

Paydata Business Insight National Statistics



September 2023: PAYstats Pay and Labour Market Statistics

PAYstats at a glance

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



Notes: ^ 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

	Jobs *		Vacancies		Redundancies		Unemployment	
Reference Period	May-Jul 2023		Jun-Aug 2023		May-Jul 2023		May-Jul 2023	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK~	32,882	0.4%	989	-21.3%	102	60.2%	1,464	19.6%
Manufacturing	2,601	-1.2%	69	-23.1%				
Electricity & gas supply	135	-1.4%	6	6.8%				
Water, sewerage & waste	258	9.9%	7	-18.6%				
Construction	2,276	0.3%	37	-18.5%				
Wholesale, retail & motor repair	4,768	-0.9%	133	-17.4%				
Info & communications	1,704	3.9%	45	-31.8%				
Financial & insurance	1,232	7.3%	36	-30.8%				
Real estate	678	4.6%	13	-22.2%				
Prof. scientific & technical	3,391	2.4%	92	-29.2%				
Administrative & support	3,123	-0.2%	57	-26.5%				
Public admin, defence, social security	1,679	3.0%	38	-8.3%				
Education	3,049	-1.3%	68	-10.0%				
Health & social work	4,773	3.0%	181	-15.9%				
Other services	904	-2.1%	24	18.3%				

EMPLOYMENT (seasonally adjusted, change calculated for last 12 months)

AVERAGE EARNINGS (seasonally adjusted)

	Excluding	g bonuses	Including bonuses		
July 2023	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month	
Whole economy	7.8%	-0.2%	8.1%	-1.2%	
Private	7.9%	-0.4%	7.5%	0.5%	
Public	7.2%	0.6%	10.5%	-9.3%	
Services	7.9%	-0.3%	8.4%	-1.1%	
Finance & business services	9.8%	0.2%	9.4%	1.1%	
Public sector exc. Financial services	7.2%	0.6%	10.6%	-9.2%	
Manufacturing	8.1%	0.3%	7.5%	0.1%	
Construction	4.9%	-0.7%	5.0%	-0.6%	
Wholesale, retail, hotels & restaurants	6.0%	-1.2%	5.7%	2.0%	

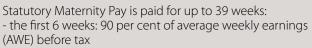
Notes: * Sector breakdown as at June 2023

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:	£10.18 £7.49 £5.28
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£9.10
Apprentice minimum wage rate for: - apprentices under 19 years old - apprentices aged 19 and over, but in the first year of their apprenticeship	£5.28
NATIONAL LIVING WAGE For more information: www.gov.uk	
The compulsory National Living Wage (NLW) was introduced in April 2016. The NLW effec- tively increases the National Minimum Wage for workers aged 23 and over.	£10.42
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: - London hourly rate:	£10.90 £11.95

STATUTORY MATERNITY PAY

or more information: www.gov.uk



- the remaining 33 weeks: £172.48 or 90 per cent of AWE (if lower)

Statutory Paternity Pay:

- 1 or 2 weeks consecutive leave: £172.48 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 £172.48 or 90 per cent of AWE (if lower)

STATUTORY SICK PAY For more information: www.livingwa	age.org.uk
Standard weekly rate	£109.40
Maximum period	28 weeks in any 3 years

STATUTORY REDUNDANCY PAY

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 2023, the weekly pay is capped at £643 and the maximum statutory redundancy pay is £19,290. If redundancy was made before 6 April 2023, these amounts will be lower.

WORKING TIME

For more information: www.gov.uk

Basic entitlement for workers aged 18 and over:

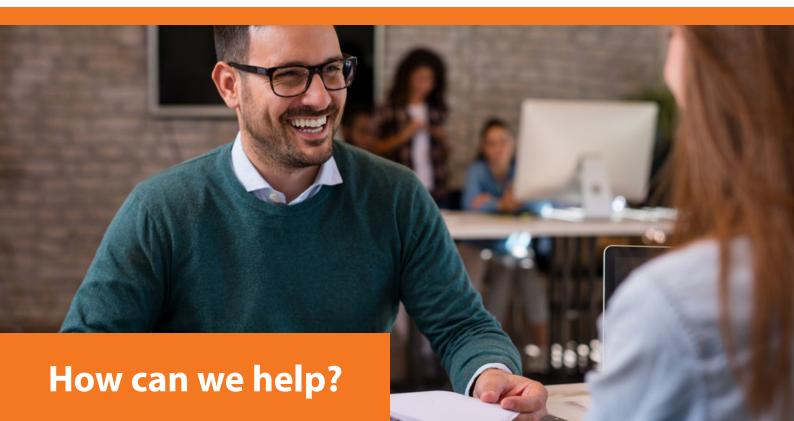
- 5.6 weeks holiday a year
- Work no more than 6 days out of every 7, or 12 days out of every 14
- A 20 minute break if more than 6 hours worked continuously
- Work a maximum 48-hour average week

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







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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
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Job Evaluation
Pay Review
Pay Structure
Equal Pay Audits
Research and Insights

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