Office for National Statistics

Statistical bulletin

Average weekly earnings in Great Britain: September 2023

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

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1 . Other pages in this release

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

- Labour market overview
- Employment in the UK
- Vacancies and jobs in the UK
- Earnings and employment from Pay As You Earn Real Time Information, UK

2 . Main points for May to July 2023

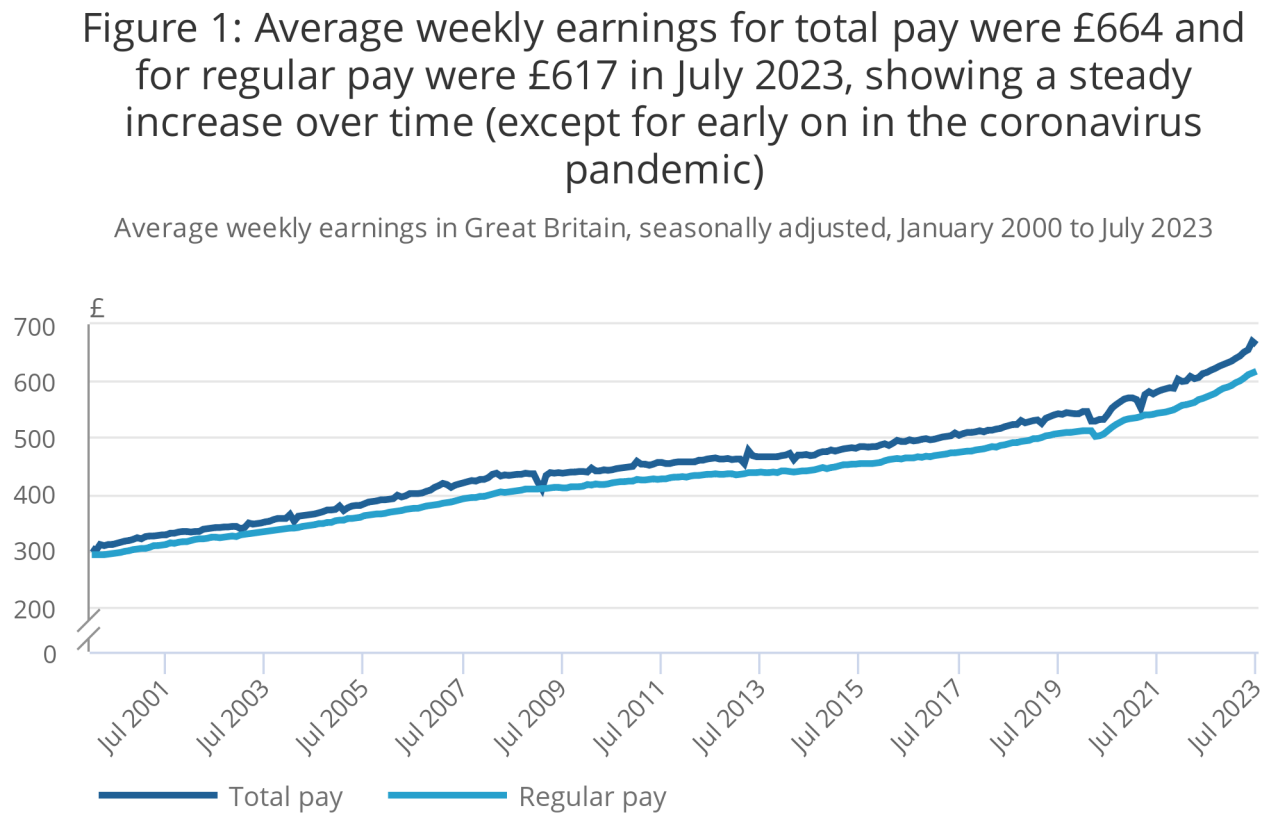
- In May to July 2023, annual growth in regular pay (excluding bonuses) was 7.8%, the same as the previous three-month period and the highest regular annual growth rate since comparable records began in 2001.
- Annual growth in employees' average total pay (including bonuses) was 8.5% in May to July 2023; this total growth rate is affected by the NHS and civil service one-off payments made in June and July 2023.
- In May to July 2023, annual growth in real terms (adjusted for inflation using Consumer Prices Index including owner occupiers' housing costs (CPIH)) for total pay rose on the year by 1.2% and for regular pay rose on the year by 0.6%.
- Annual average regular pay growth for the public sector was 6.6% in May to July 2023 and is the highest regular annual growth rate since comparable records began in 2001; for the private sector this was 8.1% and one of the largest annual growth rates seen outside of the coronavirus (COVID-19) pandemic period.
- The finance and business services sector saw the largest annual regular growth rate at 9.5%, followed by the manufacturing sector at 8.1%; this is one of the highest annual regular growth rates for the manufacturing sector since comparable records began in 2001.

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: Average weekly earnings for total pay were £664 and for regular pay were £617 in July 2023, showing a steady increase over time (except for early on in the coronavirus pandemic)

Average weekly earnings in Great Britain, seasonally adjusted, January 2000 to July 2023

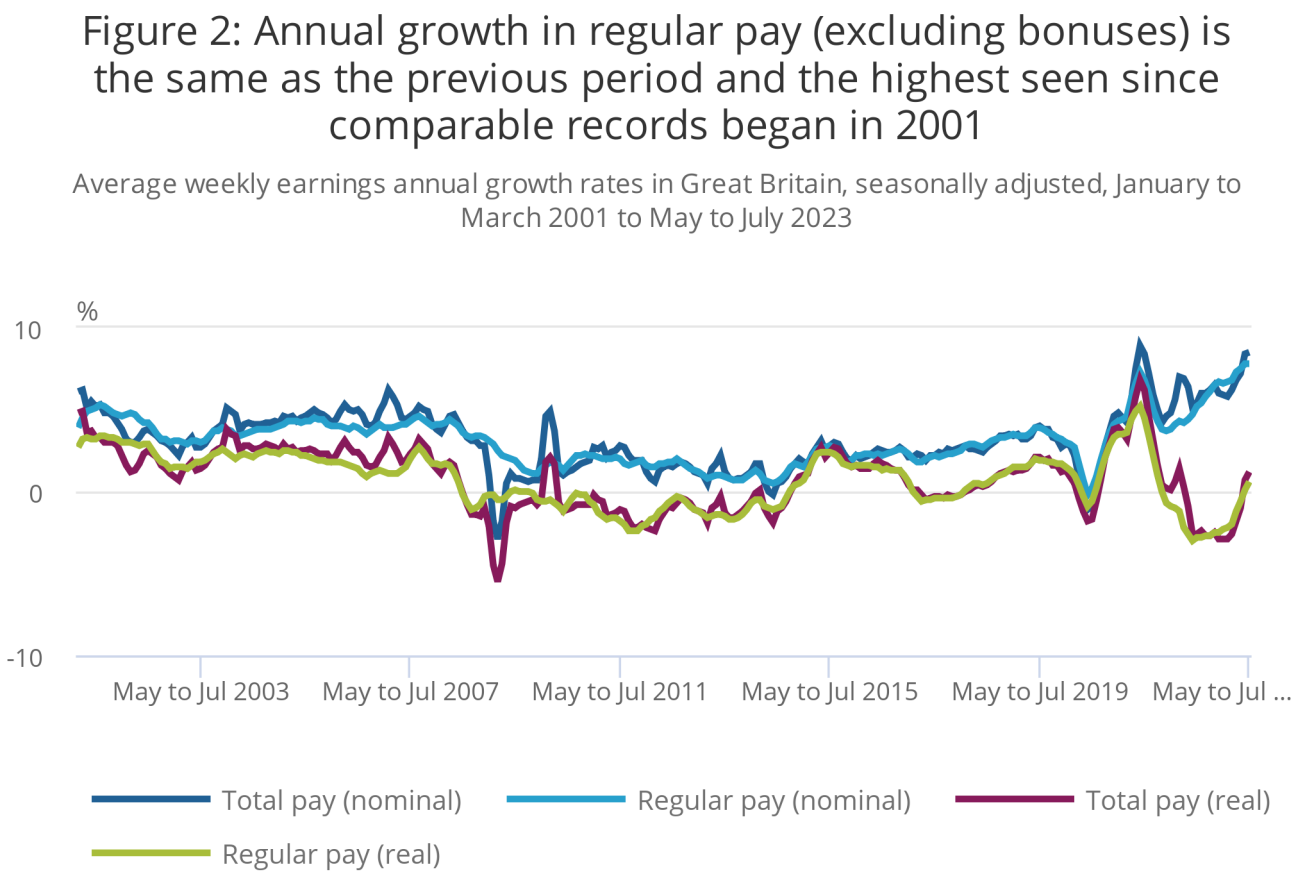


Source: Monthly Wages and Salaries Survey from the Office for National Statistics

Average weekly earnings (AWE) were estimated at £664 for total pay and £617 for regular pay in July 2023. Figure 1 shows that average weekly earnings have steadily increased, with the exception of the early months of the coronavirus (COVID-19) pandemic.

Figure 2: Annual growth in regular pay (excluding bonuses) is the same as the previous period and the highest seen since comparable records began in 2001

Average weekly earnings annual growth rates in Great Britain, seasonally adjusted, January to March 2001 to May to July 2023



Source: Monthly Wages and Salaries Survey from the Office for National Statistics

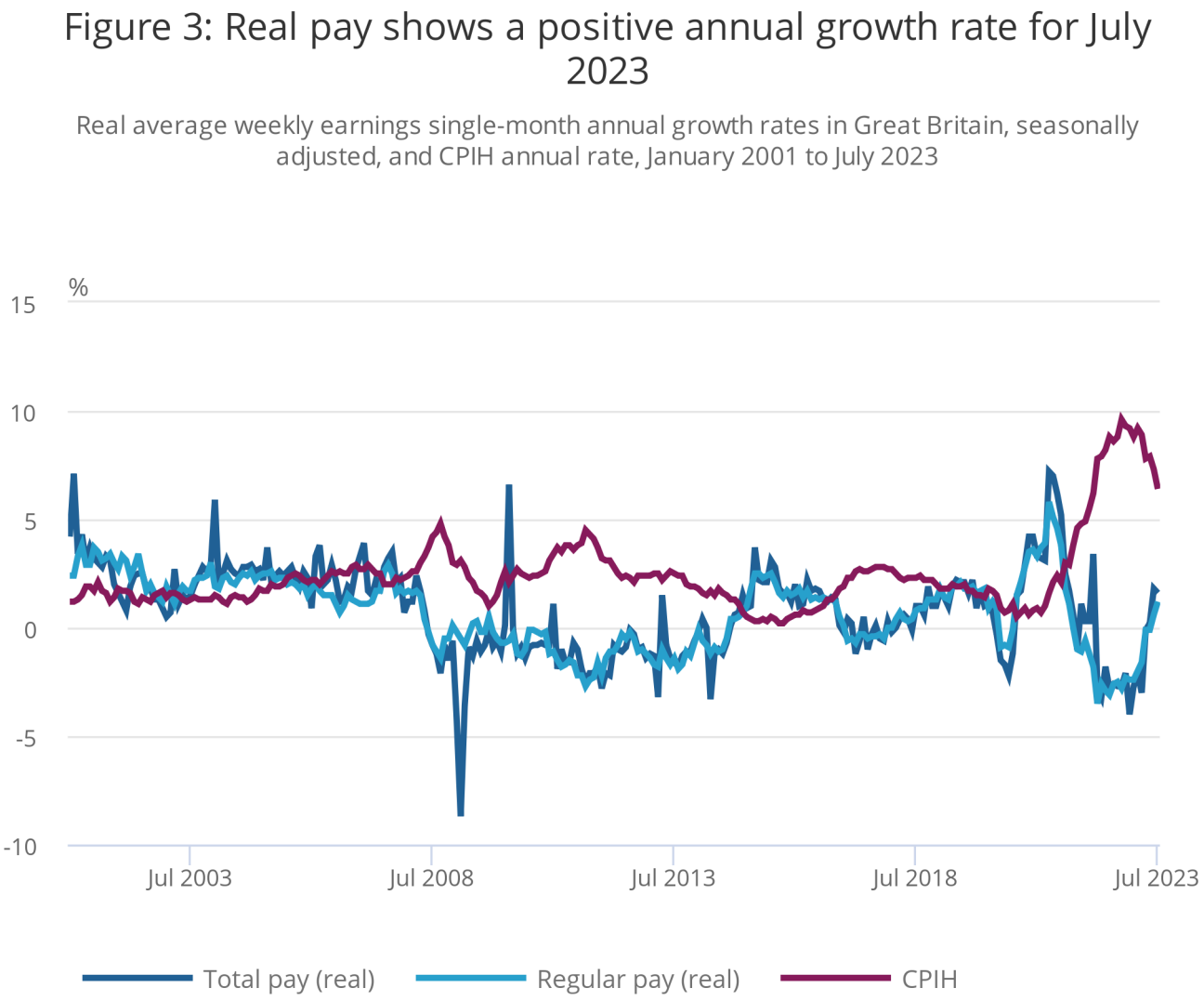
In May to July 2023, the annual growth for regular pay (excluding bonuses) was 7.8%. This is the same as the previous three-month period and the highest annual growth rate since comparable records began in 2001.

Annual growth in employees' average total pay (including bonuses) was 8.5% in May to July 2023. This is the largest annual growth rate seen outside the coronavirus pandemic period. However, this total pay annual growth rate is affected by the NHS and civil service one-off non-consolidated payments made in June and July 2023. See the sector and industry section for further details.

In real terms (adjusted for inflation using Consumer Prices Index including owner occupiers' housing costs (CPIH)), in May to July 2023, total real pay rose by 1.2% on the year. It was last higher in January to March 2022 when it was 1.4%. Regular real pay rose by 0.6% on the year; it was last higher in August to October 2021 when it rose by 1.0%.

Figure 3: Real pay shows a positive annual growth rate for July 2023

Real average weekly earnings single-month annual growth rates in Great Britain, seasonally adjusted, and CPIH annual rate, January 2001 to July 2023



Source: Monthly Wages and Salaries Survey, and Consumer price inflation from the Office for National Statistics

Given higher Consumer Prices Index including owner occupiers' housing costs (CPIH) over the past 18 months, real pay has fallen on the year as inflation has started to reduce. We are now seeing real growth return to increasing on the year. Figure 3 shows a comparison of monthly real total and regular pay growth rates and monthly inflation. For May to July 2023, CPIH was an average of 7.2%.

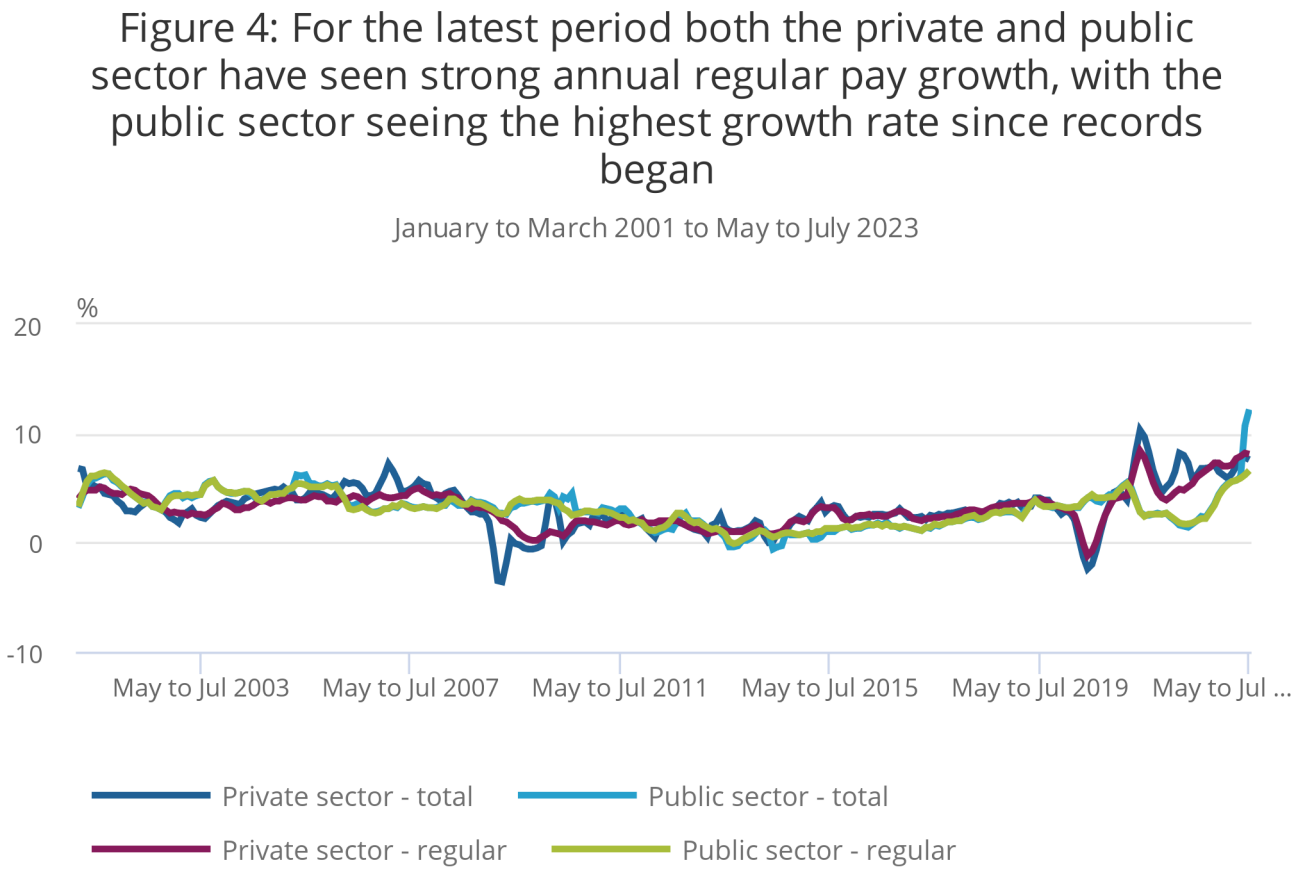
Our headline measure of inflation is CPIH. However, we also publish our supplementary Real average weekly earnings using consumer price inflation (CPI) dataset, excluding owner occupiers' housing costs. Using CPI real earnings, in May to July 2023, total pay rose by 0.6% on the year and regular pay growth was 0.0% on the year.

The Earnings and employment from Pay As You Earn Real Time Information, UK bulletin also provides additional insights into the estimate of growth in median and mean pay, and the two data sources generally trend well for mean total pay. A more timely estimate of median pay is also provided but is subject to revisions.

Sector and industry

Figure 4: For the latest period both the private and public sector have seen strong annual regular pay growth, with the public sector seeing the highest growth rate since records began

January to March 2001 to May to July 2023



Source: Monthly Wages and Salaries Survey from the Office for National Statistics

Annual average regular pay growth for the public sector was 6.6% in May to July 2023 and the highest regular pay annual growth rate since comparable records began in 2001 (Figure 4). For the private sector this was 8.1% and this is one of the largest annual regular growth rates seen outside of the coronavirus pandemic period, when the growth rate peaked at 8.4% in April to June 2021 because the data were affected by compositional and base effects.

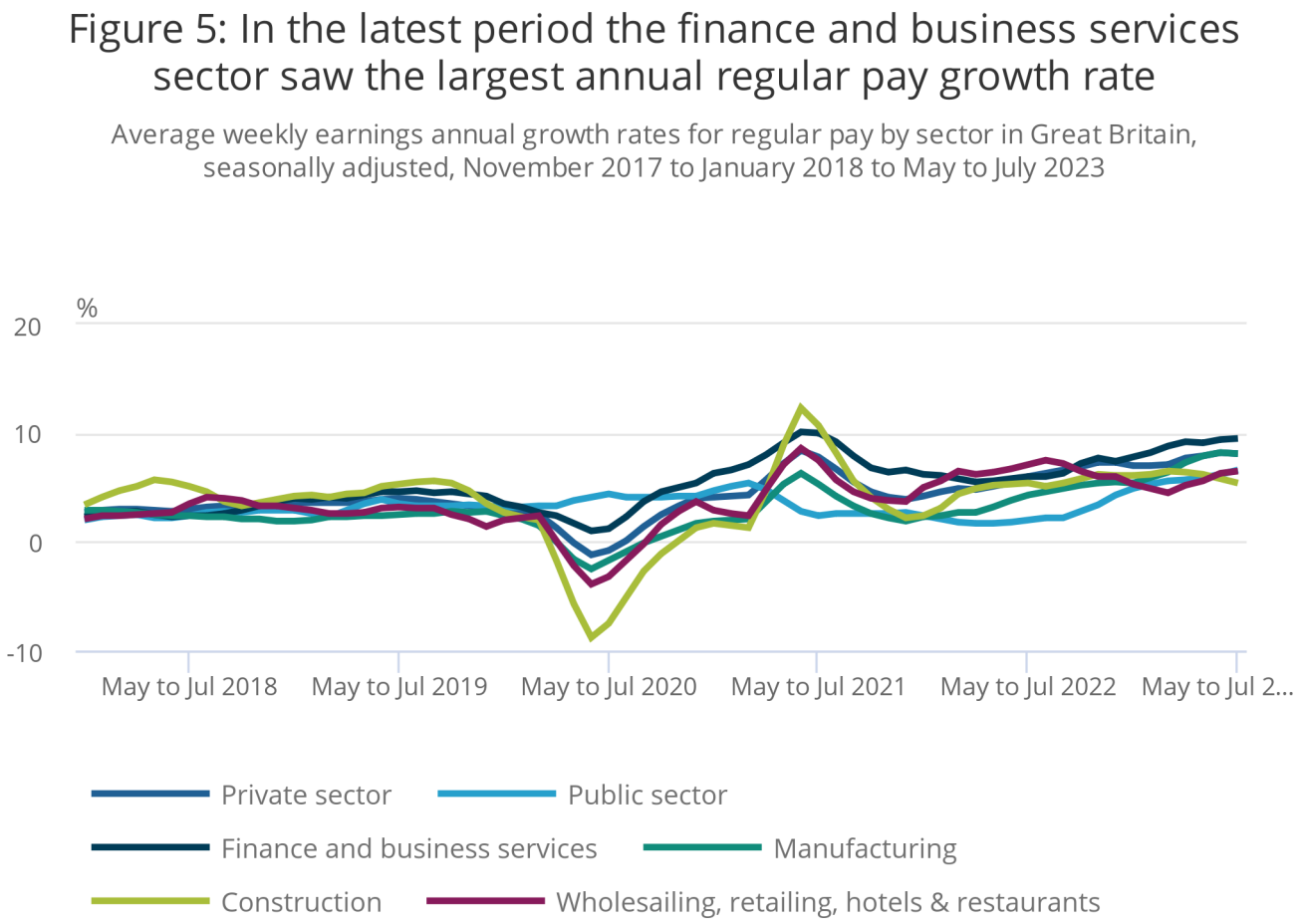
Annual average total pay growth for the private sector was 7.6% in May to July 2023. For the public sector, this was 12.2% and the highest total pay annual growth rate since comparable records began in 2001. However, this is affected by the NHS and civil service one-off non-consolidated payments made in June and July 2023.

In June 2023, the NHS pay deal in England was announced. This set out that NHS workers were to be given a pay award for 2023 to 2024 and two one-off non-consolidated bonus pay awards. In addition, the civil service announced a one-off non-consolidated pay award for 2023 to 2024, which was mainly paid out in July 2023. This, alongside the NHS pay deal in June 2023, will account for a large bonus being present in total pay in June 2023 for the health and social industry and the public sector, and in July 2023 for the public administration industry and the public sector. These all show a spike in bonus payments, which has never been seen before. The 2023 to 2024 NHS pay award arrears are also collected but our headline estimates exclude arrears payments.

AWE estimates for the latest month are published on a provisional basis and finalised the following month, as we receive more or updated survey returns from businesses (referred to as revisions). June 2023 saw slightly larger than usual revisions for the public sector, because of receiving updated or late data after the provisional publication and this reflects the pay deals for the NHS being implemented. This is also likely to occur for July 2023, because of the pay deals for the majority of the civil service being implemented. See the Measuring the data section for further details.

Figure 5: In the latest period the finance and business services sector saw the largest annual regular pay growth rate

Average weekly earnings annual growth rates for regular pay by sector in Great Britain, seasonally adjusted, November 2017 to January 2018 to May to July 2023



Source: Monthly Wages and Salaries Survey from the Office for National Statistics

In May to July 2023, the finance and business services sector saw the largest annual regular pay growth rate at 9.5%. This is the largest we have seen outside of the coronavirus pandemic period. The manufacturing sector followed at 8.1%. This is one of the highest annual growth rates we have seen for the manufacturing sector since comparable records began in 2001 (Figure 5).

More about economy, business and jobs

- Explore the latest trends in employment, prices and trade in our economic dashboard.
- View all economic data.

4 . Average weekly earnings data

Average weekly earnings
Dataset EARN01 | Released 12 September 2023
Average weekly earnings at sector level headline estimates, Great Britain, monthly, seasonally adjusted. Monthly Wages and Salaries Survey.

Average weekly earnings by sector
Dataset EARN02 | Released 12 September 2023
Average weekly earnings at sector level including manufacturing, finance and services, Great Britain, monthly, non-seasonally adjusted. Monthly Wages and Salaries Survey.

Average weekly earnings by industry
Dataset EARN03 | Released 12 September 2023
Average weekly earnings at industry level including manufacturing, construction and energy, Great Britain, monthly, non-seasonally adjusted. Monthly Wages and Salaries Survey.

Real Average weekly earnings using Consumer price inflation
Dataset X09 | Released 12 September 2023
Average weekly earnings for the whole economy, for total and regular pay, in real terms (adjusted for consumer price inflation), UK, monthly, seasonally adjusted.

5 . Glossary

Average Weekly Earnings (AWE)

As explained in Section 2 of our Guide to labour market statistics methodology, 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. 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 bonus payments). Estimates are available in both nominal terms (not adjusted for inflation) and real terms (adjusted for inflation).

Estimates of pay growth are also published using HM Revenue and Customs' (HMRC) data in the Earnings and employment from Pay As You Earn Real Time Information, UK bulletin.

The HMRC estimates are presented in median pay terms, but they also include mean pay, as does AWE. There are some differences between the sources, most notably that the HMRC estimates include arrears payments and any redundancy payments that are made through payroll. Further detail is provided in our Comparison of labour market data sources methodology.

Bonus

A bonus is a form of reward or recognition granted by an employer in addition to basic pay. 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), as detailed in our quality and methodology information (QMI) 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

This section provides more detail around the methodology of the survey. Further information on this is available in our Average weekly earnings quality and methodology information (QMI).

The survey response rate was 84% in July 2023.

Real earnings

Real average weekly earnings (AWE) are calculated as non-seasonally adjusted AWE (shown in our accompanying EARN02: Average weekly earnings by sector dataset) divided by the Consumer Prices Index including owner occupiers' housing costs (CPIH), which is our preferred measure of consumer price inflation (as shown in our CPIH Index time series L522). The ratio is then referenced as an index with 2015 equals 100, and seasonally adjusted.

We also publish our accompanying X09: Real Average weekly earnings using Consumer price inflation (CPI) dataset for the whole economy and for both total and regular pay. Our recommended measure of CPI is CPIH, and our headline estimates using this measure are found in our accompanying EARN01: Average weekly earnings dataset. These data have been compiled using the CPI as a supplementary dataset to view alongside the headline estimates produced using the CPIH.

Arrears payment

Pay award arrears are collected separately on the questionnaire; this specifically covers earnings arising from a backdated pay increase, not late payment of overtime or bonuses. Arrears payments are reflected in estimates at the time they were paid, and not in the period they are awarded for. Therefore, backseries are not revised. The AWE headline estimates exclude arrears payments.

Seasonal adjustment

Total pay, bonus pay and regular pay (excluding bonuses) for each sector (a total of 27 series) are seasonally adjusted using X13-ARIMA. Percentage changes are then derived from the seasonally adjusted average pay series.

Each of the 27 series is seasonally adjusted separately, to ensure the optimum seasonal adjustment of each series. The result of this is that relationships that hold in the unadjusted series do not necessarily hold for the seasonally adjusted series. For example, before seasonal adjustment, regular pay plus bonus pay equalled total pay, whereas after seasonal adjustment, they are not necessarily equal.

When there is an exceptionally large change in the series, this can lead to larger differences between regular pay plus bonus pay, and total pay. We saw this in March 2021 and 2020, when the bonus payments pattern changed during the coronavirus pandemic. Consequently, the direct seasonal adjustment method, which allows for evolving seasonality, caused a larger than normal difference. This is supported by other similar instances such as in January and February 2009.

Where one-off shocks are present in the data, these are taken into account during the seasonal adjustment process. This was applied in June 2023 to the public sector bonus payments.

Annually, we review the seasonal adjustment parameters and open up the whole time series for revision.

Seasonal adjustment changes this month

In line with international guidance, the seasonal adjustment process has been reviewed this month, with all periods in the AWE series open to revision. This is an annual process, as outlined in our Average weekly earnings QMI. The review leads to revisions to the historical AWE time series, extending back throughout the entire time series.

Revisions

AWE are generally published on a provisional basis around six to seven weeks after the end of the month in question, although sometimes a week later in the months following Christmas and Easter. The unadjusted estimates are finalised the following month (10 to 11 weeks after the end of the reference period). Seasonally adjusted estimates are subject to further revisions at later dates (see Revisions Policy in our Average weekly earnings QMI).

Interpreting average earnings – base and compositional effects

Interpreting average earnings data over the last year has been difficult. Our How COVID-19 has impacted the Average Weekly Earnings data blog post explains the complexities of interpreting these data. There were temporary factors that we refer to as base and compositional effects.

The base effect refers to comparing two periods with different circumstances. Throughout the coronavirus (COVID-19) pandemic, different scenarios have affected the base effect. More information on base effects can be found in our Average weekly earnings in Great Britain: May 2022 bulletin.

The compositional effect means pay growth has been affected by a changing composition of employee jobs, which during the coronavirus pandemic had increased average pay. The latest data show that the composition effect is now at more normal levels, and we are no longer seeing the excessive levels we saw during periods of the coronavirus pandemic in 2020 and 2021. Our How furlough and changes in the employee workforce have affected earnings growth during the coronavirus (COVID-19) pandemic, UK: 2020 to 2021 article looks in more detail at the impact of compositional effects on wage growth.

Following the initial impact of the coronavirus pandemic, the change in pay growth was heavily affected by a changing composition of employee jobs, where we saw a fall in the number and proportion of lower-paid employee jobs. This changing composition naturally increased average pay and should be kept in mind when interpreting average pay growth. Changes in the profile of employee jobs in the economy will affect average pay growth. A decrease in employee numbers in jobs that have lower pay can have an upward effect on average pay, and the other way around.

More information on the compositional effect on the data is available in Section 10: Measuring the data of the Earnings and employment from Pay As You Earn Real Time Information, UK: May 2022 bulletin.

Sampling variability for average weekly earnings single-month growth rates in percentage points is also available in our previous release, Average weekly earnings in Great Britain: April 2022.

For more information about some of the main differences between our data sources, see our Comparison of labour market data sources methodology.

For more information on measuring the data, see our Average weekly earnings in Great Britain: April 2021 bulletin.

Making our published spreadsheets accessible

Following the Government Statistical Service (GSS) guidance on releasing statistics in spreadsheets, we will be amending our published tables over the coming months to improve usability, accessibility and machine readability of our published statistics. To help users change to the new formats, we will be publishing sample versions of a selection of our tables. Where practical, we will initially publish the tables in both the new and current formats. If you have any questions or comments, please email labour.market@ons.gov.uk.

7 . Strengths and limitations

Information on the strengths and limitations of this bulletin is available in:

- our Average weekly earnings in Great Britain: April 2021 bulletin
- our A guide to labour market statistics methodology
- our Income and earnings statistics guide methodology
- the Government Statistical Service Income and earnings interactive dashboard

8 . Related links

Employee earnings in the UK: 2022
Bulletin | Released 26 October 2022
Measures of employee earnings, using data from the Annual Survey for Hours and Earnings (ASHE).

Low and high pay in the UK: 2022
Bulletin | Released 26 October 2022
The distribution of hourly earnings of high-paid jobs, low-paid jobs and jobs paid below the National Minimum Wage.

Gender pay gap in the UK: 2022
Bulletin | Released 26 October 2022
Differences in pay between men and women by age, region, full time and part time, and occupation.

Comparison of labour market data sources
Methodology | Last revised 27 April 2022
The strengths and weaknesses of the main data sources we use to produce the labour market figures, including the advantages of new administrative data sources and limitations of some of our published figures.

Index of Labour Costs per Hour, UK: July to September 2020
Bulletin | Released 15 December 2020
Changes in the costs of employing labour, analysed by sector and industry. Experimental Statistics.

9 . Cite this statistical bulletin

Office for National Statistics (ONS), released 12 September 2023, ONS website, statistical bulletin, Average weekly earnings in Great Britain: September 2023

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 at:
https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/june2019/relateddata

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

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

(*) 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[1]

Standard Industrial Classification (2007) — Great Britain, seasonally adjusted

		Whole Economy (100%)[2]			Private sector (81%)[2]			Public sector (19%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		KAB9	KAC2	KAC3	KAC4	KAC5	KAC6	KAC7	KAC8	KAC9
Jul 21	(r)	581	7.3	8.4	581	8.3	9.7	581	2.8	2.5
May 22	(r)	606	4.3	6.4	607	4.8	7.3	590	1.4	1.4
Jun 22	(r)	613	6.2	5.1	620	7.2	5.8	593	2.3	1.7
Jul 22	(r)	615	5.8	5.4	619	6.6	6.2	594	2.3	2.0
Aug 22	(r)	619	6.0	6.0	624	6.7	6.8	597	2.6	2.4
Sep 22	(r)	622	6.1	6.0	626	7.0	6.8	596	2.1	2.3
Oct 22	(r)	626	6.4	6.2	630	7.0	6.9	611	4.0	2.9
Nov 22	(r)	629	7.0	6.5	633	7.7	7.2	614	4.4	3.5
Dec 22	(r)	632	4.7	6.0	636	4.8	6.5	616	4.7	4.4
Jan 23	(r)	635	5.9	5.9	639	6.0	6.2	624	6.0	5.0
Feb 23	(r)	640	6.8	5.8	645	7.0	5.9	621	5.4	5.4
Mar 23	(r)	644	5.9	6.2	648	6.0	6.3	623	5.6	5.6
Apr 23	(r)	651	7.8	6.8	655	8.0	7.0	625	6.1	5.7
May 23	(r)	655	8.1	7.2	658	8.5	7.5	626	6.2	6.0
Jun 23	(r)	670	9.3	8.4	663	7.0	7.8	711	19.8	10.7
Jul 23	**(p)**	664	8.1	8.5	666	7.5	7.6	657	10.5	12.2

		Services, SIC 2007 sections G-S (86%)[2]			Finance and business services, SIC 2007 sections K-N (22%)[2]			Public sector excluding financial services (19%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		K5BZ	K5C2	K5C3	K5C4	K5C5	K5C6	KAD8	KAD9	KAE2
Jul 21	(r)	567	7.6	8.5	778	12.2	12.5	577	2.9	2.8
May 22	(r)	594	4.2	6.5	809	4.0	8.1	586	1.4	1.5
Jun 22	(r)	599	6.5	5.4	826	9.2	6.5	587	1.8	1.6
Jul 22	(r)	602	6.1	5.6	823	5.7	6.3	590	2.2	1.8
Aug 22	(r)	606	6.1	6.2	835	6.3	7.1	593	2.6	2.2
Sep 22	(r)	608	6.2	6.2	838	6.6	6.2	592	2.1	2.3
Oct 22	(r)	613	6.5	6.3	841	6.2	6.4	606	4.0	2.9
Nov 22	(r)	616	7.4	6.7	852	8.2	7.0	609	4.4	3.5
Dec 22	(r)	620	4.7	6.2	852	0.2	4.7	612	4.7	4.3
Jan 23	(r)	623	6.2	6.1	858	6.6	4.9	619	5.7	4.9
Feb 23	(r)	630	7.0	5.9	868	8.6	5.0	618	5.4	5.3
Mar 23	(r)	638	5.9	6.3	877	7.1	7.4	620	5.5	5.6
Apr 23	(r)	638	7.7	6.9	884	8.1	7.9	623	6.1	5.7
May 23	(r)	644	8.4	7.3	888	9.7	8.3	622	6.2	5.9
Jun 23	(r)	656	9.5	8.6	895	8.3	8.7	704	19.8	10.7
Jul 23	**(p)**	**653**	**8.4**	**8.8**	**900**	**9.4**	**9.1**	**652**	**10.6**	**12.2**

		Manufacturing, SIC 2007 section C (8%)[2]			Construction, SIC 2007 section F (5%)[2]			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (22%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		K5CA	K5CB	K5CC	K5CD	K5CE	K5CF	K5CG	K5CH	K5CI
Jul 21	(r)	642	5.9	6.6	671	7.8	12.2	383	7.5	10.2
May 22	(r)	659	4.1	5.2	716	8.3	8.1	400	4.8	8.1
Jun 22	(r)	665	4.3	4.0	705	4.5	6.1	417	9.8	7.6
Jul 22	(r)	667	4.0	4.1	710	5.8	6.2	410	7.2	7.2
Aug 22	(r)	672	5.2	4.5	710	4.6	5.0	414	7.6	8.2
Sep 22	(r)	677	6.0	5.0	713	5.4	5.3	412	5.9	6.9
Oct 22	(r)	680	6.1	5.8	716	6.4	5.5	412	5.7	6.4
Nov 22	(r)	683	5.9	6.0	715	5.0	5.6	414	5.1	5.6
Dec 22	(r)	690	5.5	5.8	721	5.8	5.7	423	7.2	6.0
Jan 23	(r)	693	6.5	6.0	721	3.9	4.9	417	3.3	5.2
Feb 23	(r)	691	7.0	6.3	732	5.5	5.0	417	4.3	4.9
Mar 23	(r)	723	6.3	6.6	739	2.7	4.0	421	3.1	3.6
Apr 23	(r)	711	8.6	7.3	741	6.6	4.9	423	3.8	3.7
May 23	(r)	716	8.6	7.8	745	4.1	4.5	423	5.9	4.2
Jun 23	(r)	713	7.4	8.2	745	5.6	5.4	433	3.7	4.5
Jul 23	**(p)**	**717**	**7.5**	**7.8**	**746**	**5.0**	**4.9**	**434**	**5.7**	**5.1**

Source: Monthly Wages & Salaries Survey

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.

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.

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EARNINGS

14 Average Weekly Earnings (nominal) - bonus pay

Standard Industrial Classification (2007) — Great Britain, seasonally adjusted

		Whole Economy (100%)[1]			Private sector (81%)[2]			Public sector (19%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[2]		Single month	3 month average[2]		Single month	3 month average[2]
		KAF4	KAF5	KAF6	KAF7	KAF8	KAF9	KAG2	KAG3	KAG4
Jul 21	(r)	37	43.4	46.0	47	40.8	48.8	2	3.0	28.4
May 22	(r)	39	-5.1	18.2	48	-9.3	14.7	2	-58.5	-42.4
Jun 22	(r)	41	21.9	10.0	56	28.9	10.7	2	39.3	-32.0
Jul 22	(r)	41	11.5	8.5	52	11.0	9.0	2	29.4	-18.4
Aug 22	(r)	42	6.4	12.8	54	10.4	16.4	3	108.3	54.0
Sep 22	(r)	42	7.6	8.5	50	5.3	8.9	4	102.3	78.9
Oct 22	(r)	42	3.2	5.7	50	2.4	6.0	3	16.6	70.4
Nov 22	(r)	43	7.5	6.1	54	8.6	5.5	3	85.4	66.3
Dec 22	(r)	42	-10.4	-0.5	52	-13.2	-1.5	2	-15.1	23.7
Jan 23	(r)	43	4.8	0.0	51	-0.7	-2.5	4	124.0	60.4
Feb 23	(r)	44	5.0	-0.7	52	5.7	-3.4	2	3.4	34.8
Mar 23	(r)	46	-4.3	1.5	53	-0.4	1.5	2	18.0	47.2
Apr 23	(r)	45	10.2	3.2	56	7.5	4.2	3	83.5	30.1
May 23	(r)	44	13.0	5.6	54	14.2	6.9	2	23.6	37.9
Jun 23	(r)	53	29.3	17.6	53	-6.0	4.7	81	3243.5	1377.2
Jul 23	**(p)**	**46**	**12.9**	**18.5**	**53**	**1.8**	**2.8**	**18**	**659.0**	**1411.5**

		Services, SIC 2007 sections G-S (86%)[1]			Finance and business services, SIC 2007 sections K-N (22%)[1]			Public sector excluding financial services (19%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[2]		Single month	3 month average[2]		Single month	3 month average[2]
		K5CS	K5CT	K5CU	K5CV	K5CW	K5CX	KAH3	KAH4	KAH5
Jul 21	(r)	39	41.7	48.1	95	49.3	47.6	1	14.4	55.5
May 22	(r)	41	-14.4	11.2	87	-20.4	6.6	1	-56.7	-44.1
Jun 22	(r)	43	30.4	7.6	109	41.9	6.7	1	-14.6	-39.6
Jul 22	(r)	44	11.7	6.4	105	10.8	7.1	2	24.6	-26.6
Aug 22	(r)	44	9.5	16.4	107	5.6	17.6	2	124.8	27.4
Sep 22	(r)	43	5.8	9.0	99	-5.4	3.4	3	106.1	81.1
Oct 22	(r)	43	1.8	5.7	97	-12.9	-4.5	2	19.0	76.5
Nov 22	(r)	46	10.1	5.9	115	12.3	-2.3	2	84.0	69.7
Dec 22	(r)	44	-15.8	-2.4	102	-30.3	-12.8	1	-1.5	30.8
Jan 23	(r)	44	1.2	-2.6	100	-4.0	-10.2	2	-34.0	1.1
Feb 23	(r)	45	4.9	-4.0	104	6.4	-12.2	2	3.4	-15.4
Mar 23	(r)	46	1.2	2.4	108	2.6	1.5	1	1.0	-14.7
Apr 23	(r)	47	5.1	3.7	107	0.6	3.1	2	84.5	22.2
May 23	(r)	48	15.6	7.0	103	18.7	6.5	2	31.9	34.1
Jun 23	(r)	57	30.4	16.9	107	-1.5	5.0	74	5417.3	2186.8
Jul 23	**(p)**	**50**	**14.1**	**20.1**	**108**	**2.4**	**5.7**	**11**	**611.5**	**2042.4**

		Manufacturing, SIC 2007 section C (8%)[1]			Construction, SIC 2007 section F (5%)[1]			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (22%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[2]		Single month	3 month average[2]		Single month	3 month average[2]
		K5D3	K5D4	K5D5	K5D6	K5D7	K5D8	K5D9	K5DA	K5DB
Jul 21	(r)	37	80.0	50.2	32	9.5	61.4	29	53.9	68.4
May 22	(r)	30	19.0	25.6	51	82.7	56.6	26	-17.4	17.8
Jun 22	(r)	30	4.3	12.2	41	-10.8	20.3	44	47.7	19.1
Jul 22	(r)	34	-7.3	3.7	37	15.8	21.7	29	1.0	9.9
Aug 22	(r)	33	26.0	5.9	42	7.7	2.6	28	3.0	17.9
Sep 22	(r)	34	46.9	17.2	37	-6.0	5.2	27	-1.7	0.8
Oct 22	(r)	34	24.0	31.5	36	4.3	1.9	28	7.7	3.0
Nov 22	(r)	36	23.8	30.5	37	-8.4	-3.7	26	-7.2	-0.6
Dec 22	(r)	36	4.4	16.5	36	1.7	-1.2	31	17.2	5.6
Jan 23	(r)	41	48.8	24.0	29	-37.5	-16.6	29	2.0	3.7
Feb 23	(r)	30	16.2	21.8	38	-8.5	-16.6	25	-3.6	5.2
Mar 23	(r)	36	1.1	20.2	35	-28.0	-25.3	28	-9.9	-4.1
Apr 23	(r)	34	17.2	10.6	38	22.4	-8.3	26	-15.1	-9.8
May 23	(r)	34	13.1	9.9	40	-20.6	-13.0	26	-1.6	-9.2
Jun 23	(r)	30	-0.8	9.8	42	2.7	-1.9	31	-29.9	-18.0
Jul 23	**(p)**	**33**	**-4.6**	**2.3**	**41**	**11.3**	**-4.0**	**29**	**-0.4**	**-13.8**

Source: Monthly Wages & Salaries Survey

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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[1]

Standard Industrial Classification (2007) — Great Britain, seasonally adjusted

		Whole Economy (100%)[2]			Private sector (81%)[2]			Public sector (19%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		KAI7	KAI8	KAI9	KAJ2	KAJ3	KAJ4	KAJ5	KAJ6	KAJ7
Jul 21	(r)	543	5.9	6.8	533	6.6	7.8	579	2.7	2.4
May 22	(r)	567	5.0	4.4	562	5.8	5.1	590	1.9	1.7
Jun 22	(r)	569	5.1	4.7	563	5.9	5.4	590	1.9	1.8
Jul 22	(r)	572	5.4	5.2	567	6.3	6.0	591	2.2	2.0
Aug 22	(r)	575	5.8	5.4	570	6.6	6.3	594	2.5	2.2
Sep 22	(r)	578	6.0	5.8	574	7.0	6.6	593	1.9	2.2
Oct 22	(r)	583	6.5	6.1	578	7.2	6.9	608	3.9	2.8
Nov 22	(r)	587	6.9	6.5	583	7.6	7.3	611	4.3	3.4
Dec 22	(r)	589	6.6	6.7	585	7.1	7.3	614	4.8	4.3
Jan 23	(r)	592	6.3	6.6	586	6.5	7.0	620	5.8	4.9
Feb 23	(r)	597	7.1	6.7	592	7.5	7.0	620	5.4	5.3
Mar 23	(r)	600	7.1	6.8	595	7.5	7.1	621	5.5	5.6
Apr 23	(r)	605	7.7	7.3	601	8.1	7.7	624	6.1	5.7
May 23	(r)	611	7.7	7.5	607	8.1	7.9	626	6.1	5.9
Jun 23	(r)	614	8.0	7.8	610	8.3	8.2	629	6.6	6.2
Jul 23	**(p)**	**617**	**7.8**	**7.8**	**611**	**7.9**	**8.1**	**634**	**7.2**	**6.6**

		Services, SIC 2007 sections G-S (86%)[2]			Finance and business services, SIC 2007 sections K-N (22%)[2]			Public sector excluding financial services (19%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		K5DL	K5DM	K5DN	K5DO	K5DP	K5DQ	KAK6	KAK7	KAK8
Jul 21	(r)	529	6.2	6.8	685	9.8	10.0	577	2.9	2.6
May 22	(r)	553	5.2	4.6	718	6.4	5.6	586	1.9	1.7
Jun 22	(r)	555	5.3	4.9	721	6.3	5.8	587	1.9	1.8
Jul 22	(r)	559	5.6	5.4	720	5.2	6.0	589	2.1	2.0
Aug 22	(r)	563	6.1	5.7	732	6.4	6.0	591	2.4	2.1
Sep 22	(r)	566	6.2	6.0	737	7.5	6.3	591	1.9	2.1
Oct 22	(r)	571	6.7	6.3	743	7.6	7.2	605	3.9	2.8
Nov 22	(r)	576	7.2	6.7	747	7.9	7.7	607	4.3	3.4
Dec 22	(r)	577	6.8	6.9	749	6.8	7.4	611	4.7	4.3
Jan 23	(r)	579	6.5	6.9	756	8.6	7.8	616	5.7	4.9
Feb 23	(r)	584	7.2	6.9	764	9.2	8.2	616	5.4	5.3
Mar 23	(r)	586	7.2	7.0	765	8.7	8.8	617	5.6	5.6
Apr 23	(r)	591	7.8	7.4	776	9.8	9.2	620	6.1	5.7
May 23	(r)	597	7.8	7.6	782	9.0	9.1	622	6.0	5.9
Jun 23	(r)	600	8.2	8.0	789	9.6	9.4	626	6.6	6.2
Jul 23	**(p)**	**603**	**7.9**	**8.0**	**791**	**9.8**	**9.5**	**631**	**7.2**	**6.6**

		Manufacturing, SIC 2007 section C (8%)[2]			Construction, SIC 2007 section F (5%)[2]			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (22%)[2]		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average[3]		Single month	3 month average[3]		Single month	3 month average[3]
		K5DU	K5DV	K5DW	K5DX	K5DY	K5DZ	K5E2	K5E3	K5E4
Jul 21	(r)	608	3.9	5.3	637	7.7	10.7	355	5.5	7.5
May 22	(r)	632	3.8	3.2	667	5.5	5.2	378	6.6	6.4
Jun 22	(r)	636	4.4	3.8	668	5.2	5.3	379	7.0	6.7
Jul 22	(r)	637	4.7	4.3	672	5.4	5.4	382	7.7	7.1
Aug 22	(r)	639	4.7	4.6	673	4.6	5.1	384	7.8	7.5
Sep 22	(r)	643	5.2	4.9	677	6.3	5.4	383	6.3	7.2
Oct 22	(r)	647	5.7	5.2	682	6.5	5.8	384	5.5	6.5
Nov 22	(r)	649	5.3	5.4	679	5.9	6.2	387	6.1	6.0
Dec 22	(r)	654	5.6	5.5	681	6.0	6.1	389	6.4	6.0
Jan 23	(r)	657	5.4	5.4	692	6.4	6.1	389	3.5	5.3
Feb 23	(r)	663	6.7	5.9	693	6.3	6.2	391	4.9	4.9
Mar 23	(r)	669	7.1	6.4	702	6.9	6.5	393	5.1	4.5
Apr 23	(r)	679	8.2	7.3	703	5.9	6.4	397	5.5	5.2
May 23	(r)	686	8.5	7.9	706	5.8	6.2	401	6.3	5.6
Jun 23	(r)	686	7.8	8.2	706	5.6	5.8	407	7.2	6.3
Jul 23	**(p)**	**688**	**8.1**	**8.1**	**705**	**4.9**	**5.4**	**405**	**6.0**	**6.5**

Source: Monthly Wages & Salaries Survey

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

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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

16 Average Weekly Earnings - real and nominal[1]

Great Britain whole economy, seasonally adjusted

Total pay (including bonuses)[1]

		Nominal earnings			Real earnings[3]		
		Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
			Single month	3 month average[2]		Single month	3 month average[2]
		KAB9	KAC2	KAC3	A3WX	A3WV	A3WW
Jul 21	(r)	581	7.3	8.4	523	5.2	6.2
May 22	(r)	606	4.3	6.4	511	-3.2	-0.9
Jun 22	(r)	613	6.2	5.1	513	-1.8	-2.6
Jul 22	(r)	615	5.8	5.4	508	-2.8	-2.6
Aug 22	(r)	619	6.0	6.0	509	-2.6	-2.4
Sep 22	(r)	622	6.1	6.0	507	-2.7	-2.7
Oct 22	(r)	626	6.4	6.2	505	-2.7	-2.7
Nov 22	(r)	629	7.0	6.5	506	-2.1	-2.5
Dec 22	(r)	632	4.7	6.0	504	-4.0	-2.9
Jan 23	(r)	635	5.9	5.9	504	-2.7	-2.9
Feb 23	(r)	640	6.8	5.8	505	-2.1	-2.9
Mar 23	(r)	644	5.9	6.2	511	-3.0	-2.6
Apr 23	(r)	651	7.8	6.8	512	-0.1	-1.8
May 23	(r)	655	8.1	7.2	512	0.2	-1.0
Jun 23	(r)	670	9.3	8.4	522	1.8	0.7
Jul 23	**(p)**	**664**	**8.1**	**8.5**	**516**	**1.6**	**1.2**

Regular pay (excluding bonuses)

		Nominal earnings			Real earnings[3]		
		Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
			Single month	3 month average[2]		Single month	3 month average[2]
		KAI7	KAI8	KAI9	A2FC	A2F9	A2FA
Jul 21	(r)	543	5.9	6.8	488	3.8	4.5
May 22	(r)	567	5.0	4.4	476	-2.6	-2.6
Jun 22	(r)	569	5.1	4.7	474	-2.9	-3.0
Jul 22	(r)	572	5.4	5.2	473	-3.1	-2.8
Aug 22	(r)	575	5.8	5.4	474	-2.6	-2.8
Sep 22	(r)	578	6.0	5.8	474	-2.5	-2.7
Oct 22	(r)	583	6.5	6.1	471	-2.8	-2.7
Nov 22	(r)	587	6.9	6.5	472	-2.3	-2.5
Dec 22	(r)	589	6.6	6.7	472	-2.4	-2.5
Jan 23	(r)	592	6.3	6.6	472	-2.4	-2.3
Feb 23	(r)	597	7.1	6.7	473	-2.0	-2.2
Mar 23	(r)	600	7.1	6.8	472	-1.6	-2.0
Apr 23	(r)	605	7.7	7.3	474	-0.1	-1.2
May 23	(r)	611	7.7	7.5	476	-0.1	-0.6
Jun 23	(r)	614	8.0	7.8	477	0.6	0.1
Jul 23	**(p)**	**617**	**7.8**	**7.8**	**479**	**1.2**	**0.6**

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.