



March 2019: PAYstats Pay and Labour Market Statistics

PAYstats at a glance

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



Employment

32.7m

employed, up 1.5% on last year.



91,000

redundancies, down 10.9% on last year.



854,000

vacancies, up 4.8% on last year.



1.34m

unemployed, down 7.7% on last year.



3.5%

increase in whole economy average earnings, excluding bonuses, for the 12 months to January 2019, up by 0.1% on last month.



3.7%

increase in whole economy average earnings, including bonuses for the 12 months to January 2019, up 0.4% 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	
	Nov - Jan 2019		Dec - Feb 2019		Nov - Jan 2019		Nov - Jan 2019	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK	32,714	1.5%	854	4.8%	91	-10.9%	1,338	-7.7%

Manufacturing	2,707	0.0%	61	5.0%
Construction	2,404	2.7%	28	25.1%
Wholesale, retail & motor repair	4,970	-0.5%	138	4.8%
Transport & storage	1,766	5.1%	45	4.7%
Accommodation & food services	2,429	3.7%	91	-2.7%
Info & communications	1,573	6.0%	53	17.4%
Financial & insurance	1,117	0.4%	37	-5.4%
Real estate	589	0.4%	14	54.9%
Public admin, defence, social security	1,504	1.5%	20	12.2%
Education	2,972	1.9%	50	1.4%
Health & social work	4,423	1.1%	130	0.4%
Other services	921	1.4%	25	10.2%

AVERAGE EARNINGS (seasonally adjusted)

January 2019	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%	0.1%	3.7%	0.4%
Private	3.7%	0.3%	3.9%	0.5%
Public	2.7%	-0.2%	2.7%	-0.1%
Services	3.6%	0.0%	3.9%	0.5%
Finance & business services	5.0%	1.1%	5.3%	2.1%
Public sector exc. Financial services	2.7%	-0.2%	2.7%	-0.2%
Manufacturing	2.2%	0.6%	2.1%	0.3%
Construction	3.7%	-0.1%	3.6%	-1.9%
Wholesale, retail, hotels & restaurants	3.3%	0.3%	2.8%	0.2%

Notes: * Sector breakdown as at December 2018.

Current Rates

NATIONAL MINIMUM WAGE (NMW) *

For more information: www.gov.uk



Workers 21 years and over:	£7.38 (£7.70)
Workers 18-20 years old:	£5.90 (£6.15)
Workers 16-17 years old:	£4.20 (£4.35)
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£7.00 (£7.55)
Apprentice minimum wage rate for:	£3.70 (£3.90)
- 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 (£8.21)
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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 (£148.68) or 90 per cent of AWE (if lower)

Statutory Paternity Pay:

- 1 or 2 weeks consecutive leave: £145.18 (£148.68) 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 (£148.68) or 90 per cent of AWE (if lower)

STATUTORY SICK PAY ***

For more information: www.livingwage.org.uk



Standard weekly rate	£92.05 (£94.25)
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 2019, the weekly pay is capped at £525 and the maximum statutory redundancy pay is £15,750. If redundancy was made before 6 April 2019, 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

* Figures in brackets effective as of 1st April 2019

** Figures in brackets effective as of 7th April 2019

*** Figures in brackets effective as of 6th April 2019



WEBINAR: Top Tips for Surviving your Pay Review

What challenges are you currently facing in managing your annual pay review?

Customers tell us they can spend more than 500 hours each year managing their pay review. You may already have invested in pay review software to reduce the time required, but still face hurdles when it comes to achieving a smooth pay review process and getting everything you would like to from it.

Sound familiar?

Later this month, pay and reward expert Tim Kellett, will be hosting a free webinar outlining how to ensure you achieve what you need from your annual pay review, whilst providing his top tips on how to survive a pay review process in your business.

SIGN UP FOR OUR FREE WEBINAR

Top Tips for Surviving your Annual Pay Review

28 March 2019
2:30 - 3:00pm

Covering the following key areas, expect to come away with key actions points to implement in your business and improve your pay review process:

-  Reward Principles
-  Project Team
-  Communication
-  Data
-  Time

To reserve your place at this free webinar, simply [register here](#). If you require any further information, contact us on +44 (0)1733 391 377 or via info@paydata.co.uk.

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