



April 2026: PAYstats Pay and Labour Market Statistics

Quarterly Edition

April 2026: 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 3.3% in the 12 months to March 2026, up from 3.0% in the 12 months to February.
- The UK employment rate (based on the LFS) for people aged 16 to 64 years was estimated at 75.0% in December 2025 to February 2026.
- The UK unemployment rate for people aged 16 years and over was estimated at 4.9% in December 2025 to February 2026.
- The estimated number of vacancies in the UK has decreased in the latest quarter, following broadly flat estimates since March to May 2025.
- Annual growth in employees' average regular earnings excluding bonuses in Great Britain was 3.2% in the 12 months to February 2026, and annual growth in total earnings including bonuses was 3.7%.
- Paydata's pay database shows a median pay settlement of 3.0% for the 12 months to April 2026, with an interquartile range of 2.9% and 3.5%.
- Preliminary analysis suggests the median pay budget for 2026 remains at 3.0%.

Note: Caution will be required in interpreting references, as many were published prior to the fallout from the US-Israeli war on Iran.

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 (FEBRUARY 2026)

CPI inflation has fallen by 0.4 percentage points from its recent peak in September and was 0.1 percentage points below expectations at the time of the November Report. The downside news relative to November largely reflects lower food and services price inflation. Despite the recent slowing, inflation remains above the 2% target. That in part reflects unusually large increases in administered prices such as Vehicle Excise Duty and higher water bills. These are currently estimated to be contributing around 0.5 percentage points to the inflation overshoot, based on the difference between their current and historical contributions. Food, beverage and tobacco inflation is estimated to be contributing a further 0.5 percentage points to the inflation overshoot. Elevated labour cost growth is also pushing up inflation, particularly for services which tend to be labour intensive.

CPI inflation is expected to fall to 2.1% in 2026 Q2, a 0.7 percentage point greater fall than anticipated in the November Report. That news largely reflects the energy bills package announced in Budget 2025, which, alongside a fall in wholesale gas prices, is expected to result in a decline in the Ofgem price cap in April to £1,616 from £1,758. That fall in the contribution of utility prices represents around one third of the overall expected decline in CPI inflation in the first six months of 2026.

BANK OF ENGLAND MPC MINUTES (MARCH 2026)

The near-term outlook for CPI inflation had risen relative to the February Report projection. Increased energy prices would impact near-term inflation directly via increased household fuel and utilities prices, and indirectly as business' energy-related costs would also be affected. Preliminary staff estimates, based on energy price developments in the run-up to this meeting, indicated that CPI inflation was now likely to be between 3 and 3.5% over the next couple of quarters. In the February Report, CPI had previously been expected to fall back to around the 2% target from April, partly owing to measures in Budget 2025.

OFFICE FOR NATIONAL STATISTICS (MARCH 2026)

The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 3.4% in the 12 months to March 2026, up from 3.2% in the 12 months to February. On a monthly basis, CPIH rose by 0.6% in March 2026, compared with a rise of 0.3% in March 2025. The Consumer Prices Index (CPI) rose by 3.3% in the 12 months to March 2026, up from 3.0% in the 12 months to February. On a monthly basis, CPI rose by 0.7% in March 2026, compared with a rise of 0.3% in March 2025.

Motor fuels made the largest upward contribution to the monthly change in both CPIH and CPI annual rates; clothing made the largest, partially offsetting, downward contribution. Core CPIH (CPIH excluding energy, food, alcohol and tobacco) rose by 3.3% in the 12 months to March 2026, down from 3.4% in the 12 months to February; the CPIH goods annual rate rose from 1.6% to 2.1%, while the CPIH services annual rate rose from 4.2% to 4.3%. Core CPI (CPI excluding energy, food, alcohol and tobacco) rose by 3.1% in the 12 months to March 2026, down from 3.2% in the 12 months to February; the CPI goods annual rate rose from 1.6% to 2.1%, while the CPI services annual rate rose from 4.3% to 4.5%.



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BANK OF ENGLAND MPC MINUTES

March 2026

Employment

CIPD LABOUR MARKET OUTLOOK (WINTER 2025/26)

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 low this quarter at +7.

Just 15% of employers are anticipating significant problems in filling vacancies in the next six months. 25% of employers expect their staff levels to increase in the next three months. The proportion of surveyed employers expecting a decrease in staff levels over that timeframe remains 17% [...]. Like last quarter, half (51%) of all employers believe their staff levels will be maintained in the next three months.

BANK OF ENGLAND MONETARY POLICY REPORT (FEBRUARY 2026)

Underlying employment growth has been around zero over the past year. That is weaker than subdued GDP growth would have implied, due to cost pressures from higher employer NICs and the NLW. The flash December HMRC payrolls data continue to point to weak hiring momentum, and survey evidence from the DMP and S&P Global Composite UK PMI suggests that employment growth remains subdued. Contacts of the Bank's Agents report headcount reductions in sectors most exposed to discretionary consumer spending and to the NLW and NICs increases. LFS employment growth rose slightly to 0.2% in the three months to November. Notwithstanding the latest uptick, recent outturns have brought the official measure more in line with the subdued growth implied by alternative indicators as LFS sample sizes have risen.

Aggregate employment growth is expected to remain muted in the near term. Survey evidence from the DMP and S&P Global composite UK PMI continues to indicate subdued hiring intentions. Consistent with continuing weakness in employment growth, the labour market appears to have loosened further. The unemployment rate remained at 5.1% in the three months to November and measures of recruitment difficulties have eased. The LFS redundancy rate remains elevated relative to the last few months, although contacts of the Bank's Agents report that firms have been managing headcount mainly through natural attrition rather than widespread redundancies (ASBC – February 2026).

Vacancy levels have stabilised since mid-2025, with a small pickup in the November data. But the rise in unemployment means that the vacancy to unemployment (V/U) ratio, one measure of labour market slack, has fallen further below its estimated equilibrium level. And net additional hours desired by workers as a proportion of average hours worked, a measure of under-employment, fell but remain elevated relative to their historical average. [...]

The unemployment rate is expected to rise further to 5.3% by mid-2026, a little higher than the central expectation in the November Report. That is consistent with the latest uptick in forward-looking indicators for redundancies, such as HR1 notifications and Google searches for redundancies.

BANK OF ENGLAND MPC MINUTES (MARCH 2026)

Labour demand had remained weak. The Labour Force Survey unemployment rate had been 5.2% in the three months to January, unchanged from December and close to the expectation in the February Report. Employment growth had remained

+7



this quarter's net employment balance.

15%



report having hard-to-fill vacancies.

subdued, while the vacancies-to-unemployment ratio had remained below the Bank staff estimate of its equilibrium rate.

DECISION MAKER PANEL SURVEY 2025 Q4 (MARCH 2026)

Firms reporting that realised annual employment growth was -0.3% in the three months to March, down from -0.2% in the three months to February. Expectations for employment growth over the next year were unchanged at 0.1% in the three months to March.

OFFICE FOR NATIONAL STATISTICS (APRIL 2026)

Estimates for payrolled employees in the UK fell by 74,000 (0.2%) between February 2025 and February 2026, and decreased by 6,000 (0.0%) between January and February 2026. This is based on administrative data from HM Revenue and Customs (HMRC). When looking at December 2025 to February 2026, the period comparable with our Labour Force Survey (LFS) estimates, the number of payrolled employees fell by 87,000 (0.3%) over the year and by 9,000 (0.0%) over the quarter. The early estimate of payrolled employees for March 2026 decreased by 65,000 (0.2%) on the year, and by 11,000 (0.0%) on the month, to 30.3 million. The March 2026 estimate should be treated as a provisional estimate and is likely to be revised when more data are received next month. [...]

The UK employment rate (based on the LFS) for people aged 16 to 64 years was estimated at 75.0% in December 2025 to February 2026. This is down in the latest quarter but largely unchanged compared with estimates of a year ago. The UK unemployment rate for people aged 16 years and over was estimated at 4.9% in December 2025 to February 2026. This is down in the latest quarter but above estimates of a year ago.

The UK economic inactivity rate for people aged 16 to 64 years was estimated at 21.0% in December 2025 to February 2026. This is up in the latest quarter but below estimates of a year ago. The UK Claimant Count for March 2026 increased on the month but decreased on the year to an estimated 1.694 million. [...]

The estimated number of vacancies in the UK has decreased in the latest quarter, following broadly flat estimates since March to May 2025. Early estimates for January to March 2026 suggest a decrease of 29,000 (3.9%), to 711,000, compared with October to December 2025, this is the lowest level of vacancies since February to April 2021.

MANPOWER EMPLOYMENT OUTLOOK SURVEY (Q2 2026)

UK employers report an increase in hiring confidence for Q2 2026, with a Net Employment Outlook of 27% – a 125% rise on the previous quarter. This marks one of the sharpest quarterly uplifts in five years and indicates that hiring plans have strengthened broadly across the market. This is supported by early signs of business growth, with 47% of employers expanding and 26% moving into new areas that require additional roles.

Michael Stull, Managing Director, ManpowerGroup UK, says: “We’re seeing cautious optimism in the labour market. Beyond the rise in hiring confidence, there are early signs of recovery coming through in other parts of the economy. Employer sentiment is improving, GDP expectations are firming up and housing market indicators are stabilising. These are the kinds of movements that typically show up before we see shifts in real hiring activity. Having said this, the current geopolitical uncertainty may contribute to hesitancy, however the direction is encouraging and businesses have become used to navigating complex environments.”



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MICHAEL STULL
MANPOWERGROUP UK

All major private-sector industries signal stronger hiring plans this quarter, with elevated outlooks in Tech & IT services (44%) up 100% quarter-on-quarter, and Finance & insurance (38%, up 153%). Manufacturing, Information, Professional services, Trade & logistics and Construction & Real Estate also report notable quarter-on-quarter increases. Public Sector, Health & Social Services (12%) and Hospitality (6%) continue to improve from lower bases, though both remain below last year's levels, signalling that these sectors are facing deep-rooted issues.

KPMG / REC REPORT ON JOBS (APRIL 2026)

The number of people placed into permanent roles across the UK fell again in March, but the rate of contraction was unchanged from February and only marginal. While market uncertainty - which was exacerbated by the war in the Middle East - and rising costs were both linked to the fall, recruiters also noted that some employers had pressed ahead with previously delayed hiring plans. At the same time, temp billings fell at a modest pace that was slower than in February.

Although overall demand for workers continued to weaken at the end of the opening quarter of the year, the rate of reduction eased for the third straight month. Whilst solid, the latest decline in vacancies was the second-slowest seen in nearly a year-and-a-half (behind May 2025). Underlying data indicated that demand for both permanent and temporary labour fell at slightly slower rates.

UK recruitment consultancies signalled sharper increases in the availability of both permanent and temporary workers in March. Overall, the supply of labour expanded at the quickest rate in 2026 to date. There were frequent reports that redundancies and job scarcity had pushed up candidate numbers. Growth in permanent staff availability continued to outpace that seen for temporary job seekers.

Commenting, Jon Holt, Group Chief Executive and UK Senior Partner KPMG, said: "Despite the increased global uncertainty there have been signs this year that the long-term decline in hiring may be starting to stabilise as businesses press ahead with their previously delayed recruitment plans. However, until the wider economic impacts of the conflict in the Middle East start to become clearer, many employers will remain cautious about committing to new roles. If that uncertainty remains, the risk is that hiring decisions and investment are deferred again, delaying any sustained recovery in the jobs market."



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JON HOLT
KPMG

Earnings

BANK OF ENGLAND MONETARY POLICY REPORT (FEBRUARY 2026)

Annual private sector regular AWE growth slowed to 3.6% in the three months to November, down from 4.4% in the three months to August and 0.1 percentage points below the projection in the November Report. That fall was partly due to mechanical base effects, as strong monthly growth rates from last year dropped out of the annual comparison, but timelier measures of pay growth have also cooled. Bank staff estimates that abstract from volatile movements in AWE indicate a three-month annualised growth rate of around 3.25%.

Alternative indicators generally also suggest continuing moderation, though to differing degrees. An estimate of private sector median pay based on HMRC RTI data implies pay growth of 4.6% in December 2025, down from 5.0% in September 2025. [...]

In contrast to the slowing in the private sector, public sector regular pay growth rose to 7.9% in the three months to November. That in part reflects some public sector pay rises being implemented earlier in 2025 than in 2024. The risk that high public sector pay growth spills over to the private sector is likely to be low, in part because job flows between the two sectors are currently below their pre-pandemic averages.

BANK OF ENGLAND MPC MINUTES (MARCH 2026)

Prior to recent developments in energy prices, annual growth in private sector regular Average Weekly Earnings in the three months to January had been 3.3%, below the forecast in the February Report.

KPMG / REC REPORT ON JOBS (APRIL 2026)

The rate of starting salary inflation continued to ease from January's recent peak in March. Furthermore, the rate of growth was the weakest recorded in five months and only marginal. There were reports that higher candidate numbers and tighter employer budgets had dampened salary growth. Temp wage inflation was likewise marginal in March, having eased to a four-month low.

ONS AVERAGE WEEKLY EARNINGS (APRIL 2026)

Annual growth in employees' average earnings in Great Britain was 3.6% for regular earnings (excluding bonuses) and 3.8% for total earnings (including bonuses) in December 2025 to February 2026. Annual average regular earnings growth was 5.2% for the public sector, and 3.2% for the private sector. The public sector annual growth rate has recently been affected by a base effect because of some public sector pay rises being paid earlier in 2025 than in 2024. This effect is now minimal, reaching its peak in the three months to November 2025, and will have worked its way out next month.

Annual growth in real terms, adjusted for inflation using the Consumer Prices Index including owner occupiers' housing costs (CPIH), was 0.2% for regular pay, and 0.4% for total pay in December 2025 to February 2026. Annual growth in real terms, adjusted for inflation using the Consumer Prices Index excluding owner occupiers' housing costs (CPI), was 0.4% for regular pay, and 0.7% for total pay in December 2025 to February 2026.



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KPMG / REC REPORT ON JOBS

April 2026

Pay Settlements - Historic

BRIGHTMINE (APRIL 2026)

The latest data [...] shows that the median basic pay award stands at 3.5% for the three months to the end of March 2026. Early indicators from April, however, point to a modest slowdown. Across all settlements effective in 2026 to the end of April, the median basic pay award stands at 3.2%, suggesting pay growth is beginning to ease. [...] analysis covers pay awards implemented between 1st January 2026 and 31st March 2026:

- [...]The median basic pay award for the three months to end-March 2026 stands at 3.5%, up 0.2 percentage points from the previous two rolling quarters (both at 3.3%), indicating a modest upward movement in settlements.
- [...] Almost 6 in 10 basic pay awards (59.4%) fall between 3% and 4% (inclusive), with 3.1%–3.99% the most common range (accounting for 31.3% of all awards).
- [...] Matched sample analysis shows that just over two-fifths of pay awards (42.9%) were higher than those given to the same employee group in 2025, while around one-third (34.7%) were lower and just under a quarter (22.4%) were unchanged.

Sheila Attwood, Senior Content Manager, Data and HR Insights at Brightmine, comments: “[...] While increases remain broadly in line with expectations, there is little evidence of upward pressure building. Instead, we are seeing a cautious stance established earlier in the year, as organisations balance affordability with higher statutory pay rates and an uncertain economic outlook.”

LABOUR RESEARCH DEPARTMENT (MARCH 2026)

Deals reported to Payline in the three months to February 2026 climbed to 3.8%, beating both the CPI and RPI inflation measures. The recent uptick comes after a few months where deals were at a low ebb of just 3.0%. The public sector continued to perform better than the private sector in the most recent period, with a median of 4.0%. The median was consistent across services versus industry.

The 12-month median for all deals implemented in the past year stands at 4.0%, taking into account all staggered increments within the year. Taking this longer view shows that most pay deals are beating price increases in practice.

INCOMES DATA RESEARCH (APRIL 2026)

as reported on Employee Benefits online

The median pay award in the private sector rose in the three months to February 2026 to 3.5% from 3.4%, [...]. The median across the whole economy rose from 3.2% in January to 3.3% in February. The mode, or most common, increase stood at 3.0%, with nearly a quarter (23%) of increases awarded at that level. There was also a cluster of awards at 3.5%, at which point 17% of pay rises occurred.

Zoe Woolacott, senior pay researcher at IDR, said: “There are contrasting pressures on pay. Outcomes for employees could be buoyed up somewhat by the likely inflation that will result from rising oil and gas prices, and shortages of inputs like fertilisers and jet fuel. In the opposite direction, the war in the Gulf is likely to depress economic activity generally, which would be expected to also depress wage rises.”

PAYDATA PAY DATABASE (APRIL 2026)

Paydata’s pay database shows a median pay settlement of 3.0% for the 12 months to April 2026, with an interquartile range of 2.9% and 3.5%.

Pay Settlements

3.8%

Labour Research Department

3.5%

Brightmine

3.3%

Incomes Data Research

3.0%

Paydata

Pay Settlements - Predictive

BANK OF ENGLAND MONETARY POLICY REPORT (FEBRUARY 2026)

The Agents' pay survey suggests that basic private sector pay settlements will average 3.4% over 2026, broadly in line with expectations at the time of the November Report, and down from an average actual pay settlement of 4.0% in 2025 (ASBC – February 2026). The distribution of expected pay settlements has shifted lower, with over 70% of settlements now in the 2%–4% range. Firms reported that current and expected inflation were among the most important factors pushing up pay settlements. Other forward-looking indicators of pay growth are also consistent with some further easing.

BANK OF ENGLAND MPC MINUTES (MARCH 2026)

An updated estimate by the Bank's Agents suggested that basic private sector pay settlements were now expected to average 3.6% over 2026, 0.2 percentage points higher than the estimate that had been available at the time of the February Report.

CIPD LABOUR MARKET OUTLOOK (WINTER 2025/26)

The median expected basic pay increase remains at 3% overall, and across all sectors.

Even though the expected median pay award has not changed for some time, there have been downward shifts among many employers in the level of pay awards they plan to give. Whereas 12 months ago 31% of employers planned to offer a pay rise of 5% or more, this has fallen to 18% of employers this quarter. Instead, more employers are within the 3–3.99% range, rising from 20% to 30% of employers. Despite the current financial headwinds, few employers anticipate that they will have to cut pay or freeze it.

In terms of the distribution, the lower quartile is estimated to be 2%, with the upper quartile at 4%.

PAYDATA PAY AWARD PLANS AND EXPECTATIONS FOR 2026 SURVEY (JANUARY 2026)

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

PAYDATA UK REWARD MANAGEMENT SURVEY (SPRING 2026)

Every year we capture participants' expectations for future pay review budgets. The survey is still open at the time of writing, but preliminary analysis taken at the time of writing, suggests the median pay budget for 2026 remains at 3.0%.

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](#).



The median expected basic pay increase remains at 3% overall, and across all sectors."

CIPD LABOUR MARKET OUTLOOK

Winter 2025/26

PAYstats at a glance

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



Employment

34.3m
employed, up 1.0% on last year.



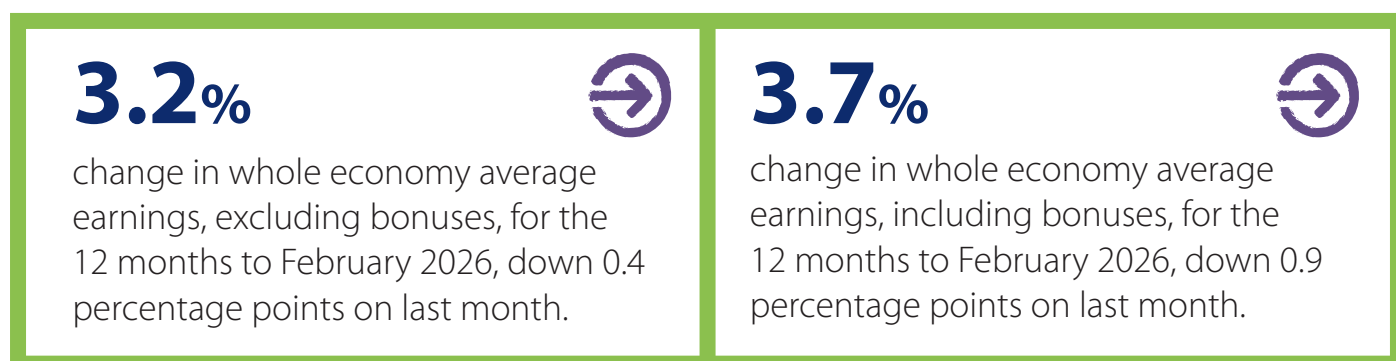
136,000
redundancies, up 16.3% on last year.



711,000
vacancies, down 8.3% on last year.



1.78m
unemployed, up 13.1% on last year.



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)

Reference Period	Jobs *		Vacancies		Redundancies \		Unemployment *	
	Dec-Feb 2026		Jan-Mar 2026		Dec-Feb 2026		Dec-Feb 2026	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK ~	34,328	1.0%	711	-8.3%	136	16.3%	1,780	13.1%

Manufacturing	2,524	-2.0%	50	-5.0%
Electricity & gas supply	146	3.1%	3	-17.9%
Water, sewerage & waste	242	-2.2%	6	-11.8%
Construction	2,297	0.1%	26	-38.7%
Wholesale, retail & motor repair	4,645	-1.5%	88	-12.9%
Info & communications	1,591	-4.6%	36	4.3%
Financial & insurance	1,098	-6.6%	32	-6.2%
Real estate	724	0.6%	13	-6.4%
Prof. scientific & technical	3,439	-1.3%	75	-5.1%
Administrative & support	2,986	-0.3%	48	-7.2%
Public admin, defence, social security	1,774	2.3%	29	5.1%
Education	3,098	1.4%	47	-3.9%
Health & social work	5,030	0.6%	125	-7.4%
Other services	948	-2.6%	14	10.9%

AVERAGE EARNINGS (seasonally adjusted)

February 2026	Excluding bonuses		Including bonuses	
	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	3.2%	-0.4	3.7%	-0.9
Private	2.8%	-0.5	3.3%	-1.2
Public	4.9%	-0.1	5.0%	0.0
Services	3.5%	-0.3	3.9%	-1.0
Finance & business services	2.5%	0.0	4.6%	-1.4
Public sector exc. Financial services	4.9%	-0.1	5.0%	0.1
Manufacturing	3.0%	-0.4	3.5%	-0.2
Construction	-0.8%	-0.9	-2.1%	-2.1
Wholesale, retail, hotels & restaurants	2.7%	-1.9	3.5%	-1.1

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

Current Rates

NATIONAL MINIMUM WAGE (NMW)

For more information: www.gov.uk



Workers 18-20 years old:	£10.00 (£10.85 [^])
Workers 16-17 years old:	£7.55 (£8.00 [^])
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£10.66 (£11.10 [^])
Apprentice minimum wage rate for:	£7.55 (£8.00 [^])
- apprentices under 19 years old	
- apprentices aged 19 and over, but in the first year of their apprenticeship	

NATIONAL LIVING WAGE

For more information: www.gov.uk



Workers aged 21 and over:	£12.21 (£12.71 [^])
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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:	£12.60 (£13.45*)
- London hourly rate:	£13.85 (£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 (£194.32[^]) or 90 per cent of AWE (if lower)

Statutory Paternity Pay:

- 1 or 2 weeks consecutive leave: £187.18 (£194.32[^]) 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 (£194.32[^]) or 90 per cent of AWE (if lower)

STATUTORY SICK PAY

For more information: www.livingwage.org.uk



Standard weekly rate	£118.75 (£123.25 [^])
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 April 2026.

* Effective from May 2026.



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:

- 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

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

Paydata Ltd

24 Commerce Road
Lynch Wood
Peterborough
Cambridgeshire
PE2 6LR

 **+44(0)1733 391 377**

 **info@paydata.co.uk**

 **www.paydata.co.uk**

