

PAY SETTLEMENT ANALYSIS (BY IDR) December 2018

Median back up to 2.5% on foot of higher private sector awards

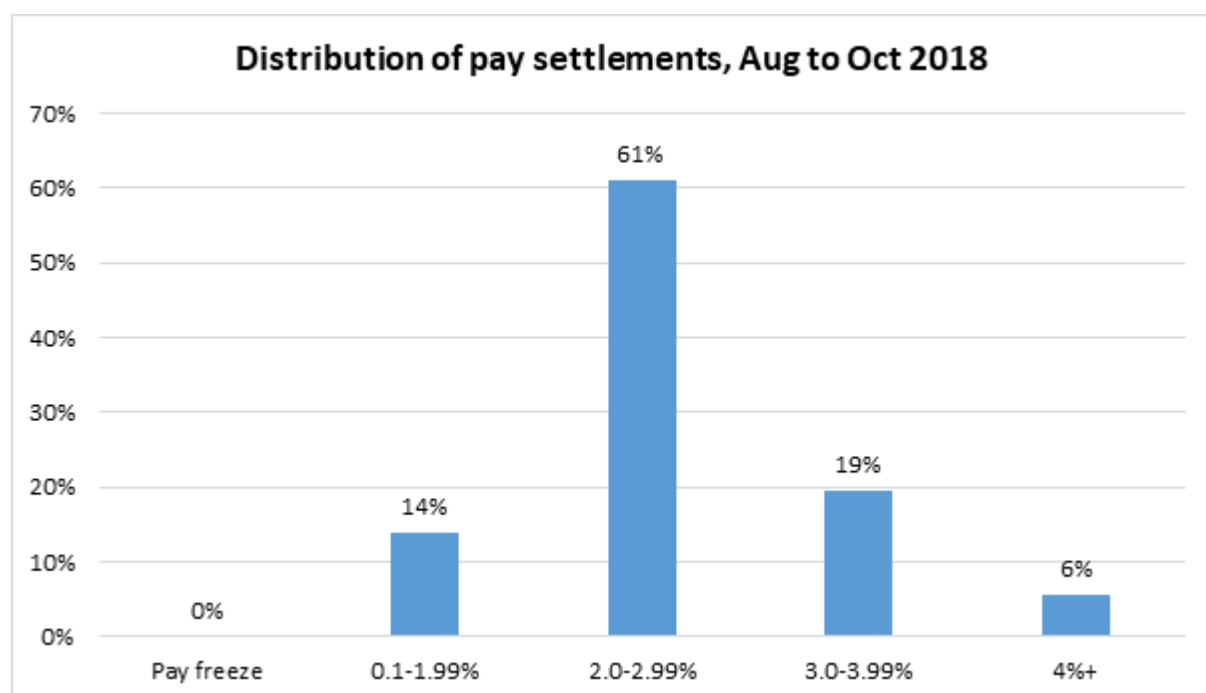
Pay settlement data – three months to end of October 2018

	Whole economy	Private sector	Public sector	Manufacturing & production	Private services
Median	2.5%	2.5%	2.0%	2.7%	2.0%
Average	2.6%	2.8%	2.0%	2.7%	3.0%
Interquartile range	2.0 to 2.9%	2.0 to 3.0%	1.5 to 2.3%	2.5 to 3.0%	2.0 to 2.5%

Based on 36 settlements covering 904,800 employees

Our latest analysis shows the median pay award across the economy back at 2.5% for the three months to the end of October 2018, having dipped to 2.4% in September. The interquartile range has widened marginally from between 2% and 2.8% to between 2% and 2.9% and the average has also ticked up, under the influence of more ‘higher-end’ awards in the private sector, with a quarter of pay awards worth 3% or more in the latest period.

Our latest figures come at a time of year that has become a quieter one for pay-setting, since the moving of the annual NMW uprating to April following the introduction of the higher ‘National Living Wage’. Some lower-paying firms continue to review pay at this time of year. These include Halfords, Pizza Express and for the moment, Sainsbury’s, which increased its hourly rate for around 120,000 staff by 9.3% from 1 September. However, the award covers an 18-month period and involves moving the hourly-paid review date to April from 2020 to align with other staff pay reviews.



Whole economy pay settlement levels

