



November 2023: PAYstats Pay and Labour Market Statistics

PAYstats at a glance

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



Employment

75.7%

employed, down 0.1%
on last quarter.



102,000

redundancies, up 60.2%
on last year.



957,000

vacancies, down 21.2%
on last year.



4.2%

unemployed, no change
on last quarter.



7.5%

change in whole economy average
earnings, excluding bonuses, for the 12
months to September 2023, down 0.3
percentage points on last month.



8.3%

change in whole economy average
earnings, including bonuses for the 12
months to September 2023, down 1.2
percentage points on last month.



Notes: [^] RPI has lost its designation as a National Statistic but is still used for some indexing purposes. * Because of the increased uncertainty around the Labour Force Survey (LFS) estimates, the ONS are publishing an alternative series of estimates of UK employment and unemployment as experimental statistics. The experimental figures were derived using growth rates from Pay as You Earn Real-Time Information and the Claimant Count for the periods from May to July 2023 onwards. This is to provide a more holistic view of the state of the labour market while the LFS estimates are uncertain.

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

Reference Period	Employment*		Jobs~		Vacancies~		Redundancies\		Unemployment*	
	Jul-Sep 2023		June 2023		Aug-Oct 2023		May-Jul 2023		Jul-Sep 2023	
	%	Change	000's	Change	000's	Change	000's	Change	%	Change
All UK	75.7	-0.1%	32,882	0.4%	957	-21.2%	102	60.2%	4.2	0%

Manufacturing	2,601	-1.2%	69	-19.5%
Electricity & gas supply	135	-1.4%	5	-7.0%
Water, sewerage & waste	258	9.9%	6	-22.5%
Construction	2,276	0.3%	35	-29.5%
Wholesale, retail & motor repair	4,768	-0.9%	130	-14.9%
Info & communications	1,704	3.9%	41	-32.0%
Financial & insurance	1,232	7.3%	35	-25.2%
Real estate	678	4.6%	9	-43.7%
Prof. scientific & technical	3,391	2.4%	88	-28.6%
Administrative & support	3,123	-0.2%	57	-27.3%
Public admin, defence, social security	1,679	3.0%	37	-8.7%
Education	3,049	-1.3%	67	-16.1%
Health & social work	4,773	3.0%	179	-15.7%
Other services	904	-2.1%	22	-4.4%

AVERAGE EARNINGS (seasonally adjusted)

September 2023	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	7.5%	-0.3%	8.3%	1.2%
Private	7.4%	-0.7%	8.2%	1.0%
Public	7.9%	1.1%	8.0%	0.6%
Services	7.7%	-0.3%	8.7%	1.3%
Finance & business services	8.2%	-1.7%	8.5%	-0.7%
Public sector exc. Financial services	7.9%	1.0%	7.9%	0.4%
Manufacturing	6.9%	-1.1%	6.5%	-1.3%
Construction	5.7%	-0.7%	3.5%	-1.1%
Wholesale, retail, hotels & restaurants	7.1%	0.6%	6.5%	0.7%

Notes: *change on the quarter; ~seasonally adjusted and change on year; \ not seasonally adjusted and change on year.

Current Rates

NATIONAL MINIMUM WAGE (NMW)

For more information: www.gov.uk



Workers 21-22 years old:	£10.18
Workers 18-20 years old:	£7.49
Workers 16-17 years old:	£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:	£5.28
- 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 23 and over.	£10.42
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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:	£12.00
- London hourly rate:	£13.15

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: £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.livingwage.org.uk



Standard weekly rate	£109.40
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 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	



How can we help?

Committed to making lives better at work, Paydata has over 25 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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