Paydata
making lives better at work

Paydata Business Insight
National Statistics

April 2020: PAYstats Pay and Labour Market Statistics

Quarterly Edition

April 2020: PAYstats Pay and Labour Market Statistics

AIMS

Our quarterly round-up brings together trends and opinions on what is happening and what the future holds for:

- Inflation
- Employment
- Earnings
- Pay Settlements
  - Historic
  - Predictive
- PAYstats – pay and labour market statistics

If you would like to find our more about any of the information contained in this PAYstats bulletin please contact us via:

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KEY FINDINGS

- The Consumer Prices Index (CPI) 12-month rate was 1.5% in March 2020, down from 1.7% in February.
- The latest indicators [...] pointed to a marked deterioration in labour market conditions.
- Estimated annual growth in average weekly earnings for employees in Great Britain in the three months to February 2020 was 2.8% for total pay (including bonuses) and 2.9% for regular pay (excluding bonuses). Pay in February 2020 continued to grow faster than inflation, but its rate of growth has slowed since mid-2019.
- The increasingly uncertain outlook and reduced demand for staff weighed on pay growth during March. Starting salaries rose at the weakest pace since July 2016, while temporary wage inflation eased to its slowest for just over seven years.
- Research reports the median increase in pay in the last quarter as between 2.3% and 2.5%.

Inflation

> Prior to recent developments, inflation was already set to fall further below the MPC's 2% target. It is now likely to decline to below 1% in the spring."
>
> **BANK OF ENGLAND MPC MINUTES**
> March 2020

BANK OF ENGLAND INFLATION REPORT (JANUARY 2020)

Over the coming quarters, inflation will be affected by developments in a number of regulated prices. Changes to Ofgem's energy price cap introduce some volatility - with CPI inflation expected to pick up to 1.8% in 2020 Q1, before falling back to around 1.25% in the middle of the year. The expected reduction in water bills as a result of action by the regulator Ofwat is also expected to contribute to the fall in inflation in 2020 Q2. Inflation is expected to remain materially below 2% over the second half of 2020 as those factors, as well as spare capacity, continue to drag.

As the drag from lower utilities prices fades and domestic price pressures strengthen in response to the erosion of spare capacity, CPI inflation returns to the target. CPI inflation begins to rise towards the 2% target in late 2020 as the temporary negative contributions from energy and utility prices start to unwind. Domestic price pressures also rise as spare capacity is used up and excess demand then emerges. Wage growth is projected to pick up over the second half of the forecast period, supported by low unemployment. While productivity growth increases as well, unit labour cost growth remains firm. Those cost pressures are passed through to CPI inflation. As a result, inflation is projected to be 2.0% in 2022 Q1 and 2.1% in 2023 Q1.

BANK OF ENGLAND MPC MINUTES (MARCH 2020)

CPI inflation was 1.7% in February. Prior to recent developments, inflation was already set to fall further below the MPC's 2% target. It is now likely to decline to below 1% in the spring, reflecting the pass-through to fuel prices of the recent and sharp decline in the oil price. Further ahead, inflation will be boosted by the significant depreciation of the sterling exchange rate. The MPC will be monitoring closely developments in inflation and in indicators of inflation expectations, including those of households, businesses and financial markets. Financial market measures of inflation expectations have not risen over recent weeks.

The Committee noted that, owing to the impact the spread of Covid-19 would have on household spending patterns and the ability of the ONS to collect price data, the construction of the CPI beyond March could become more challenging, and the index might be less representative of spending patterns, for a period.

OFFICE FOR NATIONAL STATISTICS (MARCH 2020)

The Consumer Prices Index including owner occupiers' housing costs (CPIH) 12-month inflation rate was 1.5% in March 2020, down from 1.7% in February 2020.

The largest contribution to the CPIH 12-month inflation rate in March 2020 came from housing, water, electricity, gas and other fuels (0.51% percentage points).

Falls in the price of motor fuels and clothing resulted in the largest downward contributions to the change in the CPIH 12-month inflation rate between February and March 2020. Rises in air fares produced the largest, partially offsetting, upward contribution to change.

The Consumer Prices Index (CPI) 12-month rate was 1.5% in March 2020, down from 1.7% in February.

Employment

CIPD LABOUR MARKET OUTLOOK (WINTER 2019-20)

The net employment score – which measures the difference between the proportion of employers who expect to increase staff levels and those who expect to decrease staff levels over the next quarter – has decreased from +22 to +21.

Looking in more detail across sectors, the public sector has improved greatly, recording a net employment balance of +21 compared with +14 in the autumn 2019 report. The net balance for the public sector is at its highest level for over a decade. Employment growth is projected to be strong across all parts of the public sector, including the NHS (+26), education (+22), the police and the armed forces (+20) and public administration +20).

Employment prospects have also risen from +19 to +23 in the voluntary sector. In terms of the private sector, the net employment score has fallen from +25 to +21 over the past three months. This includes a significant fall in the net balance for the manufacturing sector, albeit the score is still positive, from +22 in autumn 2019 to +6 in winter 2019–20. Overall, employment growth prospects are most buoyant in healthcare (+28), construction (+27) and the voluntary sector (+23).

Three in ten LMO employers (30%) report that it has become more difficult to fill vacancies at their organisation during the past 12 months. Almost half (59%) of establishments say there has not been any change, and just 5% report that it has become less difficult. The share of employers reporting rising recruitment pressures is highest in healthcare (41%), construction (41%) and public administration (38%).

BANK OF ENGLAND INFLATION REPORT (JANUARY 2020)

Some indicators of labour demand have softened over the past year. Surveys of firms suggest they plan to hire fewer people, the number of vacancies has fallen and labour market churn has dipped. Nonetheless, the unemployment rate has remained low and the labour market appears tight. The MPC's central projection is for unemployment to stay low in the coming years, consistent with a projected recovery in GDP growth.

BANK OF ENGLAND MPC MINUTES (MARCH 2020)

Since the MPC's special meeting ending on 10 March, UK survey data had begun to reflect the impact of the spread of Covid-19. The latest indicators [...] pointed to a marked deterioration in labour market conditions. The IHS Markit flash composite employment index fell to a level that was consistent with a fall in employment. Around 90% of recruiters responding to a REC survey conducted on 13 March thought that Covid-19 would have an adverse impact on hiring activities in the short-term. In the March IHS Markit Household Finance survey, the job security perceptions index had fallen to its lowest level for over eight years. The Department for Work and Pensions had reported a marked rise in claims for Universal Credit, and internet searches for terms relating to unemployment and redundancy had picked up sharply.

+21

this quarter's net employment balance

+21

the public sector has improved greatly, recording a net employment balance of +21 compared with +14 in the autumn 2019 report.

LABOUR MARKET ECONOMIC COMMENTARY (APRIL 2020)

The ONS is producing new data and experimental indicators on the UK economy and society, including information related to COVID-19. The initial results from the second wave of the Business Impact of Coronavirus (COVID-19) Survey (BICS) for the period 23 March to 5 April 2020 shows that 75% of the businesses that responded [...] continued trading, while the remaining 25% had temporarily closed or paused trading.

The firms that continued trading reported that 70% of the workforce was working as normal, but they had furloughed an average of 21% of the workforce. In addition, 5% of the workforce was off sick or in self-isolation because of COVID-19.

Of the businesses that continued trading, 41% reported having to reduce staff levels in the short term, while 29% reported having to decrease working hours.

MANPOWER EMPLOYMENT OUTLOOK SURVEY (Q2 2020)

Employers in the UK report modest hiring intentions for the second quarter of 2020. With 7% of employers forecasting an increase in payrolls, 2% anticipating a decrease and 90% expecting no change, the Net Employment Outlook is +5%. […] Hiring intentions improve by two percentage points in comparison with the prior quarter and remain relatively stable when compared with this time one year ago.

Employers in 10 of the 12 regions expect to add to payrolls during the upcoming quarter. The strongest labour market is forecast in Yorkshire & the Humber […]. Elsewhere, employers report encouraging signs for job seekers in the East Midlands and the North East […]. However, employers in two regions report subdued hiring intentions, most notably in London […].

Job gains are forecast in all nine industry sectors during the second quarter of 2020. The strongest hiring plans are reported in the Utilities sector and the Finance & Business Services sector […]. Meanwhile, the weakest labour markets are expected in four sectors […] – the Agriculture sector, the Construction sector, the Community & Social sector and the Transport & Communications sector.

Mark Cahill, Managing Director, ManpowerGroup UK says:

"The good news is that UK employers have been buoyed by greater clarity over Brexit after December's general election – and a level of political stability not seen since before the 2016 referendum. Q1 was the weakest outlook in nearly a decade, but the data for Q2 had bounced back to +4%. This is a good indicator of employer hiring intentions that we hope will continue."

The survey was conducted before the COVID-19 (Coronavirus) escalated globally. Cahill commented: "While it is too early to predict the potential impact of Covid-19 on hiring, we are hearing from employers with global supply chains that they are considering altering their hiring plans to take into account access to materials, slowing business demand and staff availability. The UK has faced a great deal of uncertainty in recent years and employers have remained resilient in the face of previous challenges; early indications from our clients suggests employers remain calm and are preparing their contingency plans."

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MARK CAHILL
Managing Director
ManpowerGroup UK

KPMG / REC REPORT ON JOBS (APRIL 2020 PRESS RELEASE)

The outbreak of Coronavirus Disease 2019 (COVID-19) had a detrimental impact on staff recruitment across the UK in March. The latest KPMG and REC, UK survey signalled that permanent placements and temp billings both fell at the steepest rates since 2009 as firms cancelled or postponed plans to take on new staff.

After rising in the prior three months, permanent staff placements declined sharply in March, with the rate of reduction the sharpest since February 2009. Panel members cited the COVID-19 pandemic had led many clients to cancel or postpone hiring decisions. Temp billings were also hit, with a combination of the virus and pending IR35 policy changes leading to the quickest reduction in billings for 11 years.

Vacancy trends also deteriorated during March as the pandemic hit firms' appetite for staff. Demand for both permanent and temporary workers fell for the first time since the global financial crisis in 2009. Permanent staff vacancies fell at a quicker pace than temporary job openings, but rates of contraction were mild in both cases.

James Stewart, Vice Chair at KPMG, said:

"Unsurprisingly, COVID-19 has already impacted the UK jobs market with recruitment activity falling away as uncertainty grips the nation.

"Firms are cancelling or postponing hiring decisions although, as you would expect, the demand for temporary healthcare professionals and manual labour workers saw a significant uptick.

"UK business needs to do what it can to adapt and survive this pandemic - and be able to emerge in the best position possible to ramp up once the crisis comes to an end."

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>
> **JAMES STEWART**
> Vice Chair
> KPMG

PERSONNEL TODAY (APRIL 2020 PRESS RELEASE)

[According to estimates from the Office for National Statistics] the UK employment rate reached a record high before social distancing and coronavirus lockdown measures forced the closure of the majority of workplaces.

The employment rate had been consistently growing for a number of years, but this is widely expected to have reversed in March and April as businesses shut their doors amid coronavirus restrictions.

[...] an additional spike in unemployment is also likely after the Coronavirus Job Retention Scheme support comes to an end, said Yael Selfin, chief economist at KPMG.

"The latest figures mask the extent of the rise in unemployment expected this year. We estimate that as many as 13 million jobs are in sectors highly affected by the lockdown, representing 36% of all jobs in the UK, which could see unemployment rising to just under 9% during the lockdown period," said Selfin.

CV-Library CEO Lee Biggins said, "What we will see in the next few months is a real shift whereby candidates won't hold as much power as they have done in recent years," he said. "The unemployment rate is expected to soar and this is going to have a massive impact on our economy, especially as job numbers drop. Our own data shows that vacancies fell by 4.1% in Q1 2020 and this is likely to continue into the next quarter."

Earnings

BANK OF ENGLAND INFLATION REPORT (JANUARY 2020)

Pay growth has slowed in recent months. Private sector regular pay growth was 3.4% in the three months to November, down from a peak of 4.0% earlier in the year. Whole-economy total pay growth — a broader but more volatile measure of pay growth — was 3.2%, down from a peak of 3.9%.

Pay pressures reflect the balance of supply and demand in the labour market. The decline in pay growth may therefore corroborate a fall in labour demand. However, the tick down in pay growth is small relative to the steady increases seen in recent years. Growth has averaged over 3.5% on both measures over 2019, the highest annual averages since 2008. That strength reflects stronger pay growth for both workers moving jobs and workers staying in jobs: 2019 was the first year in which 'stayers' received an average pay increase of 4% since 2007. That is consistent with the Agents' latest pay survey in which the ability to recruit and retain staff was cited as the largest upward pressure on settlements.

KPMG / REC REPORT ON JOBS (APRIL 2020 PRESS RELEASE)

The increasingly uncertain outlook and reduced demand for staff weighed on pay growth during March. Starting salaries rose at the weakest pace since July 2016, while temporary wage inflation eased to its slowest for just over seven years.

ONS AVERAGE WEEKLY EARNINGS (APRIL 2020)

Average weekly earnings estimates [...] cover the survey reference period ending February 2020, prior to the implementation of the coronavirus (COVID-19) social distancing measures.

Estimated annual growth in average weekly earnings for employees in Great Britain in the three months to February 2020 was 2.8% for total pay (including bonuses) and 2.9% for regular pay (excluding bonuses).

Pay in February 2020 continued to grow faster than inflation, but its rate of growth has slowed since mid-2019.

In real terms (after adjusting for inflation), annual growth is estimated to be 1.2% in total pay and 1.3% in regular pay, both down from a recent peak of 2.0% in the three months to June 2019.

"The increasingly uncertain outlook and reduced demand for staff weighed on pay growth during March. Starting salaries rose at the weakest pace since July 2016, while temporary wage inflation eased to its slowest for just over seven years."

KPMG / REC REPORT ON JOBS
April 2020

Pay Settlements - Historic

XPERTHR – REPORTED IN PERSONNEL TODAY (MARCH 2020)

[XpertHR's annual survey of pay intentions, carried out] in the three months to the end of February, revealed a 2.3% average pay award, a small increase on the revised 2.2% pay increase it identified in the three months to January.

More than four in 10 (41%) deals were lower than what the same group of employees received the previous year, while 26% were higher.

Private sector services firms recorded a 2.5% increase in pay, on average, while manufacturing and production organisations reported a 2.1% pay rise.

Both public and private sector organisations increased pay by 2.5% on average in the 12 months to the end of February.

LABOUR RESEARCH DEPARTMENT (MARCH 2020)

The median increase in pay in the three months to March 2020 was 2.5%. The median increase in the lowest pay rate was also 2.5%.

INCOMES DATA RESEARCH (MARCH 2020)

The median pay increase across the economy has risen from 2.3% to 2.4% for the three months to February 2020, according to the latest figures from IDR. Private sector awards are a significant influence on pay across the economy at this time of year with very few increases occurring in the public sector. The number of higher-end awards worth 3% or more in the private sector has remained steady.

PAYDATA PAY DATABASE (APRIL 2020)

Paydata's pay database shows a median pay review of 2.5 per cent for the 12 months to April, with an inter-quartile range of between two and three per cent. The most common pay award remains two per cent. 2.4 per cent of organisations have said they have frozen pay in the last 12 months.

Pay Settlements

2.3%
XpertHR

2.5%
Labour Research Department

2.4%
Incomes Data Research

2.5%
Paydata

Pay Settlements - Predictive

CIPD LABOUR MARKET OUTLOOK (WINTER 2019-20)

The planned median basic pay increase over the 12 months to December 2020 is 2%, which is consistent with previous reports. The survey has shown remarkable underlying consistency over time, with overall median pay increases around 2%. Basic pay growth expectations are higher in the private sector (2%) than in the public sector (1.5%). At the same time, mean basic pay expectations have risen to 3.1%, driven by expected increases of 3.5% in the private sector. The explanation behind the gap between the median and mean figures is that a small proportion of private sector employers expect to give very generous pay award increases in the 12 months to December 2020.

XPERTHR – REPORTED IN PERSONNEL TODAY (MARCH 2020)

Employers expect pay increases to remain low in the year ahead, as they consider the financial impact the coronavirus outbreak has on their organisations and remain uncertain about how Brexit will affect them.

According to XpertHR, employers in the private sector expected to increase employees' wages by an average of 2% over the coming months, even before the extent of the coronavirus became apparent to them. Some 38% of pay forecasts are at this level, while 16.5% are expected to be worth 2.5%.

Almost three-quarters (72.3%) of employee groups covered by the survey are likely to receive a pay increase in the year ahead, while 5.4% should expect to see no increase in their salary. The middle half of pay awards are expected to be worth between 2% and 2.8%, on average.

Inflation and aligning pay increases with the cost of living were the most common reasons given for employers expecting to increase wages, while organisations' ability to pay; whether they could increase prices of products and services: and Brexit were creating downward pressure on wages.

XpertHR said it would be reasonable to assume that coronavirus would also result in lower wage increases being awarded.

XpertHR pay and benefits editor Sheila Attwood said: "Current events across the globe can only serve to worsen what was already a fairly subdued picture of pay awards for the coming year. If pay awards do settle around the 2% mark throughout 2020, this will be the lowest level recorded by XpertHR since 2017."

PAYDATA UK REWARD MANAGEMENT SURVEY (SPRING 2020)

Every year we capture employers' expectations for future pay review budgets. Provisional results from the latest running of the survey show that median pay budget expectations for 2020 has reduced since those predicted in autumn 2019. Median expectations sit at 2.28 per cent, with an interquartile range of between 2.00 and 2.70 per cent. However, the most common expected pay award remains two per cent. Expectations of a pay freeze are up significantly, at 6 per cent of participants.

If you have not yet taken part in this free survey please do so here.

The whole survey only takes a few minutes to complete. All participants receive a complimentary report of the results.

"Current events across the globe can only serve to worsen what was already a fairly subdued picture of pay awards for the coming year. If pay awards do settle around the 2% mark throughout 2020, this will be the lowest level recorded by XpertHR since 2017."

SHEILA ATTWOOD
Pay and Benefits Editor
XpertHR

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PAYstats at a glance

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

Consumer Price Index	CPIH ^	Retail Price Index ^^
1.5% March 2020	1.5% March 2020	2.6% March 2020

Employment

33.1m
employed, up 1.1% on last year.

107,000
redundancies, up 21.7% on last year.

795,000
vacancies, down 6.2% on last year.

1.36m
unemployed, up 1.6% on last year.

2.8%
increase in whole economy average earnings, excluding bonuses, for the 12 months to February 2020, unchanged from last month.

2.5%
increase in whole economy average earnings, including bonuses for the 12 months to February 2020, 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)

	Jobs *		Vacancies		Redundancies		Unemployment	
Reference Period	Dec - Feb 2020		Jan - Mar 2020		Dec - Feb 2020		Dec - Feb 2020	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK	33,073	1.1%	795	-6.2%	107	21.7%	1,364	1.6%

	Jobs 000's	Jobs Change	Vacancies 000's	Vacancies Change
Manufacturing	2,704	0.7%	53	-12.6%
Electricity & gas supply	154	3.3%	3	-5.9%
Water, sewerage & waste	241	4.3%	4	-12.5%
Construction	2,310	-1.4%	27	-5.0%
Wholesale, retail & motor repair	4,967	-0.7%	130	-5.5%
Info & communications	1,536	3.7%	42	-13.6%
Financial & insurance	1,127	0.8%	30	-15.0%
Real estate	659	10.3%	13	3.9%
Prof. scientific & technical	3,225	2.6%	73	-10.3%
Administrative & support	3,042	0.4%	52	4.2%
Public admin, defence, social security	1,531	1.7%	22	9.5%
Education	2,981	0.9%	50	-1.4%
Health & social work	4,477	2.7%	135	-0.8%
Other services	1,008	6.5%	17	-26.3%

AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
February 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%	0.0%	2.5%	-0.6%

Private	2.6%	-0.1%	2.3%	-0.9%
Public	3.3%	0.3%	3.5%	0.5%
Services	3.0%	0.0%	2.7%	-0.6%
Finance & business services	3.0%	0.5%	2.3%	-1.0%
Public sector exc. Financial services	3.4%	0.3%	3.6%	0.5%
Manufacturing	1.9%	0.2%	2.2%	0.7%
Construction	2.0%	-0.7%	2.4%	-1.4%
Wholesale, retail, hotels & restaurants	2.3%	-0.6%	1.3%	-2.5%

Notes: * Sector breakdown as at December 2019.

Current Rates

NATIONAL MINIMUM WAGE (NMW)

For more information: www.gov.uk

Workers 21 years and over: Workers 18-20 years old: Workers 16-17 years old:	£7.70 £6.15 £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: - apprentices under 19 years old - apprentices aged 19 and over, but in the first year of their apprenticeship	£3.90

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)

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

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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 orgnaisation 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 is 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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SME Cambridgeshire Business Awards 2018 Winner