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Paydata Business Insight
National Statistics

October 2024: PAYstats Pay and Labour Market Statistics

Quarterly Edition

October 2024: 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

KEY FINDINGS

- The Consumer Prices Index (CPI) rose by 1.7% in the 12 months to September 2024, down from 2.2% in August.
- The UK employment rate (for people aged 16 to 64 years) was estimated at 75.0% in June to August 2024, above estimates of a year ago, and increased in the latest quarter.
- The UK unemployment rate (for people aged 16 years and over) was estimated at 4.0% in June to August 2024, below estimates of a year ago, and decreased in the latest quarter.
- The estimated number of vacancies in the UK decreased in July to September 2024, by 34,000 on the quarter to 841,000.
- Annual growth in employees' average regular earnings (excluding bonuses) in Great Britain was 4.9% in June to August 2024, and annual growth in total earnings (including bonuses) was 3.8%.
- Paydata's pay database shows a median pay settlement of 4.5% for the 12 months to October 2024, with an interquartile range of between 4.0% and 5.0%.
- Initial expectations for 2025 pay awards indicate a median of 3.5 per cent and an interquartile range of between 3.0 and 4.0 per cent.

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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Inflation

BANK OF ENGLAND MONETARY POLICY REPORT (AUGUST 2024)

Twelve-month CPI inflation was at the MPC's 2% target in May and June, close to the projection in the May Monetary Policy Report. CPI inflation is expected to increase to around 2.75% in the second half of this year as declines in energy prices last year fall out of the annual comparison, revealing more clearly the prevailing persistence of domestic inflationary pressures. The Committee continues to expect second-round effects in domestic prices and wages to take longer to unwind than they did to emerge. There remains considerable uncertainty around the calibration of this judgement and a range of views among MPC members about the extent to which persistent pressures prove more enduring or continue to unwind as external cost pressures and inflation expectations have normalised.

In the MPC's modal projection conditioned on the market-implied path of interest rates, CPI inflation falls back to 1.7% in two years' time and to 1.5% in three years, reflecting the continued restrictive stance of monetary policy and the emergence of a margin of slack in the economy. The risks around the modal CPI projection are skewed somewhat to the upside throughout the forecast period, reflecting more persistence in domestic wage and price-setting. That could reflect more structural factors such as the possibility of a higher equilibrium rate of unemployment. Mean CPI inflation is 2.0% and 1.8% at the two and three-year horizons respectively.

BANK OF ENGLAND MPC MINUTES (SEPTEMBER 2024)

Twelve-month CPI inflation was 2.2% in August, and is expected to increase to around 2.5% towards the end of this year as declines in energy prices last year fall out of the annual comparison.

DECISION MAKER PANEL SURVEY (Q3 2024)

Short-term CPI inflation expectations have fallen materially since the end of 2023. In the three months to August, firms expected CPI inflation to be 2.7% one year from now. Firms also expect CPI inflation to be 2.7% three years from now. CPI inflation expectations three years from now have been more stable in recent months.

OFFICE FOR NATIONAL STATISTICS (SEPTEMBER 2024)

The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 2.6% in the 12 months to September 2024, down from 3.1% in August. On a monthly basis, CPIH rose by 0.1% in September 2024, down from 0.5% in September 2023. The Consumer Prices Index (CPI) rose by 1.7% in the 12 months to September 2024, down from 2.2% in August. On a monthly basis, CPI was little changed in September 2024, down from a rise of 0.5% in September 2023.

The largest downward contribution to the monthly change in both CPIH and CPI annual rates came from transport, with larger negative contributions from air fares and motor fuels; the largest offsetting upward contribution came from food and non-alcoholic beverages. Core CPIH (excluding energy, food, alcohol and tobacco) rose by 4.0% in the 12 months to September 2024, down from 4.3% in August; the CPIH goods annual rate fell from negative 0.9% to negative 1.4%, while the CPIH services annual rate fell from 5.9% to 5.6%. Core CPI (excluding energy, food, alcohol and tobacco) rose by 3.2% in the 12 months to September 2024, down from 3.6% in August; the CPI goods annual rate fell from negative 0.9% to negative 1.4%, while the CPI services annual rate fell from 5.6% to 4.9%.

> **"Twelve-month CPI inflation was 2.2% in August, and is expected to increase to around 2.5% towards the end of this year as declines in energy prices last year fall out of the annual comparison."**
>
> **BANK OF ENGLAND MPC MINUTES**
> September 2024

Employment

+18

this quarter's net employment balance

37%

report having hard-to-fill vacancies.

CIPD LABOUR MARKET OUTLOOK (SUMMER 2024)

The net employment balance – the difference between employers expecting to increase staff levels in the next three months and those expecting to decrease – edged down slightly to +18 this quarter.

The net employment balance in the public sector has fallen to –1, meaning that more employers in the public sector are looking to decrease than increase staff levels in the next three months. Over a fifth of public sector employers (22%) are looking to decrease staff levels in the next three months.

Among employers surveyed, 37% have hard-to-fill vacancies. These vacancies are significantly higher in the public (48%) than the private sector (34%).

BANK OF ENGLAND MONETARY POLICY REPORT (AUGUST 2024)

The MPC is continuing to consider the collective steer from a wide range of data to inform its view on labour market developments. [...] there remains considerable uncertainty around statistics derived from the ONS Labour Force Survey, making it more difficult to gauge the underlying state of labour market activity.

Based on a broad set of indicators, the MPC continues to judge that the labour market is loosening but that it remains relatively tight by historical standards. Bank staff estimates suggest that the unemployment rate has been broadly stable over the past few quarters at a level somewhat below the LFS measure, which has risen to 4.4%. The number of vacancies and the vacancies to unemployment ratio have fallen further, the latter returning to around its pre-pandemic level. Underlying employment growth is estimated to have been stronger than LFS employment over the past few quarters, and to have been broadly in line with population growth. To the extent that businesses responded to weakness in GDP in the second half of last year by retaining their existing employees and using them somewhat less intensively, the recent strength of GDP growth has been accommodated without the need for businesses to increase headcount significantly.

BANK OF ENGLAND MPC MINUTES (SEPTEMBER 2024)

Labour market data quality issues continued to be an area of concern. Very low achieved sample sizes meant Labour Force Survey (LFS)-based estimates of labour market dynamics remained subject to considerable uncertainties. This was making it difficult to gauge the underlying state of labour market activity. The MPC had, for some time, utilised a wide range of data to inform its judgements on the labour market, including official data, business surveys and intelligence from the Bank's Agents.

A Bank staff indicator model of underlying employment continued to point to growth of around 0.2% per quarter, broadly in line with population growth. There was greater dispersion among outturns from individual employment indicators. The KPMG/REC/S&P Global UK Report on Jobs had continued to point to a contraction in employment while the Lloyds Business Barometer suggested an expansion.

In line with softening labour demand, vacancies had continued to fall back gradually, although at a slower pace than in 2023 and they had remained above pre-pandemic levels. The REC Report and Agents' intelligence signalled a continued easing in recruitment difficulties, with the latter suggesting improved job retention in some sectors. The vacancies-to-unemployment ratio had returned to its pre-pandemic average at the start of 2024 Q2. A Bank staff indicator model suggested that underlying unemployment had increased steadily over the past few quarters, in contrast to more volatile LFS data.

OFFICE FOR NATIONAL STATISTICS (OCTOBER 2024)

Estimates for payrolled employees in the UK decreased by 35,000 (negative 0.1%) between July and August 2024, but rose by 165,000 (0.5%) between August 2023 and August 2024. When looking at June to August 2024 (comparable with our Labour Force Survey (LFS) estimates), payrolled employees rose by 3,000 (0.0%) over the quarter and by 203,000 (0.7%) over the year. The early estimate of payrolled employees for September 2024 decreased by 15,000 (0.0%) on the month but increased by 113,000 (0.4%) on the year, to 30.3 million. The September 2024 estimate should be treated as a provisional estimate and is likely to be revised when more data are received next month.

Increased volatility of LFS estimates, resulting from smaller achieved sample sizes, means that estimates of change should be treated with additional caution. We recommend using them as part of our suite of labour market indicators, alongside Workforce Jobs (WFJ), Claimant Count data, and Pay As You Earn (PAYE) Real Time Information (RTI) estimates.

The UK employment rate (for people aged 16 to 64 years) was estimated at 75.0% in June to August 2024, above estimates of a year ago, and increased in the latest quarter. The UK unemployment rate (for people aged 16 years and over) was estimated at 4.0% in June to August 2024, below estimates of a year ago, and decreased in the latest quarter.

The UK economic inactivity rate (for people aged 16 to 64 years) was estimated at 21.8% in June to August 2024, below estimates of a year ago, and decreased in the latest quarter. The UK Claimant Count for September 2024 increased on the month and on the year, to 1.797 million. Starting in May 2024, the Department for Work and Pensions are rolling out an increase in the administrative earnings threshold for full work search conditionality. This change is likely to affect around 180,000 claimants over a period of around six months, increasing the Claimant Count over that time.

The estimated number of vacancies in the UK decreased in July to September 2024, by 34,000 on the quarter to 841,000. Vacancies decreased on the quarter for the 27th consecutive period but are still above pre-coronavirus (COVID-19) pandemic levels.

MANPOWER EMPLOYMENT OUTLOOK SURVEY (Q4 2024)

UK employers are indicating a growth mindset with an optimistic recruitment outlook for Q4 (October to November) 2024 [...].

The positive Net Employment Outlook of +28% – a measure of business hiring confidence – has increased by eight percentage points on the quarter and by two percentage points on the year. The Outlook is calculated by surveying more than 2,000+ UK-based organisations about their recruitment plans for the next business quarter.

While the growth in confidence is to be welcomed following pre-election political uncertainty, ManpowerGroup views the Q4 hiring sentiment with cautious optimism because the positive hiring intent is not yet translating into new jobs.

“While the growth in confidence is to be welcomed following pre-election political uncertainty, ManpowerGroup views the Q4 hiring sentiment with cautious optimism because the positive hiring intent is not yet translating into new jobs.”

MANPOWER EMPLOYMENT OUTLOOK SURVEY
Q4 2024

KPMG / REC REPORT ON JOBS (OCTOBER 2024 PRESS RELEASE)

The latest KPMG/REC Report on Jobs survey indicated a further fall in the number of permanent staff placements. The downturn in appointments now extends to two years, although the latest contraction was slightly softer than August's five-month record. Uncertainty in the outlook, including around government policy ahead of late October's Budget, meant companies were cautious in their hiring activity. Temp billings also declined in September, and at the steepest rate since April.

Latest survey data showed an eleventh successive monthly fall in staff vacancies. Moreover, the pace of contraction accelerated to the steepest since March. Both permanent and temp vacancies declined at similarly modest rates during September. Amid reports of increased redundancies and lower demand for workers, the overall availability of staff to fill positions increased again in September. Overall growth was again steep, despite easing to its lowest level since February. Similar trends were seen for both permanent and temporary workers.

Commenting, Neil Carberry, REC Chief Executive, said: "This is a picture of a jobs market waiting for a signal. Recruiters report that projects in client businesses are ready to go, but confidence is not yet high enough to push the button. The market for permanent jobs declined in September but more slowly than in the month before, while the temporary hiring market was more resilient and grew in some places. Private sector vacancies are close to flat, which also suggests businesses are holding position."

> **"Uncertainty in the outlook, including around government policy ahead of late October's Budget, meant companies were cautious in their hiring activity."**
>
> **KPMG / REC REPORT ON JOBS**
> October 2024

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Earnings

BANK OF ENGLAND MONETARY POLICY REPORT (AUGUST 2024)

Annual private sector regular AWE growth declined to 5.6% in the three months to May, in line with expectations in the May Report, and broadly in line with alternative indicators of wage growth. The Bank's Agents report that pay settlements will average just over 5.5% this year, with tentative expectations of lower settlements for 2025. Private sector regular AWE growth is expected to slow further in the near term, to around 5% during the rest of this year, similar to the May Report.

BANK OF ENGLAND MPC MINUTES (SEPTEMBER 2024)

This normalisation in inflation expectations, as well as, to a lesser extent, the easing in labour market tightness, had supported continued moderation in pay growth. Annual private sector regular average weekly earnings growth had eased to 4.9% in the three months to July from 5.3% in the three months to June, broadly in line with August Monetary Policy Report projections. Other surveys suggested that wage growth would continue to moderate, although remain above inflation target-consistent levels, with the DMP Survey indicating a fall to approximately 4% over the next year.

DECISION MAKER PANEL SURVEY (Q3 2024)

Annual wage growth has continued to decline. In the three months to August, firms reported that their average wage growth per employee was 5.8%. This follows decreases in regular pay growth as reported by the ONS. In July official statistics showed that the annual growth in the three-month average of weekly regular pay (which excludes bonuses and pay arrears) was 5.1% across the whole economy and 4.8% within the private sector. Looking to the year ahead, firms expect the declines in pay growth to continue. Firms reported that they expect year-ahead wage growth to be 4.1% in the three months to August.

KPMG / REC REPORT ON JOBS (OCTOBER 2024 PRESS RELEASE)

Although there remained reports of shortages in suitable candidates, which helped to boost pay rates, permanent staff salary growth eased again in September. It was the third month in a row that salary inflation has fallen, and September's reading was the lowest since February 2021. A greater number of candidates and reduced demand helped to limit pay growth, according to panellists. Temp rates meanwhile were fractionally lower, putting an end to a three-and-a-half-year run of inflation.

ONS AVERAGE WEEKLY EARNINGS (OCTOBER 2024)

Annual growth in employees' average regular earnings (excluding bonuses) in Great Britain was 4.9% in June to August 2024, and annual growth in total earnings (including bonuses) was 3.8%. This total annual growth is affected by the NHS and civil service one-off payments made in June, July and August 2023. Annual growth in real terms (adjusted for inflation using the Consumer Prices Index including owner occupiers' housing costs (CPIH)) for regular pay was 1.9% in June to August 2024, and for total pay was 0.9%.

> **A greater number of candidates and reduced demand helped to limit pay growth, according to panellists."**
>
> **KPMG / REC REPORT ON JOBS**
> October 2024

Pay Settlements - Historic

BRIGHTMINE (SEPTEMBER 2024)

Brightmine's analysis shows that the median basic pay award in the three months to the end of August 2024 was 4% [...]. Almost three-quarters (72.7%) of matched sample pay awards in the latest quarter were worth less than the same group of employees received a year ago, with only 1-in-10 (11.4%) being higher than last year.

Based on 67 pay settlements that came into effect between 1 June and 31 August 2024, covering 900,000 employees, Brightmine also found:

- In the three months to the end of August 2024, the median basic pay award stands at 4%. Although this is unchanged from the previous rolling quarter, that figure has been revised down from an originally reported 4.5%.
- Throughout the year the most common pay award sat at either 4% or 5%. In the latest rolling quarter, 20.3% of pay awards were worth exactly 4% compared with 18.6% (or just one more deal) sitting at exactly 5%.
- The middle 50% of pay awards are worth between 3.3% (the lower quartile) and 5% (the upper quartile). While representing a slightly wider gap than in the previous rolling quarter (3.5% to 5%), it still demonstrates a level of bunching around the median not seen over the past few years.

LABOUR RESEARCH DEPARTMENT (SEPTEMBER 2024)

New deals reported to LRD Payline show that pay increases have remained strong for the lowest paid in August. The median increase for workers on the lowest grades was 5.0% in the three months to August, down from 5.6%. For all other workers, the median pay deal was 4.8%.

INCOMES DATA RESEARCH – REPORTED IN EMPLOYEE BENEFITS (OCTOBER 2024)

The median pay increase across the economy remained at 4% in the three months to August 2024 after falling from 4.8% in June [. . .]. Its latest pay settlement figures were based on a sample of 39 pay awards effective between 1 June and 31 August 2024. These were mostly within large organisations and covered more than 740,000 employees.

More than half (51%) of pay increases were worth between 4% and 4.99%, while 24% were worth 5% or more, up from one-fifth last month. Additionally, 23% were worth between 3% and 3.99%, 2% had pay freezes and no one offered a pay rise between 0.01% and 2.99%.

PAYDATA PAY DATABASE (OCTOBER 2024)

Paydata's pay database shows a median pay settlement of 4.5% for the 12 months to October 2024, with an interquartile range of between 4.0% and 5.0%.

Pay Settlements

5.0%
Labour Research Department

4.0%
XpertHR

4.0%
Incomes Data Services

4.5%
Paydata

Pay Settlements - Predictive

> **Expected pay awards in the next 12 months remain lower in the public sector (2.5%) compared with the private sector (3%)."**
>
> **CIPD LABOUR MARKET OUTLOOK**
> Summer 2024

BANK OF ENGLAND MPC MINUTES (SEPTEMBER 2024)

The latest Agents' intelligence indicated that pay settlements over the second half of the year were, as expected, coming in at lower rates compared to H1, and 2025-expected settlements might be in a 2 to 4% range. There remained the possibility of some upside risk to pay growth depending on the trajectory of the National Living Wage (NLW) in the first half of next year.

CIPD LABOUR MARKET OUTLOOK (SUMMER 2024)

The median expected basic pay increase has fallen to 3% (from 4% last quarter). Expected pay awards in the next 12 months remain lower in the public sector (2.5%) compared with the private sector (3%). However, the new UK Government has since confirmed above-inflation pay rises of 4.75%–6% for a large proportion of the public sector workforce.

INCOMES DATA RESEARCH (SEPTEMBER 2024 PRESS RELEASE)

[…] employers are mostly preparing to shift towards lower value pay awards in 2025. Almost two-thirds of employers (63%) are planning to pay smaller increases in 2025 than they did in 2024. This is a significant change on last year's survey, when just over half (53%) of HR principals had planned lower awards in 2024. The latest survey also shows that just over a third of respondents (34%) are planning similar value awards to those in 2024, down from 39% in last year's survey. Just 3% are expecting to make higher awards in 2025 than in 2024, down from 8% who pledged to make higher increases in 2024 than in 2023.

LOW PAY COMMISSION (SEPTEMBER 2024)

The National Minimum Wage (NMW) is set to increase from 1 April 2025 to between £11.82 to £12.39 an hour to reflect the cost of living under Labour's Plan to Make Work Pay.

Our central estimate is that an NLW increase to £12.10 (5.8 per cent) would be required to maintain the bite (the ratio of the NLW to median hourly pay) at two thirds of median earnings. However, predicting this figure is challenging, so we project a range around our central estimate which runs from £11.82 to £12.39. We also believe our central estimate (and the ranges around it) may continue to rise over the rest of the year because earnings growth in 2024 so far has been stronger than forecast. Our estimates have already increased from those we published in March this year for this reason. Our March central estimate was £11.89, with a range of £11.62 to £12.18.

PAYDATA UK REWARD MANAGEMENT SURVEY (AUTUMN 2024)

Every year we capture participants' expectations for future pay review budgets. The survey is still open at the time of writing, but preliminary analysis suggests the median pay budget for 2024 is 4.0 per cent, with an interquartile range of between 3.0 and 5.0 per cent.

Initial expectations for 2025 pay reviews indicate a median of 3.5 per cent and an interquartile range of between 3.0 and 4.0 per cent.

To take part in our Autumn UK Reward Management Survey and receive a copy of the free participant report, please access to the survey here.

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PAYstats at a glance

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

Consumer Price Index	CPIH	Retail Price Index ^
1.7%	2.6%	2.7%
September 2024	September 2024	September 2024

Employment

33.4m
employed, up 1.0% on last year.

80,000
redundancies, down 12.0% on last year.

841,000
vacancies, down 14.4% on last year.

1.39m
unemployed, down 4.5% on last year.

4.6%
change in whole economy average earnings, excluding bonuses, for the 12 months to August 2024, down 0.4 percentage points on last month.

4.4%
change in whole economy average earnings, including bonuses, for the 12 months to August 2024, up 0.4 percentage points on last month.

Notes: ^ RPI has lost its designation as a National Statistic but is still used for some indexing purposes. * February 2024's release saw the reintroduction of Labour Force Survey data, which now include the latest population information.

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.

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PAYstats in detail

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

	Jobs *		Vacancies		Redundancies \		Unemployment *	
Reference Period	Jun-Aug 2024		Jul-Sep 2024		Jun-Aug 2024		Jun-Aug 2024	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK ~	33,372	1.0%	841	-14.4%	80	-12.0%	1,386	-4.5%
Manufacturing	2,583	-1.2%	58	-17.2%				
Electricity & gas supply	123	4.9%	4	-27.6%				
Water, sewerage & waste	266	2.1%	7	-1.5%				
Construction	2,143	-1.6%	39	14.9%				
Wholesale, retail & motor repair	4,765	0.0%	104	-24.4%				
Info & communications	1,649	-1.2%	38	-16.7%				
Financial & insurance	1,185	3.0%	34	-4.2%				
Real estate	716	4.8%	12	20.0%				
Prof. scientific & technical	3,490	3.7%	88	-5.2%				
Administrative & support	3,037	-4.6%	55	-1.3%				
Public admin, defence, social security	1,730	3.0%	34	-8.1%				
Education	3,043	0.5%	61	-6.4%				
Health & social work	5,083	6.0%	149	-16.9%				
Other services	971	4.8%	15	-36.2%				

AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
August 2024	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	4.6%	-0.4%	4.4%	0.4%
Private	4.5%	-0.4%	4.5%	0.0%
Public	4.7%	-0.5%	4.1%	1.7%
Services	4.5%	-0.5%	4.3%	0.4%
Finance & business services	3.5%	-1.0%	3.3%	-0.4%
Public sector exc. Financial services	4.7%	-0.3%	4.1%	1.8%
Manufacturing	5.8%	-0.4%	5.6%	-0.2%
Construction	4.2%	-0.1%	5.0%	0.4%
Wholesale, retail, hotels & restaurants	5.4%	0.0%	4.6%	-0.3%

Notes: * Sector breakdown as at June 2024, \ not seasonally adjusted

Current Rates

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

Workers 18-20 years old: Workers 16-17 years old:	£8.60 £6.40
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£9.99
Apprentice minimum wage rate for: - apprentices under 19 years old - apprentices aged 19 and over, but in the first year of their apprenticeship	£6.40

NATIONAL LIVING WAGE
For more information: www.gov.uk

Workers aged 21 and over:	£11.44

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: £184.03 or 90 per cent of AWE (if lower)

Statutory Paternity Pay:
- 1 or 2 weeks consecutive leave: £184.03 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: £184.03 or 90 per cent of AWE (if lower)

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

Standard weekly rate	£116.75
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 2024, the weekly pay is capped at £700 and the maximum statutory redundancy pay is £21,000. If redundancy was made before 6 April 2024, 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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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 and Benefits Benchmarking

Reward Strategy and Design

Job Evaluation

Pay Review

Pay Structure

Equal Pay Audits

Research and Insights

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We are a Living Wage Employer