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Paydata Business Insight
National Statistics

July 2020: PAYstats Pay and Labour Market Statistics

Quarterly Edition

July 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

KEY FINDINGS

- The Consumer Prices Index (CPI) 12-month rate was 0.6% in June 2020, up from 0.5% in May.
- Early indicators for June 2020 suggest that the number of employees in the UK on payrolls is down around 650,000 compared with March 2020. The largest falls were seen at the start of the pandemic and while the number of payroll employees is still falling the decline is slowing. Flows analysis suggests that the falls in May and June are mainly because of fewer people moving into payrolled employment.
- Pay is now growing at a slower rate than inflation, at negative 1.3% for total real pay, the lowest rate since April to June 2014. Regular pay growth in real terms is also negative, at negative 0.2%.
- Two-thirds of employers intend to review wages in the next 12 months. One in three intend to postpone their pay decision this year. The resulting average pay increase (excluding bonuses) following the reviews is expected to drop significantly over the next 12 months, especially in the private sector.

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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Inflation

BANK OF ENGLAND MONETARY POLICY REPORT (MAY 2020)

As the impact of the Covid-related shock is very different across sectors, there are likely to be commensurately different effects on prices. Some sectors are experiencing much lower demand than usual. However, there may be limited incentives for them to cut their prices to try and increase demand. For goods and services which have ceased trading completely, such as dining in restaurants, prices are not observable, which will result in some difficulties in measuring CPI inflation. In contrast, other sectors are experiencing higher demand than usual. Overall, the effect on CPI inflation is uncertain, though the MPC judges that there is likely to be some downward pressure on domestic prices from higher spare capacity over the next few quarters.

In addition, CPI inflation in the near term will be significantly affected by recent developments in the price of oil, which fell briefly to its lowest level since 2002 in April. Reflecting the very marked contraction in global demand, and also some news about supply, oil prices are 60% lower than at the time of the January Report. As a result, fuel prices are expected to decline markedly. That, in combination with pre-existing changes to household energy and water bills, is likely to result in inflation falling below 1% over the coming months.

BANK OF ENGLAND MPC MINUTES (JUNE 2020)

Twelve-month CPI inflation had declined from 1.5% in March to 0.8% in April, triggering the explanatory letter from the Governor to the Chancellor published alongside these minutes. CPI inflation had fallen further in May, to 0.5%. Core CPI inflation had been subdued even before the Covid outbreak. Nevertheless, current below-target rates of CPI inflation could in large part be accounted for by the effects of the pandemic. The collapse in global oil prices had had direct effects on inflation, via the prices of motor fuels, and indirect effects by reducing input costs in other sectors of the economy. The sharp drop in domestic activity was also adding to downward pressure on inflation through increased spare capacity in most sectors of the economy.

CPI inflation was expected to fall slightly further in the near term, as the drag from the Covid-related shock built. It was then expected to rise during 2021, as the direct impact of the recent fall in the oil price dropped out of the annual comparison and the downward pressure from domestic factors waned as demand recovered.

OFFICE FOR NATIONAL STATISTICS (JUNE 2020)

The Consumer Prices Index including owner occupiers' housing costs (CPIH) 12-month inflation rate was 0.8% in June 2020, up from 0.7% in May 2020. The largest contribution to the CPIH 12-month inflation rate in June 2020 came from recreation and culture (0.32 percentage points). Rising prices for games and clothing resulted in the largest upward contributions to the change in the CPIH 12-month inflation rate between May and June 2020. Falling prices for food resulted in a partially offsetting downward contribution to the change.

The Consumer Prices Index (CPI) 12-month rate was 0.6% in June 2020, up from 0.5% in May.

"CPI inflation was expected to fall slightly further in the near term, as the drag from the Covid-related shock built. It was then expected to rise during 2021."

BANK OF ENGLAND MPC MINUTES
June 2020

Employment

-4

this quarter's net employment balance

+37

employment intentions are most positive in healthcare (+37) and public administration (+16%).

CIPD LABOUR MARKET OUTLOOK (SPRING 2020)

Employment intentions have declined significantly over the past three months. When asked what the overall effect of recruitment and redundancies will be in the three months to July 2020, almost half (49%) of organisations surveyed say they will maintain total staff levels. Almost a fifth (19%) say that they will increase staff levels and just over a fifth (22%) say the intention is to decrease staff levels – up 11% from the winter 2019/20 survey.

The resulting 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 – of –4 identifies a significant drop from the positive employment intentions recorded in the winter quarter (+21). The net employment intentions for the private sector is –9, which contrasts with +4 for the voluntary sector and +15 for the public sector. Employment intentions are most positive in healthcare (+37) and public administration (+16%) and most negative in transport and storage (–36), hospitality (–22), business services (–21), and manufacturing (–15).

Recruitment intentions among UK employers surveyed have declined significantly over the past quarter. Two in five (40%) employers responding to the spring survey are planning to recruit in the three months to July 2020, down 26 percentage points from the winter 2019/20 quarter and 30 percentage points from the autumn 2019 quarter. The figure has fallen to its lowest level since the survey began in 2005.

Redundancy intentions have also increased over the quarter. More than a fifth (22%) of organisations expect to make some redundancies in the three months to July 2020, up 6 percentage points from the winter quarter. However, the survey data in this report highlights evidence that suggests that employers are looking at a whole range of options alongside the Job Retention Scheme to stave off redundancies. There is also an increase in LMO employers who cannot give an opinion on whether they will be making redundancies, which is a strong indicator of the underlying uncertainty surrounding the economy currently. A quarter (25%) of employers say they don't know if they will be making any redundancies in the next three months, up from 17% in the winter quarter. As expected, the private sector is most likely to make redundancies. Redundancy intentions are highest in the information and communication (33%), finance and insurance (29%) and transport and storage (28%) sectors.

BANK OF ENGLAND MONETARY POLICY REPORT (MAY 2020)

Job Retention Scheme (CJRS) has materially reduced the number of redundancies. Early data suggest that applications for furlough have been received from 800,000 companies covering over six million jobs. The number of people furloughed might be a little lower, though, as some could have more than one furloughed job. While the CJRS has significantly limited job losses, the flow of new Universal Credit benefit claims and early indicators of redundancies suggest that unemployment has risen sharply over the past couple of months. The unemployment rate is expected to rise to 9% in Q2.

The sudden drop-off in economic activity from March has led to a substantial number of job losses in the UK, as it has done elsewhere in the world. Early indicators of redundancies, such as counts of relevant internet search terms, suggest that they increased sharply at the end of March. They fell back but remained elevated in April.

Most people who lose their jobs will not be able to find a new one immediately because few firms are currently hiring. Surveys of employers and the number of vacancies posted online suggest hiring intentions have fallen sharply, although some activities, such as food distribution, are still hiring more than others.

BANK OF ENGLAND MPC MINUTES (JUNE 2020)

The LFS unemployment rate had been unchanged at 3.9% in the three months to April. The apparent resilience in this measure might have reflected sampling variability or timing, with LFS employment softening towards the end of April. The single month figure showed that participation had also fallen in April, possibly because the lockdown had limited the extent to which some people could search for work or be available to work. Other and more timely indications from the claimant count, HMRC payrolls data and job vacancies suggested that the labour market had weakened materially. Following stronger than expected take-up of the Coronavirus Job Retention Scheme (CJRS), a greater number of workers were likely to be furloughed in the second quarter. Average hours worked had fallen significantly in April. Evidence from business surveys and the Bank's Agents was consistent with a weak outlook for employment in coming quarters. Some households were also worried about their job security.

OFFICE FOR NATIONAL STATISTICS (JULY 2020)

As the coronavirus (COVID-19) pandemic took hold, the labour market weakened markedly, but that rate of decline slowed into June, though this is before recent job losses were reported.

Early indicators for June 2020 suggest that the number of employees in the UK on payrolls is down around 650,000 compared with March 2020. The largest falls were seen at the start of the pandemic and while the number of payroll employees is still falling the decline is slowing. Flows analysis suggests that the falls in May and June are mainly because of fewer people moving into payrolled employment.

The Claimant Count fell slightly in June 2020 reaching 2.6 million; this includes both those working with low income or hours and those who are not working. Vacancies in the UK in April to June 2020 are at the lowest level since the Vacancy Survey began in April to June 2001, at an estimated 333,000; this is 23% lower than the previous record low in April to June 2009.

Employment is weakening and unemployment is largely unchanged, but there are some signs of economic inactivity rising, with people out of work not currently looking for work. Hours worked has continued to fall reaching record lows both on the year and on the quarter.

There are still a large number of people temporarily away from work, including furloughed workers, although this is falling through May. New analysis shows that there were around half a million people away from work because of the pandemic and receiving no pay.

MANPOWER EMPLOYMENT OUTLOOK SURVEY (Q2 2020)

Employers in the UK report gloomy hiring intentions for the third quarter of 2020. With 5% of employers expecting to increase payrolls, 17% anticipating a decrease and 72% forecasting no change, the resulting Net Employment Outlook is -12%.

> **"Early indicators for June 2020 suggest that the number of employees in the UK on payrolls is down around 650,000 compared with March 2020."**
>
> **OFFICE FOR NATIONAL STATISTICS**
> July 2020

[...] Hiring sentiment is the weakest since the survey began in 1992, decreasing by 17 percentage points when compared with the previous quarter and by 15 percentage points in comparison with this time one year ago.

Employers in 11 of the 12 regions expect to trim payrolls during the upcoming quarter. The weakest labour market is anticipated by employers in Northern Ireland [...]. Gloomy hiring prospects are also reported for the North West [...] and in the South West and Wales [...]. [...] employers in the East Midlands expect a flat labour market [...].

Payrolls are forecast to increase in two of the nine industry sectors during the third quarter of 2020. In the Agriculture sector, employers anticipate respectable job gains [...], while the Outlook for the Utilities sector [is also positive], employers in the remaining seven industry sectors expect to trim payrolls. The weakest hiring prospects are reported in the Transport & Communications sector, [...] and gloomy [...] are reported for the Finance & Business Services sector and the Manufacturing sector [...].

Mark Cahill, Managing Director, ManpowerGroup UK says:

"While there's no getting away from the challenges that lie ahead, the data underlines the resilience of UK employers. It is worth reiterating that around three quarters of employers we spoke to expect to retain current staffing levels in the coming quarter and just over half expect to return to pre-Covid-19 hiring levels during the beginning of next year. The level of disruption is unprecedented and many will be looking closely at what happens next with how Covid-19 progresses, how consumers respond and what all this means for their own operations."

"It is worth reiterating that around three quarters of employers we spoke to expect to retain current staffing levels in the coming quarter and just over half expect to return to pre-Covid-19 hiring levels during the beginning of next year."

MARK CAHILL
Managing Director
ManpowerGroup UK

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

Recruitment consultancies signalled a softer decline in hiring activity at the end of the second quarter. Permanent staff placements and temporary billings both fell at notably weaker rates than in April and May when the COVID-19 pandemic was at its most severe. That said, rates of contraction remained sharp amid reports that clients continued to either pause or cancel recruitment plans.

The availability of workers rose at the quickest rate since January 2009 in June. There were widespread reports of staff supply increasing due to redundancies and workers who were on furlough and seeking new roles. Substantial increases were signalled for both permanent and temporary staff numbers, with the latter rising at the quickest rate in the survey's 23-year history.

Demand for staff remained historically weak during June, despite the decline in overall vacancies easing further from April's record pace. While permanent staff vacancies continued to contract at a faster pace than seen for temporary roles, rates of decline were substantial in both cases.

James Stewart, Vice Chair at KPMG, said:

"Despite an inevitable further drop in hiring activity for permanent and temporary staff, it is encouraging to see they both fell at softer rates than seen in April and May. However, the air of uncertainty around the COVID-19 pandemic will linger – and rebuilding confidence in the UK jobs market will take time."

Earnings

BANK OF ENGLAND MONETARY POLICY REPORT (MAY 2020)

There will be significant variation in individuals' income changes over the coming months. Those that have lost their jobs will suffer the largest negative shock. Most workers who have been furloughed as part of the CJRS will receive less than their normal pay. Some workers who have not been furloughed but get paid commission, or performance-related pay, will also receive lower pay because of the weaker demand environment. Some other workers will be largely unaffected.

Overall, average weekly earnings in Q2 are expected to be around 5% lower than a year earlier, driven by pay reductions for those on the CJRS. Due to the even larger fall in per-head labour productivity, unit labour costs will increase sharply. But that will be temporary, and firms will be able to recoup much of that rise in costs through the CJRS. As a result, it should have little impact on domestic inflation pressures.

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

Starting pay for both permanent and short-term staff fell further in June as demand for workers remained weak and labour supply continued to increase. Though not as severe as in May, rates of reduction remained sharp for both starting salaries and temp wages.

ONS AVERAGE WEEKLY EARNINGS (JULY 2020)

The rate of earnings growth has been slowing since April to June 2019, when it stood at 4.0% for total pay and 3.9% for regular pay, the highest nominal pay growth rates since 2008. It had slowed to 2.9% in December 2019 to February 2020 immediately prior to the coronavirus (COVID-19) pandemic.

For the three months to May 2020, compared with a year earlier:

- total nominal pay fell by 0.3%
- regular nominal pay increased by 0.7%
- total real pay fell by 1.3%
- regular real pay fell by 0.2%

Pay is now growing at a slower rate than inflation, at negative 1.3% for total real pay, the lowest rate since April to June 2014. Regular pay growth in real terms is also negative, at negative 0.2%. The difference between the two measures is because of subdued bonuses, which fell by an average negative 14.5% (in nominal terms) in the three months March to May 2020.

The three lowest-paid industries, accommodation and food service activities, the retail trade and repairs industry, and the arts, entertainment and recreation industry saw falls in pay compared with May 2019.

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>
> **BANK OF ENGLAND MONETARY POLICY REPORT**
> May 2020

Pay Settlements - Historic

XPERTHR – REPORTED IN PERSONNEL TODAY (JUNE 2020)

In the three months to the end of May 2020, the basic pay award was worth 2.2%, the same level as for the previous rolling quarter.

Among the pay deals XpertHR looked at over the period, 15.2% resulted in a pay freeze, almost one in four was worth 2%, and deals worth 2.5% and 3% accounted for 11.9% and 9.9% of awards respectively.

This was almost double the number of pay freezes recorded in the previous rolling quarter, reflecting employers' caution around budgets due to the business impact of the coronavirus pandemic.

The middle half of the deals recorded were worth between 2% at the lower quartile, and 3% for the upper quartile – this was the same as for the previous quarter.

Sheila Attwood, XpertHR's pay and benefits editor, says:

"Across the private sector, alongside the many organisations delaying a decision on their annual pay review, the number reverting to a pay freeze is increasing. With the potential for redundancies looming, frozen or reduced pay is likely to be used as a way to minimise the number of job losses."

LABOUR RESEARCH DEPARTMENT (JULY 2020)

The median increase in pay in the three months to June 2020 was 2.5%. The median increase in the lowest pay rate was 2.6%.

However coronavirus has led to many pay negotiations being put on hold, so these figures are based on fewer pay settlements than normal, with a higher proportion of settlements from multi-stage multi-year agreements.

PAYDATA PAY DATABASE (JULY 2020)

Paydata's pay database shows a median pay review of 2.2 per cent for the 12 months to July, with an inter-quartile range of between two and three per cent. The most common pay award remains two per cent. Seven per cent of organisations have said they have frozen pay in the last 12 months.

Pay Settlements

2.2%
XpertHR

2.5%
Labour Research Department

2.2%
Paydata

Pay Settlements - Predictive

CIPD LABOUR MARKET OUTLOOK (SPRING 2020)

More than two-thirds (67%) of employers surveyed intend to review wages in the next 12 months. One in three (33%) intend to postpone their pay decision this year, up from 14% in the winter quarter.

The resulting average pay increase (excluding bonuses) following the reviews is expected to drop significantly over the next 12 months, especially in the private sector. Median basic pay expectations are for a 1% increase, down from 2% in the winter quarter. Basic pay expectations in the private sector are 0%, compared with 2% three months ago. Meanwhile, pay expectations remain unchanged in the public sector (1.5%) and voluntary sector (2%).

More than half (51%) of LMO private sector employers surveyed (compared with 14% in the autumn) plan to freeze pay following their next pay review. Overall, the proportion of all employers predicting a pay freeze is 42%, up from 15% in the winter quarter. Nonetheless, almost four in ten (39%) LMO employers surveyed expect their next pay reviews (excluding bonuses) to be 2% or more.

The market rate and inflation both appear to be equally important drivers of employers' ability to award basic pay increases of 2% or more; around a third (34%) mention movement in market rates and 32% cite inflation. Other key factors include affordability (29%) and other labour costs, such as the National Living Wage.

PAYDATA UK REWARD MANAGEMENT SURVEY (SPRING 2020)

Every year we capture participants' expectations for future pay review budgets. Since 2008, pay review levels have remained steady with little growth. Pay review budgets tracked the gradually rising rate of inflation at two per cent for a prolonged period until 2018, when levels started to rise to nearer three per cent in step with rising living costs and wider economic pressures.

Pay review expectations for 2020 are similar, but it is worth noting that pay reviews would have been underway for many respondents. It will be interesting to see if levels stay most commonly between two (40 per cent) and three per cent (42 per cent) increases when we review trends again in the autumn 2020 survey.

In autumn 2019, 57 per cent paid up to three per cent and 27 per cent reported pay increases of up to two per cent. Whilst the majority still opts for two to three per cent, this is more evenly split in the spring 2020 survey.

There has been a marked decrease in the last six months of those considering pay increases above four per cent from ten to one per cent. Concerted efforts by employers to move away from a decade of relatively flat wage growth have been hampered by the uncertainty generated around the pandemic.

There has been a notable rise in those predicting pay freezes from three per cent in autumn 2019 to 12 per cent in spring 2020.

To take part in our autumn UK Reward Management Survey and receive a copy of the free participant report, please register here.

> **"The resulting average pay increase (excluding bonuses) following the reviews is expected to drop significantly over the next 12 months, especially in the private sector."**
>
> **CIPD LABOUR MARKET OUTLOOK**
> Spring 2020

PAYstats at a glance

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

Consumer Price Index	CPIH ^	Retail Price Index ^^
0.6%	0.8%	1.1%
June 2020	June 2020	March 2020

Employment

32.9m
employed, up 0.6% on last year.

114,000
redundancies, up 13.5% on last year.

333,000
vacancies, down 59.9% on last year.

1.35m
unemployed, up 4.3% on last year.

0.0%
no change in whole economy average earnings, excluding bonuses, for the 12 months to May 2020, up 0.1% from last month.

-1.2%
increase in whole economy average earnings, including bonuses for the 12 months to May 2020, down 0.2% 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	Mar - May 2020		Apr - Jun 2020		Mar - May 2020		Mar - May 2020	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK	32,948	0.6%	333	-59.9%	114	13.5%	1,347	4.3%

Manufacturing	2,708	-0.3%	25	-54.7%
Electricity & gas supply	154	8.1%	2	-45.9%
Water, sewerage & waste	234	-2.8%	2	-48.9%
Construction	2,283	-2.6%	7	-73.6%
Wholesale, retail & motor repair	4,969	-1.0%	39	-70.7%
Info & communications	1,563	3.7%	13	-70.6%
Financial & insurance	1,130	0.4%	18	-47.7%
Real estate	660	13.6%	4	-65.6%
Prof. scientific & technical	3,286	2.4%	29	-62.9%
Administrative & support	3,034	-0.1%	27	-45.1%
Public admin, defence, social security	1,542	1.9%	17	-27.0%
Education	2,972	0.3%	21	-60.1%
Health & social work	4,480	1.5%	102	-26.4%
Other services	967	0.7%	6	-71.8%

AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
May 2020	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	0.0%	0.1%	-1.2%	-0.2%

Private	-1.2%	-0.3%	-2.6%	-0.8%
Public	4.8%	1.7%	4.8%	1.8%
Services	0.9%	0.1%	-0.4%	-0.6%
Finance & business services	1.2%	-0.3%	-0.4%	-0.6%
Public sector exc. Financial services	4.8%	1.6%	4.8%	1.7%
Manufacturing	-2.6%	-0.3%	-2.9%	0.9%
Construction	-8.8%	-0.3%	-9.8%	1.2%
Wholesale, retail, hotels & restaurants	-4.2%	-0.3%	-6.8%	-1.9%

Notes: * Sector breakdown as at March 2020.

Current Rates

NATIONAL MINIMUM WAGE (NMW)

For more information: www.gov.uk

Workers 21 years and over:	£8.20
Workers 18-20 years old:	£6.45
Workers 16-17 years old:	£4.55
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£8.20
Apprentice minimum wage rate for: - apprentices under 19 years old - apprentices aged 19 and over, but in the first year of their apprenticeship	£4.15

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.	£8.72

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: £151.20 or 90 per cent of AWE (if lower)

Statutory Paternity Pay:
- 1 or 2 weeks consecutive leave: £151.20 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: £151.20 or 90 per cent of AWE (if lower)

STATUTORY SICK PAY

For more information: www.livingwage.org.uk

Standard weekly rate	£95.85
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 2020, the weekly pay is capped at £538 and the maximum statutory redundancy pay is £16,140. If redundancy was made before 6 April 2020, 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

Paydata

making lives better at work

Make accurate and efficient redundancy calculations

Redundancy calculations are often time-consuming and prone to human error. If you are faced with tackling redundancy calculations, you will want to ensure you support employees by adopting an accurate and efficient approach.

Paydata's dedicated Redundancy Calculator tool processes calculations in bulk and creates an illustration for every employee in one-click.

Customisable, including incorporating varying redundancy terms, as well as a printable ready reckoner to quickly work out entitlements, Paydata's Redundancy Calculator provides a invaluable resource to support the redundancy process.

Redundancy Calculator Tool

Simple to use
Offering easy data entry, creating Statutory Redundancy Pay illustrations in bulk or one by one, with one click.

Clear and easy to understand
Print each employee illustration, clearly setting out the information in an easy to understand format.

Covers the whole of the UK
Including Northern Ireland (where the Statutory Redundancy Pay limits differ).

Customisable
With employer branding and to incorporate non-statutory redundancy terms.

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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