



May 2018: PAYstats Pay and Labour Market Statistics

PAYstats at a glance

Our round-up of key statistics, covering inflation, employment and average earnings.



Employment

32.3m



employed, up 1.2% on last year.

806,000



vacancies, up 2.1% on last year.

96,000



redundancies, up 0.6% on last year.

1.4m



unemployed, down 7.5% on last year.

3.0%



increase in whole economy average earnings, excluding bonuses, for the 12 months to March 2018, up by 0.1% on last month.

2.3%



increase in whole economy average earnings, including bonuses for the 12 months to March 2018, down by 0.3% on last month.

Notes: [^] Consumer Prices Index including owner occupiers' housing costs (CPIH) was re-designated as a National Statistic on 31 July 2017. ^{^^} RPI has lost its designation as a National Statistic but is still used for some indexing purposes. ONS has ceased publication of RPIJ as of March 2017.

Data source: Adapted from data from the Office for National Statistics licensed under the Open Government Licence v.1.0. Please note the specific definitions for the measures above vary.

PAYstats in detail

EMPLOYMENT (seasonally adjusted, change calculated for last 12 months)

Reference Period	Jobs *		Redundancies **		Vacancies		Unemployment	
	Jan - Mar 2018		Jan - Mar 2018		Feb - Apr 2018		Jan - Mar 2018	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK	32,344	1.2%	96	0.6%	806	2.1%	1,425	-7.5%
Manufacturing	2,689	2.1%	8	-54.6%	59	7.7%		
Construction	2,302	2.8%	10	0	25	-8.9%		
Wholesale, retail & motor repair	4,963	-0.3%	16	1.5%	133	-3.1%		
Transport & storage	1,785	2.5%	16	-3.8%	41	28.0%		
Accommodation & food services	2,378	0.2%			87	-3.5%		
Info & communications	1,445	1.9%			45	7.0%		
Financial & insurance	1,134	0.6%	8	0	39	15.4%		
Real estate	571	4.0%			10	-24.4%		
Public admin, defence, social security	1,491	1.6%	17	33.4%	18	11.6%		
Education	2,917	-1.8%			46	-14.3%		
Health & social work	4,408	2.8%			127	3.7%		
Other services	957	2.7%	***	***	21	10.9%		

AVERAGE EARNINGS (seasonally adjusted)

March 2018	Excluding bonuses		Including bonuses	
	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	3.0%	0.1%	2.3%	-0.3%
Private	3.1%	0.1%	2.4%	-0.2%
Public	2.3%	-0.2%	2.0%	-0.5%
Services	2.8%	-0.1%	2.1%	-0.6%
Finance & business services	2.9%	-0.3%	0.3%	-3.2%
Public sector exc. Financial services	2.4%	-0.2%	2.4%	-0.2%
Manufacturing	2.3%	-0.5%	1.8%	-0.4%
Construction	6.0%	2.2%	5.9%	3.0%
Wholesale, retail, hotels & restaurants	2.2%	-0.4%	2.8%	0.3%

Notes: * Sector breakdown as at December 2017; ** Not seasonally adjusted; *** Sample size too small to be shown

Current Rates

NATIONAL MINIMUM WAGE (NMW)

For more information: www.gov.uk



Workers 21 years and over:	£7.38
Workers 18-20 years old:	£5.90
Workers 16-17 years old:	£4.20
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£6.00
Apprentice minimum wage rate for:	£3.50
- apprentices under 19 years old	
- apprentices aged 19 and over, but in the first year of their apprenticeship	

NATIONAL LIVING WAGE

For more information: www.gov.uk



The compulsory National Living Wage (NLW) was introduced in April 2016. The NLW effectively increases the National Minimum Wage for workers aged 25 and over.	£7.83
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LIVING WAGE

For more information: www.livingwage.org.uk



The Living Wage is set independently and calculated according to the basic cost of living in the UK.	
- UK hourly rate:	£8.75
- London hourly rate:	£10.20

STATUTORY MATERNITY PAY

For more information: www.gov.uk



Statutory Maternity Pay is paid for up to 39 weeks:	
- the first 6 weeks: 90 per cent of average weekly earnings (AWE) before tax	
- the remaining 33 weeks: £140.98 or 90 per cent of AWE (if lower)	
Statutory Paternity Pay:	
- 1 or 2 weeks consecutive leave: £140.98 or 90 per cent of AWE (if lower)	
Statutory Adoption Pay is paid for up to 39 weeks:	
- the first 6 weeks: 90 per cent of AWE before tax	
- the remaining 33 weeks: £140.98 or 90 per cent of AWE (if lower)	

STATUTORY SICK PAY

For more information: www.livingwage.org.uk



Standard weekly rate	£89.35
Maximum period	28 weeks in any 3 years

STATUTORY REDUNDANCY PAY

For more information: www.gov.uk



Statutory redundancy pay rates are based on age and length of employment:	
- 1.5 weeks' pay for each year of employment after their 41st birthday	
- 1 week's pay for each year of employment after their 22nd birthday	
- 0.5 week's pay for each year of employment up to their 22nd birthday	
Calculation of age and service is counted back from the date of dismissal.	
Maximum pay £489 per week, up to a rate of £14,670	

WORKING TIME

For more information: www.gov.uk



Basic entitlement for workers aged 18 and over:	
- 5.6 weeks holiday a year	
- Work no more than 6 days out of every 7, or 12 days out of every 14	
- A 20 minute break if more than 6 hours worked continuously	
- Work a maximum 48-hour average week	
Workers aged 16 and 17 are entitled to:	
- Take at least 30 minutes break if more than 4.5 hours worked continuously	
- Work no more than 8 hours a day and 40 hours a week	
- Have 12 hours rest between working days and 2 days off every week	
- 5.6 weeks holiday a year	



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Paydata's PAYreview software and service allows your managers to easily manage and track the review efficiently, enabling them to focus on the review outcomes, rather than the process.

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-  **Efficient**
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-  **Secure**
Replacing the need to email and collate numerous spreadsheets, your data is held centrally on a world-class hosting platform, which utilises leading edge security.
-  **Global**
PAYreview is global and designed for organisations that operate in geographically diverse labour markets.

To request a demo or to discover more about how PAYreview can help you manage your pay review more efficiently, please contact us today on **+44 (0)1733 391 377** or via **info@paydata.co.uk**.

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