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Paydata Business Insight
National Statistics

October 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 3.8% in the 12 months to September 2025, unchanged from August.
- The UK employment rate for people aged 16 to 64 years was estimated at 75.1% in June to August 2025.
- The UK unemployment rate for people aged 16 years and over was estimated at 4.8% in June to August 2025.
- The estimated number of vacancies in the UK fell by 9,000 (1.3%) on the quarter, to 717,000, in July to September 2025.
- Annual growth in employees' average regular earnings excluding bonuses in Great Britain was 4.7% in the 12 months to August 2025, and annual growth in total earnings including bonuses was 5.1%.
- Paydata's pay database shows a median pay settlement of 3.0% for the 12 months to October 2025.
- Looking ahead to 2026, provisional results show an anticipated median pay award of 3.0%, with an interquartile range of between 3.0% and 3.5%.

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 2025)

Twelve-month CPI inflation increased to 3.5% in 2025 Q2, owing to developments in energy, food and administered prices. [...] CPI inflation is forecast to increase slightly further to peak at 4.0% in September. Inflation is expected to fall back thereafter towards the 2% target, although the Committee remains alert to the risk that this temporary increase in inflation could put additional upward pressure on the wage and price-setting process. Overall, the MPC judges that the upside risks around medium-term inflationary pressures have moved slightly higher since May.

BANK OF ENGLAND MPC MINUTES (SEPTEMBER 2025)

Twelve-month CPI inflation had been 3.8% in August, in line with expectations in the August Report, following 3.8% in July and 3.6% in June. […] The rise in headline inflation this year was largely accounted for by increases in a range of administered prices and food prices, alongside the impact on inflation from previous falls in energy prices dropping out of the annual comparison. Core CPI inflation had been 3.6% in August, in line with expectations at the time of the August Report.

CPI inflation was projected to stay around 3.75% over the second half of this year, with a temporary peak of 4.0% in September, in line with the projection in the August Report. This continued to reflect some near-term upward pressure on inflation largely from food and services prices, which was expected to be offset during 2025 Q4 by a slight decline in projected core goods and energy inflation.

[…] The Citi/YouGov measure of median one-year ahead inflation expectations had remained at 4.0%, while the Bank/Ipsos measure had increased to 3.6%. Both medium-term measures were elevated. In particular, the Bank/Ipsos measure had increased to a series-high of 3.8%. […] Near-term inflation expectations reported in the Market Participants Survey had increased, with the median profile for CPI inflation implying a peak of 3.9% in the third quarter of this year. The median respondent had continued to expect inflation to be at the 2% target at the three-year horizon. [...]

DECISION MAKER PANEL SURVEY (SEPTEMBER 2025)

Expectations for year-ahead CPI inflation rose by 0.1 percentage points to 3.4% in the three months to September. The corresponding measure for three-year ahead CPI expectations also remained unchanged at 2.9% in the three months to September.

INTERNATIONAL MONETARY FUND (OCTOBER 2025)

[…] the UK still faces stronger inflation than in other similar countries, with prices forecast to rise by 3.4% this year and 2.5% in 2026. The IMF said higher inflation was likely to be temporary, and should fall to 2% by the end of next year.

OFFICE FOR NATIONAL STATISTICS (SEPTEMBER 2025)

The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 4.1% in the 12 months to September 2025, unchanged from August. On a monthly basis, CPIH rose by 0.1% in September 2025, the same rate as in September 2024. The Consumer Prices Index (CPI) rose by 3.8% in the 12 months to September 2025, unchanged from August. On a monthly basis, CPI was unchanged in September 2025, as in September 2024. Transport made the largest upward contribution to the monthly change in both CPIH and CPI annual rates; recreation and culture, and food and non-alcoholic beverages made the largest offsetting downward contributions.

"CPI inflation was projected to stay around 3.75% over the second half of this year, with a temporary peak of 4.0% in September, in line with the projection in the August Report."

BANK OF ENGLAND MPC MINUTES
September 2025

Employment

CIPD LABOUR MARKET OUTLOOK (SUMMER 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 – remains stable this quarter at +9. However, this remains an unprecedented low, outside of the pandemic.

The labour market continues to cool, with official data published in mid-July showing that overall vacancy levels have fallen each month for the past three years. We find that the rate of employers reporting hard-to-fill vacancies has also fallen over much of that period. Thirty-one per cent of employers reported hard-to-fill vacancies in the latest quarter.

BANK OF ENGLAND MONETARY POLICY REPORT (AUGUST 2025)

The latest LFS data suggest that the unemployment rate rose to 4.7% in the three months to May, up from 4.4% at the end of 2024 and 0.2 percentage points higher than expected in the May Report. Relative to employment, there are fewer indicators beyond the LFS when gauging developments in unemployment. But the combined signal from the available indicators, such as the REC and Agents' scores for recruitment difficulties, suggest a similar increase. The rise in the unemployment rate from its recent trough in 2022 Q3 has occurred alongside a rise in labour force participation.

Looking ahead, Bank staff project the unemployment rate to rise slightly further, to around 4.8% by 2025 Q3. This is broadly consistent with softening employment intentions and relatively stable redundancy rates. LFS redundancies remain low, while advanced notifications of potential redundancies among larger firms, known as HR1s, are also subdued. Meanwhile, company insolvencies remain below their long-term average levels. Taken together, these data are broadly consistent with the expected continued gradual loosening in the labour market. Set against that, Google searches for redundancies, which track official redundancies fairly well, have edged up recently. And redundancies were cited as a driver of higher overall staff availability in the KPMG/REC survey. These data could point to an upside risk to the near-term projection for unemployment.

BANK OF ENGLAND MPC MINUTES (SEPTEMBER 2025)

Consistent with the subdued outlook for activity, firms' demand for labour and hiring intentions had softened further. Survey-based measures, such as the S&P Global UK composite PMI and the KPMG/REC Report on Jobs, indicated that hiring momentum had remained weak. The latest Agents' intelligence pointed to an easing in recruitment difficulties and gradual reductions in employment intentions. Notwithstanding some dispersion among outturns from individual employment indicators, an estimate of underlying employment growth calculated by Bank staff had remained near zero. This weakness continued to be partly attributable to the impact of increases in employers' National Insurance contributions (NICs), as suggested by respondents to the Decision Maker Panel (DMP) Survey.

The ratio of vacancies to unemployment had continued to fall below Bank staff's estimate of its equilibrium level. Vacancies had declined in the three months to August, with falls broad-based across sectors, but at a somewhat slower pace than previously. The unemployment rate had been unchanged in the three months to July.

+9

this quarter's net employment balance.

31%

report having hard-to-fill vacancies.

The overall weakening in earlier-stage indicators of the tightness of the labour market were expected to lead to some modest deterioration in late-stage indicators, such as the redundancy rate, in due course. Taken together, slack was continuing to build slowly in the labour market, although with no signs currently that a sharper loosening was underway.

OFFICE FOR NATIONAL STATISTICS (OCTOBER 2025)

Estimates for payrolled employees in the UK fell by 93,000 (0.3%) between August 2024 and August 2025 but increased by 10,000 (0.0%) between July 2025 and August 2025. When looking at June to August 2025, the period comparable with our Labour Force Survey (LFS) estimates, payrolled employees fell by 115,000 (0.4%) over the year, and by 31,000 (0.1%) over the quarter.

The early estimate of payrolled employees for September 2025 decreased by 100,000 (0.3%) on the year, and by 10,000 (0.0%) on the month, to 30.3 million. The September 2025 estimate should be treated as a provisional estimate and is likely to be revised when more data are received next month. [...] We recommend using LFS estimates as part of our suite of labour market indicators, alongside workforce jobs, Claimant Count 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 June to August 2025. This is down in the latest quarter but above estimates of a year ago. The UK unemployment rate for people aged 16 years and over was estimated at 4.8% in June to August 2025. This is up in the latest quarter and above estimates of a year ago.

The UK economic inactivity rate for people aged 16 to 64 years was estimated at 21.0% in June to August 2025. This is largely unchanged in the latest quarter but below estimates of a year ago. The UK Claimant Count for September 2025 increased on the month but decreased on the year to 1.692 million.

The estimated number of vacancies in the UK fell by 9,000 (1.3%) on the quarter, to 717,000, in July to September 2025. This is the 39th consecutive period where vacancy numbers have dropped compared with the previous three months, with vacancies decreasing in 9 of the 18 industry sectors.

MANPOWER EMPLOYMENT OUTLOOK SURVEY (Q4 2025)

The UK's challenging labour market conditions are taking their toll on business confidence going into Q4. [...] hiring demand falls again to just +11% (a decline of -17 percentage points YoY and -9 percentage points on the quarter) – the biggest drop in year-on-year planned hiring globally, underscoring the scale of the British slowdown.

Mid-level roles are experiencing the sharpest drop at 13%. In contrast, demand for AI-skilled talent is bucking the trend, where it is showing the strongest growth. IT continues to lead on sector performance, with Finance & Real Estate following behind. Energy & Utilities posted the strongest quarterly growth, while Consumer Goods & Services and Industrials & Materials are tied for the sharpest year-on-year drop.

Petra Tagg, Director, ManpowerGroup UK, said: "It's a tough outlook for the UK at the moment. Whereas last year the same pressure was being felt across Europe, this year the UK labour market is steering its own course, and it's unlike one we've faced before. A new market predicament is an opportunity for organisations to evolve and

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MANPOWERGROUP UK

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KPMG / REC REPORT ON JOBS (OCTOBER 2025)

September survey data signalled a weaker drop in permanent staff appointments across the UK, with the latest reduction the softest seen for a year. That said, the rate of decline was sharp overall, with firms often noting that employers were hesitant to take on new workers due to weaker economic conditions and cost concerns. Temp billings meanwhile fell at a solid pace that was quicker than in August.

Overall vacancies across the UK continued to fall markedly at the end of the third quarter. Moreover, the rate of contraction eased only slightly from August's six-month record. Underlying data indicated that demand for permanent workers continued to decline at a steeper rate than for short-term staff.

Reduced recruitment activity and redundancies were linked by survey respondents to a further sharp increase in the availability of workers in September. This was despite the rate of expansion slowing from August's post-pandemic record. The supply of both permanent and temporary staff increased at softer, but similarly marked rates.

Commenting, Neil Carberry, REC Chief Executive, said: "Recruiters have been reporting a trend towards stabilisation in the permanent job market since the summer, and today's data back that up for September. The temporary market remains somewhat healthier, with growth in some regions. We can hope that the jobs market and the economy may be moving towards calmer waters, but falling vacancies is a reminder that what is really needed is a shot of confidence in the wider economy to get things going.

"The economic picture is still challenging for employers, with pressures beyond their control. A genuinely pro-business, pro-growth Autumn Budget next month could provide much-needed relief, by avoiding unaffordable tax rises on business, committing to real practicality on the Employment Rights Bill, supporting flexible work and reforming public sector hiring."

DECISION MAKER PANEL SURVEY (SEPTEMBER 2025)

Realised annual employment growth remained unchanged at -0.5% in the three months to September. Expectations for employment growth over the next year have weakened, falling by 0.2 percentage points to 0.0% in the three months to September. Firms also reported on their recruitment difficulties. The average percentage of firms reporting that recruitment was much harder was 9% between August and September, unchanged from the average between February and April 2025. The average proportion of firms reporting that it was easier than normal to recruit staff was 19% between August and September, 1 percentage point below the average of 20% between February and April 2025.

> **Recruiters have been reporting a trend towards stabilisation in the permanent job market since the summer."**
>
> **NEIL CARBERRY**
> **REC**

Earnings

BANK OF ENGLAND MONETARY POLICY REPORT (AUGUST 2025)

Wage growth has declined further recently, to around 5%. Annual private sector regular average weekly earnings growth fell to 4.9% in the three months to May, weaker than expected in the May Report. This is now broadly in line with Bank staff's estimate of the underlying rate of pay growth. Nevertheless, pay growth has remained higher than can be explained by its usual economic determinants. Private sector regular pay growth is expected to slow further by the end of 2025, to 3.75%.

BANK OF ENGLAND MPC MINUTES (SEPTEMBER 2025)

A broad set of indicators suggested that pay growth had continued to ease, although it had remained at levels above those that could be explained by economic fundamentals. Private sector regular average weekly earnings (AWE) growth had fallen to 4.7% in the three months to July, down from 4.8% in the three months to June. Higher-frequency estimates of AWE growth had continued to moderate. Median private sector pay growth derived from HMRC payrolls had also weakened in July, although to a lesser extent.

DECISION MAKER PANEL SURVEY (SEPTEMBER 2025)

Firms reported that annual wage growth was 4.6% in the three months to September, unchanged from in the three months to August. Expected year-ahead wage growth remained unchanged in September at 3.6% on a three-month moving-average basis. The single month figure rose by 0.3 percentage points to 3.8%. This implies that firms expected their wage growth to decline by 1 percentage point over the next 12 months, based on these three-month averages.

KPMG / REC REPORT ON JOBS (OCTOBER 2025)

Starting pay for permanent workers rose negligibly in September, with the rate of growth the weakest seen since the current run of pay inflation began just over four-and-a-half years ago. The near-stagnation of salaries coincided with reports of weaker demand for workers and reduced hiring budgets. Temp pay growth also eased in September, with wages increasing only slightly overall.

ONS AVERAGE WEEKLY EARNINGS (OCTOBER 2025)

Annual growth in employees' average earnings in Great Britain for regular earnings (excluding bonuses) was 4.7%, and for total earnings (including bonuses) was 5.0% in June to August 2025. Annual average regular earnings growth was 4.4% for the private sector and 6.0% for the public sector. However, the public sector annual growth rate is affected by some public sector pay rises being paid earlier in 2025 than in 2024. RTI pay data are also published and provide 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 0.6% for regular pay and 0.8% for total pay, in June to August 2025. Annual growth in real terms, adjusted for inflation using the Consumer Prices Index excluding owner occupiers' housing costs (CPI), was 0.9% for regular pay and 1.2% for total pay, in June to August 2025.

> **Starting pay for permanent workers rose negligibly in September, with the rate of growth the weakest seen since the current run of pay inflation began just over four-and-a-half years ago."**
>
> **KPMG / REC REPORT ON JOBS**
> October 2025

Pay Settlements - Historic

BANK OF ENGLAND MPC MINUTES (SEPTEMBER 2025)

The latest data on pay settlements and pay expectations had remained consistent with the August Monetary Policy Report projection for a significant decline in wage growth, to around 3.8% by year-end.

BRIGHTMINE (SEPTEMBER 2025)

The bargaining year from September 2024 to August 2025 has been marked by moderation. [...] Headline findings are as follows:

- Basic pay award stands steady. The median basic pay award remains fixed at 3% for the three months to the end of August 2025.
- Most common basic pay award remains at 3%. Almost one-third of pay awards (32.1%) clustered at 3%, while a further quarter (25%) of settlements fell just below, between 2% and 2.99%.
- Settlements lag behind 2024. [...] more than half (52.9%) of pay deals were lower than those agreed in 2024. Just under a quarter (23.5%) matched last year's level, while 14.7% received higher settlements.
- Pay freezes return. Around one in 10 settlements (10.7%) in the three months to August 2025 resulted in a pay freeze [...].

LABOUR RESEARCH DEPARTMENT (SEPTEMBER 2025)

Pay deals reported to LRD Payline were averaging 3.2% for the lowest paid in the three months to August 2025. This is a drop-off compared to the 4.0% average that had persisted for April, May and June. The public sector median was lower, at 2.9%. Deals were consistently averaging 5.0% early in 2024, but have been hovering around 4% for the past year. Since August 2024, the overall pay round average stands at 4.0%. [. . .] Business surveys have found that most employers intend to make pay awards of between 3 and 4% in the coming year, whereas 2.5% would have been typical under "normal" circumstances.

INCOMES DATA RESEARCH (SEPTEMBER 2025)

The median pay award across the economy fell from 3.4% to 3.0% in the three months to July 2025 [...]. This is the first time the median has been at this level – 3.0% – since December 2021. This change has been influenced by a downward shift in the distribution of awards with fewer employers paying high-end increases worth 4% or more. Less than one-in-ten (9%) of awards were worth 4% or more, which is down significantly from 39% in June. The largest cluster of awards – 53% – occurred in the 3% to 3.99% bracket and this proportion is up from 35% last month.

PAYDATA PAY DATABASE (OCTOBER 2025)

Paydata's pay database shows a median pay settlement of 3.0% for the 12 months to October 2025.

3R STRATEGY GLOBAL SALARY PLANNING REPORT (SEPTEMBER 2025)

The median pay increase across UK organisations was 3% for 2025 - down from 4% in 2024. The interquartile range across all sectors is between 2.8% and 4.0%.

Pay Settlements

3.2%
Labour Research Department

3.0%
Brightmine

3.0%
Incomes Data Research

3.0%
Paydata

3.0%
3R Strategy

Pay Settlements - Predictive

BANK OF ENGLAND MONETARY POLICY REPORT (AUGUST 2025)

Private sector regular pay growth is expected to slow further by the end of 2025, to 3.75%.

BANK OF ENGLAND MPC MINUTES (SEPTEMBER 2025)

The latest intelligence from the Agents had continued to suggest that average pay settlements for 2025 would be in line with the range reported in the Agents' annual pay survey and the DMP Survey. Despite the expected decline in pay growth, the impact of the increase in employers' NICs appeared to be delaying a reduction in total labour cost growth until next year.

CIPD LABOUR MARKET OUTLOOK (SUMMER 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 fifth consecutive quarter. […] The median expected pay award remains at 3% in the private and public sectors. It has fallen in the voluntary sector from 3% last quarter to 2.5% this quarter. […] In terms of the distribution, the lower quartile is estimated to be 2%, with the upper quartile at 4%, with the latter value falling from 5% last quarter.

INCOMES DATA RESEARCH (SEPTEMBER 2025)

Most employers expect that pay will grow at much the same rate next year as it has done so in 2025 […]. Almost two-thirds (63%) of survey participants anticipate that their 2026 pay award is likely to be at the same level as this year's, although a further 30% are forecasting a slightly lower increase. […]

As with last year's survey, the greatest proportion of anticipated pay awards are found in the 3% to 3.99% bracket (52% overall this year, with the majority of these falling between 3% and 3.49%, compared with 45% of respondents predicting outcomes at this level last year). However, many more awards are forecast to occur in the region of 2% to 2.99% (38%, compared with 22% last year) while the proportion of awards that are likely to be between 4% and 4.99% is much lower this time – just 8%, down from 26% in last year's survey. Outcomes of 3.5% or above are largely the preserve of the private sector, and especially manufacturing and production – around a quarter of respondents here anticipate awards ranging between 3.5% and 3.99% and a further 8% anticipate that they will be worth between 4% and 4.99%.

PAYDATA UK REWARD MANAGEMENT SURVEY (AUTUMN 2025)

Preliminary findings show a median pay award for 2025 as 3.0%, with an interquartile range of between 2.7% and 3.6%. Both the mode and the median pay budget for 2025 are 3.0%. Looking ahead to 2026, provisional results show an anticipated median pay award of 3.0%, with an interquartile range of between 3.0% and 3.5%.

3R STRATEGY GLOBAL SALARY PLANNING REPORT (SEPTEMBER 2025)

Pay budgets are expected to remain the same [as 2025], with the median pay budget for 2026 projected to be 3% as well, with an interquartile range of between 3.0% and 4.0%.

> **"Private sector regular pay growth is expected to slow further by the end of 2025."**
>
> **BANK OF ENGLAND MONETARY POLICY REPORT**
> August 2025

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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 ^
3.8% September 2025	**4.1%** September 2025	**4.5%** September 2025

Employment

34.2m
employed, up 1.4% on last year.

113,000
redundancies, up 36.9% on last year.

717,000
vacancies, down 13.8% on last year.

1.74m
unemployed, up 20.6% on last year.

4.7%
change in whole economy average earnings, excluding bonuses, for the 12 months to August 2025, no change on last month.

5.1%
change in whole economy average earnings, including bonuses, for the 12 months to August 2025, up 0.1 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 2025		Jul-Sep 2025		Jun-Aug 2025		Jun-Aug 2025	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK ~	34,221	1.4%	717	-13.8%	113	36.9%	1,737	20.6%

Manufacturing	2,555	-0.8%	46	-21.6%
Electricity & gas supply	143	6.5%	3	-19.0%
Water, sewerage & waste	247	1.7%	7	14.5%
Construction	2,209	2.5%	29	-25.9%
Wholesale, retail & motor repair	4,646	-1.9%	93	-14.1%
Info & communications	1,587	-1.3%	36	-6.1%
Financial & insurance	1,171	-0.1%	32	-2.4%
Real estate	718	0.7%	10	-16.7%
Prof. scientific & technical	3,482	-0.3%	76	-11.6%
Administrative & support	2,975	-0.9%	50	-12.0%
Public admin, defence, social security	1,755	2.2%	29	3.5%
Education	3,089	1.1%	49	-9.9%
Health & social work	5,125	1.3%	126	-14.6%
Other services	974	5.4%	13	-14.3%

AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
August 2025	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	4.7%	0.0	5.1%	0.1
Private	4.2%	-0.3	4.7%	-0.2
Public	6.7%	1.3	7.3%	2.1
Services	4.7%	0.0	5.3%	0.2
Finance & business services	2.8%	-0.4	3.5%	-0.6
Public sector exc. Financial services	7.0%	1.1	7.8%	2.1
Manufacturing	4.7%	0.3	4.9%	0.2
Construction	4.0%	0.3	3.9%	-0.7
Wholesale, retail, hotels & restaurants	5.7%	-0.2	6.0%	0.3

Notes: * Sector breakdown as at June 2025, \ 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:	£10.00 £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

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:	£13.45
- London hourly rate:	£14.80

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

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Benchmark your pay and benefits with confidence

In today's economic climate, HR teams are under pressure to do more with less. You need to offer packages that attract and retain great people - without overspending or falling behind market trends.

Paydata's pay database provides accurate, up-to-date insights into pay trends across industries, roles and regions. Whether you're planning a salary review, recruiting new talent or developing pay strategies, access the market data you need to confidently make evidence-based decisions.

Our salary market data provides a reliable foundation for your pay decisions, combining real-world figures with sector-specific insights. The result? A transparent, competitive and well-informed approach to compensation that helps your business attract, motivate and retain the very best talent.

Benchmarking services include:
- Pay and Benefits Benchmarking
- Executive Benchmarking
- Off-the-shelf Pay Market Reports
- Bespoke Benchmarking

Access pay and benefits market data across specialist sectors, including:

- Construction and Engineering
- Electricity
- Facilities Management
- Housing Associations
- Mechanical and Electrical
- Membership Organisations
- Private Healthcare
- Property and Construction Consultancies
- Purpose Built Student Accommodation
- Renewables Sector
- Residential Care

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