878,153,274	11,947,582,104	5,437,574,809	2,724,124,884	5,663,423,588	1,590,780,109
December 2020	2,348,707,487	7,184,271,993	5,058,376,048	4,824,208,454	5,583,440,383	7,463,674,336	15,156,643,388	12,030,608,876	5,518,308,979	2,737,426,554	5,697,483,505	1,610,351,101
Change on year	74,203,293	250,206,755	156,769,512	177,414,450	148,813,640	202,312,557	554,667,836	364,457,607	170,132,981	108,664,942	78,646,015	92,355,449
Change %	3.3	3.6	3.2	3.8	2.7	2.8	3.8	3.1	3.2	4.1	1.4	6.1

Source: PAYE RTI

1. Figures for January 2021 are early estimates and are more likely to be subject to more significant revisions.
2. These data are experimental statistics.
3. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
9. These data include imputation for payments not yet received by HMRC which would relate to the respective work periods.
10. Figures have been rounded to the nearest £ or unit.

REGIONAL AGGREGATE PAY (NUTS2)

14 Regional aggregate pay from PAYE RTI

£

Table with 21 columns representing different regions: Tees Valley and Durham, Northumberland, Cumbria, Greater Manchester, Lancashire, Cheshire, Merseyside, East Yorkshire and Northern Lincolnshire, North Yorkshire, South Yorkshire, West Yorkshire, Derbyshire and Nottinghamshire, Northamptonshire, Herefordshire, Worcestershire and Warwickshire, Shropshire and Staffordshire, West Midlands (county), East Anglia, Bedfordshire and Hertfordshire, Essex, and Inner London - West. Rows include monthly data from December 2014 to December 2020, plus annual change percentages.

UK, all industries, seasonally adjusted

Table with 21 columns representing different regions: Inner London - East, Outer London - East and North East, Outer London - South, Outer London - West and North West, Berkshire, Buckinghamshire and Oxfordshire, Surrey, East and West Sussex, Hampshire and Isle of Wight, Gloucestershire, Wiltshire and Bristol/Bath area, Dorset and Somerset, Cornwall and Isles of Scilly, Devon, West Wales and The Valleys, East Wales, North Eastern Scotland, Highlands and Islands, Eastern Scotland, West Central Scotland, Southern Scotland, and Northern Ireland. Rows include monthly data from December 2014 to December 2020, plus annual change percentages.

Source: PAYE RTI

- 1. Figures for January 2021 are early estimates and are more likely to be subject to more significant revisions.
2. These data are experimental statistics.
3. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
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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 recipient'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.

INDUSTRY PAYROLLED EMPLOYEES
15 Industry payrolled employees from PAYE RTI

Period	Payrolled employees UK, all industries, seasonally adjusted																				
	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Energy production and supply	Water supply, sewerage and waste	Construction	Wholesale and retail; repair of motor vehicles	Transportation and storage	Accommodation and food services	Information and communication	Finance and insurance	Real estate	Professional, scientific and technical	Administrative and support services	Public administration and defence; social security	Education	Health and social work	Arts, entertainment and recreation	Other service activities	Households	Extraterritorial
January 2015	179,223	62,061	2,350,798	138,343	149,309	1,103,064	4,425,919	1,180,694	1,803,588	1,075,009	1,059,834	388,028	1,937,450	2,228,458	1,362,880	3,087,402	3,486,100	532,362	504,517	92,370	2,545
January 2016	182,040	54,978	2,376,409	141,792	154,314	1,160,123	4,509,218	1,214,447	1,898,948	1,119,195	1,079,474	399,483	2,021,285	2,279,747	1,328,676	3,084,586	3,574,436	558,874	517,772	96,587	2,593
January 2017	182,727	50,853	2,387,033	140,159	160,169	1,192,115	4,560,578	1,250,188	1,962,607	1,143,886	1,069,120	402,301	2,028,446	2,310,423	1,290,186	3,087,237	3,654,578	578,800	525,723	102,069	3,082
January 2018	185,100	50,665	2,419,443	141,603	164,721	1,225,929	4,563,125	1,280,804	2,019,993	1,164,874	1,073,207	407,819	2,083,649	2,375,869	1,287,451	3,087,304	3,705,688	593,552	533,630	105,614	3,036
January 2019	186,756	51,449	2,430,425	139,103	170,980	1,256,918	4,545,514	1,317,640	2,038,642	1,200,762	1,080,909	416,703	2,137,189	2,389,731	1,295,201	3,096,801	3,773,720	597,640	540,172	107,736	3,007
January 2020	188,433	51,198	2,406,462	135,960	172,947	1,270,277	4,482,292	1,328,181	2,079,698	1,239,717	1,084,535	424,397	2,185,806	2,380,923	1,333,371	3,119,626	3,870,173	606,502	543,592	110,472	2,943
February 2020	188,840	51,110	2,405,857	136,049	173,532	1,271,527	4,481,923	1,328,641	2,077,805	1,239,426	1,087,000	425,873	2,190,552	2,382,126	1,310,629	3,116,260	3,882,584	606,148	544,222	110,421	2,945
March 2020	188,275	51,195	2,407,397	136,606	173,830	1,274,438	4,502,850	1,329,041	2,043,995	1,238,797	1,091,306	426,775	2,193,810	2,354,303	1,314,544	3,122,248	3,903,062	597,567	541,785	108,376	2,937
April 2020	184,594	51,242	2,366,645	132,109	172,319	1,257,630	4,499,743	1,318,114	1,964,880	1,226,474	1,069,157	421,104	2,174,334	2,250,758	1,303,233	3,068,972	3,871,391	562,355	534,101	102,259	2,912
May 2020	184,251	50,870	2,357,752	132,069	171,577	1,255,710	4,476,876	1,312,117	1,940,691	1,219,500	1,067,085	419,411	2,163,655	2,236,884	1,284,119	3,032,962	3,872,772	558,554	530,699	99,854	2,892
June 2020	184,777	50,492	2,354,981	132,383	171,836	1,257,686	4,460,778	1,311,048	1,917,437	1,215,592	1,067,850	419,434	2,159,751	2,241,915	1,287,886	3,019,528	3,890,884	556,885	528,284	100,234	2,887
July 2020	184,945	49,889	2,348,462	132,257	171,897	1,259,576	4,442,668	1,308,673	1,900,156	1,212,158	1,065,606	418,956	2,153,318	2,240,813	1,306,697	3,017,481	3,904,807	551,222	526,243	100,778	2,900
August 2020	185,458	49,048	2,332,231	132,152	171,708	1,251,858	4,411,828	1,310,284	1,874,450	1,209,504	1,065,216	418,284	2,147,557	2,245,542	1,316,068	3,060,661	3,914,554	531,328	522,248	101,450	2,913
September 2020	186,377	48,592	2,316,822	132,326	172,287	1,249,871	4,387,231	1,307,274	1,853,445	1,208,151	1,067,126	418,700	2,137,116	2,232,830	1,327,397	3,101,689	3,924,442	517,936	518,096	101,447	2,923
October 2020	186,797	48,450	2,309,472	133,047	172,951	1,252,075	4,374,186	1,307,130	1,821,085	1,207,524	1,069,366	419,371	2,135,439	2,251,869	1,333,588	3,100,245	3,938,738	513,308	515,614	100,682	2,942
November 2020	186,427	48,361	2,299,821	133,368	173,166	1,256,320	4,334,749	1,310,465	1,763,017	1,206,672	1,070,888	419,107	2,134,997	2,278,838	1,338,818	3,102,256	3,954,099	506,580	510,142	100,103	2,961
December 2020	188,605	48,450	2,312,612	133,550	174,220	1,264,578	4,336,589	1,311,325	1,730,532	1,210,207	1,071,861	419,904	2,143,106	2,311,082	1,342,719	3,111,305	3,973,905	505,947	511,133	99,643	2,977
January 2021	188,431	48,285	2,299,667	133,557	174,291	1,266,573	4,332,925	1,311,920	1,732,540	1,213,398	1,071,205	419,743	2,149,274	2,378,835	1,346,352	3,114,240	3,986,362	506,962	509,436	100,305	2,936
Change on year	-2	-2,914	-106,795	-2,403	1,343	-3,704	-149,367	-16,261	-347,158	-26,319	-13,330	-4,653	-36,532	-2,088	12,981	-5,386	116,189	-99,540	-34,156	-10,167	-7
Change %	0	-5.7	-4.4	-1.8	0.8	-0.3	-3.3	-1.2	-16.7	-2.1	-1.2	-1.1	-1.7	-0.1	1	-0.2	3	-16.4	-6.3	-9.2	-0.2

Source: PAYE RTI

- Figures for January 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- 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' 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.

INDUSTRY MEDIAN PAY
16 Industry median monthly pay from PAYE RTI

Period	UK, all industries, seasonally adjusted																				
	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Energy production and supply	Water supply, sewerage and waste	Construction	Wholesale and retail; repair of motor vehicles	Transportation and storage	Accommodation and food services	Information and communication	Finance and insurance	Real estate	Professional, scientific and technical	Administrative and support services	Public administration and defence; social security	Education	Health and social work	Arts, entertainment and recreation	Other service activities	Households	Extraterritorial
January 2015	1,394	3,620	2,082	2,837	2,151	2,022	1,210	2,116	880	2,508	2,591	1,747	1,962	1,313	2,229	1,679	1,534	1,122	1,118	812	2,218
January 2016	1,422	3,500	2,092	2,855	2,199	2,037	1,242	2,123	916	2,513	2,544	1,784	1,990	1,338	2,266	1,698	1,559	1,133	1,140	830	2,382
January 2017	1,468	3,522	2,145	2,963	2,245	2,060	1,294	2,143	960	2,534	2,607	1,829	2,042	1,397	2,240	1,714	1,594	1,157	1,193	846	2,643
January 2018	1,536	3,621	2,193	3,063	2,314	2,101	1,355	2,179	992	2,622	2,668	1,875	2,124	1,460	2,354	1,767	1,645	1,199	1,237	860	2,682
January 2019	1,595	3,776	2,249	3,117	2,377	2,163	1,406	2,208	1,025	2,718	2,799	1,939	2,180	1,523	2,338	1,812	1,706	1,235	1,294	885	2,731
January 2020	1,667	3,852	2,300	3,219	2,459	2,200	1,473	2,251	1,065	2,835	2,885	2,004	2,262	1,583	2,465	1,888	1,771	1,259	1,357	912	2,841
February 2020	1,672	3,860	2,300	3,202	2,462	2,193	1,486	2,252	1,071	2,858	2,890	2,031	2,286	1,590	2,486	1,896	1,774	1,271	1,363	916	2,854
March 2020	1,667	3,869	2,260	3,240	2,431	2,140	1,452	2,245	983	2,898	2,921	1,999	2,276	1,585	2,518	1,898	1,784	1,251	1,306	921	2,866
April 2020	1,671	3,606	2,149	3,213	2,320	1,921	1,390	2,170	910	2,851	2,948	1,927	2,201	1,585	2,443	1,911	1,801	1,166	1,221	945	2,923
May 2020	1,687	3,412	2,151	3,192	2,346	1,950	1,391	2,144	915	2,817	2,950	1,930	2,202	1,589	2,404	1,916	1,816	1,166	1,225	963	2,882
June 2020	1,717	3,602	2,201	3,204	2,413	2,038	1,424	2,213	916	2,799	2,982	1,960	2,217	1,602	2,544	1,925	1,830	1,184	1,249	965	2,895
July 2020	1,702	3,730	2,265	3,325	2,426	2,130	1,464	2,230	993	2,859	3,006	1,988	2,270	1,621	2,493	1,932	1,825	1,210	1,341	968	2,961
August 2020	1,725	3,732	2,292	3,337	2,441	2,145	1,489	2,244	1,061	2,901	3,000	2,030	2,297	1,623	2,461	1,935	1,823	1,299	1,370	962	2,897
September 2020	1,719	3,765	2,319	3,360	2,459	2,185	1,497	2,259	1,077	2,953	3,022	2,037	2,337	1,640	2,530	1,994	1,851	1,372	1,391	962	2,901
October 2020	1,721	3,798	2,345	3,358	2,484	2,191	1,511	2,267	1,068	2,952	3,036	2,050	2,360	1,652	2,531	1,989	1,851	1,390	1,411	969	2,957
November 2020	1,731	3,827	2,353	3,344	2,478	2,193	1,521	2,283	1,019	2,987	3,056	2,065	2,367	1,658	2,498	1,985	1,852	1,335	1,370	970	2,968
December 2020	1,744	3,825	2,373	3,413	2,482	2,197	1,530	2,298	1,017	3,007	3,064	2,085	2,400	1,668	2,498	1,985	1,876	1,344	1,420	968	3,005
January 2021	1,741	3,842	2,350	3,410	2,481	2,193	1,539	2,313	994	3,004	3,056	2,078	2,382	1,664	2,501	1,985	1,880	1,311	1,360	968	2,911
Change on year	74	-10	50	191	23	-7	66	62	-71	170	171	75	120	81	37	98	110	52	3	56	70
Change %	4.4	-0.3	2.2	5.9	0.9	-0.3	4.5	2.8	-6.7	6	5.9	3.7	5.3	5.1	1.5	5.2	6.2	4.1	0.2	6.1	2.5

Source: PAYE RTI

- Figures for January 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- 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' 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.

INDUSTRY MEAN PAY

17 Industry monthly mean pay from PAYE RTI

Period	UK, all industries, seasonally adjusted																				
	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Energy production and supply	Water supply, sewerage and waste	Construction	Wholesale and retail; repair of motor vehicles	Transportation and storage	Accommodation and food services	Information and communication	Finance and insurance	Real estate	Professional, scientific and technical	Administrative and support services	Public administration and defence; social security	Education	Health and social work	Arts, entertainment and recreation	Other service activities	Households	Extraterritorial
December 2014	1,580	5,427	2,610	3,463	2,502	2,454	1,681	2,499	1,117	3,467	5,235	2,301	2,923	1,796	2,434	1,981	1,973	1,836	1,580	1,092	2,578
December 2015	1,572	5,173	2,572	3,517	2,512	2,451	1,685	2,462	1,146	3,465	5,346	2,328	2,942	1,793	2,444	1,980	1,959	1,846	1,608	1,099	2,679
December 2016	1,632	5,138	2,635	3,550	2,559	2,516	1,745	2,504	1,183	3,586	5,416	2,397	3,076	1,843	2,488	2,001	2,001	1,949	1,645	1,160	3,008
December 2017	1,691	5,103	2,687	3,672	2,643	2,579	1,809	2,542	1,229	3,694	5,598	2,459	3,174	1,935	2,547	2,052	2,068	1,961	1,691	1,149	3,179
December 2018	1,744	5,170	2,766	3,833	2,688	2,662	1,866	2,597	1,271	3,863	5,690	2,551	3,254	2,019	2,582	2,099	2,132	2,079	1,740	1,202	3,167
December 2019	1,802	5,694	2,838	4,012	2,819	2,653	1,923	2,655	1,308	4,082	5,828	2,652	3,378	2,085	2,662	2,187	2,210	2,119	1,806	1,240	3,172
January 2020	1,831	5,399	2,866	3,958	2,806	2,684	1,932	2,660	1,321	4,096	5,862	2,659	3,414	2,106	2,651	2,184	2,212	2,115	1,804	1,226	3,220
February 2020	1,828	5,333	2,852	3,905	2,826	2,668	1,936	2,644	1,316	4,085	5,709	2,661	3,438	2,136	2,676	2,181	2,206	2,118	1,802	1,215	3,212
March 2020	1,825	5,561	2,842	3,994	2,769	2,629	1,935	2,660	1,235	4,155	5,796	2,607	3,372	2,142	2,713	2,192	2,239	2,067	1,781	1,250	3,273
April 2020	1,860	5,351	2,724	3,876	2,680	2,373	1,816	2,521	1,132	4,113	5,877	2,494	3,320	2,098	2,701	2,233	2,262	2,039	1,774	1,285	3,346
May 2020	1,856	5,200	2,699	3,863	2,749	2,393	1,823	2,499	1,135	4,062	5,862	2,493	3,303	2,081	2,743	2,219	2,280	1,948	1,758	1,303	3,341
June 2020	1,862	5,314	2,741	3,910	2,765	2,476	1,871	2,542	1,138	4,029	5,881	2,522	3,306	2,095	2,741	2,231	2,284	1,962	1,776	1,308	3,285
July 2020	1,863	5,564	2,814	3,972	2,823	2,574	1,922	2,584	1,212	4,142	6,056	2,581	3,385	2,115	2,718	2,223	2,277	2,125	1,827	1,304	3,327
August 2020	1,859	5,466	2,858	4,022	2,821	2,614	1,951	2,640	1,289	4,170	6,034	2,637	3,453	2,139	2,696	2,220	2,275	2,427	1,844	1,298	3,312
September 2020	1,882	5,403	2,882	4,152	2,845	2,634	1,976	2,667	1,330	4,253	6,005	2,665	3,510	2,170	2,763	2,265	2,293	2,382	1,874	1,283	3,293
October 2020	1,882	5,446	2,915	4,139	2,850	2,663	1,991	2,686	1,323	4,281	6,062	2,711	3,571	2,188	2,764	2,264	2,300	2,407	1,875	1,287	3,272
November 2020	1,891	5,512	2,949	4,171	2,869	2,688	2,007	2,742	1,266	4,327	6,167	2,754	3,636	2,211	2,777	2,279	2,323	2,383	1,868	1,295	3,344
December 2020	1,895	5,384	2,942	4,285	2,868	2,698	2,027	2,760	1,258	4,387	6,404	2,771	3,662	2,205	2,752	2,278	2,350	2,386	1,898	1,312	3,367
Change on year	93	-310	104	273	49	45	104	105	-50	306	577	119	284	119	90	92	140	267	92	72	195
Change %	5.2	-5.4	3.7	6.8	1.7	1.7	5.4	3.9	-3.8	7.5	9.9	4.5	8.4	5.7	3.4	4.2	6.3	12.6	5.1	5.8	6.1

Source: PAYE RTI

- Figures for January 2021 are early estimates and are more likely to be subject to more significant revisions.
- These data are experimental statistics.
- 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.
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- 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.
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- Figures have been rounded to the nearest £ or unit.

INDUSTRY AGGREGATE PAY

18 Industry monthly aggregate pay from PAYE RTI

UK, all industries, seasonally adjusted																						
Period	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Energy production and supply	Water supply, sewerage and waste	Construction	Wholesale and retail; repair of motor vehicles	Transportation and storage	Accommodation and food services	Information and communication	Finance and insurance	Real estate	Public									
													Professional, scientific and technical	Administrative and support services	administration and defence; social security	Education	Health and social work	Arts, entertainment and recreation	Other service activities	Households	Extraterritorial	
December 2014	281,821,411	336,186,471	6,065,734,671	477,726,369	370,422,555	2,644,449,491	7,404,502,621	2,930,584,917	2,003,570,346	3,707,931,883	5,535,190,435	889,676,526	5,642,731,054	3,976,240,803	3,318,758,724	6,105,583,539	6,852,422,740	974,568,717	793,855,353	100,224,360	6,573,996	
December 2015	285,807,607	284,253,134	6,095,239,005	496,601,861	385,570,020	2,802,452,760	7,582,679,467	2,977,772,578	2,169,667,869	3,867,852,996	5,762,442,045	928,015,844	5,939,938,726	4,080,262,089	3,248,703,537	6,104,569,419	6,985,294,412	1,029,826,058	831,192,065	106,334,370	6,911,696	
December 2016	297,930,686	264,076,047	6,343,197,828	497,685,696	408,822,496	3,019,374,074	7,948,305,951	3,126,059,739	2,316,699,991	4,093,282,200	5,793,824,097	964,306,806	6,235,811,724	4,257,648,252	3,211,145,257	6,177,209,197	7,299,080,678	1,124,761,269	864,516,144	117,800,109	9,217,484	
December 2017	312,831,221	260,280,272	6,555,219,028	519,070,136	434,562,784	3,180,618,798	8,254,450,011	3,253,151,612	2,477,219,482	4,291,946,947	6,001,041,955	1,000,819,974	6,600,123,247	4,592,554,869	3,277,373,572	6,323,934,795	7,648,403,651	1,161,408,444	901,218,483	120,850,347	9,673,361	
December 2018	325,003,678	265,776,499	6,758,526,143	533,737,295	458,016,576	3,351,017,831	8,486,658,888	3,415,920,995	2,588,684,190	4,623,211,695	6,136,093,136	1,060,213,853	6,939,912,028	4,818,961,798	3,340,271,702	6,496,058,217	8,021,736,837	1,242,715,250	938,412,214	129,167,108	9,614,630	
December 2019	339,745,265	291,032,891	6,839,347,227	544,516,380	486,224,738	3,357,834,921	8,627,278,324	3,524,948,586	2,723,198,615	5,053,321,442	6,314,601,739	1,122,822,541	7,373,955,587	4,968,181,109	3,507,368,840	6,818,057,665	8,531,118,903	1,283,204,054	982,292,970	136,426,119	9,378,153	
January 2020	344,927,869	276,425,151	6,897,795,766	538,106,738	485,330,424	3,409,267,943	8,661,784,073	3,533,330,054	2,746,570,941	5,077,615,703	6,357,339,308	1,128,590,266	7,461,275,437	5,014,523,176	3,534,149,842	6,813,732,271	8,558,953,768	1,282,669,027	980,612,303	135,397,963	9,476,739	
February 2020	345,215,789	272,561,913	6,861,263,176	531,247,328	490,458,763	3,392,788,207	8,677,160,116	3,513,239,354	2,735,389,590	5,062,804,806	6,205,445,840	1,133,175,517	7,530,840,314	5,087,670,619	3,507,152,827	6,795,993,021	8,566,649,111	1,283,895,820	980,785,135	134,188,981	9,460,771	
March 2020	343,607,910	284,702,101	6,842,674,908	545,563,682	481,301,261	3,350,995,470	8,714,767,778	3,534,834,945	2,523,590,368	5,146,773,672	6,325,385,436	1,112,498,278	7,397,289,356	5,042,429,277	3,565,774,085	6,844,322,859	8,740,702,871	1,234,907,342	964,913,064	135,455,938	9,614,588	
April 2020	343,405,379	274,219,441	6,447,092,015	512,028,581	461,751,720	2,984,739,367	8,172,805,945	3,323,055,028	2,224,030,213	5,044,964,050	6,283,904,129	1,050,053,951	7,219,581,579	4,721,765,471	3,519,584,303	6,854,242,752	8,758,686,377	1,146,441,995	947,690,491	131,441,411	9,743,606	
May 2020	341,975,840	264,517,733	6,363,803,650	510,136,154	471,748,469	3,005,142,124	8,162,415,076	3,278,419,534	2,203,040,320	4,953,011,670	6,255,591,933	1,045,544,297	7,146,412,803	4,655,352,965	3,522,602,689	6,730,520,669	8,831,148,209	1,088,225,427	932,892,465	130,145,849	9,661,547	
June 2020	344,139,946	268,305,033	6,455,569,775	517,565,216	475,059,723	3,113,537,266	8,346,941,557	3,333,020,557	2,181,125,352	4,897,832,215	6,280,258,858	1,057,998,645	7,139,109,738	4,696,886,899	3,530,378,226	6,736,132,694	8,888,717,221	1,092,603,279	938,327,793	131,136,117	9,481,589	
July 2020	344,575,257	277,609,200	6,609,470,763	525,364,969	485,341,470	3,242,034,010	8,539,411,714	3,381,869,798	2,303,635,942	5,020,420,365	6,453,280,732	1,081,214,260	7,288,896,246	4,739,606,609	3,552,015,186	6,708,064,004	8,892,223,205	1,171,501,883	961,234,996	131,417,864	9,647,619	
August 2020	344,689,458	268,116,306	6,665,635,346	531,570,528	484,425,088	3,271,848,540	8,609,531,503	3,459,428,554	2,416,786,370	5,043,799,270	6,427,907,022	1,103,111,402	7,415,576,880	4,803,332,256	3,548,144,193	6,794,611,166	8,906,513,814	1,289,627,982	962,983,975	131,691,875	9,649,607	
September 2020	350,802,016	262,545,691	6,677,028,252	549,363,397	490,224,014	3,291,696,165	8,667,790,630	3,486,998,443	2,465,175,387	5,138,613,344	6,407,761,706	1,115,788,782	7,501,216,404	4,846,227,411	3,668,126,213	7,025,210,648	8,999,801,542	1,233,871,037	971,087,456	130,162,283	9,625,936	
October 2020	351,590,002	263,860,925	6,731,675,610	550,639,786	492,940,987	3,334,564,101	8,709,213,515	3,511,465,939	2,409,142,689	5,169,226,325	6,482,791,729	1,136,863,195	7,624,810,580	4,926,147,362	3,686,160,950	7,019,341,226	9,060,370,251	1,235,604,033	966,729,398	129,531,115	9,626,310	
November 2020	352,450,469	266,550,513	6,782,398,840	556,257,856	496,822,402	3,376,445,487	8,701,362,194	3,593,751,699	2,232,235,509	5,221,401,892	6,603,655,006	1,154,150,012	7,763,345,674	5,038,598,765	3,717,360,471	7,069,489,105	9,186,516,029	1,207,131,698	953,171,964	129,628,755	9,899,893	
December 2020	357,486,634	260,844,773	6,804,743,942	572,245,475	499,702,169	3,411,685,171	8,788,143,321	3,618,888,133	2,176,331,394	5,309,636,841	6,864,583,576	1,163,608,058	7,847,759,219	5,095,141,508	3,695,103,635	7,089,056,983	9,340,135,165	1,207,312,369	970,345,822	130,723,014	10,023,903	
Change on year	17,741,369	-30,188,117	-34,603,285	27,729,095	13,477,431	53,850,250	160,864,997	93,939,547	-546,867,221	256,315,399	549,981,837	40,785,517	473,803,632	126,960,400	187,734,795	270,999,318	809,016,262	-75,891,685	-11,947,148	-5,703,105	645,750	
Change %	5.2	-10.4	-0.5	5.1	2.8	1.6	1.9	2.7	-20.1	5.1	8.7	3.6	6.4	2.6	5.4	4	9.5	-5.9	-1.2	-4.2	6.9	

Source: PAYE RTI

1. Figures for January 2021 are early estimates and are more likely to be subject to more significant revisions.
2. These data are experimental statistics.
3. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients' 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.

PAYROLLED EMPLOYEES BY AGE

19 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+
January 2015	412,733	3,547,929	6,448,168	9,214,834	6,698,284	828,008
January 2016	439,814	3,606,527	6,623,347	9,316,113	6,930,110	839,065
January 2017	441,118	3,598,077	6,714,787	9,342,513	7,133,463	852,324
January 2018	441,548	3,583,150	6,796,846	9,398,322	7,373,939	879,275
January 2019	436,915	3,552,943	6,846,702	9,438,371	7,589,057	913,012
January 2020	427,691	3,493,179	6,867,572	9,464,832	7,753,426	1,010,806
February 2020	424,098	3,481,660	6,863,774	9,469,761	7,765,727	1,008,450
March 2020	413,464	3,457,272	6,858,998	9,478,966	7,784,276	1,010,161
April 2020	375,848	3,355,146	6,760,318	9,382,145	7,692,460	968,408
May 2020	359,539	3,319,105	6,725,448	9,343,502	7,666,045	956,660
June 2020	346,596	3,281,290	6,714,123	9,342,738	7,683,513	964,287
July 2020	331,538	3,222,129	6,716,951	9,344,878	7,705,305	978,701
August 2020	319,639	3,187,367	6,690,577	9,344,410	7,721,949	990,399
September 2020	310,486	3,190,439	6,671,050	9,327,991	7,721,331	990,780
October 2020	303,422	3,188,948	6,661,449	9,322,872	7,726,504	990,686
November 2020	284,564	3,176,952	6,642,983	9,316,888	7,722,445	987,325
December 2020	285,713	3,177,339	6,669,440	9,335,564	7,746,725	989,466
January 2021	285,771	3,194,955	6,691,329	9,349,875	7,768,234	997,071
Change on year	-141,919	-298,224	-176,243	-114,957	14,809	-13,735
Change %	-33.2	-8.5	-2.6	-1.2	0.2	-1.4

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

MEDIAN PAY BY AGE

20 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+
January 2015	280	1,102	1,750	1,923	1,740	736
January 2016	289	1,146	1,775	1,938	1,749	765
January 2017	297	1,186	1,811	1,964	1,760	793
January 2018	304	1,231	1,880	2,034	1,807	834
January 2019	324	1,279	1,947	2,088	1,853	885
January 2020	333	1,337	2,031	2,159	1,908	969
February 2020	331	1,339	2,038	2,164	1,916	995
March 2020	314	1,298	2,021	2,164	1,907	984
April 2020	303	1,218	1,949	2,108	1,861	967
May 2020	332	1,221	1,940	2,106	1,862	1,000
June 2020	332	1,279	1,987	2,138	1,887	1,013
July 2020	337	1,316	2,011	2,160	1,908	1,018
August 2020	356	1,337	2,027	2,180	1,927	1,027
September 2020	360	1,348	2,057	2,203	1,958	1,045
October 2020	360	1,353	2,070	2,218	1,962	1,054
November 2020	362	1,347	2,070	2,224	1,964	1,056
December 2020	359	1,372	2,090	2,242	1,984	1,069
January 2021	359	1,344	2,069	2,239	1,977	1,078
Change on year	26	6	38	80	69	109
Change %	7.9	0.5	1.9	3.7	3.6	11.2

Source: PAYE RTI

1. Figures for January 2021 are early estimates and are more likely to be subject to more significant revisions.
2. These data are experimental statistics.
3. The number of payrolled employees here is defined as the number of people receiving paid remuneration included in PAYE RTI within the reference period, including people who have not done work but are an employee - such as those on paid leave.
4. Values for the month are an average of employee counts in each day of the month. It is a measure of people who are payrolled employees, as opposed to a measure of employee jobs.
5. These statistics include only individuals paid through PAYE and do not cover other sources of income such as from pensions, self-employment or investments.
6. PAYE covers occupational pension income as well as employment. In these tables pension income is excluded.
7. Incomes and employments are allocated to regions and countries according to the residence of the recipient.
8. Incomes and employments are allocated to industries according to the sector that an recipients's PAYE scheme is in.
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MEAN PAY BY AGE

21 Monthly mean pay by age from PAYE RTI

Period	UK, all industries, seasonally adjusted					
	Under 18	18-24	25-34	35-49	50-64	65+
December 2014	372	1,196	2,118	2,707	2,482	1,370
December 2015	378	1,221	2,123	2,702	2,479	1,369
December 2016	394	1,263	2,172	2,758	2,535	1,437
December 2017	404	1,300	2,244	2,839	2,596	1,475
December 2018	421	1,347	2,319	2,914	2,669	1,534
December 2019	441	1,394	2,405	3,000	2,750	1,630
January 2020	447	1,404	2,421	3,017	2,750	1,629
February 2020	450	1,412	2,417	3,001	2,747	1,649
March 2020	428	1,380	2,424	3,011	2,749	1,612
April 2020	423	1,344	2,370	2,958	2,661	1,571
May 2020	445	1,350	2,352	2,944	2,662	1,593
June 2020	444	1,360	2,378	2,968	2,676	1,621
July 2020	454	1,391	2,410	3,010	2,745	1,653
August 2020	466	1,413	2,437	3,043	2,776	1,676
September 2020	476	1,418	2,461	3,082	2,817	1,709
October 2020	481	1,426	2,481	3,106	2,835	1,740
November 2020	499	1,434	2,503	3,141	2,859	1,768
December 2020	505	1,449	2,516	3,174	2,877	1,791
Change on year	64	54	112	173	127	161
Change %	14.4	3.9	4.6	5.8	4.6	9.9

Source: PAYE RTI

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AGGREGATE PAY BY AGE

22 Monthly aggregate pay by age from PAYE RTI

Period	UK, all industries, seasonally adjusted					
	Under 18	18-24	25-34	35-49	50-64	65+
December 2014	152,030,702	4,226,767,494	13,605,449,408	24,814,055,845	16,492,203,574	1,128,249,962
December 2015	166,382,755	4,403,840,269	14,033,858,333	25,115,838,025	17,104,980,092	1,146,488,085
December 2016	174,676,336	4,555,612,143	14,595,899,926	25,769,953,226	18,050,079,118	1,224,534,976
December 2017	180,247,981	4,667,112,150	15,257,934,903	26,673,964,643	19,101,471,517	1,296,021,795
December 2018	185,493,450	4,798,603,463	15,875,227,828	27,479,787,777	20,206,643,147	1,393,954,900
December 2019	191,062,902	4,890,992,947	16,515,415,185	28,358,596,177	21,249,683,730	1,629,105,126
January 2020	191,212,295	4,904,702,672	16,627,772,759	28,554,494,665	21,322,659,940	1,647,032,428
February 2020	190,876,234	4,915,421,719	16,593,159,352	28,422,553,876	21,332,771,603	1,662,604,211
March 2020	177,068,465	4,772,683,800	16,627,063,637	28,540,071,909	21,396,949,321	1,628,268,055
April 2020	159,035,346	4,508,512,718	16,022,219,803	27,754,325,822	20,466,118,086	1,521,016,029
May 2020	160,009,436	4,482,204,463	15,818,897,249	27,511,342,458	20,406,130,829	1,523,724,990
June 2020	154,009,647	4,461,411,286	15,965,385,044	27,726,259,245	20,563,521,195	1,563,541,283
July 2020	150,559,383	4,483,371,585	16,187,597,356	28,126,425,557	21,153,196,127	1,617,686,085
August 2020	148,839,611	4,502,276,801	16,303,664,190	28,439,224,208	21,435,306,554	1,659,669,771
September 2020	147,789,374	4,522,447,927	16,418,335,115	28,752,842,929	21,754,757,996	1,692,943,414
October 2020	145,880,290	4,548,302,031	16,529,449,524	28,953,643,584	21,901,063,498	1,723,957,101
November 2020	141,935,932	4,556,095,287	16,627,887,239	29,265,766,495	22,075,613,470	1,745,325,811
December 2020	144,221,506	4,602,542,783	16,782,783,402	29,627,154,926	22,284,790,944	1,772,007,544
Change on year	-46,841,397	-288,450,164	267,368,217	1,268,558,748	1,035,107,215	142,902,418
Change %	-24.5	-5.9	1.6	4.5	4.9	8.8

Source: PAYE RTI

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