



August 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

1.0%

July 2020

CPIH [^]

1.1%

July 2020

Retail Price Index ^{^^}

1.6%

July 2020

Employment

32.9m

employed, up 0.2% on last year.



134,000

redundancies, up 29.2% on last year.



370,000

vacancies, down 55.0% on last year.



1.34m

unemployed, up 0.7% on last year.



-0.3%

change in whole economy average earnings, excluding bonuses, for the 12 months to June 2020, down 0.1% from last month.



-1.5%

change in whole economy average earnings, including bonuses for the 12 months to June 2020, down 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	Apr - Jun 2020		May - Jul 2020		Apr - Jun 2020		Apr - Jun 2020	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK	32,924	0.2%	370	-55.0%	134	29.2%	1,338	0.7%
Manufacturing	2,708	-0.3%	27	-49.4%				
Electricity & gas supply	154	8.1%	2	-29.4%				
Water, sewerage & waste	234	-2.8%	2	-52.3%				
Construction	2,283	-2.6%	11	-55.8%				
Wholesale, retail & motor repair	4,969	-1.0%	43	-67.9%				
Info & communications	1,563	3.7%	16	-62.6%				
Financial & insurance	1,130	0.4%	17	-50.1%				
Real estate	660	13.6%	4	-62.2%				
Prof. scientific & technical	3,286	2.4%	33	-58.2%				
Administrative & support	3,034	-0.1%	30	-37.0%				
Public admin, defence, social security	1,542	1.9%	17	-22.8%				
Education	2,972	0.3%	23	-56.8%				
Health & social work	4,480	1.5%	103	-25.8%				
Other services	967	0.7%	6	-70.2%				

AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
June 2020	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	-0.3%	-0.1%	-1.5%	-0.3%
Private	-1.5%	-0.1%	-2.8%	-0.3%
Public	4.4%	-0.4%	4.5%	-0.3%
Services	0.5%	-0.3%	-0.8%	-0.5%
Finance & business services	0.2%	-1.0%	-2.5%	-2.3%
Public sector exc. Financial services	4.4%	-0.4%	4.6%	-0.2%
Manufacturing	-1.9%	0.8%	-3.6%	-0.7%
Construction	-8.3%	1.2%	-9.0%	1.8%
Wholesale, retail, hotels & restaurants	-3.3%	1.2%	-4%	3.1%

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:	£4.15
- 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.	£8.72
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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: £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



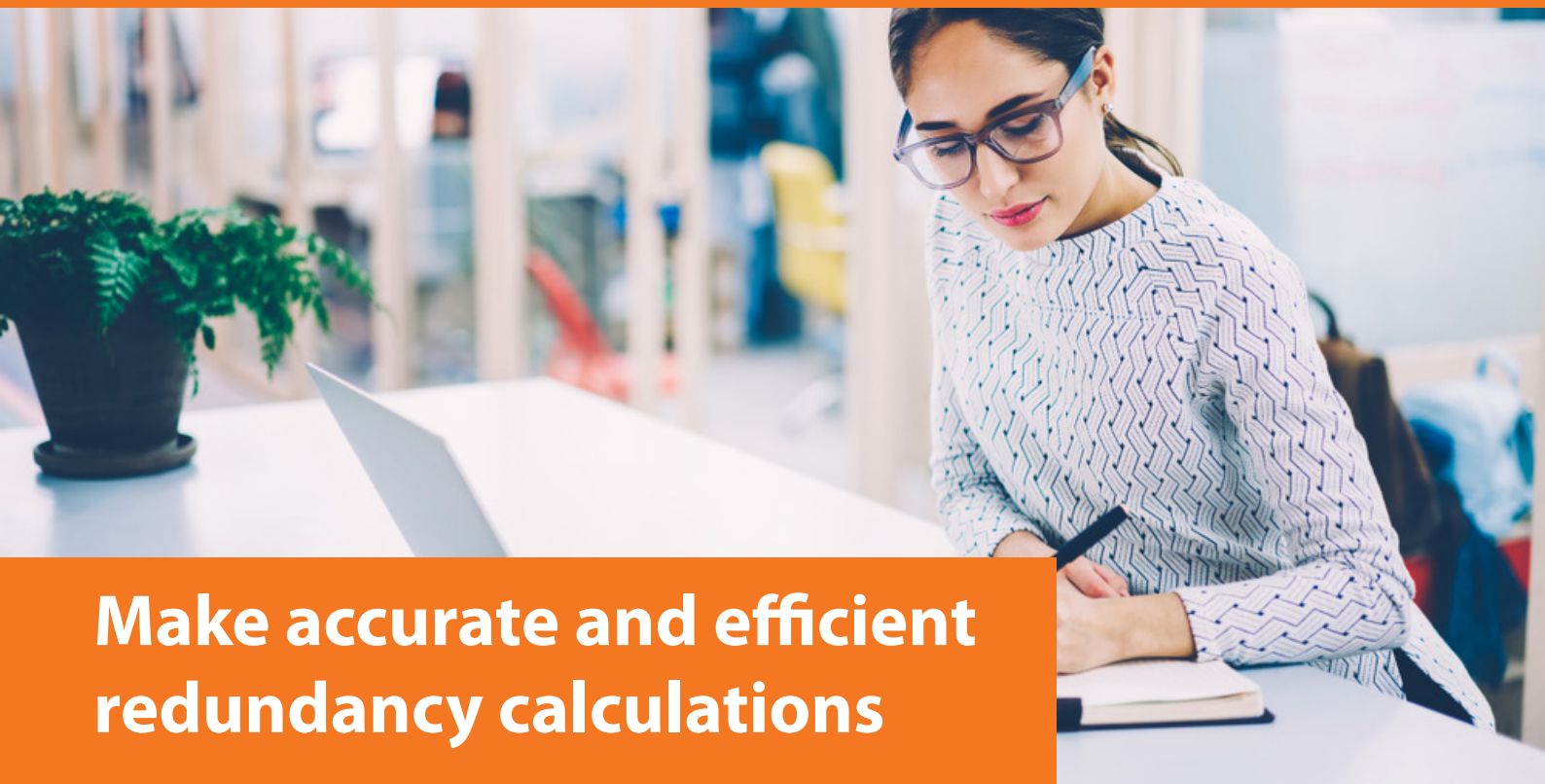
Statutory redundancy pay rates are based on age and length of employment:	
- 1.5 weeks' pay for each year of employment after their 41st birthday	
- 1 week's pay for each year of employment after their 22nd birthday	
- 0.5 week's pay for each year of employment up to their 22nd birthday	
Length of service 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	



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**.

Paydata Ltd

24 Commerce Road
Lynch Wood
Peterborough
Cambridgeshire
PE2 6LR



+44(0)1733 391 377



info@paydata.co.uk



www.paydata.co.uk

