



March 2020: PAYstats Pay and Labour Market Statistics

PAYstats at a glance

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

Consumer Price Index

1.7%

February 2020

CPIH [^]

1.7%

February 2020

Retail Price Index ^{^^}

2.5%

February 2020

Employment

33.0m

employed, up 0.8% on last year.



106,000

redundancies, up 16.4% on last year.



817,000

vacancies, down 3.6% on last year.



1.34m

unemployed, up 0.4% on last year.



2.8%

increase in whole economy average earnings, excluding bonuses, for the 12 months to January 2020, down 0.4% from last month.



3.1%

increase in whole economy average earnings, including bonuses for the 12 months to January 2020, up 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)

	Jobs *		Vacancies		Redundancies		Unemployment	
Reference Period	Nov - Jan 2020		Dec - Feb 2020		Nov - Jan 2020		Nov - Jan 2020	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK	32,985	0.8%	817	-3.6%	106	16.4%	1,343	0.4%

Manufacturing	2,704	0.7%	55	-9.3%
Electricity & gas supply	154	3.3%	3	-11.8%
Water, sewerage & waste	241	4.3%	3	-17.1%
Construction	2,310	-1.4%	28	2.9%
Wholesale, retail & motor repair	4,967	-0.7%	132	-4.3%
Info & communications	1,536	3.7%	42	-17.8%
Financial & insurance	1,127	0.8%	31	-13.2%
Real estate	659	10.3%	12	-18.4%
Prof. scientific & technical	3,225	2.6%	78	-4.1%
Administrative & support	3,042	0.4%	56	10.3%
Public admin, defence, social security	1,531	1.7%	22	10.6%
Education	2,981	0.9%	51	2.2%
Health & social work	4,477	2.7%	136	2.5%
Other services	1,008	6.5%	17	-29.6%

AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
January 2020	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	2.8%	-0.4%	3.1%	0.3%
Private	2.7%	-0.5%	3.1%	0.4%
Public	2.9%	-0.4%	2.9%	-0.4%
Services	3.0%	-0.4%	3.3%	0.3%
Finance & business services	2.6%	-1.3%	3.1%	-0.5%
Public sector exc. Financial services	3.0%	-0.4%	2.9%	-0.5%
Manufacturing	1.5%	-1.3%	1.4%	-0.9%
Construction	2.7%	0.7%	3.8%	1.9%
Wholesale, retail, hotels & restaurants	2.9%	1.5%	3.8%	2.6%

Notes: * Sector breakdown as at December 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



How can we help?

Over the coming weeks and months, HR and Reward departments will continue to be at the forefront of supporting staff during this challenging period.

Busier than ever, you may be putting planned HR/Reward projects on hold as your priorities inevitably adjust. You may be using this as an opportunity to take stock as an organisation and think about how to organise your reward for the future.

Either way, we can help provide support, on hand and at short notice, to assist you with your reward and general HR management needs. Our flexible retainer service offers a bespoke solution to your individual needs and has been designed to provide reward expertise and complete peace of mind through an efficient, cost effective and convenient solution.



Data analysis



Ad hoc benchmarking



Organisational design



Job evaluation



Bespoke analysis



Reward administration



Communication & training

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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