



September 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 0.8% on last year.



96,000

redundancies, up 0.6% on last year.



833,000

vacancies, up 5.6% on last year.



1.36m

unemployed, down 6.5% on last year.



3.1%

increase in whole economy average earnings, excluding bonuses, for the 12 months to July 2018, up by 0.3% on last month.



3.1%

increase in whole economy average earnings, including bonuses for the 12 months to July 2018, up 1.1% 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)

	Jobs *		Redundancies **		Vacancies		Unemployment	
Reference Period	May - Jul 2018		Jan - Mar 2018		Jun - Aug 2018		May - Jul 2018	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK	32,397	0.8%	96	0.6%	833	5.6%	1,361	-6.5%
Manufacturing	2,708	1.2%	8	-54.6%	59	16.7%		
Construction	2,308	0.8%	10	0.0%	28	-5.5%		
Wholesale, retail & motor repair	4,941	-1.5%	16	1.5%	135	-4.8%		
Transport & storage	1,800	-0.4%			39	17.0%		
Accommodation & food services	2,455	1.2%	16	-3.8%	93	0.5%		
Info & communications	1,514	1.1%			44	4.5%		
Financial & insurance	1,126	-0.8%	8	0.0%	37	-0.5%		
Real estate	555	1.6%			11	7.8%		
Public admin, defence, social security	1,494	0.3%			21	23.5%		
Education	2,931	0.3%	17	33.4%	50	-0.4%		
Health & social work	4,413	0.5%			133	12.2%		
Other services	958	1.5%	***	***	25	28.3%		

AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
July 2018	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	3.1%	0.3%	3.1%	1.1%
Private	3.2%	0.3%	3.1%	1.2%
Public	3.0%	0.5%	3.1%	0.7%
Services	3.1%	0.4%	3.2%	1.4%
Finance & business services	2.3%	0.0%	2.7%	2.3%
Public sector exc. Financial services	3.1%	0.5%	3.3%	0.8%
Manufacturing	2.6%	0.3%	2.3%	0.1%
Construction	4.1%	1.5%	3.3%	-1.5%
Wholesale, retail, hotels & restaurants	4.4%	1.4%	3.7%	1.3%

Notes: * Sector breakdown as at June 2018; ** Not seasonally adjusted. No new data listed since July's release; *** 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.	£7.00
Apprentice minimum wage rate for: - apprentices under 19 years old - apprentices aged 19 and over, but in the first year of their apprenticeship	£3.70

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: £145.18 or 90 per cent of AWE (if lower)

Statutory Paternity Pay:
- 1 or 2 weeks consecutive leave: £145.18 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: £145.18 or 90 per cent of AWE (if lower)

STATUTORY SICK PAY

For more information: www.livingwage.org.uk



Standard weekly rate	£92.05
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

Length of service is capped at 20 years.

Calculation of age and service is counted back from the date of dismissal.

For redundancies made on or after 6 April 2018, the weekly pay is capped at £508 and the maximum statutory redundancy pay is £15,240. If redundancy was made before 6 April 2018, these amounts will be lower.

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



Streamlining your pay review process

Do you want to reduce the time and resources required to manage your pay review process?

Our customers tell us they spend as many as 500 hours each year managing their pay review, largely through cumbersome and unsecure spreadsheet methods. Factor in the time it takes line managers to agree and communicate their decisions to HR and you can see why a review plays such a large part in the HR calendar.

PAYreview allows you to manage and track your pay review much more easily, enabling you to focus more on the review outcomes, rather than the process.

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PAYreview has been designed by, and for, HR professionals to be:

-  **Simple**
PAYreview is straightforward and logical for all users.
-  **Efficient**
PAYreview's intuitive and easy to use format offers significant time and cost efficiencies.
-  **Secure**
Replacing the need to distribute 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 demo or to discover more about how Paydata's PAYreview software 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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