Paydata

making lives better at work

Paydata Business Insight
National Statistics



November 2026: PAYstats Pay and Labour Market Statistics

PAYstats at a glance

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

Consumer Price Index	CPIH	Retail Price Index ^
3.6%	**3.7%**	**4.2%**
October 2026	October 2026	October 2026

Employment

34.6m



employed, up 1.2% on last year.

120,000



redundancies, down 10.4% on last year.

690,000



vacancies, down 5.0% on last year.

1.68m



unemployed, down 5.7% on last year.

3.2%



change in whole economy average earnings, excluding bonuses, for the 12 months to September 2026, down 0.5 percentage points on last month.

3.6%



change in whole economy average earnings, including bonuses, for the 12 months to September 2026, up 0.3 percentage points on last month.

Notes: 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	Jul-Sep 2026		Aug-Oct 2026		Jul- Sep 2026		Jul-Sep 2026	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK ~	34,625	1.2%	690	-5.0%	120	-10.4%	1,684	-5.7%
Manufacturing	2,460	-2.5%	49	4.9%				
Electricity & gas supply	147	1.2%	3	-12.1%				
Water, sewerage & waste	247	3.0%	5	-36.3%				
Construction	2,293	1.1%	28	-8.0%				
Wholesale, retail & motor repair	4,597	-1.3%	91	-0.2%				
Info & communications	1,606	0.4%	36	-0.6%				
Financial & insurance	1,124	-1.4%	31	-8.0%				
Real estate	728	3.5%	11	6.0%				
Prof. scientific & technical	3,504	1.5%	71	-7.3%				
Administrative & support	2,971	-0.6%	47	-5.3%				
Public admin, defence, social security	1,802	2.5%	28	-5.7%				
Education	3,127	0.5%	46	-5.9%				
Health & social work	5,028	-0.4%	122	-4.1%				
Other services	976	-0.7%	11	-22.2%				

AVERAGE EARNINGS (seasonally adjusted)

	Excluding bonuses		Including bonuses	
September 2026	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	3.2%	-0.5	3.6%	0.3
Private	3.0%	-0.2	3.5%	0.5
Public	4.2%	-0.5	4.2%	-0.8
Services	3.3%	-0.5	3.8%	0.3
Finance & business services	3.2%	-0.8	4.1%	0.1
Public sector exc. Financial services	4.2%	-1.5	4.2%	-0.8
Manufacturing	3.1%	0.5	2.8%	0.0
Construction	1.9%	-0.1	1.6%	0.4
Wholesale, retail, hotels & restaurants	2.4%	0.2	2.8%	1.1

Notes: * Sector breakdown as at June 2026, \ not seasonally adjusted

Current Rates

NATIONAL MINIMUM WAGE (NMW)

For more information: www.gov.uk

Workers 18-20 years old:	£10.85 (£11.27*)
Workers 16-17 years old:	£8.00 (£8.31*)
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£11.10 (£11.53*)
Apprentice minimum wage rate for: - apprentices under 19 years old - apprentices aged 19 and over, but in the first year of their apprenticeship	£8.00 (£8.31*)

NATIONAL LIVING WAGE

For more information: www.gov.uk

Workers aged 21 and over:	£12.71 (£13.21*)

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 (£14.10^)
- London hourly rate:	£14.80 (£15.45^)

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: £194.32 (£201.11*) or 90 per cent of AWE (if lower)

Statutory Paternity Pay:
- 1 or 2 weeks consecutive leave: £194.32 (£201.11*) 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: £194.32 (£201.11*) or 90 per cent of AWE (if lower)

STATUTORY SICK PAY

For more information: www.livingwage.org.uk

Standard weekly rate	£123.25 (£127.55*)
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 2026, the weekly pay is capped at £751 and the maximum statutory redundancy pay is £22,530. If redundancy was made before 6 April 2026, 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

** Figures in brackets effective from April 2027*
^ Figures in brackets effective from May 2027

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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 reward packages that attract and retain great people - all within constrained budgets.

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:

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

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- 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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LIVING WAGE EMPLOYER

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