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Paydata Business Insight
National Statistics

January 2022: PAYstats Pay and Labour Market Statistics

Quarterly Edition

January 2022: 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) rose by 5.4% in the 12 months to December 2021, up from 5.1% in November.
- […] latest Labour Force Survey estimates for September to November 2021 show a continuing recovery in the labour market, with a quarterly increase in the employment rate, while the unemployment rate decreased.
- Recruitment difficulties have increased. The proportion of employers with hard-to-fill vacancies jumped from 39% to 47% this quarter. Encouragingly, employers are responding to recruitment challenges through positive action such as raising wages, upskilling staff, hiring more apprentices and improving job quality.
- Starting salaries for permanent workers and temp hourly pay continued to rise rapidly in December, with the respective rates of inflation holding close to record-highs.
- Looking ahead, a number of contacts of the Bank's Agents expected further upward pressure on pay growth next year, in part as strength in consumer price inflation could encourage workers to demand higher pay settlements.
- Over four-fifths of employers are planning a pay review in the 12 months to September 2022. Among these employers, around four in ten expect basic pay to increase, which is significantly higher than in the summer quarter. Eleven per cent expect a pay freeze and just one per cent expect a decrease.

Inflation

> “The upward pressure on CPI inflation is expected to dissipate over time, as supply disruption eases, global demand rebalances, and energy prices stop rising. As a result, CPI inflation is projected to fall back materially from the second half of next year.”
>
> **BANK OF ENGLAND MONETARY POLICY REPORT**
> November 2021

BANK OF ENGLAND MONETARY POLICY REPORT (NOVEMBER 2021)

Twelve-month CPI inflation fell slightly from 3.2% in August to 3.1% in September. Bank staff expect inflation to rise to just under 4% in October, accounted for predominantly by the impact on utility bills of past strength in wholesale gas prices. CPI inflation is then expected to rise to 4.5% in November and remain around that level through the winter, accounted for by further increases in core goods and food price inflation. Wholesale gas prices have risen sharply since August. CPI inflation is now expected to peak at around 5% in April 2022, materially higher than expected in the August Report.

The upward pressure on CPI inflation is expected to dissipate over time, as supply disruption eases, global demand rebalances, and energy prices stop rising. As a result, CPI inflation is projected to fall back materially from the second half of next year. Conditioned on the market-implied path for Bank Rate and the MPC’s current forecasting convention for future energy prices, CPI inflation is projected to be a little above the 2% target in two years’ time and just below the target at the end of the forecast period. In an alternative scenario that is conditioned on energy prices following forward curves throughout the forecast period and as set out in the November Report, CPI inflation falls back towards the target more rapidly than in the MPC’s central projection, and is materially lower over the second half of the forecast period.

BANK OF ENGLAND MPC MINUTES (DECEMBER 2021)

Twelve-month CPI inflation rose from 3.1% in September to 5.1% in November, triggering the exchange of open letters between the Governor and the Chancellor of the Exchequer that is being published alongside this monetary policy announcement. Relative to the November Report projection, there has been significant upside news in core goods and, to a lesser extent, services price inflation. Bank staff expect inflation to remain around 5% through the majority of the winter period, and to peak at around 6% in April 2022, with that further increase accounted for predominantly by the lagged impact on utility bills of developments in wholesale gas prices. Indicators of cost and price pressures have remained at historically elevated levels recently, and contacts of the Bank’s Agents expect further price increases next year driven in large part by pay and energy costs. CPI inflation is still expected to fall back in the second half of next year.

OFFICE FOR NATIONAL STATISTICS (DECEMBER 2021)

The Consumer Prices Index including owner occupiers’ housing costs (CPIH) rose by 4.8% in the 12 months to December 2021, up from 4.6% in the 12 months to November. The largest upward contributions to the December 2021 CPIH 12-month inflation rate came from housing and household services (1.31 percentage points) and transport (1.29 percentage points, principally from motor fuels and second-hand cars).

The Consumer Prices Index (CPI) rose by 5.4% in the 12 months to December 2021, up from 5.1% in November. On a monthly basis, CPI increased by 0.5% in December 2021, compared with a rise of 0.3% in December 2020.

Employment

+38

this quarter's net employment balance

47%

of employers are reporting recruitment difficulties with hard-to-fill vacancies jumping from 39% to 47%

CIPD LABOUR MARKET OUTLOOK (AUTUMN 2021)

The net employment balance – which measures the difference between employers expecting to increase staff levels in the next three months and those expecting to decrease staff levels – has risen yet again. At +38, it has reached its highest level since tracking began. Recruitment difficulties have increased. The proportion of employers with hard-to-fill vacancies jumped from 39% to 47% this quarter. Meanwhile, the median number of applicants for low-skilled vacancies has dropped from 20 to 16. Encouragingly, employers are responding to recruitment challenges through positive action such as raising wages (47%), upskilling staff (44%), hiring more apprentices (27%) and improving job quality (20%). The percentage of employers looking to make redundancies has fallen to 10%, which compares with 13% three months ago.

BANK OF ENGLAND MONETARY POLICY REPORT (NOVEMBER 2021)

The Labour Force Survey unemployment rate fell to 4.5% in the three months to August, while Her Majesty's Revenue and Customs payroll data have continued to rise strongly. Just over a million jobs are likely to have been furloughed immediately before the Coronavirus Job Retention Scheme closed at end-September, significantly more than expected in the August Report. Nonetheless, there have continued to be few signs of increases in redundancies and the stock of vacancies has increased further, as have indicators of recruitment difficulties. Taken together, while there is considerable uncertainty, initial indicators suggest that unemployment will rise slightly in 2021 Q4.

BANK OF ENGLAND MPC MINUTES (DECEMBER 2021)

The Labour Force Survey unemployment rate fell to 4.2% in the three months to October, while the number of payrolled employees continued to rise strongly in November. There is little sign in the available data that the closure of the Coronavirus Job Retention Scheme at the end of September has led to a weakening in the labour market. The LFS unemployment rate is now expected to fall to around 4% in 2021 Q4, compared with the 4.5% projection in the November Report. Bank staff continue to estimate that underlying earnings growth has remained above pre-pandemic rates, and the Committee continues to see upside risks around the projection for pay in the November Report.

OFFICE FOR NATIONAL STATISTICS (JANUARY 2022)

Our most timely estimate of payrolled employees indicates that in December 2021 there were 29.5 million employees in the UK: up 184,000 on the revised November 2021 level and up 409,000 on the pre-coronavirus (COVID-19) February 2020 level.

The UK employment rate increased by 0.2 percentage points on the quarter to 75.5%. The number of part-time workers decreased strongly during the pandemic, but has been increasing since April to June 2021, driving the increase in employment during the latest three-month period.

The unemployment rate decreased by 0.4 percentage points on the quarter to 4.1%, while the economic inactivity rate increased by 0.2 percentage points to 21.3%. The redundancy rate decreased to a record low following the end of the Coronavirus Job Retention Scheme.

The number of job vacancies in October to December 2021 rose to a new record of 1,247,000, an increase of 462,000 from its pre-coronavirus January to March 2020 level, with most industries displaying record numbers of vacancies. However, the rate of growth in vacancies continued to slow down. The ratio of vacancies to every 100 employee jobs reached a record high 4.1 in October to December 2021.

MANPOWER EMPLOYMENT OUTLOOK SURVEY (Q1 2022)

The UK Outlook is at a 30 year high of +32%, growing 2 percentage points quarter on quarter and 30 percentage points year on year. Digital roles most in demand: IT, Technology, Telecoms, Communications and Media reported the strongest outlook (+49%), followed by Restaurants and Hotels (+47%) and Banking, Finance, Insurance and Real Estate 44%) . The weakest hiring intentions were found in Primary Production (+17%), however this number is positive and illustrates consistent hiring intentions for this sector.

London leads the UK's regions with the highest Outlook at +42%, up a record +54% year on year. While Wales is experiencing the lowest forecasted hiring intentions at +18%, however still showing positive hiring growth.

Employers know flexibility is the key to attracting workers in a tight labour market: Organisations expect 55% (of finance) and 32% (of manufacturing and production) workforce to work a hybrid mix of onsite workplace and remote. This is a substantial change since Q2 2021, when only 22% of organisations predicted a shift to a hybrid model. Not all roles will be hybrid: The Manufacturing and Production industries are most likely to be in the workplace all of the time (49%) whereas roles in IT and Finance & Accounting are more likely to be full time remote (17%).

KPMG / REC REPORT ON JOBS (JANUARY 2022 PRESS RELEASE)

Recruitment consultancies registered further substantial increases in both permanent placements and temp billings at the end of 2021 amid reports of robust demand for staff and greater client requirements. Permanent placement growth continued to outpace the upturn seen for temp billings.

December survey data signalled a further easing in the rate of total vacancy growth across the UK. The latest increase in demand for staff was the softest seen since April, albeit rapid overall. Softer increases in vacancies were signalled for both permanent and temporary roles.

The supply of overall candidates continued to fall sharply during December, but the rate of deterioration eased for the fourth month running. Notably, the latest drop in candidate supply was the least severe since April. Nonetheless, recruiters noted that uncertainty around the pandemic and the economic outlook, a generally low unemployment rate and fewer foreign workers had weighed on candidate numbers.

Commenting on the latest survey results, Neil Carberry, Chief Executive of the REC, said:

"Demand for staff is growing across every sector and region of the UK, and candidate availability is still falling. These trends have been slowing for the past few months, but that is not surprising considering the record pace of change earlier in the autumn of 2021. Businesses need to make sure they are reacting to the long-term challenges of this market, thinking harder about their offer to staff and how to shape their future workforce."

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>
> **NEIL CARBERRY**
> Chief Executive
> REC

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Earnings

BANK OF ENGLAND MONETARY POLICY REPORT (NOVEMBER 2021)
Labour market tightness is typically associated with faster pay growth, as companies are willing to pay more to secure employees. Annual growth in private sector regular average weekly earnings rose to 6.8% in the three months to August. […] headline pay growth has been affected by furlough and compositional effects. […] Bank staff estimates of annual growth in 'underlying' pay [have] picked up to around 4.5%, above its pre-pandemic level. Given the difficulties in precisely measuring furlough and compositional effects, there is uncertainty around this estimate. Over the pandemic as a whole, underlying wage growth appears to have been stronger than would have been expected given the level of unemployment.

Other indicators also point to strengthening pay growth. The KPMG/REC UK Report on Jobs permanent staff salaries index, which measures the monthly pay growth of new permanent hires, increased to its highest level on record in September. And the Bank's Agents' contacts reported an increase in pay settlements in recent months. Bank staff expect underlying wage growth to remain around 4% in the near term.

BANK OF ENGLAND MPC MINUTES (DECEMBER 2021)
Private-sector regular Average Weekly Earnings (AWE) had risen by 4.7% in the three months to October on a year earlier, weaker than earlier in the year but broadly in line with expectations at the time of the November Report. Adjusted for the mechanical effects of the CJRS and changes in composition, Bank staff estimated that private sector regular pay growth had remained at around 4½%, above pre-pandemic rates of around 3%.

KPMG / REC REPORT ON JOBS (JANUARY 2022 PRESS RELEASE)
Starting salaries for permanent workers and temp hourly pay continued to rise rapidly in December, with the respective rates of inflation holding close to record-highs. Panellists frequently mentioned that starting salaries and wages had risen as demand for staff continued to outstrip supply.

ONS AVERAGE WEEKLY EARNINGS (JANUARY 2022)
Growth in average total pay (including bonuses) was 4.2% and growth in regular pay (excluding bonuses) was 3.8% among employees in September to November 2021. In real terms (adjusted for inflation), total and regular pay have shown minimal growth in September to November 2021, at 0.4% for total pay and 0.0% for regular pay. Single-month growth in real average weekly earnings for November 2021 fell on the year for the first time since July 2020, at negative 0.9% for total pay and negative 1.0% for regular pay.

> **"Starting salaries for permanent workers and temp hourly pay continued to rise rapidly in December, with the respective rates of inflation holding close to record-highs."**
>
> **KPMG / REC REPORT ON JOBS**
> January 2022

Pay Settlements - Historic

XPERTHR – REPORTED IN PERSONNEL TODAY (DECEMBER 2021)

Median pay awards rose to 2.2% in the quarter to the end of November, according to analysis from XpertHR. This is up from 2.0% in the previous rolling quarter, and the highest level of median pay award since June 2020.

- More than half (56%) of pay awards […] were higher than those workers received the previous year.
- Almost a third (32%) were lower, and 12% stayed the same as last year […].
- The lower quartile (or bottom quarter of pay awards) was at 1.5%, while the upper quartile was at 3.0%.
- Only three pay settlements in the sample resulted in a pay freeze, equivalent to 7.1% of organisations surveyed. A year ago, 26.3% of companies instituted a pay freeze.

Public sector pay awards remained behind the private sector. In the 12 months to the end of November 2021, the median basic pay increase for the public sector was just 1.4%, compared with 1.8% in the private sector.

INCOMES DATA RESEARCH (DECEMBER 2021)

The median pay award across the economy has continued to rise and is now 2.3% for the three months to November 2021, according to the latest analysis from IDR. The upper quartile has risen sharply from 3.5% in October to 4.6% in the latest figures on foot of an increased proportion of higher-end awards worth 3% or more. Pay increases at this level now represent almost two-fifths of awards in our sample, which is based on 35 pay outcomes covering over 1 million employees.

BANK OF ENGLAND MONETARY POLICY REPORT (NOVEMBER 2021)

Pay settlements had increased as the labour market tightened, although they remained moderate overall, with settlements currently mostly between 2% and 3.5%. However, there were growing reports of targeted pay awards in excess of 5%, to compensate workers for pay freezes during the pandemic, or to retain staff with skills in particularly high demand.

LABOUR RESEARCH DEPARTMENT (JANUARY 2022)

The median standard increase for January - December 2021 was 2.0% (1.0% in the public sector) - the median increase on the lowest pay rate was higher at 2.2%. Three-quarters of these pay settlements were first stage/unstaged.

The median for the three months from October - December 2021 was 4.8% for both the standard increase and the increase on the lowest pay rate.

PAYDATA PAY DATABASE (JANUARY 2022)

Paydata's pay database shows a median pay review of 2.0 per cent for the 12 months to January, with an interquartile range of between 1.0 and 2.5 per cent. The most common pay award remains two per cent. 11 per cent of organisations have said they have frozen pay in the last 12 months.

Pay Settlements

2.2%
XpertHR

2.3%
Incomes Data Research

2.0%
Labour Research Department

2.0%
Paydata

Pay Settlements - Predictive

CIPD LABOUR MARKET OUTLOOK (AUTUMN 2021)

Over four-fifths (84%) of employers are planning a pay review in the 12 months to September 2022. Among these employers, around four in ten (39%) expect basic pay to increase, which is significantly higher than in the summer quarter (33%). Eleven per cent expect a pay freeze and just one per cent expect a decrease.

Continuing the trend from previous reports, pay settlement expectations in the private sector have risen from 2.2% to 2.5%. The pay outlook for private sector workers over the coming 12 months is brighter than the outlook for public sector workers. By contrast, basic median pay award expectations in the public sector in the 12 months to September 2022 have fallen to 1% from 1.5% in the summer report. Some caution should be applied in the interpretation of this data because the fieldwork took place before the Chancellor's more recent announcement that public sector workers will see pay rises over the next three years. Overall, employers say that the median basic pay increase in their organisation (excluding bonuses) in the 12 months to September 2022 will be 2%, which is the same as the summer 2021 report.

BANK OF ENGLAND MPC MINUTES (DECEMBER 2021)

Looking ahead, a number of contacts of the Bank's Agents expected further upward pressure on pay growth next year, in part as strength in consumer price inflation could encourage workers to demand higher pay settlements. Overall, should the labour market remain tight, there appeared to be upside risks around the projections in the November Report for earnings growth to fall back significantly over the coming year.

BANK OF ENGLAND MONETARY POLICY REPORT (NOVEMBER 2021)

Parts of the labour market where there are difficulties recruiting are also seeing elevated pay pressures. [. . .] a higher level of vacancies per person unemployed appears to be associated with stronger pay growth in certain sectors. While there is some uncertainty around these estimates for pay growth, given the impact of furlough and compositional effects, stronger wage growth may reflect labour market frictions such as skill shortages. The Bank's Agents' contacts report significant pay pressure for those workers whose skills are in short supply, such as drivers, IT and professional services workers. Some contacts reported pay increases in the range of 10%–40% being awarded to attract workers in some sectors. Some contacts also suggested that higher inflation rates could put upward pressure on pay in coming months, although this did not appear to have been a widespread factor in pay growth so far.

XPERTHR – REPORTED IN PERSONNEL TODAY (JANUARY 2022)

Sheila Attwood, pay and benefits editor at XpertHR, says: "This year in particular reward professionals are not going to be in a position to match inflation, but they are going to be mindful of the fact that the cost of living is going up astronomically and that pay awards are going to have to go some way towards matching that."

"It's right that employers should look to make a fair pay increase, and a fair pay increase this year is more than they paid last year. It won't reach inflation, but it will probably push those boundaries if they're looking to make a fair deal."

> **"Over four-fifths of employers are planning a pay review in the 12 months to September 2022. Among these employers, around four in ten expect basic pay to increase, which is significantly higher than in the summer quarter. Eleven per cent expect a pay freeze and just one per cent expect a decrease."**
>
> **CIPD LABOUR MARKET OUTLOOK**
> Autumn 2021

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Not all sectors are seeing pay rise at these astronomical rates – particularly when starting salaries are taken out of the equation. Attwood says that 2.5% is a much more realistic median for January based on the private sector pay settlement data XpertHR has collected so far.

She says that far fewer organisations will freeze pay this year, compared with 2021, with most pay deals falling between 2.5% and 4% at the moment.

PAYDATA UK REWARD MANAGEMENT SURVEY (AUTUMN 2021)

Looking to next year, 47 per cent expect that their pay review budget will reach up to three per cent, with 28 per cent of respondents predicting up to two per cent increases. The number of respondent employers predicting an increase of up to four per cent is the highest captured in recent years, going from three per cent this year to a projected 12 per cent in 2022 predicting this level of pay increase. Only two per cent predict that pay freezes will operate in 2022, supporting the sense of business optimism amongst respondents looking ahead to the new year.

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

> **“47 per cent expect that their pay review budget will reach up to three per cent, with 28 per cent of respondents predicting up to two per cent increases.”**
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> **PAYDATA UK REWARD MANAGEMENT SURVEY**
> Autumn 2021

PAYstats at a glance

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

Consumer Price Index	CPIH ^	Retail Price Index ^^
5.4%	4.8%	7.5%
December 2021	December 2021	December 2021

Employment

32.5m
employed, up 0.5% on last year.

78,000
redundancies, down 80.5% on last year.

1.1m
vacancies, up 122.4% on last year.

1.38m
unemployed, down 20.5% on last year.

3.5%
change in whole economy average earnings, excluding bonuses, for the 12 months to November 2021, down 0.3% on last month.

3.5%
change in whole economy average earnings, including bonuses for the 12 months to November 2021, down 0.8% 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.

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	Sep-Nov 2021		Oct-Dec 2021		Sep-Nov 2021		Sep-Nov 2021	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK	32,475	0.5%	1,102	122.4%	78	-80.5%	1,382	-20.5%
Manufacturing	2,526	-1.6%	96	119.7%				
Electricity & gas supply	143	-0.4%	6	78.1%				
Water, sewerage & waste	236	6.1%	9	165.6%				
Construction	2,225	3.5%	42	47.9%				
Wholesale, retail & motor repair	4,800	-0.9%	158	115.5%				
Info & communications	1,521	0.6%	71	119.8%				
Financial & insurance	1,089	-2.4%	46	122.9%				
Real estate	634	2.8%	15	28.9%				
Prof. scientific & technical	3,221	3.6%	122	84.3%				
Administrative & support	3,065	5.0%	91	168.6%				
Public admin, defence, social security	1,621	3.6%	33	31.6%				
Education	2,955	-0.5%	67	61.3%				
Health & social work	4,584	2.8%	206	58.7%				
Other services	864	-2.9%	26	117.9%				

AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
November 2021	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	3.5%	-0.3%	3.5%	-0.8%
Private	3.7%	-0.4%	3.7%	-1.0%
Public	2.7%	-0.2%	2.5%	-0.4%
Services	3.9%	-0.3%	3.7%	-0.9%
Finance & business services	6.4%	-0.2%	5.7%	-1.5%
Public sector exc. Financial services	2.7%	-0.3%	2.6%	-0.4%
Manufacturing	1.9%	0.0%	1.1%	-1.4%
Construction	2.4%	-0.7%	3.8%	0.1%
Wholesale, retail, hotels & restaurants	3.8%	0.4%	4.8%	1.0%

Notes: * Sector breakdown as at September 2021

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Current Rates

NATIONAL MINIMUM WAGE (NMW)
For more information: www.gov.uk

Workers 21-22 years old: Workers 18-20 years old: Workers 16-17 years old:	£8.36 (£9.18) £6.56 (£6.83) £4.62 (£4.81)
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£8.36 (£8.70)
Apprentice minimum wage rate for: - apprentices under 19 years old - apprentices aged 19 and over, but in the first year of their apprenticeship	£4.30 (£4.81)

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 23 and over.	£8.91 (£9.50)

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:	£9.90
- London hourly rate:	£11.05

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: £151.97 (£156.66) or 90 per cent of AWE (if lower)

Statutory Paternity Pay:
- 1 or 2 weeks consecutive leave: £151.97 (£156.66) 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: £151.97 (£156.66) or 90 per cent of AWE (if lower)

STATUTORY SICK PAY
For more information: www.livingwage.org.uk

Standard weekly rate	£96.35 (£99.35)
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 2021, the weekly pay is capped at £544 and the maximum statutory redundancy pay is £16,320. If redundancy was made before 6 April 2021, 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 from April 2022

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How can we help?

Committed to making lives better at work, Paydata has over 20 years' experience in helping HR professionals manage their pay and reward practices.

We provide the expertise, insights and tools to help you align your reward management practices with your overall business strategy. We will work closely with you to unlock the full potential of your employees. By understanding your business challenges and your culture, we can identify exactly what it takes to attract and retain your key people and achieve:

- Happier, more motivated staff
- Fair, equitable organisational policies
- Improved returns for your payroll spend

Pay Benchmarking

Reward Strategy and Design

Job Evaluation

Pay Review

Pay Structure

Equal Pay Audits

Research and Insights

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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