



## September 2022: PAYstats Pay and Labour Market Statistics

## PAYstats at a glance

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



### Employment

**32.7m**

employed, up 1.0% on last year.



**64,000**

redundancies, down 31.3% on last year.



**1.3m**

vacancies, up 20.4% on last year.



**1.2m**

unemployed, down 21.4% on last year.



**5.4%**

change in whole economy average earnings, excluding bonuses, for the 12 months to July 2022, up 0.3 percentage points on last month.



**5.7%**

change in whole economy average earnings, including bonuses for the 12 months to July 2022, down 0.6 percentage points on last month.



Notes: <sup>^</sup> RPI has lost its designation as a National Statistic but is still used for some indexing purposes. <sup>~</sup> Labour Force Survey estimates published on 14 June 2022 have been reweighted for periods from January to March 2020, using updated Pay As You Earn (PAYE) Real Time Information (RTI) data.

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)

Reference Period	Jobs *		Vacancies		Redundancies		Unemployment	
	May-Jul 2022		Jun-Aug 2022		May-Jul 2022		May-Jul 2022	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK ~	32,746	1.0%	1,266	20.4%	64	-31.3%	1,224	-21.4%
Manufacturing	2,616	2.9%	91	21.5%				
Electricity & gas supply	139	-3.4%	6	1.7%				
Water, sewerage & waste	230	0.1%	9	43.3%				
Construction	2,265	1.8%	44	20.8%				
Wholesale, retail & motor repair	4,765	-0.2%	161	17.9%				
Info & communications	1,604	8.8%	66	12.2%				
Financial & insurance	1,068	-3.9%	53	39.4%				
Real estate	637	0.4%	15	1.3%				
Prof. scientific & technical	3,325	3.9%	129	33.9%				
Administrative & support	3,225	5.6%	79	1.7%				
Public admin, defence, social security	1,639	1.6%	41	45.9%				
Education	3,078	4.6%	74	30.1%				
Health & social work	4,616	0.7%	219	27.4%				
Other services	876	-0.4%	21	-16.5%				

### AVERAGE EARNINGS (seasonally adjusted)

July 2022	Excluding bonuses		Including bonuses	
	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	5.4%	0.3%	5.7%	-0.6%
Private	6.2%	0.3%	6.4%	-0.9%
Public	2.2%	0.3%	2.4%	0.1%
Services	5.6%	0.3%	5.9%	-1.0%
Finance & business services	5.1%	-1.2%	5.9%	-3.0%
Public sector exc. Financial services	2.1%	0.2%	2.2%	0.4%
Manufacturing	4.6%	0.3%	3.7%	-0.5%
Construction	5.4%	0.2%	5.4%	0.9%
Wholesale, retail, hotels & restaurants	7.5%	0.4%	6.4%	-3.5%

Notes: \* Sector breakdown as at June 2022

## Current Rates

### NATIONAL MINIMUM WAGE (NMW)

For more information: [www.gov.uk](http://www.gov.uk)



Workers 21-22 years old:	£9.18
Workers 18-20 years old:	£6.83
Workers 16-17 years old:	£4.81
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£8.70
Apprentice minimum wage rate for:	£4.81
- 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](http://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.	£9.50
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### LIVING WAGE

For more information: [www.livingwage.org.uk](http://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](http://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: £156.66 or 90 per cent of AWE (if lower)	
Statutory Paternity Pay:	
- 1 or 2 weeks consecutive leave: £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: £156.66 or 90 per cent of AWE (if lower)	

### STATUTORY SICK PAY

For more information: [www.livingwage.org.uk](http://www.livingwage.org.uk)



Standard weekly rate	£99.35
Maximum period	28 weeks in any 3 years

### STATUTORY REDUNDANCY PAY

For more information: [www.gov.uk](http://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 2022, the weekly pay is capped at £571 and the maximum statutory redundancy pay is £17,130. If redundancy was made before 6 April 2022, these amounts will be lower.	

### WORKING TIME

For more information: [www.gov.uk](http://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	

LAST FEW  
PLACES  
REMAINING



## Paydata HR & Reward Conference

Tuesday, 27th September 2022

Help prepare for the year ahead, as we explore all things HR and Reward at Paydata's inaugural HR and Reward Conference.

A cross sector event, the conference brings together expert speakers to tackle current challenges, including:

- **Pay plans and expectations** - how has the pay landscape altered over the last few years and what does the future hold?
- **Managing recruitment and retention in challenging times** - what can employers do to minimise and counter the impact of current challenges?
- **Introduction to wellbeing, training for managers** - exploring the importance of wellbeing, and how to support both your team's and your own wellbeing.
- **HR Group discussion forums** - exchange advice and experience on current challenges at industry level discussion groups.

**Tuesday, 27th September 2022**  
9:00 - 4:30pm

**Venue:** Royal College of Physicians,  
St Andrews Place, London. NW1 4LE

### Tickets

£275 +VAT

£235 +VAT (*Not for profit discounted price*)

Discounts available for additional delegates attending from the same organisation - please enquire.

**Places are limited and available on a first come, first served basis.**

To discover more and reserve your place, please contact us on **+44 (0)1733 391 377** or email **events@paydata.co.uk**

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