



December 2018: PAYstats Pay and Labour Market Statistics

PAYstats at a glance

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



Employment

32.4m



employed, up 1.2% on last year.

848,000



vacancies, up 4.9% on last year.

83,000



redundancies, down 17.2% on last year.

1.38m



unemployed, down 3.4% on last year.

3.2%



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

2.8%



increase in whole economy average earnings, including bonuses for the 12 months to September 2018, down 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 *		Vacancies		Redundancies		Unemployment	
	Aug - Oct 2018		Sep - Nov 2018		Aug - Oct 2018		Aug - Oct 2018	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK	32,476	1.2%	848	4.9%	83	-17.2%	1,380	-3.4%

Manufacturing	2,720	0.8%	60	8.3%
Construction	2,382	1.4%	27	-3.6%
Wholesale, retail & motor repair	4,966	-0.4%	140	-0.9%
Transport & storage	1,708	0.8%	40	17.9%
Accommodation & food services	2,408	0.9%	92	0.4%
Info & communications	1,568	5.3%	49	24.3%
Financial & insurance	1,128	1.8%	37	-5.8%
Real estate	584	2.0%	13	33.3%
Public admin, defence, social security	1,491	0.5%	24	39.9%
Education	2,965	1.1%	50	-4.6%
Health & social work	4,401	1.8%	129	2.9%
Other services	899	-0.8%	25	20.1%

AVERAGE EARNINGS (seasonally adjusted)

October 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	3.5%	0.4%	3.9%	1.0%

Private	3.6%	0.4%	4.2%	1.3%
Public	2.7%	-0.1%	2.6%	-0.1%
Services	3.7%	0.4%	4.2%	1.2%
Finance & business services	3.1%	0.3%	3.9%	2.3%
Public sector exc. Financial services	2.7%	-0.2%	2.7%	0.0%
Manufacturing	2.3%	-0.1%	2.0%	-0.1%
Construction	3.3%	0.4%	3.4%	0.6%
Wholesale, retail, hotels & restaurants	3.9%	0.8%	4.1%	1.6%

Notes: * Sector breakdown as at September 2018.

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:	£9.00
- London hourly rate:	£10.55

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	



Create order and structure in your pay arrangements

Job evaluation can help to create order and structure in your pay arrangements, whilst providing a sound structure for conducting an equal pay audit.

It is a great way of adding value to your reward strategy by making sure your people are rewarded fairly for the work they do, relative to others in the business.

If you need to grade every job in your organisation, PAYgrade job evaluation software offers a quick and simple solution for you.

Visit www.paydata.co.uk to find out how Paydata helped L&Q streamline their approach to job evaluation, grading and pay.

Why use PAYgrade?

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

-  **Simple**
Designed to be simple and logical to use, but flexible enough to accommodate the myriad of jobs that organisations employ.
-  **Efficient**
PAYgrade's quick and easy-to-use format means you will spend less time grading jobs.
-  **Secure**
Via a secure online log-in, PAYgrade is easy to access for all users from anywhere in the world.
-  **Global**
PAYgrade is suitable for all types and sizes of organisation that need a reliable, easy-to-use job grading system.

If you would like to discover more about how Paydata's PAYgrade software can help you create order and structure in your pay arrangements, please contact us today on **+44 (0)1733 391 377** or via **info@paydata.co.uk**.

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