

Statistical bulletin

Average weekly earnings in Great Britain: December 2020

Estimates of growth in earnings for employees before tax and other deductions from pay.



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Notice

15 December 2020

The effect of the coronavirus (COVID-19) pandemic on our capacity means we have reviewed the existing labour market releases and will be suspending some publications.

This will protect the delivery and quality of our remaining labour market outputs as well as ensuring we can respond to new demands as a direct result of the coronavirus. More details about the [impact on labour market outputs](#) can be found in our statement.

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1 . Other pages in this release

Other commentary from the latest labour market data can be found on the following pages:

- [Labour market overview](#)
- [Employment in the UK](#)
- [Vacancies and jobs in the UK](#)

2 . Main points for August to October 2020

- Annual growth in employee pay continued to strengthen as more employees returned to work from furlough, but the estimated growth in average pay is also affected by compositional effects of a fall in the number and proportion of lower-paid employee jobs.
- Growth in average total pay (including bonuses) among employees for the three months August to October 2020 increased to 2.7%, and growth in regular pay (excluding bonuses) also increased, to 2.8%.
- Growth in both total pay and regular pay was higher than inflation; in real terms, average pay was 1.9% (total pay) and 2.1% (regular pay) higher than a year ago.
- During the early summer months, the industry sectors accommodation and food services, and construction, had seen the largest falls in pay, down more than 10% in April to June; in August to October, both continued to recover, with pay growth now negative 1.0% and negative 2.2% respectively.
- The reported number of jobs being paid through payroll (which includes furloughed jobs) was lower than a year ago; the composition of these jobs has affected average pay growth.
- A notable proportion of the growth in average pay is because of a fall in the number and proportion of lower-paid employee jobs; other factors such as a fall in employees entering the labour market have also inflated average pay growth.

The estimates in this bulletin come from a survey of businesses. It is not possible to survey every business each month, so these statistics are estimates based on a sample, not precise figures.

Estimates are based on all employees on company payrolls, including those who have been furloughed under the Coronavirus Job Retention Scheme (CJRS).

3 . Analysis of average weekly earnings

Figure 1: The annual growth in both total pay (2.7%) and regular pay (2.8%) in August to October 2020 was above the rate of inflation

Great Britain average weekly earnings annual growth rates, seasonally adjusted, January to March 2001 to August to October 2020

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Great Britain average weekly earnings annual growth rates, seasonally adjusted, January to March 2001 to August to October 2020



Source: Office for National Statistics – Monthly Wages and Salaries Survey

In August to October 2020, the rate of annual pay growth was positive 2.7% for total pay and positive 2.8% for regular pay.

The rate of total and regular pay growth had stood at 2.9% in December 2019 to February 2020 immediately prior to any impact from the coronavirus (COVID-19) pandemic was seen; it then slowed sharply in April to June 2020 to negative 1.3% for total pay and negative 0.1% for regular pay before some increase between July and October.

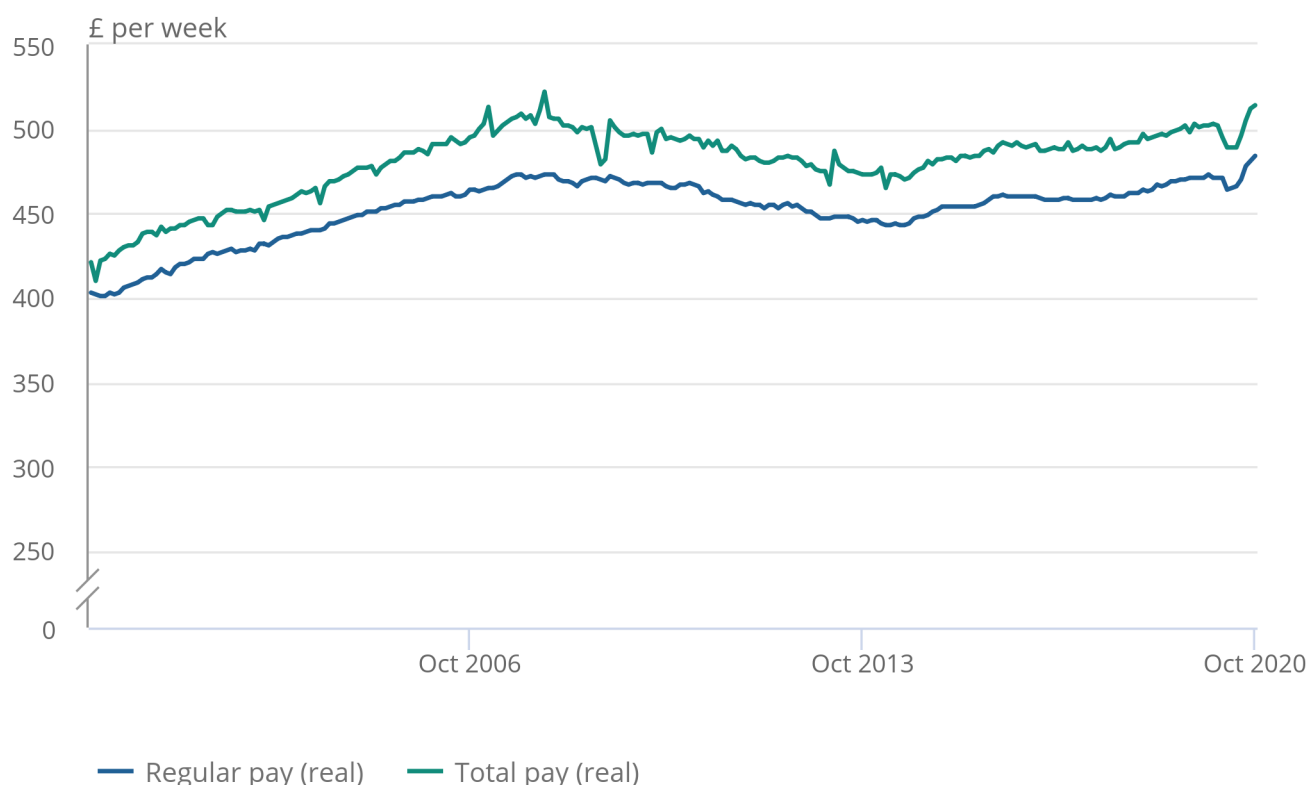
In real terms, total pay is now growing at a faster rate than inflation, at positive 1.9%, and regular pay growth in real terms is also positive, at 2.1%.

Figure 2: In real terms, average pay has rebounded from the sharp falls during early summer 2020, and regular pay in October is at a record high

Great Britain average weekly earnings adjusted for inflation, seasonally adjusted, January 2000 to October 2020

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Great Britain average weekly earnings adjusted for inflation, seasonally adjusted, January 2000 to October 2020



Source: Office for National Statistics – Monthly Wages and Salaries Survey

For October 2020, average total pay, before tax and other deductions, for employees in Great Britain was estimated at £560 per week in nominal terms. When expressed in real terms (constant 2015 prices) the figure in October 2020 was £514 per week, notably higher than the £489 per week estimated in June 2020.

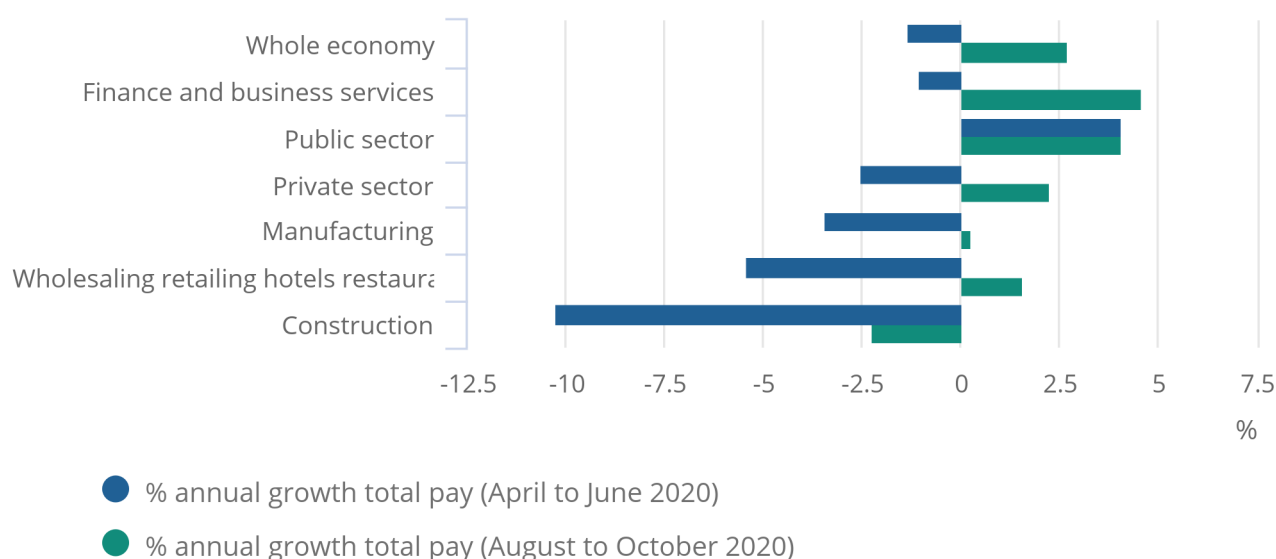
Average regular pay was estimated at £527 per week in nominal terms. When expressed in real terms (constant 2015 prices) the figure in October 2020 was a record £484, after having fallen back to £464 per week in April 2020.

Figure 3: Annual percentage growth in total pay has increased in nearly all sectors since early summer

Annual growth in Great Britain nominal average weekly earnings including bonuses by sector, seasonally adjusted, August to October 2020 compared to April to June 2020

Figure 3: Annual percentage growth in total pay has increased in nearly all sectors since early summer

Annual growth in Great Britain nominal average weekly earnings including bonuses by sector, seasonally adjusted, August to October 2020 compared to April to June 2020



Source: Office for National Statistics – Monthly Wages and Salaries Survey

Between August to October 2019 and August to October 2020, average pay growth varied by industry sector (Figure 3). The finance and business services sector saw the highest estimated growth in total pay, at 4.6%. Negative growth was seen in the construction sector, estimated at negative 2.2%. The wholesaling, retailing, hotels and restaurants sector, estimated at 1.6%, and manufacturing, estimated at 0.3%, were positive.

This is an improvement on the growth rates in April to June 2020, the three-month period with the biggest falls, where these sectors had falls of 5.4% and 3.4% respectively.

The pattern of pay growth is closely linked to the proportion of employees who are furloughed, and the extent to which employers have topped up payments received for these employees under the Coronavirus Job Retention Scheme (CJRS). The Office for National Statistics (ONS) has published estimates of approximately [9% of the workforce on partial or full furlough leave](#) during 19 October to 1 November 2020.

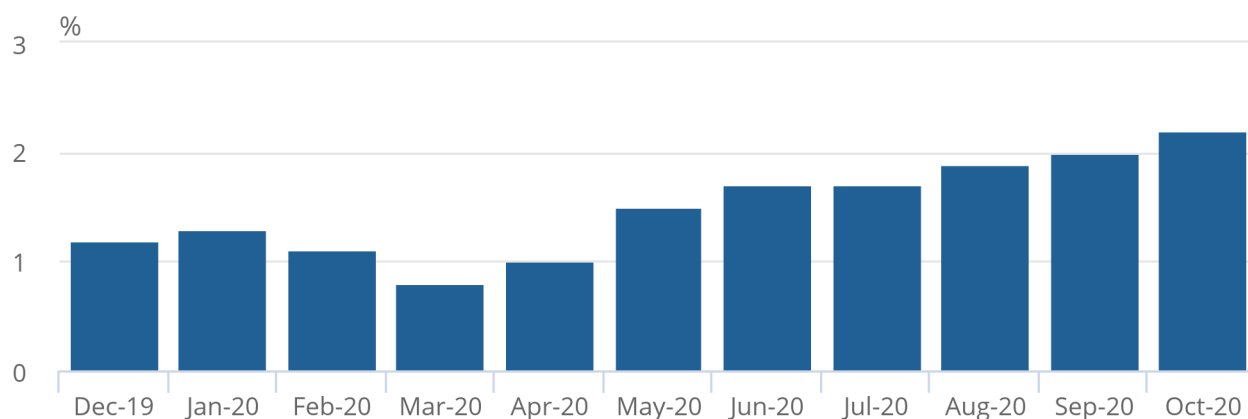
The accommodation and food service activities sector (within the wholesale, retail, hotels and restaurants sector) has a high furlough rate but this has decreased between October and November from 24% to 21.9%. Decreasing furlough rates over time have contributed towards more positive growth compared with April to June 2020. However, this is not the only driver of change in pay growth; it is also affected by changing composition of employee jobs (Figure 4).

Figure 4: A notable proportion of the growth in average pay is because of a fall in the number and proportion of lower-paid employee jobs

Calculated annual composition effect (for three months to stated date) on pay because of changes in employee job profiles by occupation and full-time or part-time status from three months to December 2019, to three months to October 2020

Figure 4: A notable proportion of the growth in average pay is because of a fall in the number and proportion of lower-paid employee jobs

Calculated annual composition effect (for three months to stated date) on pay because of changes in employee job profiles by occupation and full-time or part-time status from three months to December 2019, to three months to October 2020



Source: Office for National Statistics – Monthly Wages and Salaries Survey

Changes in the profile of employee jobs in the economy will have an impact on average pay growth; a decrease in employee numbers in jobs that have lower pay can have an upward effect on average pay, and vice versa. This is particularly important to consider at present because both of the two main sources of information about number of employees and employee jobs paid via payroll (HMRC's Pay As You Earn Real Time Information, and the ONS's Monthly Wages and Salaries Survey) identify a year-on-year fall of approximately 2.5%. We consider such compositional effects from three angles.

More about economy, business and jobs

- All ONS analysis, summarised in our [economy, business and jobs roundup](#).
- Explore the latest trends in employment, prices and trade in our [economic dashboard](#).
- View [all economic data](#).

Analysis of Labour Force Survey (LFS) data highlights a recent decrease in the number of part-time jobs (which have a lower average pay), and jobs in some lower-paying occupations, such as elementary occupations. This changing composition naturally increases average pay and needs to be borne in mind when interpreting average pay growth.

Figure 4 highlights that the impact of these changes is approximately 2%, compared with approximately 1% before the coronavirus (COVID-19) affected the workforce. It therefore appears that the net impact of recent job losses, when measured in terms of type of job, is to increase the estimate of average pay by approximately 1%.

Similar analysis, but based on the changing distribution of jobs between industries, is provided in [dataset Earn02](#). The pattern of change in jobs between industries has a much smaller impact on average pay growth, estimated at 0.2%, which is the net impact of a falling number of employees on payroll in lower-paying sectors (such as accommodation and food services, and arts and entertainment) being offset by a fall in the number of employees in the higher-paying industries (professional, scientific and technical activities), and an increase in the number of employees in lower-paying health and social work activities. This was discussed in the [November 2020 Average Weekly Earnings in Great Britain](#) publication. HM Revenue and Customs (HMRC) have published estimated changes in number of payrolled employees within industries in [Earnings and employment from Pay As You Earn Real Time Information, UK: December 2020](#).

A third angle is provided by analysis of job inflows and outflows in HMRC [Earnings and employment from Pay As You Earn Real Time Information, UK](#): November 2020. This considers tenure of employees who fill the stock of jobs and suggests that a fall in new entrants to the labour market (who are lower paid than average) has contributed to an increase in average pay, with magnitude of approximately 1%.

These three compositional analyses are not mutually exclusive, and do not necessarily consider all the compositional effects that affect average pay. Therefore, they do not provide a definitive answer to how much job composition changes have had an impact, but they do indicate that a substantial proportion of estimated pay growth is a result of recent changes in employee job profiles.

4 . Average weekly earnings data

[Average weekly earnings](#)

Dataset EARN01 | Released 15 December 2020

Headline estimates of earnings growth in Great Britain (seasonally adjusted).

[Average weekly earnings by sector](#)

Dataset EARN02 | Released 15 December 2020

Estimates of earnings in Great Britain broken down to show the effects of changes in wages and the effects of changes in the composition of employment (not seasonally adjusted).

[Average weekly earnings by industry](#)

Dataset EARN03 | Released 15 December 2020

Estimates of earnings in Great Britain broken down by detailed industrial sector (not seasonally adjusted).

5 . Glossary

Average Weekly Earnings

[Average Weekly Earnings \(AWE\)](#) is the lead monthly measure of average weekly earnings per employee. It is calculated using information based on the Monthly Wages and Salaries Survey (MWSS), which samples around 9,000 employers in Great Britain.

The estimates are not just a measure of pay rises as they do not, for example, adjust for changes in the proportion of the workforce who work full-time or part-time or other compositional changes within the workforce. The estimates do not include earnings of self-employed people.

Estimates are available for both total pay (which includes bonus payments) and regular pay (which excludes bonuses). Estimates are available in both nominal terms (not adjusted for inflation) and real terms (adjusted for inflation).

Estimates of pay growth are also published by HMRC in the [Earnings and employment from Pay As You Earn Real Time Information, UK: December 2020](#).

The HMRC estimates are presented in median pay terms, but they also include mean pay as does AWE. There are some differences between the sources, most notably that the HMRC estimates include any redundancy payments that are made through payroll. Further detail is provided in a [Comparison of labour market sources](#), published 11 December 2020.

Bonus

A bonus is a form of reward or recognition granted by an employer. When an employee receives a bonus payment, there is no expectation or assumption that the bonus will be used to cover any specific expense. The value and timing of a bonus payment can be at the discretion of the employer or stipulated in workplace agreements.

Consumer Prices Index including owner occupiers' housing costs

As of 21 March 2017, the [Consumer Prices Index including owner occupiers' housing costs \(CPIH\)](#) became our lead measure of inflation. It is our most comprehensive measure of UK consumer price inflation.

Monthly Wages and Salaries Survey

The Monthly Wages and Salaries Survey (MWSS) is a survey through which we collect information on wages and salaries. It is distributed monthly to around 9,000 employers covering around 12.8 million employees.

A [more detailed glossary](#) is available.

6 . Measuring the data

The survey response rate was 78%, only slightly lower than the 83% target in more typical months.

In line with international guidance, the seasonal adjustment process has been reviewed and revised this month, with all periods in the Average weekly earnings (AWE) series open to revision.

Coronavirus

For more information on how labour market data sources are affected by the coronavirus (COVID-19) pandemic, see the article published on 6 May 2020, which details [some of the challenges that we have faced in producing estimates](#) at this time.

An article published 11 December 2020 [compares our labour market data sources and discusses some of the main differences](#).

Our latest data and analysis on the impact of the coronavirus on the UK economy and population are available on our dedicated [coronavirus web page](#). This is the hub for all special coronavirus-related publications, drawing on all available data. In response to the developing coronavirus pandemic, we are working to ensure that we continue to publish economic statistics. For more information, please see [COVID-19 and the production of statistics](#).

In April 2020, potentially significant changes in employee pay, associated with social distancing measures, made it necessary to change some aspects of the processing of average weekly earnings (AWE) data. The normal approach to processing both non-responding companies and those whose pay shows sharp unconfirmed changes from historical returns, is to roll forward (impute) employee and pay details from the most recent responding month. In April, additional data validation was conducted, and information gathered from responding companies was used in the imputation of non-responding companies.

After EU withdrawal

After the transition period ends on 31 December 2020, the UK statistical system will continue to collect and produce our wide range of economic and social statistics. We are committed to continued alignment with international statistical standards, enabling comparability both over time and internationally and we will work with users of statistics to make sure they have the data they need to support the decisions they have to make.

As the shape of the UK's future statistical relationship with the EU becomes clearer over the coming period, the ONS is making preparations to assume responsibilities that as part of our membership of the EU, and during the transition period, were delegated to the statistical office of the EU, Eurostat. This includes responsibilities relating to international comparability of economic statistics, deciding what international statistical guidance to apply in the UK context and to provide further scrutiny of our statistics and sector classification decisions.

In applying international statistical standards and best practice to UK economic statistics, we will draw on the technical advice of experts in the UK and internationally, and our work will be underpinned by the UK's well-established and robust framework for independent official statistics, set out in the Statistics and Registration Service Act 2007. Further information on our proposals will be made available in early 2021.

We will continue to produce our labour market statistics in line with the [UK Statistics Authority's Code of Practice for Statistics](#) and in accordance with International Labour Organization (ILO) definitions and agreed international statistical guidance.

This bulletin relies on data collected from the Monthly Wages and Salaries Survey (MWSS), a survey of employers in Great Britain, excluding small businesses employing fewer than 20 people.

More quality and methodology information on strengths, limitations, appropriate uses, and how the data were created is available in the [Average weekly earnings QMI](#).

Sampling variability

Table 1: Sampling variability for average weekly earnings single month growth rates (percentage points)

	Including bonuses (Jan to Apr)^{1 2}	Including bonuses (May to Dec)^{1 2}	Excluding bonuses¹
Whole Economy	± 0.9	± 0.5	± 0.5
Private Sector	± 0.9	± 0.6	± 0.5
Public Sector	± 0.9	± 0.5	± 0.5
Services	± 1.0	± 0.6	± 0.5
Finance and Business Services	± 2.8	± 1.6	± 1.4
Public Sector excluding Financial Services	± 0.7	± 0.5	± 0.5
Manufacturing	± 1.1	± 1.0	± 0.9
Construction	± 2.5	± 2.6	± 2.4
Wholesale and retail, hotels and restaurants	± 2.1	± 1.7	± 1.5

Source: Office for National Statistics - Monthly Wages and Salaries Survey

Notes

1. These sampling variability estimates are for 95% confidence intervals and are calculated on data for the 12 months from January to December 2014 that are not seasonally adjusted.
2. Separate estimates of sampling variability are given for the including bonuses estimates from January to April when the majority of bonus payments are made.

7 . Strengths and limitations

The figures in this bulletin come from a survey of businesses that gathers information from a sample rather than from the whole population. The sample is designed to be as accurate as possible given practical limitations such as time and cost constraints. Results from sample surveys are always estimates, not precise figures. This can have an impact on how changes in the estimates should be interpreted, especially for short-term comparisons.

As the number of people available in the sample gets smaller, the variability of the estimates that we can make from that sample size gets larger. Estimates for small groups (for example, earnings for the construction sector), which are based on small subsets of the Monthly Wages and Salaries Survey (MWSS) sample, are less reliable and tend to be more volatile than for larger aggregated groups (for example, earnings for the private sector).

In general, short-term changes in the growth rates reported in this bulletin are not usually greater than the level that can be explained by sampling variability. Short-term movements in reported rates should be considered alongside longer-term patterns in the series and corresponding movements in other sources to give a fuller picture.

Further information is available in [A guide to labour market statistics](#) and [A guide to sources of data on earnings and income](#).

8 . Related links

[Employee earnings in the UK: 2020](#)

Bulletin | Released 3 November 2020

Estimates of employee earnings, using data from our Annual Survey of Hours and Earnings (ASHE). Figures are presented mainly for full-time employees, although some detail for part-time workers is also included.

[Low and high pay in the UK: 2020](#)

Bulletin | Released 3 November 2020

The distribution of earnings of high- and low-paid jobs, earnings by selected percentiles, and jobs paid below the National Minimum Wage, compiled from our ASHE.

[Gender pay gap in the UK: 2020](#)

Bulletin | Released 3 November 2020

Differences in pay between men and women by age, region, full-time and part-time, and occupation as compiled from our ASHE.

[Earnings and employment from Pay As You Earn Real Time Information, UK: December 2020](#)

Bulletin | Released 15 December 2020

Experimental monthly estimates of paid employees and their pay from HM Revenue and Customs' (HMRC) Pay As You Earn (PAYE) Real Time Information (RTI) data.

[Comparison of labour market sources](#)

Article | Released 11 December 2020

The strengths and weaknesses of the main data sources we use to produce the labour market figures, including the advantages of new administrative data sources and limitations of some of our published figures.

[Index of Labour Costs per Hour, UK: July to September 2020](#)

Bulletin | Released 15 December 2020

Changes in the costs of employing labour, analysed by sector and industry. Experimental Statistic.

Index of Tables

The table below provides an index of the tables appearing in this Statistical Bulletin and it shows how these table numbers match up with the Excel spreadsheet datasets which are available on the website at:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/june2019/relateddata>

The complete set of labour market tables is available from the Labour Market Overview bulletin.

Statistical Bulletin table number	Table description	Dataset
SUMMARY		
1	Labour Force Survey Summary	Dataset A02 SA
2 (*)	Labour market status by age group	Dataset A05 SA
EMPLOYMENT AND JOBS		
3	Full-time, part-time & temporary workers	Dataset EMP01 SA
4	Public and private sector employment	Dataset EMP02
4(1)	Public sector employment by industry	Dataset EMP03
5	Workforce jobs summary	Dataset JOBS01
6 (**)	Workforce jobs by industry	Dataset JOBS02
7	Actual weekly hours worked	Dataset HOUR01 SA
7(1)	Usual weekly hours worked	Dataset HOUR02 SA
NON-UK WORKERS		
8	Employment by country of birth and nationality	Dataset EMP06
8(1)	Unemployment and economic inactivity by country of birth and nationality	Dataset A12
UNEMPLOYMENT		
9	Unemployment by age and duration	Dataset UNEM01 SA
ECONOMIC ACTIVITY AND INACTIVITY		
10(*)	Economic activity by age	Dataset A05 SA
11	Economic inactivity by reason	Dataset INAC01 SA
12	Labour market and educational status of young people	Dataset A06 SA
EARNINGS		
13	Average Weekly Earnings (nominal) - Total pay	Dataset EARN01
14	Average Weekly Earnings (nominal) - Bonus pay	Dataset EARN01
15	Average Weekly Earnings (nominal) - Regular pay	Dataset EARN01
16	Average Weekly Earnings real and nominal (summary table)	Dataset EARN01
INTERNATIONAL SUMMARY		
17	International comparisons of employment and unemployment	Dataset A10
LABOUR DISPUTES		
18	Labour disputes	Dataset LABD01
VACANCIES		
19	Vacancies by size of business	Dataset VACS03
20	Vacancies and unemployment	Dataset VACS01
21	Vacancies by industry	Dataset VACS02
REDUNDANCIES		
22	Redundancies levels and rates	Dataset RED01 SA
REGIONAL SUMMARY		
23	Regional labour market summary	Dataset A07

(*) Tables 2 and 10 in the Statistical Bulletin pdf file have been amalgamated into one spreadsheet (Dataset A05 SA).

(**) Table JOBS02 provides more detail than Table 6 in the Statistical Bulletin pdf file.

The following symbols are used in the tables: p provisional, r revised, .. Not available, * suppressed due to small sample size.

The four-character identification codes appearing in the tables are the ONS references for the data series appearing in the Labour Market Statistics dataset which is available on the website at:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatistics>

EARNINGS

13 Average Weekly Earnings (nominal) - total pay¹

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

		Whole Economy (100%) ²			Private sector (82%) ²			Public sector (18%) ²		
		Weekly Earnings (£)			Weekly Earnings (£)			Weekly Earnings (£)		
		% changes year on year			% changes year on year			% changes year on year		
		Single month	3 month average ³		Single month	3 month average ³		Single month	3 month average ³	
		KAB9	KAC2	KAC3	KAC4	KAC5	KAC6	KAC7	KAC8	KAC9
Oct 18	(r)	529	4.1	3.3	527	4.3	3.4	530	2.6	2.7
Aug 19	(r)	539	3.2	3.7	540	3.5	3.8	544	2.8	3.4
Sep 19	(r)	544	4.0	3.7	542	3.9	3.8	545	3.3	3.3
Oct 19	(r)	541	2.3	3.1	537	2.0	3.1	546	3.1	3.1
Nov 19	(r)	544	3.3	3.2	543	3.4	3.1	548	3.3	3.3
Dec 19	(r)	544	2.8	2.8	542	2.7	2.7	549	3.3	3.3
Jan 20	(r)	546	3.1	3.1	546	3.2	3.1	550	3.1	3.2
Feb 20	(r)	545	2.7	2.9	544	2.5	2.8	552	3.6	3.3
Mar 20	(r)	538	1.2	2.3	534	0.8	2.2	553	3.4	3.4
Apr 20	(r)	528	-1.0	1.0	522	-2.0	0.4	560	3.0	3.3
May 20	(r)	529	-1.2	-0.3	522	-2.5	-1.2	569	4.8	3.7
Jun 20	(r)	530	-1.5	-1.3	522	-2.9	-2.5	568	4.6	4.1
Jul 20	(r)	539	-0.2	-1.0	535	-0.9	-2.1	563	3.0	4.1
Aug 20	(r)	549	1.9	0.1	550	1.8	-0.7	564	3.8	3.8
Sep 20	(r)	558	2.5	1.4	552	1.9	0.9	569	4.3	3.7
Oct 20	(p)	560	3.5	2.7	555	3.2	2.3	569	4.2	4.1

		Services, SIC 2007 sections G-S (85%) ²			Finance and business services, SIC 2007 sections K-N (22%) ²			Public sector excluding financial services (18%) ²		
		Weekly Earnings (£)			Weekly Earnings (£)			Weekly Earnings (£)		
		% changes year on year			% changes year on year			% changes year on year		
		Single month	3 month average ³		Single month	3 month average ³		Single month	3 month average ³	
		K5BZ	K5C2	K5C3	K5C4	K5C5	K5C6	KAD8	KAD9	KAE2
Oct 18	(r)	514	4.5	3.5	673	4.1	2.6	526	2.7	2.7
Aug 19	(r)	525	3.4	3.7	696	4.5	4.6	540	2.8	3.3
Sep 19	(r)	526	3.8	3.7	699	5.0	4.6	541	3.5	3.3
Oct 19	(r)	525	2.0	3.1	694	3.1	4.2	543	3.2	3.1
Nov 19	(r)	528	3.4	3.1	698	3.9	4.0	545	3.4	3.4
Dec 19	(r)	528	2.9	2.8	696	3.4	3.5	545	3.4	3.3
Jan 20	(r)	531	3.3	3.2	698	3.1	3.5	546	3.1	3.3
Feb 20	(r)	529	2.8	3.0	692	2.5	3.0	548	3.6	3.4
Mar 20	(r)	522	1.2	2.4	678	-0.2	1.8	549	3.6	3.4
Apr 20	(r)	520	0.2	1.4	687	0.1	0.8	557	3.1	3.4
May 20	(r)	518	-0.3	0.4	688	-0.2	-0.1	565	4.8	3.8
Jun 20	(r)	516	-1.0	-0.4	677	-2.7	-1.0	563	4.8	4.2
Jul 20	(r)	526	0.3	-0.3	693	-0.3	-1.1	559	2.9	4.2
Aug 20	(r)	540	2.9	0.7	725	4.2	0.4	560	3.7	3.8
Sep 20	(r)	543	3.1	2.1	727	4.0	2.7	565	4.4	3.7
Oct 20	(p)	546	4.1	3.4	733	5.6	4.6	565	4.2	4.1

		Manufacturing, SIC 2007 section C (8%) ²			Construction, SIC 2007 section F (5%) ²			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) ²		
		Weekly Earnings (£)			Weekly Earnings (£)			Weekly Earnings (£)		
		% changes year on year			% changes year on year			% changes year on year		
		Single month	3 month average ³		Single month	3 month average ³		Single month	3 month average ³	
		K5CA	K5CB	K5CC	K5CD	K5CE	K5CF	K5CG	K5CH	K5CI
Oct 18	(r)	603	1.7	1.9	624	3.1	3.5	358	4.1	3.5
Aug 19	(r)	620	3.2	2.8	652	4.8	5.8	366	2.7	3.1
Sep 19	(r)	618	2.4	2.6	661	6.3	6.1	366	3.6	3.1
Oct 19	(r)	620	2.7	2.8	649	4.0	5.0	359	0.4	2.2
Nov 19	(r)	622	3.0	2.7	648	3.4	4.6	362	1.5	1.8
Dec 19	(r)	620	2.3	2.6	648	1.8	3.1	362	1.2	1.0
Jan 20	(r)	620	1.5	2.3	653	3.8	3.0	369	3.7	2.1
Feb 20	(r)	621	2.2	2.0	651	2.5	2.7	362	1.3	2.1
Mar 20	(r)	615	1.6	1.8	633	0.2	2.2	355	1.1	2.1
Apr 20	(r)	592	-3.8	0.0	581	-11.0	-2.8	339	-4.9	-0.8
May 20	(r)	595	-2.9	-1.7	578	-10.8	-7.3	338	-7.1	-3.7
Jun 20	(r)	593	-3.5	-3.4	592	-8.7	-10.2	347	-4.3	-5.4
Jul 20	(r)	607	-1.4	-2.6	619	-5.3	-8.2	357	-1.9	-4.4
Aug 20	(r)	619	-0.2	-1.7	635	-2.5	-5.5	366	0.0	-2.0
Sep 20	(r)	620	0.4	-0.4	637	-3.6	-3.8	369	0.8	-0.4
Oct 20	(p)	624	0.7	0.3	645	-0.5	-2.2	374	4.1	1.6

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

1. Estimates of total pay include bonuses but exclude arrears of pay.

2. The figure in brackets is the percentage of whole economy employment in that sector or industry for the latest time period.

3. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

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EARNINGS

14 Average Weekly Earnings (nominal) - bonus pay

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

		Whole Economy (100%) ¹			Private sector (82%) ²			Public sector (18%) ²		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average ²		Single month	3 month average ²		Single month	3 month average ²
		KAF4	KAF5	KAF6	KAF7	KAF8	KAF9	KAG2	KAG3	KAG4
Oct 18	(r)	38	22.1	5.4	45	21.8	5.0	3	3.8	-4.8
Aug 19	(r)	31	-2.8	1.5	38	-1.9	1.4	2	-56.1	2.4
Sep 19	(r)	36	10.2	4.3	41	9.6	4.6	2	35.5	3.2
Oct 19	(r)	32	-16.8	-3.8	38	-17.0	-4.0	2	-40.9	-34.8
Nov 19	(r)	33	6.6	-0.9	40	6.6	-1.4	2	0.2	-9.5
Dec 19	(r)	32	-3.5	-5.4	38	-3.8	-5.5	2	-3.4	-17.3
Jan 20	(r)	34	7.4	3.4	42	8.6	3.7	3	24.6	9.6
Feb 20	(r)	32	-1.4	0.8	38	-1.6	1.1	2	9.2	12.4
Mar 20	(r)	31	-4.2	0.5	37	-3.8	1.1	2	-29.1	1.1
Apr 20	(r)	27	-15.3	-6.9	33	-15.3	-7.0	2	-5.5	-10.1
May 20	(r)	26	-20.1	-13.2	31	-20.7	-13.4	3	28.7	-5.0
Jun 20	(r)	24	-25.0	-20.1	28	-26.4	-20.8	2	-8.1	4.0
Jul 20	(r)	25	-23.7	-22.9	33	-18.9	-21.9	2	-66.2	-29.4
Aug 20	(r)	33	5.3	-14.7	39	4.4	-13.9	1	-34.8	-44.3
Sep 20	(r)	33	-10.3	-9.9	37	-9.3	-8.3	2	-0.7	-44.7
Oct 20	(p)	33	5.0	-0.5	39	4.2	-0.5	2	46.7	2.7
		Services, SIC 2007 sections G-S (85%) ¹			Finance and business services, SIC 2007 sections K-N (22%) ²			Public sector excluding financial services (18%) ²		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average ²		Single month	3 month average ²		Single month	3 month average ²
		K5CS	K5CT	K5CU	K5CV	K5CW	K5CX	KAH3	KAH4	KAH5
Oct 18	(r)	40	25.0	5.7	87	19.9	-1.5	2	0.7	-4.4
Aug 19	(r)	32	-3.6	2.0	79	0.1	2.1	1	-54.1	-5.7
Sep 19	(r)	35	9.0	4.0	83	9.7	3.5	1	25.4	3.3
Oct 19	(r)	32	-19.8	-5.9	75	-13.4	-1.8	1	-41.5	-34.6
Nov 19	(r)	34	6.9	-2.7	82	0.9	-1.5	1	-1.7	-12.1
Dec 19	(r)	32	-4.0	-6.6	77	-0.1	-4.5	1	4.5	-15.9
Jan 20	(r)	36	8.8	3.9	85	7.3	2.7	2	9.2	4.2
Feb 20	(r)	32	-2.6	0.8	75	-2.1	1.8	2	12.7	9.1
Mar 20	(r)	31	-5.4	0.3	73	-6.7	-0.4	1	-37.2	-9.6
Apr 20	(r)	29	-11.8	-6.6	71	-10.7	-6.5	1	-5.5	-14.2
May 20	(r)	27	-19.9	-12.4	72	-13.9	-10.5	1	22.9	-12.9
Jun 20	(r)	25	-23.5	-18.4	55	-33.2	-19.3	1	13.2	9.4
Jul 20	(r)	27	-24.3	-22.6	60	-27.5	-24.8	1	-68.2	-30.3
Aug 20	(r)	34	5.1	-14.7	76	-3.2	-21.6	1	-31.1	-43.4
Sep 20	(r)	32	-7.0	-9.3	78	-6.7	-12.6	1	-5.1	-46.3
Oct 20	(p)	34	7.0	1.4	94	25.6	4.7	1	41.6	0.7
		Manufacturing, SIC 2007 section C (8%) ²			Construction, SIC 2007 section F (5%) ¹			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) ²		
		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year		Weekly Earnings (£)	% changes year on year	
			Single month	3 month average ²		Single month	3 month average ²		Single month	3 month average ²
		K5D3	K5D4	K5D5	K5D6	K5D7	K5D8	K5D9	K5DA	K5DB
Oct 18	(r)	26	-9.2	-5.8	32	3.6	8.0	24	7.8	-4.4
Aug 19	(r)	27	13.9	8.9	27	-21.7	7.6	21	0.9	4.2
Sep 19	(r)	24	-4.4	2.8	35	17.9	9.4	22	6.4	1.3
Oct 19	(r)	26	2.9	3.9	28	-12.3	-6.3	21	-14.7	-3.1
Nov 19	(r)	25	7.4	1.8	28	5.8	3.4	21	0.6	-3.1
Dec 19	(r)	25	-5.5	1.4	30	-1.2	-3.0	21	-2.4	-5.9
Jan 20	(r)	25	-4.2	-1.1	35	40.1	13.6	25	19.4	5.7
Feb 20	(r)	25	10.9	-0.1	32	14.6	16.5	20	-11.4	1.4
Mar 20	(r)	25	7.3	4.3	28	-8.7	13.7	19	-3.9	1.0
Apr 20	(r)	23	-17.7	-1.0	15	-57.5	-20.5	16	-20.3	-11.9
May 20	(r)	23	-10.8	-7.7	16	-48.2	-39.3	15	-37.3	-21.5
Jun 20	(r)	17	-37.8	-22.4	21	-25.7	-45.1	19	-21.7	-26.7
Jul 20	(r)	21	-21.5	-23.7	26	-15.5	-29.8	19	-9.9	-23.5
Aug 20	(r)	26	-4.1	-21.3	25	-8.1	-16.4	22	2.6	-10.1
Sep 20	(r)	22	-7.8	-11.2	22	-38.6	-22.1	21	-7.7	-5.1
Oct 20	(p)	19	-29.4	-13.9	24	-13.3	-21.6	22	9.3	1.2

Source: Monthly Wages & Salaries Survey

Earnings enquiries: 01633 456120

Email: earnings@ons.gov.uk

1. The figure in brackets is the percentage of whole economy employment in that sector or industry for the latest time period.

2. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

EARNINGS

15 Average Weekly Earnings (nominal) - regular pay¹

Standard Industrial Classification (2007)

Great Britain, seasonally adjusted

		Whole Economy (100%) ²			Private sector (82%) ²			Public sector (18%) ²		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³
		KAI7	KAI8	KAI9	KAJ2	KAJ3	KAJ4	KAJ5	KAJ6	KAJ7
Oct 18	(r)	494	3.5	3.3	486	3.6	3.4	528	2.5	2.7
Aug 19	(r)	508	3.6	3.8	501	3.7	3.9	542	3.2	3.3
Sep 19	(r)	509	3.6	3.6	501	3.6	3.7	544	3.4	3.2
Oct 19	(r)	509	3.2	3.5	501	3.2	3.5	545	3.3	3.3
Nov 19	(r)	510	3.2	3.3	502	3.2	3.3	547	3.3	3.4
Dec 19	(r)	511	3.2	3.2	503	3.2	3.2	547	3.3	3.3
Jan 20	(r)	511	2.8	3.0	504	2.7	3.0	547	3.0	3.2
Feb 20	(r)	511	2.8	2.9	504	2.7	2.8	549	3.4	3.2
Mar 20	(r)	510	2.4	2.7	502	2.1	2.5	550	3.5	3.3
Apr 20	(r)	503	-0.1	1.7	490	-0.9	1.3	559	3.1	3.3
May 20	(r)	503	-0.2	0.7	490	-1.4	-0.1	566	4.8	3.8
Jun 20	(r)	505	-0.2	-0.1	492	-1.3	-1.2	565	4.6	4.1
Jul 20	(r)	512	0.9	0.2	501	0.2	-0.8	562	4.0	4.4
Aug 20	(r)	518	1.9	0.9	508	1.5	0.1	563	3.8	4.1
Sep 20	(r)	524	2.9	1.9	514	2.5	1.4	567	4.4	4.0
Oct 20	(p)	527	3.5	2.8	518	3.3	2.4	568	4.2	4.1
		Services, SIC 2007 sections G-S (85%) ²			Finance and business services, SIC 2007 sections K-N (22%) ²			Public sector excluding financial services (18%) ²		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³
		K5DL	K5DM	K5DN	K5DO	K5DP	K5DQ	KAK6	KAK7	KAK8
Oct 18	(r)	478	3.7	3.5	591	3.4	2.8	524	2.6	2.7
Aug 19	(r)	491	3.5	3.8	614	4.6	4.7	539	3.3	3.3
Sep 19	(r)	492	3.6	3.7	616	4.6	4.5	540	3.5	3.3
Oct 19	(r)	493	3.2	3.5	618	4.5	4.6	542	3.3	3.4
Nov 19	(r)	494	3.3	3.4	617	4.0	4.4	543	3.4	3.4
Dec 19	(r)	495	3.4	3.3	618	3.9	4.1	544	3.4	3.4
Jan 20	(r)	495	3.0	3.2	616	2.5	3.5	544	3.1	3.3
Feb 20	(r)	495	3.0	3.1	618	3.2	3.2	545	3.5	3.3
Mar 20	(r)	495	2.6	2.9	617	2.3	2.7	547	3.6	3.4
Apr 20	(r)	490	0.8	2.2	615	1.5	2.4	556	3.2	3.4
May 20	(r)	491	0.8	1.4	615	1.2	1.7	563	4.8	3.9
Jun 20	(r)	492	0.6	0.7	616	0.4	1.0	562	4.6	4.2
Jul 20	(r)	498	1.6	1.0	624	2.2	1.2	559	3.9	4.4
Aug 20	(r)	504	2.6	1.6	641	4.5	2.3	559	3.8	4.1
Sep 20	(r)	510	3.6	2.6	644	4.6	3.8	564	4.4	4.0
Oct 20	(p)	513	4.1	3.4	646	4.6	4.6	564	4.2	4.1
		Manufacturing, SIC 2007 section C (8%) ²			Construction, SIC 2007 section F (5%) ²			Wholesaling, retailing, hotels & restaurants, SIC 2007 sections G & I (23%) ²		
		% changes year on year			% changes year on year			% changes year on year		
		Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³	Weekly Earnings (£)	Single month	3 month average ³
		K5DU	K5DV	K5DW	K5DX	K5DY	K5DZ	K5E2	K5E3	K5E4
Oct 18	(r)	579	2.1	2.1	590	3.0	3.3	334	3.8	3.8
Aug 19	(r)	593	3.0	2.6	623	5.6	5.5	342	2.7	3.1
Sep 19	(r)	593	2.5	2.7	623	5.5	5.6	344	3.5	3.1
Oct 19	(r)	594	2.7	2.8	620	5.1	5.4	338	1.3	2.5
Nov 19	(r)	596	2.9	2.7	620	3.3	4.6	340	1.6	2.1
Dec 19	(r)	596	2.8	2.8	619	2.0	3.4	340	1.4	1.4
Jan 20	(r)	594	1.7	2.4	619	2.7	2.6	344	2.9	2.0
Feb 20	(r)	596	1.9	2.1	618	2.1	2.2	342	2.3	2.2
Mar 20	(r)	590	0.9	1.5	610	1.2	2.0	340	1.7	2.3
Apr 20	(r)	570	-2.9	0.0	564	-8.5	-1.8	324	-3.9	0.0
May 20	(r)	572	-2.7	-1.6	561	-9.5	-5.6	324	-4.5	-2.2
Jun 20	(r)	577	-1.8	-2.5	570	-8.1	-8.7	330	-3.3	-3.9
Jul 20	(r)	585	-0.6	-1.7	593	-4.8	-7.5	337	-1.5	-3.1
Aug 20	(r)	592	-0.2	-0.9	609	-2.4	-5.1	342	-0.2	-1.7
Sep 20	(r)	596	0.5	-0.1	616	-1.1	-2.8	348	1.2	-0.1
Oct 20	(p)	603	1.4	0.6	622	0.2	-1.1	351	3.7	1.6

Source: Monthly Wages & Salaries Survey

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1. Estimates of regular pay exclude bonuses and arrears of pay.

2. The figure in brackets is the percentage of whole economy employment in that sector or industry for the latest time period.

3. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

EARNINGS

16 Average Weekly Earnings - real and nominal¹

Great Britain whole economy, seasonally adjusted

Total pay (including bonuses) ¹							
		Nominal earnings			Real earnings ³		
		Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
			Single month	3 month average ²		Single month	3 month average ²
		KAB9	KAC2	KAC3	A3WX	A3WV	A3WW
Oct 18	(r)	529	4.1	3.3	497	1.8	1.0
Aug 19	(r)	539	3.2	3.7	498	1.3	1.8
Sep 19	(r)	544	4.0	3.7	503	2.2	1.9
Oct 19	(r)	541	2.3	3.1	501	0.8	1.5
Nov 19	(r)	544	3.3	3.2	502	1.8	1.6
Dec 19	(r)	544	2.8	2.8	502	1.4	1.4
Jan 20	(r)	546	3.1	3.1	503	1.4	1.5
Feb 20	(r)	545	2.7	2.9	502	0.9	1.3
Mar 20	(r)	538	1.2	2.3	495	-0.3	0.7
Apr 20	(r)	528	-1.0	1.0	489	-1.9	-0.4
May 20	(r)	529	-1.2	-0.3	489	-2.0	-1.4
Jun 20	(r)	530	-1.5	-1.3	489	-2.3	-2.0
Jul 20	(r)	539	-0.2	-1.0	496	-1.2	-1.8
Aug 20	(r)	549	1.9	0.1	505	1.4	-0.7
Sep 20	(r)	558	2.5	1.4	512	1.8	0.6
Oct 20	(p)	560	3.5	2.7	514	2.6	1.9

Regular pay (excluding bonuses)							
		Nominal earnings			Real earnings ³		
		Nominal Weekly Earnings (£)	% changes year on year		Weekly Earnings at constant 2015 prices (£)	% changes year on year	
			Single month	3 month average ²		Single month	3 month average ²
		KAI7	KAI8	KAI9	A2FC	A2F9	A2FA
Oct 18	(r)	494	3.5	3.3	464	1.2	1.0
Aug 19	(r)	508	3.6	3.8	471	1.8	1.9
Sep 19	(r)	509	3.6	3.6	471	1.8	1.8
Oct 19	(r)	509	3.2	3.5	471	1.6	1.7
Nov 19	(r)	510	3.2	3.3	471	1.7	1.7
Dec 19	(r)	511	3.2	3.2	473	1.8	1.7
Jan 20	(r)	511	2.8	3.0	471	1.0	1.5
Feb 20	(r)	511	2.8	2.9	471	1.2	1.3
Mar 20	(r)	510	2.4	2.7	471	0.9	1.0
Apr 20	(r)	503	-0.1	1.7	464	-0.9	0.4
May 20	(r)	503	-0.2	0.7	465	-0.8	-0.3
Jun 20	(r)	505	-0.2	-0.1	466	-1.0	-0.9
Jul 20	(r)	512	0.9	0.2	470	-0.1	-0.6
Aug 20	(r)	518	1.9	0.9	478	1.5	0.2
Sep 20	(r)	524	2.9	1.9	481	2.1	1.2
Oct 20	(p)	527	3.5	2.8	484	2.7	2.1

Source: Monthly Wages & Salaries Survey

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1. Estimates of total pay include bonuses but exclude arrears of pay.

2. The three month average figures are the changes in the average seasonally adjusted values for the three months ending with the relevant month compared with the same period a year earlier.

3. Estimates of real earnings are calculated by deflating the nominal earnings estimates by the Consumer Prices Index including owner occupiers' housing costs (CPIH), our preferred measure of consumer price inflation.