

Statistical bulletin

# Average weekly earnings in Great Britain: September 2020

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



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## Notice

### 15 September 2020

The effect of the coronavirus (COVID-19) pandemic on our capacity means we have reviewed the existing labour market releases and will be suspending some publications.

This will protect the delivery and quality of our remaining labour market outputs as well as ensuring we can respond to new demands as a direct result of the coronavirus. More details about the impact on labour market outputs can be found in our [statement](#).

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# 1 . Other pages in this release

Other commentary from the latest labour market data can be found on the following pages:

- [Labour market overview](#)
- [Employment in the UK](#)
- [Vacancies and jobs in the UK](#)

## 2 . Main points for May to July 2020

- The rate of decline in employee pay growth slowed in July 2020 following strong falls in the previous three months; growth has been affected by lower pay for furloughed employees, and reduced bonuses; with some employees returning to work, nominal regular pay growth is now positive for May to July 2020 after being negative in the three months to June 2020.
- Growth in average total pay (including bonuses) among employees was negative 1.0% in May to July, with annual growth in bonus payments at negative 21.4%; however, regular pay (excluding bonuses) was positive at 0.2%.
- Single-month growth in average weekly earnings for July 2020 was negative 0.1% for total pay but was positive at 0.9% for regular pay.
- For the sectors of wholesaling, retailing, hotels and restaurants, and construction, where the highest percentages of employees returned to work from furlough, there is a slight improvement in pay growth for July 2020.
- In real terms, total pay growth for May to July was negative 1.8% (that is, nominal total pay grew more slowly than inflation); regular pay growth was negative 0.7%.
- Pay estimates are based on all employees on company payrolls, including those who have been furloughed under the Coronavirus Job Retention Scheme (CJRS).

The estimates in this bulletin come from a survey of businesses. It is not possible to survey every business each month, so these statistics are estimates based on a sample, not precise figures.

### 3 . Analysis of average weekly earnings

**Figure 1: Annual growth in employee total pay (including bonuses) is estimated to be negative 1.0%; this translates to a fall of 1.8% in real terms**

Great Britain average weekly earnings annual growth rates, seasonally adjusted, January to March 2001 to May to July 2020

Figure 1: Annual growth in employee total pay (including bonuses) is estimated to be negative 1.0%; this translates to a fall of 1.8% in real terms

Great Britain average weekly earnings annual growth rates, seasonally adjusted, January to March 2001 to May to July 2020



Source: Office for National Statistics – Monthly Wages and Salaries Survey

In May to July 2020, the rate of annual pay growth stood at negative 1.0% for total pay but positive 0.2% for regular pay. The difference between the two measures is because of subdued bonuses, which fell by an average negative 21.4% (in nominal terms) in the three months May to July 2020.

The rate of growth has been slowing since April to June 2019, when it stood at 4.0% for total pay and 3.9% for regular pay, the highest nominal pay growth rates since 2008. It had slowed to 2.9% in December 2019 to February 2020 immediately prior to the coronavirus (COVID-19) pandemic, since when it slowed sharply before stabilising in May to July 2020.

In real terms, pay is now growing at a slower rate than inflation, at negative 1.8% for total pay. Regular pay growth in real terms is also negative, at negative 0.7%.

The earnings estimates are not just a measure of pay rises as they also reflect changes in the number of paid hours worked and changes in the structure of the workforce, for example, more high-paid jobs would have an upward effect on earnings growth rates. This Average Weekly Earnings series is able to assess whether changes in number of jobs in specific industries has an impact, and [Table Earn02](#) highlights no notable impact from this. A fuller understanding of dynamics of pay change should take into account the number and profiles of employees entering and leaving payroll, as discussed in HM Revenue and Customs's (HMRC's) [Earnings and employment from Pay As You Earn Real Time Information, UK: September 2020](#).

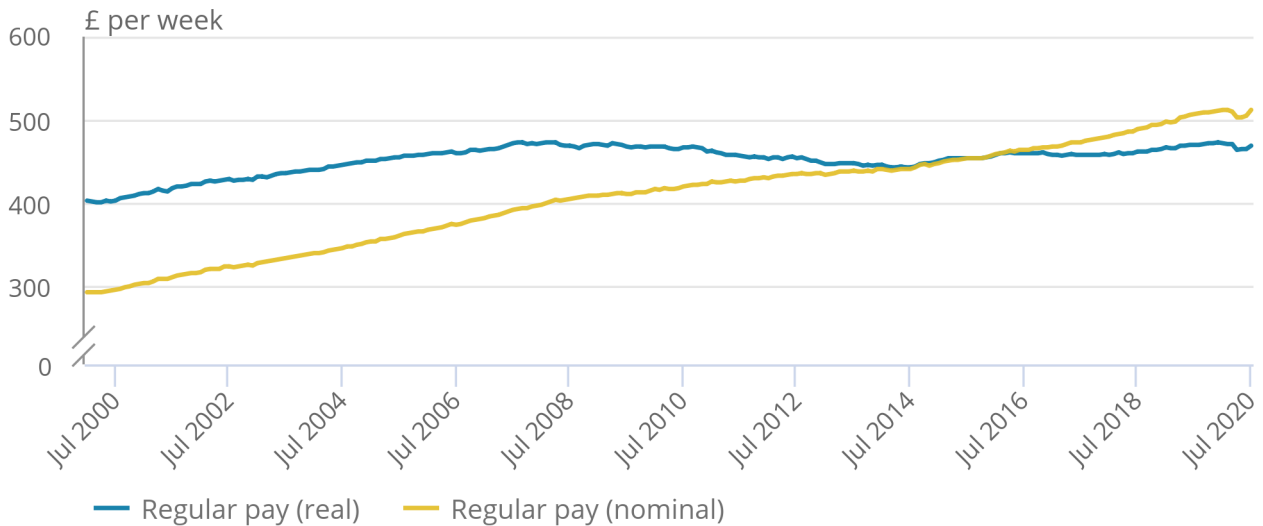
[The Pay As You Earn \(PAYE\) Real Time Information \(RTI\) publication](#) also provides additional insights via its estimate of growth in median pay, which is higher than the estimate of change in mean earnings in this Average Weekly Earnings series. The lower percentage figure for mean pay growth is driven by more downward pressure on pay among both higher- and lower-paid employees, with less impact on those in the middle. Reduced pay for furloughed staff is more likely to impact lower-paid employees, and reduced bonuses have the most impact among the highest paid.

**Figure 2: In real terms, average regular pay in July 2020 has rebounded from the sharp falls during April and May 2020 but remains lower than the level in March 2020**

Great Britain average weekly earnings excluding bonuses, seasonally adjusted, January 2000 to July 2020

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Great Britain average weekly earnings excluding bonuses, seasonally adjusted, January 2000 to July 2020



Source: Office for National Statistics – Monthly Wages and Salaries Survey

Pay in real terms is still below its level before the 2008 economic downturn.

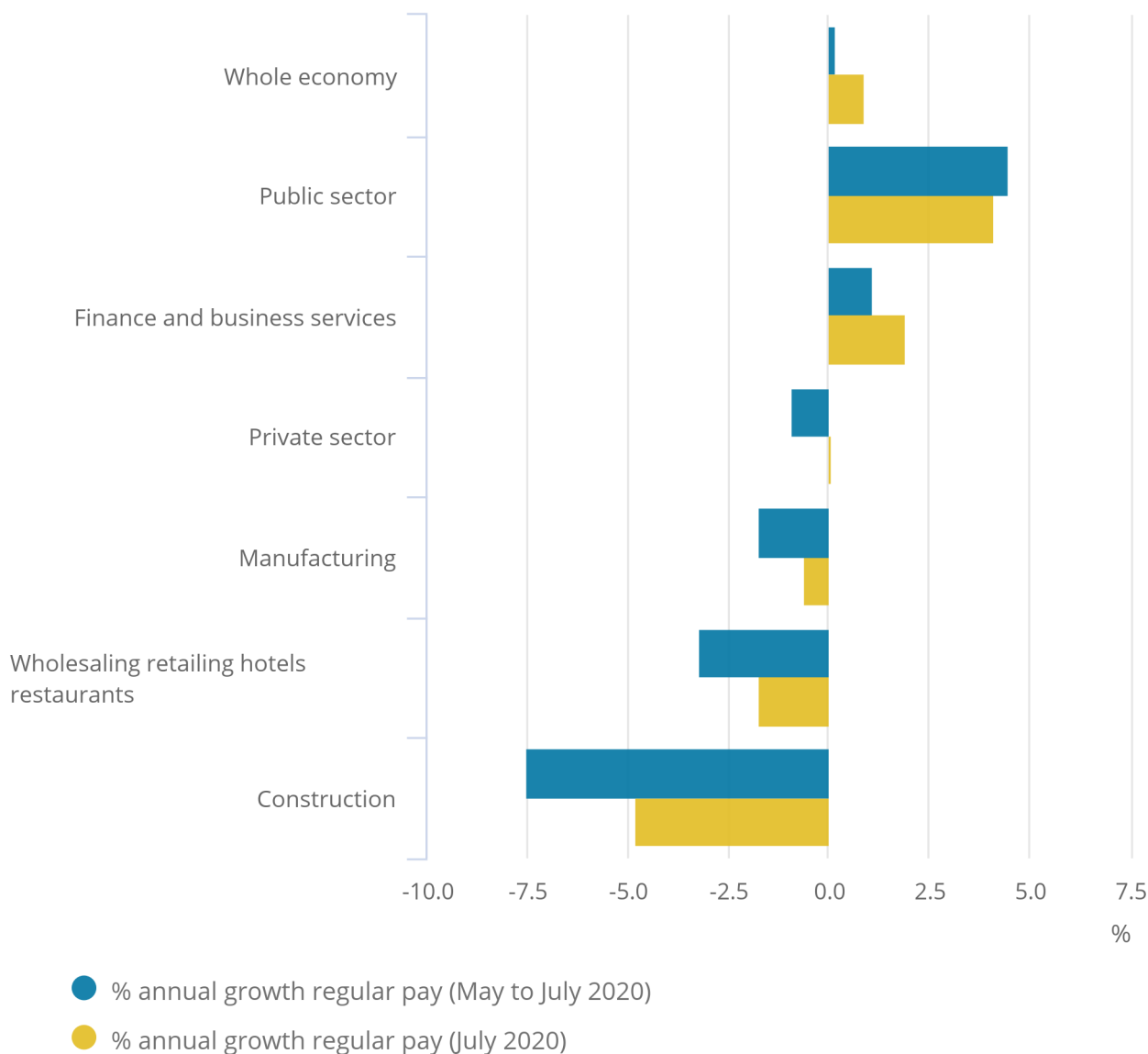
For July 2020, average regular pay, before tax and other deductions, for employees in Great Britain was estimated at £512 per week in nominal terms. The figure in real terms (constant 2015 prices) fell to £469 per week in July, after reaching £473 per week in December 2019, with pay in real terms back at the same level as it was in May 2019.

**Figure 3: Apart from the public sector and the finance and business sector, all sectors had negative annual regular pay growth in May to July 2020**

Annual growth in Great Britain nominal average weekly earnings excluding bonuses by sector, seasonally adjusted, May to July 2020 and July 2020

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Annual growth in Great Britain nominal average weekly earnings excluding bonuses by sector, seasonally adjusted, May to July 2020 and July 2020



Source: Office for National Statistics – Monthly Wages and Salaries Survey

Between May to July 2019 and May to July 2020, average pay growth varied by industry sector (Figure 3). The public sector saw the highest estimated growth, at 4.5% for regular pay. Negative growth was seen in the construction sector, estimated at negative 7.5%, the wholesaling, retailing, hotels and restaurants sector, estimated at negative 3.2%, and the manufacturing sector, estimated at negative 1.7%.

Figure 3 also includes estimates of annual growth in regular pay for the single month of July 2020. For the construction, manufacturing, and the wholesaling, retailing, hotels and restaurants sectors, the July 2020 estimate of annual growth shows sign of improvement when compared with May to July 2020.

This pattern of pay growth is closely linked to the proportion of employees who are [furloughed](#) and the extent to which employers have topped up payments received for these employees under the Coronavirus Job Retention Scheme (CJRS). The Office for National Statistics (ONS) has published estimates of approximately [14% of employees being furloughed](#) during 13 July to 26 July 2020, with the arts, entertainment and recreation sector and the accommodation and food service activities sector having the highest proportions of furloughed workers, at 46% and 31% respectively. These industries also showed the highest percentages of employees returning to work in the past two weeks.

The [July Average Weekly Earnings publication](#) included analysis of changes in pay within lower-level industries, noting that pay has fallen most strongly in the lowest-paying industries.

## 4 . Average weekly earnings data

### [Average weekly earnings](#)

Dataset EARN01 | Released 15 September 2020

Headline estimates of earnings growth in Great Britain (seasonally adjusted).

### [Average weekly earnings by sector](#)

Dataset EARN02 | Released 15 September 2020

Estimates of earnings in Great Britain broken down to show the effects of changes in wages and the effects of changes in the composition of employment (not seasonally adjusted).

### [Average weekly earnings by industry](#)

Dataset EARN03 | Released 15 September 2020

Estimates of earnings in Great Britain broken down by detailed industrial sector (not seasonally adjusted).

## 5 . Glossary

### Average Weekly Earnings

[Average Weekly Earnings \(AWE\)](#) is the lead monthly measure of average weekly earnings per employee. It is calculated using information based on the Monthly Wages and Salaries Survey (MWSS), which samples around 9,000 employers in Great Britain.

The estimates are not just a measure of pay rises as they do not, for example, adjust for changes in the proportion of the workforce who work full-time or part-time or other compositional changes within the workforce. The estimates do not include earnings of self-employed people.

Estimates are available for both total pay (which includes bonus payments) and regular pay (which excludes bonuses). Estimates are available in both nominal terms (not adjusted for inflation) and real terms (adjusted for inflation).



## Bonus

A bonus is a form of reward or recognition granted by an employer. When an employee receives a bonus payment, there is no expectation or assumption that the bonus will be used to cover any specific expense. The value and timing of a bonus payment can be at the discretion of the employer or stipulated in workplace agreements.

## Consumer Prices Index including owner occupiers' housing costs

As of 21 March 2017, the [Consumer Prices Index including owner occupiers' housing costs \(CPIH\)](#) became our lead measure of inflation. It is our most comprehensive measure of UK consumer price inflation.

## Monthly Wages and Salaries Survey

The Monthly Wages and Salaries Survey (MWSS) is a survey through which we collect information on wages and salaries. It is distributed monthly to around 9,000 employers covering around 12.8 million employees.

A [more detailed glossary](#) is available.

# 6 . Measuring the data

## Coronavirus

In response to the developing coronavirus (COVID-19) pandemic, we are working to ensure that we continue to publish economic statistics. For more information, please see [COVID-19 and the production of statistics](#).

We have reviewed all publications and data published as part of the labour market release in response to the coronavirus pandemic. This has led to the [postponement of some publications and datasets](#) to ensure that we can continue to publish our main labour market data. This will protect the delivery and quality of our remaining outputs as well as ensuring we can respond to new demands as a direct result of the coronavirus.

For more information on [how labour market data sources, among others, will be affected by the coronavirus pandemic](#), see the statement published on 27 March 2020. A further article published on 6 May 2020, detailed some of the [challenges that we have faced in producing estimates](#) at this time.

Our latest data and analysis on the impact of the coronavirus on the UK economy and population is now available on our dedicated [COVID-19 webpage](#).

In April, potentially significant changes in employee pay, associated with social distancing measures, made it necessary to change some aspects of the processing of average weekly earnings (AWE) data. The normal approach to processing both non-responding companies and those whose pay shows sharp unconfirmed changes from historical returns, is to roll forward (impute) employee and pay details from the most recent responding month. In April, additional data validation was conducted, and information gathered from responding companies was used in the imputation of non-responding companies.

The survey response rate was 79%, only slightly lower than the 83% target in more typical months.

In line with international guidance, the seasonal adjustment process has been reviewed and revised this month, with all periods in the AWE series open to revision.

## After EU withdrawal

As the UK leaves the EU, it is important that our statistics continue to be of high quality and are internationally comparable. During the transition period, those UK statistics that align with EU practice and rules will continue to do so in the same way as before 31 January 2020.

After the transition period, we will continue to produce our labour market statistics in line with the UK Statistics Authority's [Code of Practice for Statistics](#) and in accordance with International Labour Organization (ILO) definitions and agreed international statistical guidance.

This bulletin relies on data collected from the Monthly Wages and Salaries Survey (MWSS), a survey of employers in Great Britain, excluding small businesses employing fewer than 20 people.

More quality and methodology information on strengths, limitations, appropriate uses, and how the data were created is available in the [Average weekly earnings QMI](#).

## Sampling variability

Table 1: Sampling variability for average weekly earnings single month growth rates in percentage points

	<b>Including bonuses (Jan to Apr) <sup>1 2</sup></b>	<b>Including bonuses (May to Dec) <sup>1 2</sup></b>	<b>Excluding bonuses <sup>1</sup></b>
Whole Economy	± 0.9	± 0.5	± 0.5
Private Sector	± 0.9	± 0.6	± 0.5
Public Sector	± 0.9	± 0.5	± 0.5
Services	± 1.0	± 0.6	± 0.5
Finance and Business Services	± 2.8	± 1.6	± 1.4
Public Sector excluding Financial Services	± 0.7	± 0.5	± 0.5
Manufacturing	± 1.1	± 1.0	± 0.9
Construction	± 2.5	± 2.6	± 2.4
Wholesale & retail, hotels & restaurants	± 2.1	± 1.7	± 1.5

Source: Office for National Statistics – Monthly Wages and Salaries Survey

### Notes

1. These sampling variability estimates are for 95% confidence intervals and are calculated on data for the 12 months from January to December 2014 that are not seasonally adjusted.
2. Separate estimates of sampling variability are given for the including bonuses estimates from January to April when the majority of bonus payments are made.

## 7 . Strengths and limitations

The figures in this bulletin come from a survey of businesses that gathers information from a sample rather than from the whole population. The sample is designed to be as accurate as possible given practical limitations such as time and cost constraints. Results from sample surveys are always estimates, not precise figures. This can have an impact on how changes in the estimates should be interpreted, especially for short-term comparisons.

As the number of people available in the sample gets smaller, the variability of the estimates that we can make from that sample size gets larger. Estimates for small groups (for example, earnings for the construction sector), which are based on small subsets of the Monthly Wages and Salaries Survey (MWSS) sample, are less reliable and tend to be more volatile than for larger aggregated groups (for example, earnings for the private sector).

In general, short-term changes in the growth rates reported in this bulletin are not usually greater than the level that can be explained by sampling variability. Short-term movements in reported rates should be considered alongside longer-term patterns in the series and corresponding movements in other sources to give a fuller picture.

Further information is available in [A guide to labour market statistics](#) and [A guide to sources of data on earnings and income](#).

## 8 . Related links

### [Employee earnings in the UK: 2019](#)

Bulletin | Released 29 October 2019

Estimates of employee earnings, using data from our Annual Survey of Hours and Earnings (ASHE). Figures are presented mainly for full-time employees, although some detail for part-time workers is also included.

### [Low and high pay in the UK: 2019](#)

Bulletin | Released 29 October 2019

The distribution of earnings of high- and low-paid jobs, earnings by selected percentiles, and jobs paid below the National Minimum Wage, compiled from our ASHE.

### [Gender pay gap in the UK: 2019](#)

Bulletin | Released 29 October 2019

Differences in pay between men and women by age, region, full-time and part-time, and occupation as compiled from our ASHE.

### [Earnings and employment from Pay As You Earn Real Time Information, UK: September 2020](#)

Bulletin | Released 15 September 2020

Experimental monthly estimates of paid employees and their pay from HM Revenue and Customs' (HMRC) Pay As You Earn (PAYE) Real Time Information (RTI) data.

### [Index of Labour Costs per Hour, UK: April to June 2020](#)

Bulletin | Released 15 September 2020

Changes in the costs of employing labour, analysed by sector and industry. Experimental Statistic.

# Index of Tables

The table below provides an index of the tables appearing in this Statistical Bulletin and it shows how these table numbers match up with [the Excel spreadsheet datasets](#) which are available on the website.

The complete set of labour market tables is available from the Labour Market Overview bulletin.

Statistical Bulletin table number	Table description	Dataset
<b>SUMMARY</b>		
1	Labour Force Survey Summary	<a href="#">Dataset A02 SA</a>
2 (*)	Labour market status by age group	<a href="#">Dataset A05 SA</a>
<b>EMPLOYMENT AND JOBS</b>		
3	Full-time, part-time & temporary workers	<a href="#">Dataset EMP01 SA</a>
4	Public and private sector employment	<a href="#">Dataset EMP02</a>
4(1)	Public sector employment by industry	<a href="#">Dataset EMP03</a>
5	Workforce jobs summary	<a href="#">Dataset JOBS01</a>
6 (**)	Workforce jobs by industry	<a href="#">Dataset JOBS02</a>
7	Actual weekly hours worked	<a href="#">Dataset HOUR01 SA</a>
7(1)	Usual weekly hours worked	<a href="#">Dataset HOUR02 SA</a>
<b>NON-UK WORKERS</b>		
8	Employment by country of birth and nationality	<a href="#">Dataset EMP06</a>
8(1)	Unemployment and economic inactivity by country of birth and nationality	<a href="#">Dataset A12</a>
<b>UNEMPLOYMENT</b>		
9	Unemployment by age and duration	<a href="#">Dataset UNEM01 SA</a>
<b>ECONOMIC ACTIVITY AND INACTIVITY</b>		
10(*)	Economic activity by age	<a href="#">Dataset A05 SA</a>
11	Economic inactivity by reason	<a href="#">Dataset INAC01 SA</a>
12	Labour market and educational status of young people	<a href="#">Dataset A06 SA</a>
<b>EARNINGS</b>		
13	Average Weekly Earnings (nominal) - Total pay	<a href="#">Dataset EARN01</a>
14	Average Weekly Earnings (nominal) - Bonus pay	<a href="#">Dataset EARN01</a>
15	Average Weekly Earnings (nominal) - Regular pay	<a href="#">Dataset EARN01</a>
16	Average Weekly Earnings real and nominal (summary table)	<a href="#">Dataset EARN01</a>
<b>INTERNATIONAL SUMMARY</b>		
17	International comparisons of employment and unemployment	<a href="#">Dataset A10</a>
<b>LABOUR DISPUTES</b>		
18	Labour disputes	<a href="#">Dataset LABD01</a>
<b>VACANCIES</b>		
19	Vacancies by size of business	<a href="#">Dataset VACS03</a>
20	Vacancies and unemployment	<a href="#">Dataset VACS01</a>
21	Vacancies by industry	<a href="#">Dataset VACS02</a>
<b>REDUNDANCIES</b>		
22	Redundancies levels and rates	<a href="#">Dataset RED01 SA</a>
<b>REGIONAL SUMMARY</b>		
23	Regional labour market summary	<a href="#">Dataset A07</a>

(\*) Tables 2 and 10 in the Statistical Bulletin pdf file have been amalgamated into one spreadsheet (Dataset A05 SA).

(\*\*) Table JOBS02 provides more detail than Table 6 in the Statistical Bulletin pdf file.

The following symbols are used in the tables: p provisional, r revised, .. Not available, \* suppressed due to small sample size.

The four-character identification codes appearing in the tables are the ONS references for the data series appearing in the Labour Market Statistics dataset which is available on the website at:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatistics>

# EARNINGS

## 13 Average Weekly Earnings (nominal) - total pay<sup>1</sup>

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

		Whole Economy (100%) <sup>2</sup>			Private sector (82%) <sup>2</sup>			Public sector (18%) <sup>2</sup>		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
		KAB9	KAC2	KAC3	KAC4	KAC5	KAC6	KAC7	KAC8	KAC9
Jul 18	(r)	519	3.2	2.6	518	3.2	2.6	527	3.0	2.4
May 19	(r)	536	4.0	3.5	535	4.0	3.5	543	3.9	3.6
Jun 19	(r)	538	3.8	4.0	537	3.8	4.0	544	3.8	4.0
Jul 19	(r)	539	3.8	3.9	539	3.9	3.9	546	3.7	3.8
Aug 19	(r)	540	3.3	3.7	539	3.4	3.7	544	2.8	3.4
Sep 19	(r)	542	3.8	3.6	541	3.8	3.7	547	3.5	3.3
Oct 19	(r)	542	2.4	3.2	541	2.2	3.2	547	3.2	3.1
Nov 19	(r)	544	3.4	3.2	543	3.4	3.1	549	3.3	3.3
Dec 19	(r)	544	2.8	2.9	542	2.7	2.7	549	3.3	3.3
Jan 20	(r)	546	3.1	3.1	545	3.2	3.1	549	3.0	3.2
Feb 20	(r)	545	2.6	2.9	543	2.4	2.8	551	3.5	3.3
Mar 20	(r)	538	1.2	2.3	534	0.8	2.1	552	3.3	3.3
Apr 20	(r)	529	-1.0	1.0	523	-1.8	0.5	560	3.0	3.3
May 20	(r)	530	-1.2	-0.3	522	-2.5	-1.2	569	4.8	3.7
Jun 20	(r)	529	-1.6	-1.2	521	-2.9	-2.4	569	4.6	4.1
<b>Jul 20</b>	<b>(p)</b>	<b>539</b>	<b>-0.1</b>	<b>-1.0</b>	<b>534</b>	<b>-0.9</b>	<b>-2.1</b>	<b>563</b>	<b>3.1</b>	<b>4.1</b>

		Services, SIC 2007 sections G-S (85%) <sup>2</sup>			Finance and business services, SIC 2007 sections K-N (21%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
		K5BZ	K5C2	K5C3	K5C4	K5C5	K5C6	KAD8	KAD9	KAE2
Jul 18	(r)	504	3.4	2.5	666	3.3	1.6	523	3.2	2.5
May 19	(r)	520	4.0	3.6	690	5.4	4.3	539	3.9	3.6
Jun 19	(r)	522	3.9	4.0	694	5.2	5.3	538	3.5	3.9
Jul 19	(r)	523	3.9	3.9	691	3.9	4.8	543	3.8	3.7
Aug 19	(r)	524	3.3	3.7	695	4.4	4.5	539	2.7	3.3
Sep 19	(r)	526	3.8	3.6	699	5.0	4.4	542	3.5	3.4
Oct 19	(r)	527	2.2	3.1	697	3.4	4.3	543	3.2	3.2
Nov 19	(r)	528	3.4	3.1	699	3.9	4.1	545	3.4	3.4
Dec 19	(r)	528	2.9	2.9	696	3.4	3.6	545	3.4	3.3
Jan 20	(r)	530	3.3	3.2	699	3.1	3.5	545	3.1	3.3
Feb 20	(r)	529	2.7	3.0	692	2.5	3.0	547	3.6	3.4
Mar 20	(r)	522	1.3	2.4	678	-0.2	1.8	548	3.5	3.4
Apr 20	(r)	519	0.1	1.4	688	0.1	0.8	557	3.1	3.4
May 20	(r)	519	-0.3	0.4	689	-0.1	-0.1	565	4.8	3.8
Jun 20	(r)	517	-0.8	-0.3	675	-2.8	-0.9	564	4.8	4.2
<b>Jul 20</b>	<b>(p)</b>	<b>525</b>	<b>0.4</b>	<b>-0.3</b>	<b>691</b>	<b>0.0</b>	<b>-1.0</b>	<b>559</b>	<b>3.0</b>	<b>4.2</b>

		Manufacturing, SIC 2007 section C (8%) <sup>2</sup>			Construction, SIC 2007 section F (5%) <sup>2</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>		Single month	3 month average <sup>3</sup>
		K5CA	K5CB	K5CC	K5CD	K5CE	K5CF	K5CG	K5CH	K5CI
Jul 18	(r)	602	2.3	2.3	608	3.4	4.5	353	4.0	3.7
May 19	(r)	613	2.4	1.9	648	6.2	5.3	362	1.5	0.9
Jun 19	(r)	615	2.8	2.6	648	5.4	6.1	363	3.9	2.3
Jul 19	(r)	616	2.2	2.5	652	7.2	6.3	363	2.8	2.7
Aug 19	(r)	619	3.2	2.8	649	4.7	5.8	365	2.6	3.1
Sep 19	(r)	617	2.4	2.6	657	6.1	6.0	366	3.6	3.0
Oct 19	(r)	620	2.7	2.8	650	4.1	5.0	362	0.5	2.2
Nov 19	(r)	622	3.0	2.7	649	3.4	4.5	362	1.6	1.9
Dec 19	(r)	620	2.3	2.7	650	1.9	3.1	362	1.2	1.1
Jan 20	(r)	620	1.5	2.3	655	3.8	3.0	370	3.7	2.2
Feb 20	(r)	621	2.2	2.0	653	2.6	2.8	363	1.4	2.1
Mar 20	(r)	615	1.6	1.8	633	0.2	2.2	354	1.0	2.0
Apr 20	(r)	592	-3.8	0.0	582	-11.0	-2.8	339	-4.9	-0.9
May 20	(r)	595	-2.9	-1.7	578	-10.8	-7.3	337	-7.1	-3.7
Jun 20	(r)	593	-3.5	-3.4	592	-8.7	-10.2	347	-4.3	-5.4
<b>Jul 20</b>	<b>(p)</b>	<b>606</b>	<b>-1.5</b>	<b>-2.7</b>	<b>618</b>	<b>-5.2</b>	<b>-8.2</b>	<b>355</b>	<b>-2.2</b>	<b>-4.5</b>

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

1. Estimates of total pay include bonuses but exclude arrears of pay.

2. The figure in brackets is the percentage of whole economy employment in that sector or industry for the latest time period.

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3. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

# EARNINGS

## 14 Average Weekly Earnings (nominal) - bonus pay

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

		Whole Economy (100%) <sup>1</sup>			Private sector (82%) <sup>2</sup>			Public sector (18%) <sup>2</sup>		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>
		KAF4	KAF5	KAF6	KAF7	KAF8	KAF9	KAG2	KAG3	KAG4
Jul 18	(r)	32	3.0	-2.7	39	3.7	-2.6	3	20.3	-4.7
May 19	(r)	33	7.8	3.3	40	7.3	2.7	2	15.3	37.7
Jun 19	(r)	32	1.8	3.6	39	-0.2	3.8	2	24.1	15.8
Jul 19	(r)	33	5.7	5.1	41	5.7	4.2	5	71.7	41.9
Aug 19	(r)	32	-2.1	1.7	39	-0.1	1.8	1	-58.8	5.9
Sep 19	(r)	33	9.4	4.2	41	8.6	4.7	2	31.7	5.7
Oct 19	(r)	32	-16.2	-4.0	39	-16.0	-3.5	2	-38.8	-35.3
Nov 19	(r)	33	6.7	-1.3	40	6.6	-1.4	2	0.0	-10.6
Dec 19	(r)	32	-3.3	-5.1	38	-3.8	-5.2	2	-3.6	-17.1
Jan 20	(r)	34	7.3	3.5	42	8.6	3.7	3	25.0	9.6
Feb 20	(r)	32	-1.5	0.8	38	-1.8	1.0	2	9.3	12.4
Mar 20	(r)	31	-4.3	0.5	36	-4.0	1.0	2	-28.9	1.3
Apr 20	(r)	27	-15.4	-7.0	33	-15.3	-7.1	2	-5.2	-9.9
May 20	(r)	26	-20.1	-13.3	31	-20.7	-13.5	3	29.7	-4.4
Jun 20	(r)	24	-25.0	-20.2	28	-26.6	-20.9	2	-7.2	4.8
<b>Jul 20</b>	<b>(p)</b>	<b>27</b>	<b>-19.2</b>	<b>-21.4</b>	<b>35</b>	<b>-14.4</b>	<b>-20.5</b>	<b>2</b>	<b>-65.8</b>	<b>-28.9</b>
		Services, SIC 2007 sections G-S (85%) <sup>1</sup>			Finance and business services, SIC 2007 sections K-N (21%) <sup>2</sup>			Public sector excluding financial services (18%) <sup>2</sup>		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>
		K5CS	K5CT	K5CU	K5CV	K5CW	K5CX	KAH3	KAH4	KAH5
Jul 18	(r)	34	6.1	-1.0	82	9.6	-5.4	2	35.3	-0.1
May 19	(r)	34	7.0	2.2	82	21.3	7.9	1	12.6	42.2
Jun 19	(r)	33	2.7	4.1	83	4.9	8.9	1	-15.9	1.2
Jul 19	(r)	36	5.8	5.2	82	0.4	8.1	3	68.1	27.5
Aug 19	(r)	33	-2.2	2.1	80	1.1	2.1	1	-58.8	-1.2
Sep 19	(r)	35	9.1	4.2	86	11.4	4.2	1	24.1	8.0
Oct 19	(r)	33	-18.7	-5.1	81	-12.7	-0.8	1	-38.2	-34.2
Nov 19	(r)	34	7.0	-2.4	83	1.8	-0.6	1	-1.0	-11.8
Dec 19	(r)	32	-4.0	-6.3	78	0.2	-4.0	1	5.3	-14.6
Jan 20	(r)	36	8.6	3.8	82	6.2	2.7	2	9.5	4.8
Feb 20	(r)	32	-2.8	0.6	75	-2.0	1.5	2	13.8	9.9
Mar 20	(r)	31	-5.6	0.1	73	-6.8	-0.9	1	-36.2	-8.6
Apr 20	(r)	29	-11.8	-6.7	71	-11.0	-6.6	1	-4.6	-13.1
May 20	(r)	27	-20.0	-12.6	71	-13.4	-10.4	2	24.0	-11.6
Jun 20	(r)	25	-23.9	-18.6	55	-33.4	-19.4	1	14.9	10.7
<b>Jul 20</b>	<b>(p)</b>	<b>29</b>	<b>-18.6</b>	<b>-20.7</b>	<b>68</b>	<b>-17.5</b>	<b>-21.5</b>	<b>1</b>	<b>-67.5</b>	<b>-29.2</b>
		Manufacturing, SIC 2007 section C (8%) <sup>2</sup>			Construction, SIC 2007 section F (5%) <sup>1</sup>			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>	Weekly Earnings (£)	Single month	3 month average <sup>2</sup>
		K5D3	K5D4	K5D5	K5D6	K5D7	K5D8	K5D9	K5DA	K5DB
Jul 18	(r)	27	-6.1	0.9	21	-12.9	-12.0	22	-3.7	4.0
May 19	(r)	26	-3.8	-2.6	30	32.0	25.6	24	-14.1	-15.4
Jun 19	(r)	28	14.0	4.4	28	14.3	34.0	23	14.4	-5.1
Jul 19	(r)	26	-0.6	2.9	33	52.9	32.2	21	-4.1	-2.8
Aug 19	(r)	27	14.9	9.1	27	-21.8	8.9	22	1.9	3.9
Sep 19	(r)	24	-4.2	3.1	32	15.0	9.3	22	6.1	1.2
Oct 19	(r)	26	2.2	4.0	28	-12.1	-7.6	22	-13.4	-2.4
Nov 19	(r)	25	7.4	1.7	29	6.0	2.3	21	0.5	-2.9
Dec 19	(r)	25	-5.5	1.2	30	-1.0	-2.8	21	-2.6	-5.6
Jan 20	(r)	25	-4.1	-1.0	35	40.4	13.9	24	19.4	5.5
Feb 20	(r)	25	10.9	-0.1	33	15.0	16.8	20	-11.5	1.3
Mar 20	(r)	25	7.3	4.3	28	-8.3	13.9	19	-4.3	0.8
Apr 20	(r)	23	-17.8	-1.0	15	-57.4	-19.5	16	-20.3	-12.0
May 20	(r)	23	-10.8	-7.7	16	-48.1	-38.7	15	-37.2	-21.6
Jun 20	(r)	17	-37.8	-22.5	21	-25.5	-44.8	18	-22.0	-26.9
<b>Jul 20</b>	<b>(p)</b>	<b>20</b>	<b>-24.0</b>	<b>-24.6</b>	<b>28</b>	<b>-14.2</b>	<b>-29.0</b>	<b>18</b>	<b>-10.9</b>	<b>-24.0</b>

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

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1. The figure in brackets is the percentage of whole economy employment in that sector or industry for the latest time period.

2. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

# EARNINGS

## 15 Average Weekly Earnings (nominal) - regular pay<sup>1</sup>

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

Whole Economy (100%) <sup>2</sup>				Private sector (82%) <sup>2</sup>				Public sector (18%) <sup>2</sup>				
Weekly Earnings (£)	% changes year on year			Weekly Earnings (£)	% changes year on year			Weekly Earnings (£)	% changes year on year			
	Single month	3 month average <sup>3</sup>			Single month	3 month average <sup>3</sup>			Single month	3 month average <sup>3</sup>		
KAI7	KAI8	KAI9		KAJ2	KAJ3	KAJ4		KAJ5	KAJ6	KAJ7		
Jul 18 (r)	489	3.2	2.9		481	3.3	3.0		525	2.9	2.4	
May 19 (r)	504	3.8	3.6		496	3.8	3.7		540	3.8	3.5	
Jun 19 (r)	506	4.0	3.9		498	4.1	4.0		540	3.5	3.9	
Jul 19 (r)	507	3.8	3.9		499	3.9	4.0		541	3.1	3.5	
Aug 19 (r)	508	3.6	3.8		501	3.6	3.9		542	3.2	3.3	
Sep 19 (r)	509	3.6	3.6		501	3.6	3.7		544	3.4	3.2	
Oct 19 (r)	509	3.2	3.5		502	3.2	3.5		546	3.3	3.3	
Nov 19 (r)	510	3.2	3.3		503	3.2	3.3		547	3.4	3.4	
Dec 19 (r)	511	3.2	3.2		504	3.2	3.2		548	3.3	3.3	
Jan 20 (r)	512	2.8	3.1		504	2.7	3.0		548	3.0	3.2	
Feb 20 (r)	512	2.8	2.9		504	2.7	2.8		549	3.3	3.2	
Mar 20 (r)	510	2.4	2.7		502	2.1	2.5		550	3.5	3.3	
Apr 20 (r)	503	-0.1	1.7		490	-0.9	1.3		558	3.1	3.3	
May 20 (r)	503	-0.2	0.7		489	-1.4	-0.1		565	4.8	3.8	
Jun 20 (r)	505	-0.2	-0.2		492	-1.4	-1.2		565	4.5	4.1	
<b>Jul 20 (p)</b>	<b>512</b>	<b>0.9</b>	<b>0.2</b>		<b>500</b>	<b>0.1</b>	<b>-0.9</b>		<b>563</b>	<b>4.1</b>	<b>4.5</b>	

Services, SIC 2007 sections G-S (85%) <sup>2</sup>				Finance and business services, SIC 2007 sections K-N (21%) <sup>2</sup>				Public sector excluding financial services (18%) <sup>2</sup>				
Weekly Earnings (£)	% changes year on year			Weekly Earnings (£)	% changes year on year			Weekly Earnings (£)	% changes year on year			
	Single month	3 month average <sup>3</sup>			Single month	3 month average <sup>3</sup>			Single month	3 month average <sup>3</sup>		
K5DL	K5DM	K5DN		K5DO	K5DP	K5DQ		KAK6	KAK7	KAK8		
Jul 18 (r)	472	3.2	2.8		587	2.7	2.4		521	2.9	2.5	
May 19 (r)	487	3.9	3.7		608	4.3	4.3		536	3.9	3.5	
Jun 19 (r)	489	4.2	4.1		614	5.3	4.7		537	3.6	3.9	
Jul 19 (r)	490	3.8	4.0		611	4.2	4.6		538	3.2	3.6	
Aug 19 (r)	491	3.5	3.8		613	4.6	4.7		539	3.2	3.3	
Sep 19 (r)	492	3.6	3.7		616	4.6	4.5		541	3.4	3.3	
Oct 19 (r)	493	3.2	3.5		618	4.5	4.6		542	3.4	3.4	
Nov 19 (r)	494	3.3	3.4		617	4.0	4.4		544	3.4	3.4	
Dec 19 (r)	495	3.4	3.3		619	3.9	4.1		544	3.4	3.4	
Jan 20 (r)	495	3.0	3.2		616	2.5	3.5		544	3.1	3.3	
Feb 20 (r)	495	3.1	3.1		618	3.2	3.2		546	3.4	3.3	
Mar 20 (r)	495	2.6	2.9		617	2.3	2.7		547	3.5	3.4	
Apr 20 (r)	490	0.8	2.2		615	1.5	2.3		555	3.2	3.4	
May 20 (r)	491	0.8	1.4		615	1.2	1.7		562	4.8	3.8	
Jun 20 (r)	492	0.6	0.7		616	0.4	1.0		561	4.5	4.2	
<b>Jul 20 (p)</b>	<b>498</b>	<b>1.5</b>	<b>1.0</b>		<b>623</b>	<b>1.9</b>	<b>1.1</b>		<b>560</b>	<b>4.0</b>	<b>4.5</b>	

Manufacturing, SIC 2007 section C (8%) <sup>2</sup>				Construction, SIC 2007 section F (5%) <sup>2</sup>				Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) <sup>2</sup>				
Weekly Earnings (£)	% changes year on year			Weekly Earnings (£)	% changes year on year			Weekly Earnings (£)	% changes year on year			
	Single month	3 month average <sup>3</sup>			Single month	3 month average <sup>3</sup>			Single month	3 month average <sup>3</sup>		
K5DU	K5DV	K5DW		K5DX	K5DY	K5DZ		K5E2	K5E3	K5E4		
Jul 18 (r)	575	2.7	2.4		588	4.2	5.1		332	4.5	3.5	
May 19 (r)	588	2.7	2.4		619	5.2	4.5		339	3.0	2.7	
Jun 19 (r)	587	2.3	2.5		620	5.2	5.2		341	3.4	3.1	
Jul 19 (r)	589	2.4	2.5		621	5.7	5.4		342	3.2	3.2	
Aug 19 (r)	593	3.0	2.6		623	5.6	5.5		343	2.7	3.1	
Sep 19 (r)	592	2.5	2.7		622	5.5	5.6		343	3.5	3.1	
Oct 19 (r)	594	2.7	2.8		621	5.1	5.4		339	1.4	2.5	
Nov 19 (r)	596	2.9	2.7		620	3.3	4.6		340	1.6	2.2	
Dec 19 (r)	596	2.8	2.8		619	2.0	3.5		340	1.4	1.5	
Jan 20 (r)	593	1.7	2.4		620	2.7	2.7		344	2.9	2.0	
Feb 20 (r)	596	1.9	2.1		619	2.1	2.3		343	2.3	2.2	
Mar 20 (r)	590	0.9	1.5		611	1.2	2.0		339	1.7	2.3	
Apr 20 (r)	570	-2.9	0.0		564	-8.5	-1.8		324	-3.9	0.0	
May 20 (r)	572	-2.7	-1.6		561	-9.5	-5.6		324	-4.5	-2.3	
Jun 20 (r)	576	-1.9	-2.5		570	-8.1	-8.7		329	-3.4	-3.9	
<b>Jul 20 (p)</b>	<b>585</b>	<b>-0.6</b>	<b>-1.7</b>		<b>592</b>	<b>-4.8</b>	<b>-7.5</b>		<b>336</b>	<b>-1.7</b>	<b>-3.2</b>	

Source: Monthly Wages & Salaries Survey

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1. Estimates of regular pay exclude bonuses and arrears of pay.

2. The figure in brackets is the percentage of whole economy employment in that sector or industry for the latest time period.

3. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

# EARNINGS

## 16 Average Weekly Earnings - real and nominal<sup>1</sup>

Great Britain whole economy, seasonally adjusted

Total pay (including bonuses) <sup>1</sup>							
		Nominal earnings			Real earnings <sup>3</sup>		
		Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
			Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
		KAB9	KAC2	KAC3	A3WX	A3WV	A3WW
Jul 18	(r)	519	3.2	2.6	491	0.8	0.3
May 19	(r)	536	4.0	3.5	499	2.1	1.6
Jun 19	(r)	538	3.8	4.0	500	1.8	2.0
Jul 19	(r)	539	3.8	3.9	501	1.9	1.9
Aug 19	(r)	540	3.3	3.7	500	1.6	1.8
Sep 19	(r)	542	3.8	3.6	502	2.1	1.9
Oct 19	(r)	542	2.4	3.2	502	0.9	1.5
Nov 19	(r)	544	3.4	3.2	502	1.8	1.6
Dec 19	(r)	544	2.8	2.9	502	1.4	1.4
Jan 20	(r)	546	3.1	3.1	503	1.4	1.5
Feb 20	(r)	545	2.6	2.9	502	0.9	1.2
Mar 20	(r)	538	1.2	2.3	495	-0.2	0.7
Apr 20	(r)	529	-1.0	1.0	489	-1.9	-0.4
May 20	(r)	530	-1.2	-0.3	490	-1.9	-1.3
Jun 20	(r)	529	-1.6	-1.2	488	-2.3	-2.0
<b>Jul 20</b>	<b>(p)</b>	<b>539</b>	<b>-0.1</b>	<b>-1.0</b>	<b>494</b>	<b>-1.2</b>	<b>-1.8</b>

Regular pay (excluding bonuses)							
		Nominal earnings			Real earnings <sup>3</sup>		
		Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
			Single month	3 month average <sup>2</sup>		Single month	3 month average <sup>2</sup>
		KAI7	KAI8	KAI9	A2FC	A2F9	A2FA
Jul 18	(r)	489	3.2	2.9	462	0.8	0.5
May 19	(r)	504	3.8	3.6	469	1.9	1.7
Jun 19	(r)	506	4.0	3.9	470	2.1	2.0
Jul 19	(r)	507	3.8	3.9	470	1.8	1.9
Aug 19	(r)	508	3.6	3.8	470	1.7	1.9
Sep 19	(r)	509	3.6	3.6	471	1.9	1.8
Oct 19	(r)	509	3.2	3.5	472	1.6	1.7
Nov 19	(r)	510	3.2	3.3	472	1.7	1.7
Dec 19	(r)	511	3.2	3.2	473	1.8	1.7
Jan 20	(r)	512	2.8	3.1	472	1.0	1.5
Feb 20	(r)	512	2.8	2.9	471	1.2	1.3
Mar 20	(r)	510	2.4	2.7	471	0.9	1.0
Apr 20	(r)	503	-0.1	1.7	464	-0.9	0.4
May 20	(r)	503	-0.2	0.7	465	-0.9	-0.3
Jun 20	(r)	505	-0.2	-0.2	465	-1.0	-0.9
<b>Jul 20</b>	<b>(p)</b>	<b>512</b>	<b>0.9</b>	<b>0.2</b>	<b>469</b>	<b>-0.2</b>	<b>-0.7</b>

Source: Monthly Wages & Salaries Survey

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1. Estimates of total pay include bonuses but exclude arrears of pay.

2. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

3. Estimates of real earnings are calculated by deflating the nominal earnings estimates by the Consumer Prices Index including owner occupiers' housing costs (CPIH), our preferred measure of consumer price inflation.