



April 2025: PAYstats Pay and Labour Market Statistics

Quarterly Edition

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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 2.6% in the 12 months to March 2025, down from 2.8% in the 12 months to February.
- The UK employment rate for people aged 16 to 64 years was estimated at 75.1% in December 2024 to February 2025.
- The UK unemployment rate for people aged 16 years and over was estimated at 4.4% in December 2024 to February 2025.
- The estimated number of vacancies in the UK fell by 26,000 on the quarter, to 781,000 in January to March 2025.
- Annual growth in employees' average regular earnings excluding bonuses in Great Britain was 5.9% in December 2024 to February 2025, and annual growth in total earnings including bonuses was 5.6%.
- Paydata's pay database shows a median pay settlement of 3.0% for the 12 months to April 2025, with an interquartile range of between 2.5% and 3.65%.
- Preliminary analysis suggests the median pay budget for 2025 is 3.0%, with an interquartile range of between 2.5% and 3.5%. 1.4 per cent of organisations are currently reporting expecting a pay freeze.

If you would like to find out 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 (FEBRUARY 2025)

CPI inflation was 2.5% in 2024 Q4. Domestic inflationary pressures are moderating, but they remain somewhat elevated, and some indicators have eased more slowly than expected. Higher global energy costs and regulated price changes are expected to push up headline CPI inflation to 3.7% in 2025 Q3, even as underlying domestic inflationary pressures are expected to wane further. While CPI inflation is expected to fall back to around the 2% target thereafter, the Committee will pay close attention to any consequent signs of more lasting inflationary pressures.

BANK OF ENGLAND MPC MINUTES (MARCH 2025)

Twelve-month CPI inflation increased to 3.0% in January from 2.5% in December, [...]. Domestic price and wage pressures are moderating, but remain somewhat elevated. Although global energy prices have fallen back recently, they remain higher than last year and CPI inflation is still projected to rise to around 3.75% in 2025 Q3.

DECISION MAKER PANEL SURVEY (MARCH 2025)

Expectations for CPI inflation a year ahead rose from 3.1% to 3.2% in the three months to March. The corresponding measure for three-years ahead CPI inflation expectations was 2.8% in the three months to March, [...] unchanged from [...]February.

OFFICE FOR NATIONAL STATISTICS (MARCH 2025)

The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 3.4% in the 12 months to March 2025, down from 3.7% in the 12 months to February. On a monthly basis, CPIH rose by 0.3% in March 2025, compared with a rise of 0.6% in March 2024. The Consumer Prices Index (CPI) rose by 2.6% in the 12 months to March 2025, down from 2.8% in the 12 months to February. On a monthly basis, CPI rose by 0.3% in March 2025, compared with a rise of 0.6% in March 2024. The largest downward contributions to the monthly change in both CPIH and CPI annual rates came from recreation and culture, and motor fuels, with a further large downward effect in CPIH from housing and household services; the largest, partially offsetting, upward contribution came from clothing. Core CPIH (excluding energy, food, alcohol and tobacco) rose by 4.2% in the 12 months to March 2025, down from 4.4% in the 12 months to February; the CPIH goods annual rate eased from 0.8% to 0.6%, while the CPIH services annual rate slowed from 5.7% to 5.4%. Core CPI (excluding energy, food, alcohol and tobacco) rose by 3.4% in the 12 months to March 2025, down slightly from 3.5% in the 12 months to February; the CPI goods annual rate eased from 0.8% to 0.6%, while the CPI services annual rate slowed from 5.0% to 4.7%.

OBR ECONOMIC AND FISCAL OUTLOOK (MARCH 2025)

CPI inflation is forecast to rise from 2.5% in 2024 to 3.2% in 2025, but then fall rapidly to around the 2.0% target from mid-2026 onwards. Monthly CPI inflation is expected to peak at around 3.8% in July 2025, [...] driven by increases in the Ofgem price cap [...], higher food prices [...] and the increase in regulated water bills from April 2025. From 2026 onwards, CPI inflation is forecast to fall rapidly as increases in household energy bills fall out of the annual comparison and more spare capacity in the economy opens up. Compared to October, CPI inflation is forecast to be 0.6 percentage points higher in 2025, then marginally lower from 2026 to 2028. This would leave the CPI price level 0.2% higher at the end of the forecast period in 2029. [...] based on historical forecast errors, there is roughly a one-in-five chance of CPI inflation being below 2.6% or above 4.0% in 2025.



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OBR ECONOMIC AND FISCAL OUTLOOK

March 2025

Employment

CIPD LABOUR MARKET OUTLOOK (WINTER 2024/25)

The net employment balance suffered the heaviest fall on record outside of the pandemic – from +21 last quarter to +13 this quarter. This measures the difference between employers expecting there will be an increase in staff levels and those expecting there will be a decrease in the next three months. The net employment balance fell sharply in the private sector from +24 last quarter to +16 this quarter. Apart from in 2020, this is the lowest net employment balance in the private sector since the time series began in 2014. One in four (25%) employers are planning to make redundancies in the next three months. This is the highest level recorded in a decade, with the exception of the pandemic.

BANK OF ENGLAND MONETARY POLICY REPORT (FEBRUARY 2025)

Bank staff judge that LFS employment growth was 0.2% in the final quarter of 2024 and will fall slightly to 0.1% in 2025 Q1. However, there are downside risks to the outlook for employment in the near term. Some survey-based employment indicators have weakened notably since the November Report. The composite PMI employment balance fell sharply in December and was little changed on the month in the January reading, at around its lowest level since January 2021. Other survey measures of employment, such as those from the REC and DMP surveys have also weakened, with the increase in employer National Insurance contributions being cited as a key reason.

BANK OF ENGLAND MPC MINUTES (MARCH 2025)

The latest intelligence from the Agents suggested that employment intentions had weakened, on balance, and more firms had reported hiring pauses or freezes. These contacts had said that they would review staffing levels through natural attrition or redundancies if the outlook did not improve. The rolling three-month average of HR1 redundancy notifications, a leading indicator of actual redundancies, had remained, on average, at its historical norm in recent months.

Measures of labour market tightness had continued to ease slightly. The vacancies to unemployment ratio had remained around Bank staff's estimate of its equilibrium level. The latest intelligence from the Agents' contacts suggested that recruitment difficulties had normalised. Such developments pointed to a labour market that was broadly in balance.

The LFS estimate of employment growth in the three months to January had been stronger than expected in the February Monetary Policy Report. The collective steer from business surveys, HMRC payroll data and the Agents' employment intention scores pointed to underlying quarterly employment growth of 0.1% in 2025 Q1, broadly consistent with expectations at the time of the February Report. This was below population growth of around 0.25%.

DECISION MAKER PANEL SURVEY (MARCH 2025)

Realised annual employment growth has slowed over the past year and was reported to be 0.4% in the three months to March. Expectations for employment growth have also declined over recent months. In the three months to March, firms expected employment to grow by 0.1% over the year ahead. This is the same as the three months to February and one percentage point lower than the three months to October.

+13 

this quarter's net employment balance.

25% 

report planning to make redundancies in the next three months.

OFFICE FOR NATIONAL STATISTICS (APRIL 2025)

Estimates for payrolled employees in the UK decreased by 8,000 (0.0%) between January and February 2025 but rose by 35,000 (0.1%) between February 2024 and February 2025. Payrolled employees fell by 21,000 (0.1%) over the quarter but rose by 50,000 (0.2%) over the year, when looking at December 2024 to February 2025. This is the period comparable with our Labour Force Survey (LFS) estimates.

The early estimate of payrolled employees for March 2025 decreased by 78,000 (0.3%) on the month and decreased by 70,000 (0.2%) on the year to 30.3 million. The March 2025 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 75.1% in December 2024 to February 2025. This is above estimates of a year ago, and up in the latest quarter. The UK unemployment rate for people aged 16 years and over was estimated at 4.4% in December 2024 to February 2025. This is above estimates of a year ago, but largely unchanged in the latest quarter. The UK economic inactivity rate for people aged 16 to 64 years was estimated at 21.4% in December 2024 to February 2025. This is below estimates of a year ago, and down in the latest quarter.

The UK Claimant Count for March 2025 increased on the month and the year, to 1.766 million. The estimated number of vacancies in the UK fell by 26,000 on the quarter, to 781,000 in January to March 2025; following a revised December 2024 to February 2025 figure; this was the 33rd consecutive quarterly decline. Vacancies were 15,000 below their January to March 2020 level. This is the first time since March to May 2021 they were below the pre-coronavirus (COVID-19) pandemic figure.

MANPOWER EMPLOYMENT OUTLOOK SURVEY (Q2 2025)

UK employers are continuing to kick major hiring decisions into the long grass, with the latest data from the ManpowerGroup Employment Outlook Survey showing 42% of organisations plan no changes to their employee headcount in Q2 (April – June) 2025. An additional 11% don't know if or how their staffing levels will change. Among employers who are planning headcount changes, average employer hiring volume is down -27% versus Q1 2025.

Michael Stull, Managing Director, ManpowerGroup UK, said: "The Government's vast policy changes announced in the Autumn budget will be coming into effect in Q2. This means the hiring recession we've been experiencing looks set to continue until the impact is fully realised by cautious business leaders. As widespread caution continues to stifle decision-making, employers will need to treat the workforce as they would in an economic recession; they must look at driving productivity within their workforce for the rest of the year. Those businesses which are able to work smarter in the next few months will be in a better position for when the wider economy does turn around."



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MICHAEL STULL
MANPOWERGROUP UK

KPMG / REC REPORT ON JOBS (APRIL 2025 PRESS RELEASE)

UK recruitment consultancies signalled a further reduction in hiring activity in March. Panel members frequently mentioned that economic uncertainty, tighter recruitment budgets and reduced client activity had weighed on staff hiring. Permanent placements have now declined in each month for the past two-and-a-half years, with the pace of reduction broadly unchanged from February and sharp. Temp billings meanwhile fell at the softest rate in three months, albeit solidly overall.

The availability of staff increased sharply in March, with the rate of growth the quickest seen since December 2020. Recruiters noted steeper upturns in both permanent and temporary labour supply, with the former registering the sharper rate of expansion. The increases in availability were often linked by panel members to redundancies and fewer job openings.

Overall demand for staff continued to weaken at the end of the first quarter, with the respective seasonally adjusted index posting in contraction territory for the seventeenth month in a row. Though sharp, the pace of decline was the softest recorded since last October, as both permanent and temporary job openings fell at slower rates.

Commenting, Jon Holt, Group Chief Executive and UK Senior Partner KPMG, said: "At a time when global uncertainty is peaking and businesses are assessing the impact of market volatility alongside rising employment costs, the latest data demonstrates how the economic reality continues to weigh heavy on the labour market. With cost management a focus, those employers who are hiring are focused on securing the best talent, and while the rate of pay inflation has improved from last month's four-year low, growth in starting salaries remains below the historic average."



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JON HOLT
KPMG

Earnings

BANK OF ENGLAND MONETARY POLICY REPORT (FEBRUARY 2025)

Annual private sector regular average weekly earnings (AWE) growth was 6.0% in the three months to November, higher than expected in the November Report, but an indicator-based model of underlying pay growth was little changed on the quarter. Pay growth is projected to slow over 2025 to around 3.75%, in line with the Agents' annual pay survey.

BANK OF ENGLAND MPC MINUTES (MARCH 2025)

A broad set of indicators suggested that underlying pay growth had eased further in recent months, albeit to a still elevated level and above what could be explained by economic fundamentals. This softening in underlying pay growth contrasted with annual growth in private sector regular average weekly earnings (AWE), which had picked up to 6.1% in the three months to January from 4.9% in the three months to September. Bank staff analysis suggested that compositional effects, reflecting changes in the sectoral and full-time mix of employees, had accounted for only some of this increase in AWE growth. It also appeared that some sectors with historically volatile pay growth had accounted for the increase in AWE growth in 2024 Q4. Downweighting these volatile sectors brought the AWE measure more into line with Bank staff's estimate of underlying pay growth.

DECISION MAKER PANEL SURVEY (MARCH 2025)

Firms reported that annual wage growth was 5.0% in the three months to March, 0.2 percentage points lower than in the three months to February. Expected year-ahead wage growth remains unchanged at 3.9% on a three-month moving-average basis in March. Firms therefore expect their wage growth to decline by 1.1 percentage points over the next 12 months, based on three-month averages.

KPMG / REC REPORT ON JOBS (APRIL 2025 PRESS RELEASE)

The rate of starting salary inflation picked up from February's four-year low, but remained comfortably below the survey's long-run average in March. Concurrently, temp wage growth improved slightly to a three-month high, but was only modest. Anecdotal evidence indicated that while many employers increased pay to attract suitably-skilled candidates, panellists also acknowledged that tighter client budgets, muted demand for workers and improved staff supply had suppressed rates of growth.

ONS AVERAGE WEEKLY EARNINGS (APRIL 2025)

For this release we have implemented Average Weekly Earnings revisions, on an exceptional basis, back to October 2020 to allow for late and updated returns we received from one business to be included and improve the quality of the estimates. Annual growth in employees' average regular earnings excluding bonuses in Great Britain was 5.9% in December 2024 to February 2025, and annual growth in total earnings including bonuses was 5.6%. RTI pay data showed a similar annual growth rate when compared with Average weekly earnings total earnings, including arrears payments.



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KPMG / REC REPORT ON JOBS

April 2025

Pay Settlements - Historic

BANK OF ENGLAND MPC MINUTES (MARCH 2025)

The latest pay settlements and pay expectations data had been consistent with the February Report projection for pay growth to ease over the course of this year. Data [...] suggested that the median rate of pay awards had remained at around 3 to 4% in the three months to February, although these estimates had been based on relatively small sample sizes.

BRIGHTMINE (MARCH 2025 PRESS RELEASE)

Pay awards remain closely clustered around the median, with the middle half of increases falling between 2.5-4%. The most common pay award over the past three months was a 3% increase, accounting for 27.5% of settlements. This was followed by 2% increases, seen in 14.7% of settlements. Almost three-quarters (72.9%) of pay awards are lower than the same group of employees received the previous year. While 10.4% of pay awards paid the same increase as last time around.

Sheila Attwood, senior content manager for data and HR insights at Brightmine, said: "While pay settlements remain below last year's levels, we are seeing pay awards align with inflation, which may see some relief from businesses who previously needed to keep pace with higher-than-expected inflation levels."

LABOUR RESEARCH DEPARTMENT (MARCH 2025)

Pay deals reported to Payline were averaging 3.4% for the lowest-paid in the three months to February 2025. The public sector had a higher median average at 3.7%. Pay deals reported to Payline for February were broadly in line with those in the previous month when the median was 3.3%. The last two months' medians are lower than they have been for over a year and inflation is now beating the median pay deal.

INCOMES DATA RESEARCH (APRIL 2025 PRESS RELEASE)

The median pay increase in the private sector fell to 3.5% from 4% in the three months to February 2025. The proportion of private sector pay rises worth 4% or more fell from 52% in January to 45%, which caused the upper quartile of awards to dip to 4.3% from 4.5%. IDR found that this was influenced by changes in private services and manufacturing, with the median pay award at 3.5% in each of these sectors, down from 4% and 3.7% in January, respectively.

The decrease in pay rises has contributed to a lower median figure across the whole economy, falling from 3.5% in January to 3.2% in February, which is lower than the private sector figure of 3.5% in February. This has been influenced by a smaller proportion of higher-end awards worth 4% or more, with 41% of increases at this level, down from 46% in January.

Zoe Woolacott, senior pay researcher at IDR, said: "The whole economy median may rise again in April due to the influence of the forthcoming uplift in the national living wage and the uptick in inflation could also play a role. Wage rises tend to lag behind inflation, and so the former may eventually follow the upward trend in the latter, depending on the extent of any rise in inflation."

PAYDATA PAY DATABASE (APRIL 2025)

Paydata's pay database shows a median pay settlement of 3.0% for the 12 months to April 2025, with an interquartile range of between 2.5% and 3.65%.

Pay Settlements

3.4%

Labour Research Department

3.0%

Brightmine

3.5%

Incomes Data Research

3.0%

Paydata

Pay Settlements - Predictive

BANK OF ENGLAND MPC MINUTES (MARCH 2025)

The latest intelligence from the Agents suggested average pay rises for 2025 of 3.5% to 4%, consistent with the average of 3.7% reported in the Agents' annual pay survey conducted ahead of the February Report. The latest Decision Maker Panel (DMP) survey had reported that businesses' pay growth expectations for the year ahead had remained at 3.9% in the three months to February. The MPC continued to monitor closely the flow of pay settlements information and other data that would provide signals for the future path of pay growth.

CIPD LABOUR MARKET OUTLOOK (WINTER 2024/25)

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%) but have fallen in the public sector from 4% to 2.5%.

PAYDATA PULSE SURVEY: 2025 PAY AWARD EXPECTATIONS (JANUARY 2025)

Across all sectors, pay awards show an anticipated median of 3.0%, with an interquartile range of between 2.0% and 3.5%.

PAYDATA UK REWARD MANAGEMENT SURVEY (SPRING 2025)

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 2025 is 3.0%, with an interquartile range of between 2.4% and 3.5%.

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



Preliminary analysis suggests the median pay budget for 2025 is 3.0%, with an interquartile range of between 2.4% and 3.5%."

**PAYDATA UK REWARD
MANAGEMENT SURVEY**
Spring 2025

PAYstats at a glance

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



Employment

34m

employed, up 2.1% on last year.



117,000

redundancies, up 6.1% on last year.



781,000

vacancies, down 13.8% on last year.



1.57m

unemployed, up 7.8% on last year.



5.8%

change in whole economy average earnings, excluding bonuses, for the 12 months to February 2025, down 0.1 percentage points on last month.



5.3%

change in whole economy average earnings, including bonuses, for the 12 months to February 2025, no change 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.

PAYstats in detail

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

	Jobs *		Vacancies		Redundancies \		Unemployment *	
Reference Period	Dec-Feb 2025		Jan-Mar 2025		Dec-Feb 2025		Dec-Feb 2025	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK ~	33,996	2.1%	781	-13.8%	117	6.1%	1,574	7.8%
Manufacturing	2,602	0.1%	52	-19.8%				
Electricity & gas supply	141	8.3%	4	-28.8%				
Water, sewerage & waste	250	4.4%	7	-3.0%				
Construction	2,233	0.9%	39	3.5%				
Wholesale, retail & motor repair	4,709	-1.2%	100	-13.3%				
Info & communications	1,645	0.8%	35	-16.5%				
Financial & insurance	1,204	3.4%	35	-3.9%				
Real estate	710	2.4%	14	-6.6%				
Prof. scientific & technical	3,498	3.6%	81	-7.7%				
Administrative & support	2,982	-1.0%	53	-20.6%				
Public admin, defence, social security	1,727	2.3%	28	-11.6%				
Education	3,043	-0.7%	50	-14.2%				
Health & social work	5,059	3.7%	135	-17.3%				
Other services	962	6.6%	13	-29.2%				

AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
February 2025	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	5.8%	-0.1%	5.3%	0.0%
Private	5.8	-0.1%	5.2	-0.1%
Public	5.7	0.1%	5.8	0.3%
Services	5.7	-0.2%	5.2	-0.2%
Finance & business services	3.9	-1.3%	2.5	-1.9%
Public sector exc. Financial services	6.1	0.0%	6.1	0.1%
Manufacturing	5.8	0.1%	6.0	0.2%
Construction	6.1	-0.7%	7.6	1.7%
Wholesale, retail, hotels & restaurants	8.9	3.6%	8.3	4.5%

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

Current Rates

NATIONAL MINIMUM WAGE (NMW)

For more information: www.gov.uk



Workers 18-20 years old:	£10.00
Workers 16-17 years old:	£7.55
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£10.66
Apprentice minimum wage rate for: - apprentices under 19 years old - apprentices aged 19 and over, but in the first year of their apprenticeship	£7.55

NATIONAL LIVING WAGE

For more information: www.gov.uk



Workers aged 21 and over:	£12.21
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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 (£12.60*)
- London hourly rate:	£13.15 (£13.85*)

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: £187.18 or 90 per cent of AWE (if lower)

Statutory Paternity Pay:
- 1 or 2 weeks consecutive leave: £187.18 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: £187.18 or 90 per cent of AWE (if lower)

STATUTORY SICK PAY

For more information: www.livingwage.org.uk



Standard weekly rate	£118.75
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 2025, the weekly pay is capped at £719 and the maximum statutory redundancy pay is £21,570. If redundancy was made before 6 April 2025, 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

* 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**



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