



February 2020: PAYstats Pay and Labour Market Statistics

PAYstats at a glance

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



Employment

32.9m



employed, up 1.0% on last year.

109,000



redundancies, up 18.9% on last year.

810,000



vacancies, down 5.8% on last year.

1.29m



unemployed, down 5.4% on last year.

3.2%



increase in whole economy average earnings, excluding bonuses, for the 12 months to December 2019, unchanged from last month.

2.8%



increase in whole economy average earnings, including bonuses for the 12 months to December 2019, down 0.6% 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	
	Oct - Dec 2019		Nov - Jan 2020		Oct - Dec 2019		Oct - Dec 2019	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK	32,934	1.0%	810	-5.8%	109	18.9%	1,290	-5.4%

Manufacturing	2,717	0.8%	55	-14.8%
Electricity & gas supply	144	-6.2%	3	-6.5%
Water, sewerage & waste	247	8.6%	4	-9.8%
Construction	2,263	-2.5%	26	-8.7%
Wholesale, retail & motor repair	4,974	-0.5%	130	-5.9%
Info & communications	1,520	4.0%	42	-19.7%
Financial & insurance	1,128	0.4%	32	-13.9%
Real estate	615	4.7%	11	-27.2%
Prof. scientific & technical	3,242	4.8%	76	-5.7%
Administrative & support	3,071	0.8%	54	2.1%
Public admin, defence, social security	1,522	1.8%	22	2.8%
Education	2,973	1.2%	53	7.3%
Health & social work	4,486	3.1%	137	3.1%
Other services	995	8.3%	19	-24.3%

AVERAGE EARNINGS (seasonally adjusted)

December 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	3.2%	0.0%	2.8%	-0.6%
Private	3.2%	0.0%	2.7%	-0.7%
Public	3.5%	0.1%	3.5%	0.2%
Services	3.3%	0.0%	2.9%	-0.5%
Finance & business services	3.9%	-0.1%	3.6%	-0.4%
Public sector exc. Financial services	3.5%	0.0%	3.4%	0.2%
Manufacturing	2.9%	0.0%	2.5%	-0.5%
Construction	2.4%	-0.9%	2.1%	-1.3%
Wholesale, retail, hotels & restaurants	1.5%	-0.1%	1.2%	-0.4%

Notes: * Sector breakdown as at September 2019.

Current Rates

NATIONAL MINIMUM WAGE (NMW)

For more information: www.gov.uk



Workers 21 years and over:	£7.70
Workers 18-20 years old:	£6.15
Workers 16-17 years old:	£4.35
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£7.55
Apprentice minimum wage rate for:	£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.	£8.21 (£8.72)
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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:	£9.30
- London hourly rate:	£10.75

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: £148.68 or 90 per cent of AWE (if lower)

Statutory Paternity Pay:

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

STATUTORY SICK PAY

For more information: www.livingwage.org.uk



Standard weekly rate	£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 2020



Benchmarking your niche roles

Do you have roles which you find difficult to benchmark? Maybe you have positions that present a particular recruitment and retention challenge?

Organisations need market intelligence to inform their internal decisions. Recruitment and retention difficulties with specific roles may suggest the organisation is not paying consistently with the external labour market.

Paydata's ad hoc benchmarking service can help you to access vital data on pay and conditions for highly specialised roles as and when required. You can use our job search service to find pay data for a specialist/niche role, industry sector or a specific benefit or allowance.

Key benefits:

-  **Access difficult to benchmark roles**
Our database captures a wide range of roles that employers are unable to benchmark elsewhere.
-  **Clear and easy to interpret reports**
Personalised reports clearly illustrate how pay compares to the wider market.
-  **Benchmark specific locations**
Data can be analysed at a national, regional and local level, reflecting the wider commute-to-work area that many of these roles are recruited from.
-  **Access the latest market intelligence**
We largely directly-source payroll data, providing the most up-to-date and accurate pay data for a very wide range of roles.

To discover more and to discuss your requirements, please contact us today on **+44 (0)1733 391 377** or via **info@paydata.co.uk**.

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