



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

Quarterly Edition

## July 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 3.6% in the 12 months to June 2025, up from 3.4% in the 12 months to May.
- The UK employment rate for people aged 16 to 64 years was estimated at 75.2% in March to May 2025.
- The UK unemployment rate for people aged 16 years and over was estimated at 4.7% in March to May 2025.
- The estimated number of vacancies in the UK fell by 56,000 on the quarter, to 727,000, in April to June 2025.
- In March to May 2025, annual growth in employees' average earnings in Great Britain for both regular earnings (excluding bonuses) and total earnings (including bonuses) was 5.0%.
- Paydata's pay database shows a median pay settlement of 3.0% for the 12 months to July 2025, with an interquartile range of between 2.5% and 3.7%.
- Provisional research, across all sectors, show an anticipated 2026 median pay award of 3.0%, with an interquartile range of between 2.5% and 3.0%.

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 (MAY 2025)**

Progress on disinflation in domestic price and wage pressures is generally continuing. Twelve-month CPI inflation fell to 2.6% in March from 2.8% in February, close to expectations in the February Report. Although indicators of pay growth remain elevated, a significant slowing is still expected over the rest of the year. Wholesale energy prices have fallen back since the February Report. Previous increases in energy prices are still likely to drive up CPI inflation from April onwards, to 3.5% for 2025 Q3. Inflation is expected to fall back thereafter.

### **BANK OF ENGLAND MPC MINUTES (JUNE 2025)**

Twelve-month CPI inflation increased to 3.4% in May from 2.6% in March, in line with expectations in the May Monetary Policy Report. The rise was largely due to a range of regulated prices and previous increases in energy prices. Consumer price inflation is expected to remain broadly at current rates throughout the remainder of the year before falling back towards target next year.

### **DECISION MAKER PANEL SURVEY (JUNE 2025)**

Expectations for year-ahead CPI inflation fell 0.1 percentage points to 3.1% in the three months to June, although there was an increase of 0.3 percentage points in the single month data. The corresponding measure for three-years ahead CPI inflation expectations was 2.8% in the three months to June, which has been unchanged since the three months to January.

### **OFFICE FOR NATIONAL STATISTICS (JUNE 2025)**

The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 4.1% in the 12 months to June 2025, up from 4.0% in the 12 months to May. On a monthly basis, CPIH rose by 0.3% in June 2025, compared with a rise of 0.2% in June 2024. The Consumer Prices Index (CPI) rose by 3.6% in the 12 months to June 2025, up from 3.4% in the 12 months to May. On a monthly basis, CPI rose by 0.3% in June 2025, compared with a rise of 0.1% in June 2024. Transport, particularly motor fuels, made the largest upward contribution to the monthly change in both CPIH and CPI annual rates; housing and household services, particularly owner occupiers' housing costs, made a large, partially offsetting, downward contribution in CPIH.

Core CPIH (CPIH excluding energy, food, alcohol, and tobacco) rose by 4.3% in the 12 months to June 2025, up slightly from 4.2% in the 12 months to May; the CPIH goods annual rate rose from 2.0% to 2.4%, while the CPIH services annual rate eased slightly from 5.3% to 5.2%. Core CPI (CPI excluding energy, food, alcohol, and tobacco) rose by 3.7% in the 12 months to June 2025, up from 3.5% in the 12 months to May; the CPI goods annual rate rose from 2.0% to 2.4%, while the CPI services annual rate was unchanged at 4.7%.



**Consumer price inflation is expected to remain broadly at current rates throughout the remainder of the year before falling back towards target next year.”**

### **BANK OF ENGLAND MPC MINUTES**

June 2025

## Employment

### CIPD LABOUR MARKET OUTLOOK (SPRING 2025)

The net employment balance – 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 – fell from +13 last quarter to +8 this quarter, its lowest level on record outside of 2020. The net employment balance has fallen in the public sector, from +3 to –4, and it has continued to fall in the private sector, from +16 to +11, which is a record low outside of 2020. Sixty-one per cent of employers plan to recruit in the next three months, down from 64% in the previous quarter and 67% in autumn 2024. One in four employers are planning to make redundancies in the next quarter, a similar proportion recorded in our previous survey.

### BANK OF ENGLAND MONETARY POLICY REPORT (MAY 2025)

The ONS LFS estimate of employment increased by 0.6% in the three months to February. Despite a small tick-up in response rates, LFS data remain volatile and highly uncertain. In an update published in April, the ONS noted that it intends to transition to the transformed Labour Force Survey in November 2026 at the earliest. This survey is intended as the long-term replacement for the LFS.

Underlying employment growth is judged to be somewhat weaker currently than implied by the LFS estimate. Bank staff have estimated a new statistical model that extracts a common signal from a broad array of survey measures of employment growth. [...] The new model suggests that underlying three-month on three-month employment growth softened to around 0% at the start of 2025. This is below estimated population growth, of around 0.25% in 2025 Q1, and hence is consistent with a rising rate of unemployment or inactivity.

The LFS unemployment rate has been little changed recently and was 4.4% in the three months to February. Indicators of underlying unemployment, such as the claimant count, and measures of recruitment difficulties, have also been stable, while indicators of redundancy intentions have remained at low levels. The unemployment rate is projected to edge up slightly to 4.6% in 2025 Q2, before rising a little further over the forecast period. The unemployment rate is projected to rise gradually to around 5% by the end of 2026.

Job vacancies have been falling since mid-2022, although the pace of decline has slowed somewhat since the turn of the year. Alongside a modest pickup in unemployment, this has meant that the ratio of vacancies to unemployment has continued to fall. The vacancies to unemployment ratio is now judged to be a little below its equilibrium level [...].

### BANK OF ENGLAND MPC MINUTES (JUNE 2025)

Issues with the quality of the official data, including relating to the labour market, continued to be an area of concern for the MPC. The Committee therefore continued to draw on a wide range of information beyond the official data to inform its judgements on the conjuncture. [...]

Several indicators of labour demand and firms' hiring intentions had softened further in recent months. The ONS/HMRC PAYE estimate of payrolled employees had fallen by 0.4% in the three months to May, with a single-month decline of 109,000 in May that had been the largest monthly contraction since May 2020. Revisions to early

**+8**



this quarter's net employment balance.

**24%**



report planning to make redundancies in the next three months.

vintages of the HMRC data could be large and, given the earlier timing of the data extraction for May, the latest HMRC data were more uncertain than usual. That said, survey-based measures of the labour market, such as the employment component of the S&P Global UK composite PMI, the permanent staff placements component of the KPMG/REC Report on Jobs and the latest Agents' intelligence on recruitment difficulties, corroborated this pattern of ongoing loosening. A measure of underlying employment growth developed by Bank staff continued to suggest a subdued rate of near-zero employment growth.

The ratio of vacancies to unemployment had continued to fall below Bank staff's estimate of its equilibrium level. The net additional hours desired by workers, as a percentage of average hours worked, had risen to its highest level since March 2015 in 2025 Q1. The overall weakening in these early-stage indicators of the tightness of the labour market suggested that some modest deterioration in late-stage indicators, such as the unemployment rate and the redundancy rate, should be expected over the coming months. Churn in the labour market had remained subdued, with outflows from unemployment gradually edging lower. Taken together, the analysis conducted by Bank staff implied that slack was continuing to emerge in the labour market but there were no strong signs, as yet, that a more abrupt loosening was underway.

#### OFFICE FOR NATIONAL STATISTICS (JULY 2025)

Estimates for payrolled employees in the UK fell by 135,000 (0.4%) between May 2024 and May 2025, and by 25,000 (0.1%) between April and May 2025. When looking at March to May 2025, the period comparable with our Labour Force Survey (LFS) estimates, payrolled employees fell by 81,000 (0.3%) over the year, and by 68,000 (0.2%) over the quarter.

The early estimate of payrolled employees for June 2025 decreased by 178,000 (0.6%) on the year, and by 41,000 (0.1%) on the month, to 30.3 million. The June 2025 estimate should be treated as a provisional estimate and is likely to be revised when more data are received next month. LFS estimates from January to March 2025 include the full effect of recent improvements in LFS data collection and sampling methods introduced from January 2024, and are therefore more likely to be representative of labour market conditions. [...]

The UK employment rate for people aged 16 to 64 years was estimated at 75.2% in March to May 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 4.7% in March to May 2025. 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 21.0% in March to May 2025. This is below estimates of a year ago, and down in the latest quarter. The UK Claimant Count for June 2025 increased on the month and the year, to 1.743 million.

The estimated number of vacancies in the UK fell by 56,000 on the quarter, to 727,000, in April to June 2025. This is the 36th consecutive period where vacancy numbers have dropped compared with the previous three months, with vacancies decreasing in 14 of the 18 industry sectors. Feedback from our Vacancy Survey suggests some firms may not be recruiting new workers, or replacing workers who have left.



**Taken together, the analysis conducted by Bank staff implied that slack was continuing to emerge in the labour market but there were no strong signs, as yet, that a more abrupt loosening was underway."**

**BANK OF ENGLAND MPC MINUTES**

June 2025



### MANPOWER EMPLOYMENT OUTLOOK SURVEY (Q3 2025)

Employment confidence has plummeted across all sectors in the UK, with the latest ManpowerGroup Employment Outlook Survey showing a sharp decline in hiring intentions for the third quarter of 2025. UK employers report a hiring outlook of +19%, a positive albeit significantly reduced Outlook (-12%) from the previous quarter as market volatility dampens confidence.

For the first time since 2021, several sectors including communications services and energy & utilities are planning to reduce headcount rather than increase. The sectors in which employers are showing the most positive intent to hire are IT (+47%), Industrials and Materials (+29%), Financials & Real Estate (+28%), and Healthcare and Life Sciences (+21%).

Petra Tagg, Director, ManpowerGroup UK said: "The vast drop this quarter marks a one-off reset that we have been anticipating to the employment market. After months of uncertainty, hitting this new low is a symptom of the entire labour market re-aligning after the changes imposed by the National Insurance and Living Wage increases, alongside the recent uncertainties of the US trade tariffs. From here, employers will 'wait and see' to gauge the volume of the reset rather than making any swift decisions towards the end of the year."

### KPMG / REC REPORT ON JOBS (JULY 2025)

The latest survey of recruitment consultancies signalled an accelerated decline in hiring activity across the UK at the end of the second quarter. Permanent staff appointments fell at a substantial pace that was the quickest in nearly two years, while temp billings decreased at the fastest rate since February. There were widespread reports that companies had pulled back on hiring due to reduced confidence around the outlook and worries over costs.

The overall availability of staff increased rapidly in June amid reports of redundancies and weaker demand for workers. While the supply of permanent labour expanded at a slightly faster rate than that seen for temporary candidates, in each case the rate of growth was the sharpest recorded since November 2020.

Total demand for workers continued to decline during June, and at a quicker pace than in May. Underlying data indicated that this reflected a steeper reduction in permanent vacancies, as demand for short-term staff fell at the softest rate in ten months.

Commenting, Neil Carberry, REC Chief Executive, said: "There is more volatility month by month in the jobs market right now, as employers assess a complex picture and hire when they need to, but not yet at the rate they might want to. Much of that hesitation stems from the scar tissue left by the Spring tax hikes and fear of further business tax rises. But underlying this, there are some signs of improving demand. Temporary vacancies, especially in the private sector, are resilient. And we are seeing more sectors adding vacancies in construction, logistics, engineering and healthcare. There is potential out there – if businesses are given a clear run at doing what they do best."



**There is more volatility month by month in the jobs market right now, as employers assess a complex picture and hire when they need to, but not yet at the rate they might want to."**

**NEIL CARBERRY**  
REC

## Earnings

### **BANK OF ENGLAND MONETARY POLICY REPORT (MAY 2025)**

Annual private sector regular average weekly earnings (AWE) growth was 5.9% in the three months to February, lower than expected in the February Report. Underlying pay growth is judged to be somewhat weaker than this at around 5.25%. Pay growth is projected to slow to 3.75% by the end of the year, consistent with the signal from a range of forward-looking indicators.

### **BANK OF ENGLAND MPC MINUTES (JUNE 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. Private sector regular average weekly earnings (AWE) growth had fallen to 5.1% in the three months to April, down from 5.5% in March. Annual pay growth in retail and hospitality had been 6.7% in April, in line with the increase in the National Living Wage. Higher-frequency estimates of AWE growth continued to indicate an annualised run-rate of around 5%. The timelier ONS/HMRC PAYE proxy for private sector pay had edged lower from 5.8% in April to 5.7% in May.

### **DECISION MAKER PANEL SURVEY (JULY 2025)**

Firms reported that annual wage growth was 4.6% in the three months to June, 0.1 percentage points lower than in the three months to May. Expected year-ahead wage growth fell in June by 0.1 percentage points to 3.6% on a three-month moving-average basis. The single month figure remained flat at 3.6%, after rising 0.1 percentage points in May. Firms expected their wage growth to decline by 1 percentage point over the next 12 months, based on three-month averages.

### **KPMG / REC REPORT ON JOBS (JULY 2025)**

Lower demand for workers, tighter client budgets and improvements in candidate supply dampened pay growth in June. Starting salaries and temp wages both increased modestly overall, with rates of inflation notably weaker than their historical trends.

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

In March to May 2025, annual growth in employees' average earnings in Great Britain for both regular earnings (excluding bonuses) and total earnings (including bonuses) was 5.0%. Annual average regular earnings growth was 5.5% for the public sector and 4.9% for the private sector. RTI pay data is also published and provides a provisional, timelier estimate of median pay. The two data sources generally trend well for mean total pay.

Annual growth in real terms, adjusted for inflation using the Consumer Prices Index including owner occupiers' housing costs (CPIH), was 1.1% for regular pay and 1.0% for total pay in March to May 2025. Annual growth in real terms, adjusted for inflation using the Consumer Prices Index excluding owner occupiers' housing costs (CPI), was 1.8% for regular pay and 1.7% for total pay in March to May 2025.



**Lower demand for workers, tighter client budgets and improvements in candidate supply dampened pay growth in June."**

**KPMG / REC REPORT ON JOBS**

July 2025

## Pay Settlements - Historic

### BANK OF ENGLAND MPC MINUTES (JUNE 2025)

The latest data on pay settlements and pay expectations had remained on track with the May Monetary Policy Report projection for a significant decline in wage growth. Data from the Bank of England's and Brightmine's settlements databases suggested that the median rate of pay awards had remained at around 3 to 4% since the start of the year, although these estimates had continued to be based on incomplete samples. The latest intelligence [...] had continued to suggest average pay settlements for 2025 of 3.5 to 4%, consistent with the range reported in the Agents' annual pay survey that had been conducted ahead of the February Report.

### BRIGHTMINE (JUNE 2025)

[...] the UK median basic pay award remains at 3% for a sixth consecutive rolling quarter [...]. In contrast, median pay awards in the public sector stand at 4.4% in the 12 months to May 2025. [Headline figures from] 196 pay awards that took effect between 1 March and 31 May 2025 [show]:

- A fifth (20.1%) of pay awards were worth exactly 3%, making this the most common outcome of the pay reviews concluded in the past three months. This was followed by 2.5%, making up 14.5% of awards.
- Almost eight pay awards in 10 (79.7%) are lower than the same group of employees received in 2024 [...] just 4.7% of the total receiving higher settlements than a year ago.
- [...] 3.6% of the pay reviews recorded in the latest quarter resulted in a pay freeze.

### LABOUR RESEARCH DEPARTMENT (JUNE 2025)

Pay deals were averaging 4.0% for the lowest-paid in the three months to May 2025. The private sector saw deals average 4.0%, while the public sector averaged 3.4% (both unchanged from April 2025). April and May both saw the median pay deal increasing again (see the green line on the graph). Deals were consistently averaging 5.0% earlier in 2024, but had been falling since then, until this recent uptick. Since August, the overall pay round average stands at 4.0%.

### INCOMES DATA RESEARCH (JUNE 2025)

The median pay increase in the private sector fell slightly from 3.5% to 3.4% in the three months to April 2025 [...]. The proportion of private sector pay rises worth 6% or more grew from 2% in March to 11% in the latest analysis period. This shift is largely a result of the latest increase in the National Living Wage (NLW) [...].

IDR's analysis of pay outcomes for the wider economy reveals a steady median of 3.2%, 0.2 percentage points lower than that in the private sector. The interquartile range for the whole economy widened [...] to between 2.5% and 4.3% in this latest period. [...] the proportion of increases worth 5% or more grew and now accounts 24% of all outcomes, [whilst] the proportion of awards worth between 4% and 4.99% halved: from 24% last month to 12%. Instances of increases worth between 3% and 3.99% also dropped, with 32% of awards in the latest sample occurring in this bracket, compared to 47% in the three months to March.

### PAYDATA PAY DATABASE (JULY 2025)

Paydata's pay database shows a median pay settlement of 3.0% for the 12 months to July 2025, with an interquartile range of between 2.5% and 3.7%.

#### Pay Settlements

**4.0%**

Labour Research Department

**3.0%**

Brightmine

**3.4%**

Incomes Data Research

**3.0%**

Paydata



## Pay Settlements - Predictive

### **BANK OF ENGLAND MONETARY POLICY REPORT (MAY 2025)**

Annual private sector wage growth is projected to slow to 3.8% by the end of 2025, as the easing in the labour market and past falls in inflation expectations feed through to lower wage growth. Consistent with that, the latest intelligence from the Bank's Agents points to average pay rises for 2025 of between 3.5% and 4%, in line with the average of 3.7% reported in the Agents' annual pay survey conducted ahead of the February Report. And respondents to the DMP Survey in the three months to April expected pay growth for the year ahead to be 3.8%, down from 4.8% currently.

### **CIPD LABOUR MARKET OUTLOOK (SPRING 2025)**

Among employers looking to increase, decrease or freeze pay in the next 12 months, the median expected basic pay increase for the next 12 months remains at 3% overall, for the fourth consecutive quarter. In terms of the distribution, the lower quartile is estimated to be 2%, with the upper quartile at 5%.

### **PAYDATA UK REWARD MANAGEMENT SURVEY (SPRING 2025)**

The median predicted pay award for 2025 currently stands at 3.0 per cent, with a lower interquartile range of between 2.5 and 3.5 per cent. Both the mode and the median pay budget for 2025 are 3.0%, representing a decrease from 4.0% reported in autumn 2024.

### **WTW 2025 SALARY BUDGET PLANNING REPORT (JULY 2025)**

Average salary increase budgets for UK employers in 2026 are expected to remain stable at 3.6%, matching 2025's increases.

Ruchi Arora, managing director, talent and rewards at WTW, said: "As employers navigate continued economic uncertainty, ongoing increases in labour costs, and the changing needs and expectations of employees, they are positioning themselves for what is to come and making investments in their workforces that go beyond pay raises. These include career development, wellbeing, flexibility and equity because these are critical for performance, retention and resilience in a shifting market."

### **PAYDATA PULSE SURVEY: 2026 PAY AWARD EXPECTATIONS (JULY 2025)**

Provisional results, across all sectors, show an anticipated median pay award for 2026 of 3.0%, with an interquartile range of between 2.5% and 3.0%. 37% of organisations expect to pay the same award in both 2025 and 2026. The remaining 63% of employers predict a median reduction of 0.5%, largely within a range between -0.5% and -1.0%.



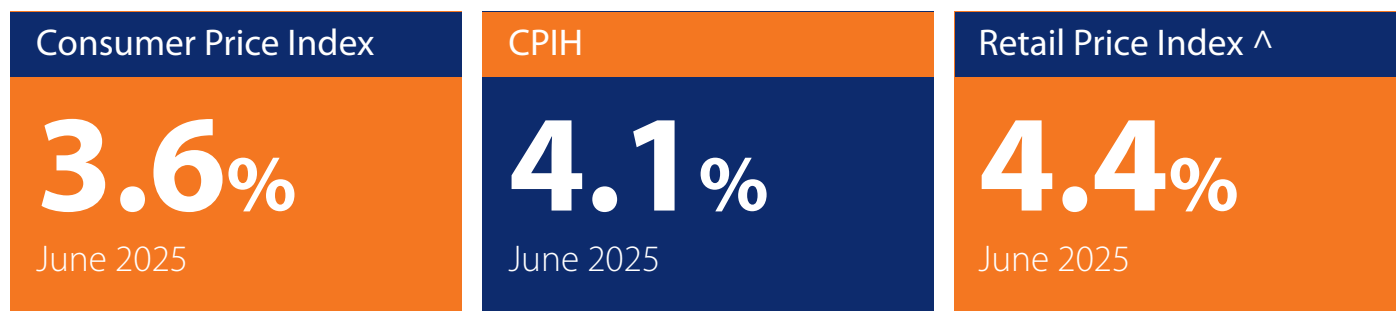
**37% of organisations expect to pay the same award in both 2025 and 2026."**

**PAYDATA PULSE SURVEY: 2026 PAY AWARD EXPECTATIONS**

July 2025

## PAYstats at a glance

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



### Employment

**34m**

employed, up 2.3% on last year.



**114,000**

redundancies, up 15.8% on last year.



**727,000**

vacancies, down 16.5% on last year.



**1.67m**

unemployed, up 8.0% on last year.



**5.0%**

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



**4.5%**

change in whole economy average earnings, including bonuses, for the 12 months to May 2025, down 0.1 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	Mar-May 2025		Apr-Jun 2025		Mar-May 2025		Mar-May 2025	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK ~	34,130	2.3%	727	-16.5%	114	15.8%	1,673	8.0%
Manufacturing	2,590	0.4%	49	-23.4%				
Electricity & gas supply	139	5.6%	4	-6.8%				
Water, sewerage & waste	248	0.8%	8	8.7%				
Construction	2,249	0.7%	29	-18.9%				
Wholesale, retail & motor repair	4,708	-1.0%	91	-15.0%				
Info & communications	1,626	0.4%	34	-15.5%				
Financial & insurance	1,168	0.8%	32	-3.3%				
Real estate	733	4.6%	13	-9.3%				
Prof. scientific & technical	3,505	1.0%	72	-17.7%				
Administrative & support	3,023	0.6%	50	-18.0%				
Public admin, defence, social security	1,738	2.0%	29	-9.2%				
Education	3,103	1.1%	42	-26.2%				
Health & social work	5,147	3.3%	137	-14.0%				
Other services	984	1.6%	12	-33.9%				

### AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
May 2025	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	5.0%	-0.1%	4.5%	-0.1%
Private	4.8%	-0.1%	4.4%	-0.4%
Public	5.5%	-0.3%	5.3%	-0.5%
Services	5.1%	0.1%	4.5%	-0.3%
Finance & business services	3.2%	-0.1%	1.9%	-2.4%
Public sector exc. Financial services	6.0%	-0.2%	5.8%	-0.4%
Manufacturing	4.3%	-0.5%	4.2%	0.3%
Construction	3.7%	-1.3%	4.6%	-0.9%
Wholesale, retail, hotels & restaurants	7.1%	0.0%	6.5%	-0.2%

Notes: \* Sector breakdown as at March 2025, \ not seasonally adjusted

## Current Rates

### NATIONAL MINIMUM WAGE (NMW)

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



Workers aged 21 and over:	£12.21
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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:	£12.60
- London hourly rate:	£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: £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](http://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](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 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](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



# Paydata

making lives better at work



## Paydata HR & Reward Conference

Wednesday, 10th September 2025

Join us this September and explore current HR and Reward challenges at Paydata's HR and Reward Conference.

A cross sector event, the conference brings together expert speakers to tackle current challenges, including:

- **Pay plans and expectations** - what does the pay landscape look like for the year ahead?
- **People-Powered Transformation: HR Leaders as catalysts for change** - practical insights and takeaways, demonstrating how HR can be a powerful force for leading change.
- **Case Study: Rethinking Reward** - how Housing 21 are reshaping their employee offering around both the current workforce and attracting future employees.
- **Panel Discussion** - first hand practical insights into implementing a return-to-workplace mandate.
- **HR Group discussion forums** - exchange advice and experience on current challenges at industry level discussion groups.

**10th September 2025**  
**9:30am - 4:30pm**

**Venue:** Royal College of Physicians,  
London, NW1 4LE

### Tickets

Full Price	Additional Delegates <sup>^</sup>
£340 +VAT	£250 +VAT
£300 +VAT*	£225 +VAT*

**Places are limited and available on a first come, first served basis.**

*\* Not for profit discounted price*

*<sup>^</sup> Discounts available for additional delegates attending from the same organisation.*

To discover more and reserve your place, please contact us on  
**+44 (0)1733 391 377** or email **events@paydata.co.uk**



# Paydata

making lives better at work

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