



# **January 2025: PAYstats Pay and Labour Market Statistics**

Quarterly Edition

## January 2025: 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 2.5% in the 12 months to December 2024, down from 2.6% in the 12 months to November.
- The UK employment rate for people aged 16 to 64 years was estimated at 74.8% in September to November 2024.
- The UK unemployment rate for people aged 16 years and over was estimated at 4.4% in September to November 2024.
- The estimated number of vacancies in the UK decreased by 24,000 on the quarter to 812,000 in October to December 2024.
- Annual growth in employees' average earnings for both regular (excluding bonuses) and total earnings (including bonuses) in Great Britain was 5.6% in September to November 2024.
- Paydata's pay database shows a median pay settlement of 4.0% for the 12 months to January 2025, with an interquartile range of between 3.0% and 5.0%.
- Across all sectors, post-budget 2025 pay award estimations show an anticipated median of 3.0%, with an interquartile range of between 2.0% and 3.5%.

If you would like to find out more about any of the information contained in this PAYstats bulletin please contact us via:

**+44 (0)1733 391 377**  
**info@paydata.co.uk**

## Inflation

### **BANK OF ENGLAND MONETARY POLICY REPORT (NOVEMBER 2024)**

Twelve-month CPI inflation was at the MPC's 2% target in 2024 Q3. [...] The [Autumn] Budget is provisionally expected to boost CPI inflation by just under 0.5 of a percentage point at the peak, reflecting both the indirect effects of the smaller margin of excess supply and direct impacts from the Budget measures.

CPI inflation is expected to increase to around 2.75% by the second half of 2025 as weakness in energy prices falls out of the annual comparison, revealing more clearly the continuing persistence of domestic inflationary pressures. In the projection, second-round effects in domestic prices and wages are expected to take somewhat longer to unwind than they did to emerge. The margin of slack that emerges later in the forecast period is sufficient to act against those second-round effects, leading CPI inflation to fall back to around the 2% target in the medium term, conditioned on the usual 15 day average of forward interest rates.

### **BANK OF ENGLAND MPC MINUTES (DECEMBER 2024)**

Twelve-month CPI inflation had increased to 2.6% in November from 1.7% in September. This was slightly higher than previous expectations, owing in large part to stronger inflation in core goods and food. Core CPI inflation had increased to 3.5%. In the near term, headline CPI inflation was expected to continue to rise slightly.

### **OFFICE FOR NATIONAL STATISTICS (DECEMBER 2024)**

The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 3.5% in the 12 months to December 2024, unchanged from November. On a monthly basis, CPIH rose by 0.3% in December 2024, down from 0.4% in December 2023. The Consumer Prices Index (CPI) rose by 2.5% in the 12 months to December 2024, down from 2.6% in the 12 months to November. On a monthly basis, CPI rose by 0.3% in December 2024, down from 0.4% in December 2023.

The largest downward contribution to the monthly change in both CPIH and CPI annual rates came from restaurants and hotels; the largest upward contribution to both came from transport. Core CPIH (excluding energy, food, alcohol, and tobacco) rose by 4.2% in the 12 months to December 2024, down from 4.4% in November; the CPIH goods annual rate rose from 0.4% to 0.7%, while the CPIH services annual rate fell from 5.7% to 5.4%. Core CPI (excluding energy, food, alcohol, and tobacco) rose by 3.2% in the 12 months to December 2024, down from 3.5% in November; the CPI goods annual rate rose from 0.4% to 0.7%, while the CPI services annual rate fell from 5.0% to 4.4%.



**CPI inflation is expected to increase to around 2.75% by the second half of 2025 as weakness in energy prices falls out of the annual comparison, revealing more clearly the continuing persistence of domestic inflationary pressures."**

### **BANK OF ENGLAND MONETARY POLICY REPORT**

November 2024

## Employment

### CIPD LABOUR MARKET OUTLOOK (AUTUMN 2024)

The net employment balance – the difference between employers expecting to increase staff levels in the next three months and those expecting to decrease – increased from +18 last quarter to +21 this quarter. The net employment balance in the public sector has returned to positive territory (+6), meaning that more employers in the public sector are looking to increase than decrease staff levels in the next three months. It had fallen to –1 last quarter, the lowest level since winter 2017/18. Among employers surveyed, 36% have hard-to-fill vacancies. These vacancies are significantly higher in the public (42%) than the private sector (34%).

### BANK OF ENGLAND MONETARY POLICY REPORT (NOVEMBER 2024)

The labour market has continued to ease but appears relatively tight by historical standards. Large uncertainties remain around the LFS labour market statistics. Bank staff's indicator-based models suggest that employment growth has remained positive, while unemployment has been roughly flat. Aggregate demand and supply in the economy appear to remain broadly in balance.

### BANK OF ENGLAND MPC MINUTES (DECEMBER 2024)

Although there remained significant uncertainty around developments in labour market quantities derived from the Labour Force Survey, the Committee now judged that the labour market was broadly in balance based on a wider range of evidence. The number of job vacancies had continued to fall, albeit at a slower pace than in 2023. There had also been a decline in indicators of labour market tightness from the Agents and in the REC survey.

### OFFICE FOR NATIONAL STATISTICS (JANUARY 2025)

Estimates for payrolled employees in the UK decreased by 32,000 (0.1%) between October and November 2024 but rose by 95,000 (0.3%) between November 2023 and November 2024. Payrolled employees fell by 11,000 (0.0%) over the quarter but rose by 134,000 (0.4%) over the year, when looking at September to November 2024. This is the period comparable with our Labour Force Survey (LFS) estimates. The early estimate of payrolled employees for December 2024 decreased by 47,000 (0.2%) on the month and decreased by 8,000 (0.0%) on the year to 30.3 million. The December 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. [...]

The UK employment rate for people aged 16 to 64 years was estimated at 74.8% in September to November 2024. This is largely unchanged on a year ago, but down in the latest quarter. The UK unemployment rate for people aged 16 years and over was estimated at 4.4% in September to November 2024. This is above estimates of a year ago, and up in the latest quarter.

The UK economic inactivity rate for people aged 16 to 64 years was estimated at 21.6% September to November 2024. This is below estimates of a year ago, and down in the latest quarter. The UK Claimant Count for December 2024 increased slightly on the month and is up on the year, at 1.744 million.

**+21**



this quarter's net employment balance

**36%**



report having hard-to-fill vacancies.

The estimated number of vacancies in the UK decreased by 24,000 on the quarter to 812,000 in October to December 2024. Vacancies decreased on the quarter for the 30th consecutive period but are still above precoronavirus (COVID-19) pandemic levels.

#### **MANPOWER EMPLOYMENT OUTLOOK SURVEY (Q1 2025)**

UK employers report hiring plans have stalled going into the New Year, with stagnant hiring plans reported for Q1 (January – March) 2025, according to the latest ManpowerGroup Employment Outlook Survey. Unchanged since last quarter, the UK Net Employment Outlook – a measure of business hiring confidence – remains at +28%. More than a third of businesses report an appetite to hire for growth – a figure that remained consistent across 2024. However, employers' growth mindset has failed to translate into action.

Michael Stull, Managing Director, ManpowerGroup UK, said: "Businesses have been paralysed by the recent Budget announcement, just as they were post-COVID. There is a strong appetite to grow, but the new government's actions have thrown the labour market into yet another period of uncertainty. Businesses have been waiting to see signs of the economy kicking into gear, but the government has yet to give business the confidence to go ahead with plans for growth.

"Our analysis shows the increase in National Insurance contributions could cost employers as much as 33% more for each lower wage worker from April next year. With dissatisfaction rising on this issue, we're expecting wage growth to decline next year as the changing costs are indirectly passed onto employees."

#### **KPMG / REC REPORT ON JOBS (JANUARY 2025 PRESS RELEASE)**

The end of 2024 saw the fastest decline in permanent placements since August 2023, according to the latest KPMG/REC Report on Jobs survey. Respondents noted a lack of market demand for candidates amid evidence of a growing cost consciousness amongst firms especially in the context of the recent government Budget and the announced rise in employee National Insurance contributions. Temp billings similarly declined in December, and to a greater extent than typically seen during 2024.

In December, vacancy numbers declined again, with the rate of contraction picking up since November to the steepest recorded in well over four years. Permanent staff saw the biggest drop in demand since August 2020. Although not as severe as perm workers, the decline for temp staff was the greatest in four-and-a-half years. Recruitment consultants reported another steep increase in staff availability during December. Overall, the expansion in availability was the sharpest since June. The upturn in growth was primarily driven by the permanent staff category, although temp worker availability also rose sharply at the end of 2024.

Commenting, Neil Carberry, REC Chief Executive, said: "This report emphasises a weak mood in some businesses as they built their budgets for this year, and made changes designed to save on costs after a tough Budget. That said, sentiment can change quickly. December is always a hiring low point, and a new year brings new hope – with inflation under control, low unemployment and economic growth expected, the fundamentals are better than many appreciate. It is what happens now, as firms return to the market in January, that will decide the path ahead. Recruitment is one to watch in early 2025 because it is one of the earliest indicators of a broader economic recovery, with any sign of a turn hugely significant with the sector contributing a massive £44.4bn to the UK economy in 2023."



**There is a strong appetite to grow, but the new government's actions have thrown the labour market into yet another period of uncertainty."**

**MICHAEL STULL**  
**MANPOWERGROUP UK**



## Earnings

### **BANK OF ENGLAND MONETARY POLICY REPORT (NOVEMBER 2024)**

Annual private sector regular average weekly earnings (AWE) growth has fallen back but remained elevated at 4.8% in the three months to August. Annual private sector wage inflation is expected to slow further in 2025. [...] Private sector regular AWE growth is expected to fall further and to reach around 3% by the start of 2026, remaining close to that level thereafter.

### **BANK OF ENGLAND MPC MINUTES (DECEMBER 2024)**

Annual private sector regular AWE growth had picked up quite sharply in the three months to October, to 5.4%, which was 0.5 of a percentage point stronger than had been expected in the November Report. [...] The latest Agents' intelligence suggested that average pay settlements in 2025 would be within a range of 3 to 4%.

### **DECISION MAKER PANEL SURVEY (Q4 2024)**

Annual wage growth has continued to decline. In the three months to November, firms reported that their average wage growth per employee was 5.5%. In the three months to October, official statistics reported by the ONS showed that the annual growth in weekly regular pay (which excludes bonuses and pay arrears) was 5.2% across the whole economy and 5.4% in the private sector. Looking to the year ahead, firms in the DMP expect pay growth to continue to decline. Firms expect year-ahead wage growth to be 4.0% in the three months to November, a fall of 1.5 percentage points. But these expectations for year-ahead wage growth have been flat at around 4% throughout the second half of 2024.

Wage growth is expected to decline across all sectors. Wage growth for providers of consumer-facing services (e.g. accommodation and food, health, and recreational services) has remained above that of business-facing services providers. Annual wage growth for DMP firms in the consumer-facing services sector during the three months to November was 6.5%, and year-ahead expectations were 4.9%, meaning that these firms expect their wage growth to fall by around 1.6 percentage points over the next year. Business-facing services producers expect a slightly smaller decline in wage growth, anticipating that it will fall by 1.2 percentage points from 5.0% over the past 12 months to 3.8% a year ahead.

### **KPMG / REC REPORT ON JOBS (JANUARY 2025 PRESS RELEASE)**

Despite a drop in permanent placements, there was an acceleration in the rate of starting salary inflation during December as firms remained willing to raise pay for high quality staff (and in some instances as part of talent retention programmes). Overall, the increase in perm salaries was the best in four months, although inflation remained well below trend. Similarly, temp pay rates rose modestly in December amid reports that a high supply of candidates was limiting pay inflation.

### **ONS AVERAGE WEEKLY EARNINGS (JANUARY 2025)**

Annual growth in employees' average earnings for both regular (excluding bonuses) and total earnings (including bonuses) in Great Britain was 5.6% in September to November 2024. HM Revenue and Customs Pay As You Earn (PAYE) Real Time Indicators (RTI) pay data showed a similar annual growth rate when looking at both rates including arrear payments. Annual growth in real terms, adjusted for inflation using the Consumer Prices Index including owner occupiers' housing costs (CPIH), was 2.5% for regular pay and 2.4% for total pay in September to November 2024.



**Despite a drop in permanent placements, there was an acceleration in the rate of starting salary inflation during December as firms remained willing to raise pay for high quality staff."**

**KPMG / REC REPORT ON JOBS**

January 2025

## Pay Settlements - Historic

### BRIGHTMINE (DECEMBER 2024)

New data [...] reveals that pay rises have remained flat at 4% for the last five consecutive months. [...] The data over the full 2024 calendar year [...] shows the median basic pay award stands at 4.5%, 1.5 percentage points lower than the median basic settlement in 2023 which stood at 6%.

Across all deals, pay freezes accounted for 2.6% of awards, remaining largely in line with previous years. [...] key findings based on analysing all 2024 deals, which represent around 5.9 million UK employees:

- 2024 has seen less variability in basic pay deals. When assessing the upper and lower quartiles, awards in 2024 are closely grouped, with the middle 50% sitting between 4% and 5.3%. [...]
- The most common basic pay awards given are 4% and 5%. Around one in five (19.4%) of all basic deals in 2024 were worth exactly 4% and 19.2% were worth 5%. Close to half of all basic awards (49.7%) were worth between 4% and 5% (inclusive).
- Basic deals have been more generous. With the median pay budget increase for merit or performance-related awards standing at 4%, basic deals have been higher compared to the median merit budget.
- Awards have been worth less than what was given in 2023. Around three-fifths (57.3%) of pay awards are lower than the deal given to the same group of employees in 2023.

### LABOUR RESEARCH DEPARTMENT (DECEMBER 2024)

Pay deals reported to Payline for November averaged 4.0% across all agreements. Public sector deals were pulling ahead of the private sector, with deals averaging 5.3% compared to 4.0% in the private sector. This is the lowest median since the 2021 pay round, but still high compared to the previous decade.

### INCOMES DATA RESEARCH – (DECEMBER 2024 PRESS RELEASE)

Employees typically received pay rises centred on around 4.5% in 2024, according to our analysis of pay awards across the economy. Outcomes at the start of the year were higher at around 5% but started to come down in April and settled at around 4% from July onwards. The latest figures, for the three months to November, show that while the median increase remains at 4%, the interquartile range has drifted down a little. This is in line with the generalised, if slow, downward trend in pay awards this year, following highs of 5% in 2023 and 6% before that in 2022, on the back of historically high inflation rates.

### PAYDATA UK REWARD MANAGEMENT SURVEY (AUTUMN 2024)

The impact of sustained levels of high inflation over 2023/early 2024 meant that pay awards have remained elevated. The median pay award for 2024 now stands at 4.0 per cent, with an interquartile range of 3.0 and 5.0 per cent. The mode and median for 2024 have both ended up at 4.0%, however 5.0% is a very close second in terms of most common pay award.

### PAYDATA PAY DATABASE (JANUARY 2025)

Paydata's pay database shows a median pay settlement of 4.0% for the 12 months to January 2025, with an interquartile range of between 3.0% and 5.0%.

#### Pay Settlements

**4.0%**

Labour Research Department

**4.5%**

XpertHR

**4.5%**

Incomes Data Services

**4.0%**

Paydata

## Pay Settlements - Predictive

### **BANK OF ENGLAND MPC MINUTES (DECEMBER 2024)**

The Agents' intelligence available since the Autumn Budget, suggested that firms in aggregate expected pay settlements in 2025 to sit within a range of 3 to 4%. This was slightly higher than the 2 to 4% range reported before the Budget, but lower than the 5.5% average reported in 2024. The latest evidence from the DMP Survey was also consistent with a softening in wage growth across all sectors, albeit to a plateau of around 4% in aggregate over the year ahead.

### **CIPD LABOUR MARKET OUTLOOK (AUTUMN 2024)**

The median expected basic pay increase remains at 3%. Expected pay awards in the next 12 months are also stable in the private and voluntary sectors (both at 3%). Pay expectations have risen in the public sector to 4% over the next 12 months (from 2.5% last quarter). The median pay award expected to be offered in the public sector over the next three months is even higher at 5%.

### **BRIGHTMINE (NOVEMBER 2024 PRESS RELEASE)**

Looking to 2025, businesses are anticipating economic constraints brought about by a 6.7% uplift in the national living wage and an increase in employers' national insurance contributions. Brightmine has forecasted a 3% median pay award for 2025, substantially below the statutory minimum wage rise.

### **PAYDATA UK REWARD MANAGEMENT SURVEY (AUTUMN 2024)**

Pay plans and expectations for 2025 (excluding those affected by the National Living Wage) show an expected median of 3.0%, with an interquartile range of between 3.0% and 4.0%.

44 per cent of respondents predicted pay awards of up to three per cent. [...] A greater number of respondents are also expecting to award up to two per cent pay awards, increasing from two per cent of respondents in autumn 2023 to ten per cent in autumn 2024. Unsurprisingly, we are therefore seeing a reduction in the proportion of upper level pay awards expected. A similar number of respondents are expecting to award up to four per cent, slightly increasing from 30 to 32 per cent since last autumn. However, only 12 per cent of respondents predict pay rises of up to five per cent, reducing from 38 per cent in autumn 2023. While 16 per cent planned to make pay awards of over five per cent in autumn 2023, only one per cent predict this pay level in 2025.

When considering the impact of the NLW rise, [...] it once again appears to increase the median expected pay budget for 2025 by an average of 0.5%.

### **PAYDATA PULSE: 2025 PAY AWARD EXPECTATIONS (NOVEMBER 2024)**

Across all sectors, post-budget 2025 pay award estimations show an anticipated median of 3.0%, with an interquartile range of between 2.0% and 3.5%.

The minimum (post-budget) 2025 pay award expectation, excluding those individuals affected by the National Living Wage, is 2% whilst the maximum is currently 10%. Whilst 3% is currently the most common expectation, 2% is almost as common. 2.5% of organisations state they expect to have a pay freeze in 2025.

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



**Across all sectors, post-budget 2025 pay award estimations show an anticipated median of 3.0%, with an interquartile range of between 2.0% and 3.5%."**

**PAYDATA PULSE SURVEY:  
2025 PAY AWARD EXPECTATIONS**  
November 2024



## PAYstats at a glance

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



### Employment

**33.8m**

employed, up 1.3% on last year.



**112,000**

redundancies, up 22.9% on last year.



**812,000**

vacancies, down 12.7% on last year.



**1.57m**

unemployed, up 13.5% on last year.



**5.7%**

change in whole economy average earnings, excluding bonuses, for the 12 months to November 2024, down 0.5 percentage points on last month.



**5.6%**

change in whole economy average earnings, including bonuses, for the 12 months to November 2024, down 1.0 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. \* 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.

## PAYstats in detail

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

	Jobs *		Vacancies		Redundancies \		Unemployment *	
Reference Period	Sep-Nov 2024		Oct-Dec 2024		Sep-Nov 2024		Sep-Nov 2024	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK ~	33,783	1.3%	812	-12.7%	112	22.9%	1,568	13.5%
Manufacturing	2,580	-0.7%	55	-15.8%				
Electricity & gas supply	141	11.7%	4	-16.7%				
Water, sewerage & waste	242	-0.1%	6	5.1%				
Construction	2,227	-0.9%	35	-6.3%				
Wholesale, retail & motor repair	4,741	-0.4%	94	-23.3%				
Info & communications	1,638	3.1%	37	-10.5%				
Financial & insurance	1,183	4.6%	35	-0.8%				
Real estate	680	-2.2%	14	12.0%				
Prof. scientific & technical	3,511	2.1%	81	-12.2%				
Administrative & support	2,958	-3.6%	58	-7.7%				
Public admin, defence, social security	1,722	2.7%	38	-0.5%				
Education	3,065	1.3%	58	-10.0%				
Health & social work	5,046	4.6%	139	-17.9%				
Other services	928	2.7%	16	-17.6%				

### AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
November 2024	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	5.7%	-0.5%	5.6%	-1.0%
Private	6.1%	-0.6%	6.0%	-0.9%
Public	4.1%	0.1%	4.0%	-0.4%
Services	5.8%	-0.4%	5.6%	-0.9%
Finance & business services	6.1%	-0.9%	5.4%	-2.3%
Public sector exc. Financial services	4.4%	0.0%	4.4%	-0.4%
Manufacturing	5.7%	-0.4%	6.0%	-0.1%
Construction	6.0%	-0.9%	6.9%	-1.0%
Wholesale, retail, hotels & restaurants	6.3%	-0.4%	5.8%	0.2%

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

## Current Rates

### NATIONAL MINIMUM WAGE (NMW)

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



Workers 18-20 years old:	£8.60 (£10.00 <sup>^</sup> )
Workers 16-17 years old:	£6.40 (£7.55 <sup>^</sup> )
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£9.99 (£10.66 <sup>^</sup> )
Apprentice minimum wage rate for:	£6.40 (£7.55 <sup>^</sup> )
- 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)



Workers aged 21 and over:	£11.44 (£12.21 <sup>^</sup> )
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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:	£12.00 (£12.60*)
- London hourly rate:	£13.15 (£13.85*)

### 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: £184.03 (£187.18<sup>^</sup>) or 90 per cent of AWE (if lower)

Statutory Paternity Pay:

- 1 or 2 weeks consecutive leave: £184.03 (£187.18<sup>^</sup>) 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 (£187.18<sup>^</sup>) 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	£116.75 (£118.75 <sup>^</sup> )
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 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](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

<sup>^</sup> Effective from April 2025.

\* Effective from May 2025.



## 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**

To discover more and to discuss your requirements, please contact us today on **+44 (0)1733 391 377** or via **[info@paydata.co.uk](mailto:info@paydata.co.uk)**



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