

## KPMG and REC, UK Report on Jobs

### Candidate supply rises at fastest rate in over four-and-a-half years as hiring activity weakens again

39.1

PERMANENT  
PLACEMENTS INDEX  
JUN '25

45.5

TEMPORARY BILLINGS  
INDEX  
JUN '25

The KPMG and REC, UK Report on Jobs is compiled by S&P Global from responses to questionnaires sent to a panel of around 400 UK recruitment and employment consultancies.

Supply of labour expands at steepest rate since November 2020

Permanent placements drop at fastest pace in 22 months

Pay growth weakens for perm and temp staff

Commenting on the latest survey results, Jon Holt, Group Chief Executive and UK Senior Partner KPMG, said:

*"Ongoing geopolitical turbulence and the threat of rising costs, alongside the promise of technology efficiencies, mean companies continue to wait and see with their hiring. But where there have been recent Government commitments, such as in housebuilding and infrastructure, we are seeing a small increase in permanent vacancies in related sectors – construction and engineering – which is encouraging."*

*"As we head into the second half of the year, global headwinds will continue to impact the overall economic outlook, but clear priorities set out in the Industrial and Trade Strategies and growth in the services sector should provide some of that confidence business leaders need to start planning future investments and to consider their hiring activities."*

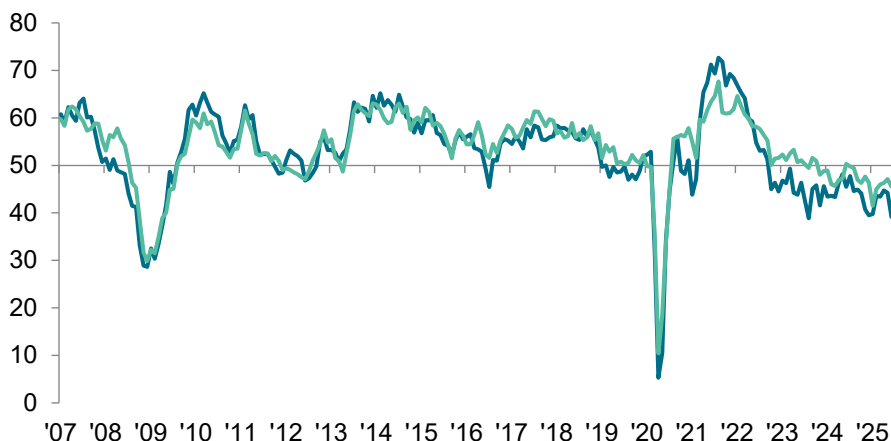
Commenting, Neil Carberry, REC Chief Executive, said:

*"There is more volatility month by month in the jobs market right now, as employers assess a complex picture and hire when they need to, but not yet at the rate they might want to. Much of that hesitation stems from the scar tissue left by the Spring tax hikes and fear of further business tax rises. But underlying this, there are some signs of improving demand. Temporary vacancies, especially in the private sector, are resilient. And we are seeing more sectors adding vacancies in construction, logistics, engineering and healthcare. There is potential out there – if businesses are given a clear run at doing what they do best."*

*"Clarity and transparency from government is vital to build trust with business and drive recovery. The new roadmap for the Employment Rights Bill allows for full and frank consultation on how the new rules will be shaped and gives breathing space to embattled businesses. Updating workplace protections is important, but striking the right balance with the business growth ambitions is the crucial part."*

■ Permanent Placements Index  
■ Temporary Billings Index

sa, >50 = growth since previous month



## Contents

- 1 Executive summary
- 2 Staff appointments
- 3 Vacancies
- 4 Vacancies by sector
- 5 Staff availability
- 6 Demand for skills
- 7 Pay pressures
- 8 Special feature
- 9 Scotland's labour market
- 10 Further information

## 1 Executive summary

The Report on Jobs is unique in providing the most comprehensive guide to the UK labour market, drawing on original survey data provided by recruitment consultancies and employers to provide the first indication each month of labour market trends.

The main findings for June are:

### Steeper reduction in recruitment activity in June

The latest survey of recruitment consultancies signalled an accelerated decline in hiring activity across the UK at the end of the second quarter. Permanent staff appointments fell at a substantial pace that was the quickest in nearly two years, while temp billings decreased at the fastest rate since February. There were widespread reports that companies had pulled back on hiring due to reduced confidence around the outlook and worries over costs.

### Candidate supply expands at fastest pace since late 2020

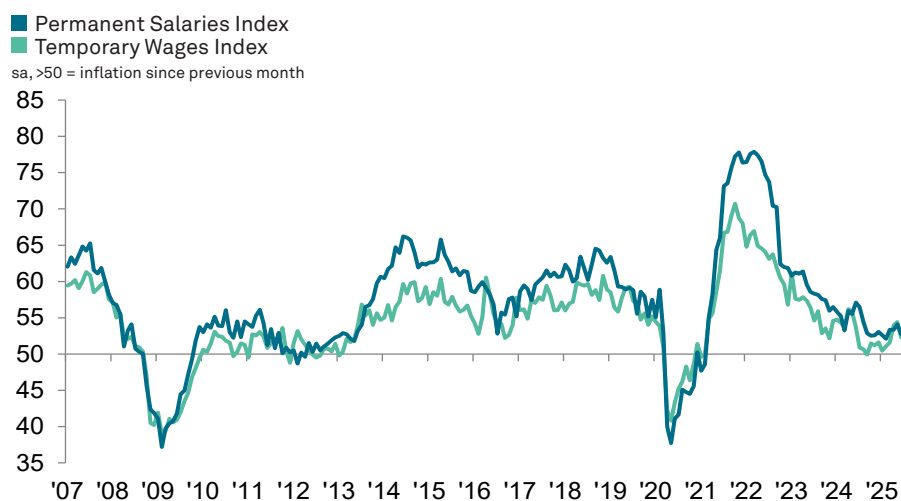
The overall availability of staff increased rapidly in June amid reports of redundancies and weaker demand for workers. While the supply of permanent labour expanded at a slightly faster rate than that seen for temporary candidates, in each case the rate of growth was the sharpest recorded since November 2020.

### Steeper decline in overall vacancies signalled

Total demand for workers continued to decline during June, and at a quicker pace than in May. Underlying data indicated that this reflected a steeper reduction in permanent vacancies, as demand for short-term staff fell at the softest rate in ten months.

### Slower growth in starting salaries and temp wages

Lower demand for workers, tighter client budgets and improvements in candidate supply dampened pay growth in June. Starting salaries and temp wages both increased modestly overall, with rates of inflation notably weaker than their historical trends.

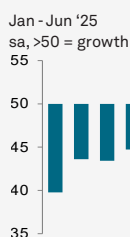


## 2 Staff Appointments

Recruitment consultancies report on the number of people placed in permanent jobs each month, and their revenues (billings) received from placing people in temporary or contract positions at employers.

An index reading above 50 signals a higher number of placements/billings than the previous month. Readings below 50 signal a decline compared with the previous month.

### Permanent Placements Index



### Permanent placements fall at fastest rate in 22 months

Latest survey data signalled a sharp and accelerated decline in the number of people placed into permanent roles across the UK during June. Notably, the rate of reduction was the steepest recorded since August 2023. Nearly twice as many recruitment consultancies registered lower placements compared to those that saw an increase (45% versus 23%). Panel members frequently mentioned that reduced business confidence and concerns over costs had led companies to delay or cut back on staff hiring.

### Permanent Placements Index

sa, >50 = growth since previous month

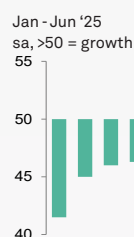


### Permanent Placements Index

sa, >50 = growth since previous month

	UK	London	South	Midlands	North
Jan '25	39.8	42.9	38.8	40.3	34.3
Feb '25	43.6	46.5	40.5	48.8	39.5
Mar '25	43.4	52.5	41.0	45.4	37.8
Apr '25	44.7	47.8	39.1	44.1	45.9
May '25	44.2	43.7	36.2	50.4	44.8
Jun '25	39.1	37.3	36.7	43.1	43.5

### Temporary Billings Index



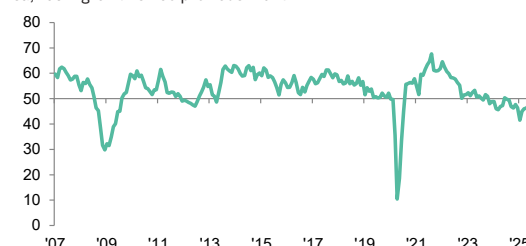
### Stronger reduction in temp billings

Adjusted for seasonal influences, the Temporary Billings Index remained below the crucial 50.0 value to signal a further fall in billings received from the employment of short-term staff in June. The rate of contraction was the quickest recorded since February and sharp overall. Where lower billings were reported, recruiters generally attributed this to a slowdown in market conditions and a reduced demand for workers.

Apart from a fractional rise in the Midlands, the decline in temp billings was broad-based and led by the South of England.

### Temporary Billings Index

sa, >50 = growth since previous month



### Temporary Billings Index

sa, >50 = growth since previous month

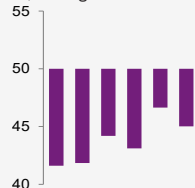
	UK	London	South	Midlands	North
Jan '25	41.5	38.6	38.4	50.1	41.3
Feb '25	45.0	41.0	43.8	49.2	46.6
Mar '25	46.0	46.6	44.8	48.9	40.2
Apr '25	46.3	49.3	42.0	47.3	42.3
May '25	47.1	49.6	41.3	51.3	47.2
Jun '25	45.5	45.8	42.8	50.2	45.9

## 3 Vacancies

Recruitment consultants are asked to specify whether the demand for staff from employers has changed on the previous month, thereby providing an indicator of the number of job vacancies.

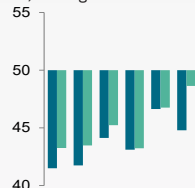
Total Vacancies Index

Jan - Jun '25  
sa, >50 = growth



Permanent  
Temporary

Jan - Jun '25  
sa, >50 = growth



### Further decline in overall demand for staff

At 45.0 in June, the seasonally adjusted Total Vacancies Index fell from 46.6 in May to signal a quicker decline in overall vacancies. This extended the current period of contraction to 20 months, with the latest reduction steeper than the average seen over this period and marked overall.

### Permanent & temporary vacancies

When broken down by job type, vacancy trends diverged in June. While demand for permanent staff fell at a sharper rate, temporary vacancies declined at the slowest pace since last August.

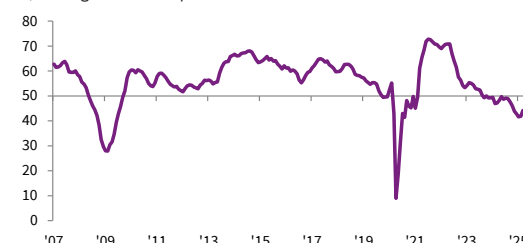
### Public & private sector vacancies

Demand for permanent staff fell at quicker rates across both the private and public sectors in June, with the latter seeing the steeper rate of contraction.

Softer falls in demand were signalled for temporary workers, with short-term vacancies in the private sector falling only slightly overall.

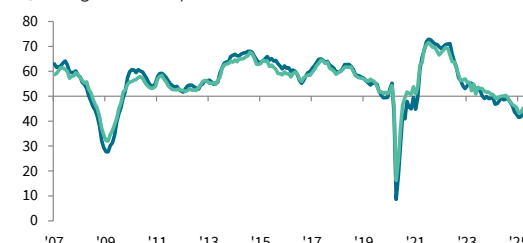
Total Vacancies Index

sa, >50 = growth since previous month



Permanent Vacancies Index  
Temporary Vacancies Index

sa, >50 = growth since previous month



Vacancy Index summary

sa, >50 = growth since previous month. \*Not seasonally adjusted.

	Permanent				Temporary		
	Total	Total	Private*	Public*	Total	Private*	Public*
Jan '25	41.6	41.5	41.8	40.0	43.3	43.3	43.1
Feb '25	41.8	41.7	44.7	39.7	43.5	44.8	37.2
Mar '25	44.2	44.1	44.9	40.4	45.2	46.2	40.9
Apr '25	43.1	43.1	44.7	35.7	43.2	43.4	42.5
May '25	46.6	46.6	47.8	41.1	46.8	47.9	41.2
Jun '25	45.0	44.8	46.1	38.5	48.6	49.5	44.5

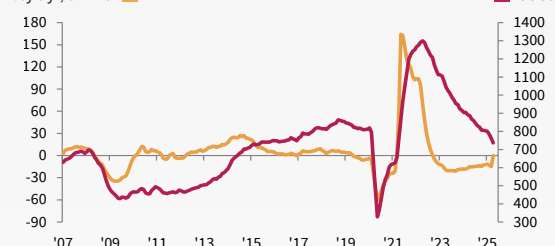
## Official data: UK job vacancies

Latest official figures from the Office for National Statistics (ONS) showed a further drop in vacancies across the UK in the three months to May. On an annual basis, the number of open roles fell by 150,000 to stand at 736,000. This was the lowest figure published in just over four years.

Vacancies have now declined continuously for close to three years, with the number of job opportunities now approximately 10% lower than seen before the COVID-19 pandemic (819,000 in the three months to February 2020).

UK job vacancies

%yr/yr, 3mma



Source: Office for National Statistics via S&P Global Market Intelligence.

## 4 Vacancies by sector

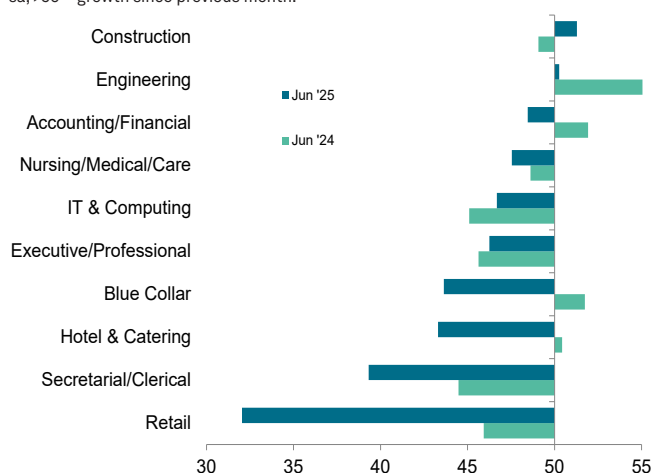
Recruitment consultancies are requested to compare the demand for staff according to sector with the situation one month ago.

### Permanent vacancies

Retail saw by far the steepest reduction in demand for permanent staff across the eight job categories that posted a decline. The only sectors to record an increase in permanent vacancies were Construction and Engineering, though upturns were only mild overall.

#### Permanent Vacancies Index

sa, >50 = growth since previous month.

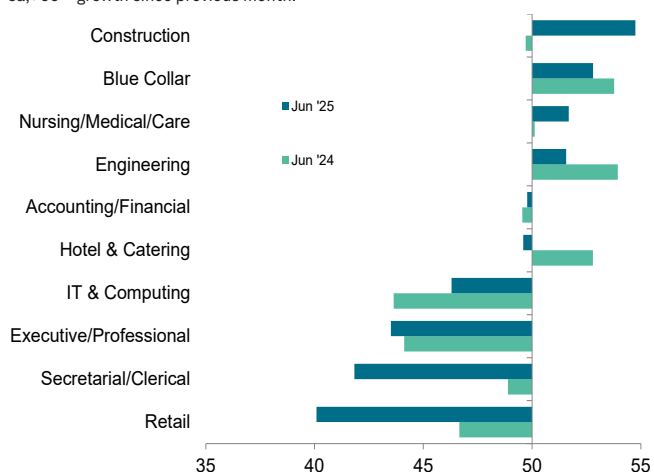


### Temporary vacancies

Six of the ten broad job sectors monitored by the survey registered lower demand for temporary workers in June. The sharpest drops were signalled for Retail and Secretarial/Clerical roles. Construction recorded the strongest growth, experiencing a renewed and solid increase in vacancies.

#### Temporary Vacancies Index

sa, >50 = growth since previous month.

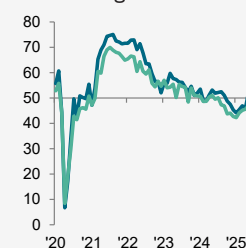


### Vacancy index by sector

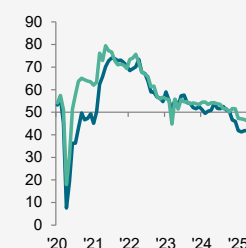
■ Permanent ■ Temporary

sa, >50 = growth since previous month

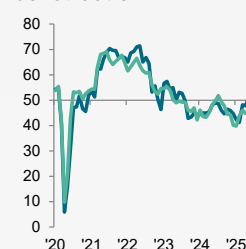
#### Accounting & Financial



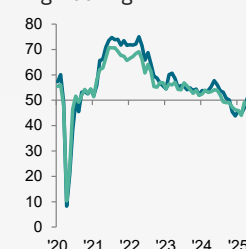
#### Blue Collar



#### Construction



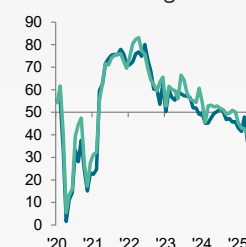
#### Engineering



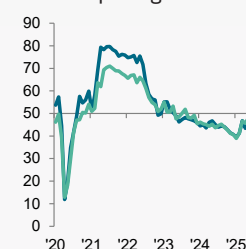
#### Executive & Professional



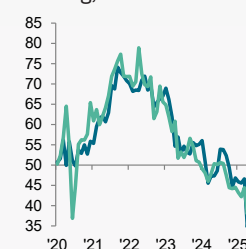
#### Hotel & Catering



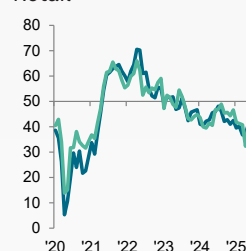
#### IT & Computing



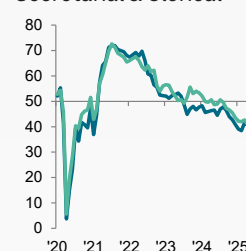
#### Nursing, Medical & Care



#### Retail



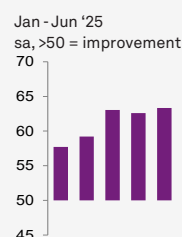
#### Secretarial & Clerical



## 5 Staff availability

Recruitment consultants are asked to report whether availability of permanent and temporary staff has changed on the previous month. An overall indicator of staff availability is also calculated.

Total Staff Availability Index



### Total candidate supply rises at sharpest rate since November 2020

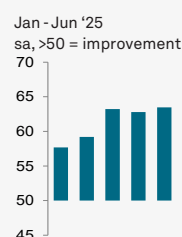
Overall staff availability increased further at the end of the second quarter, thereby stretching the current period of expansion to 28 months. Furthermore, the rate of growth was the sharpest recorded since November 2020. This was signalled by the respective seasonally adjusted index rising from 63.3 in May to 66.1 in June.

Total Staff Availability Index

sa, >50 = improvement since previous month



Permanent Staff Availability Index



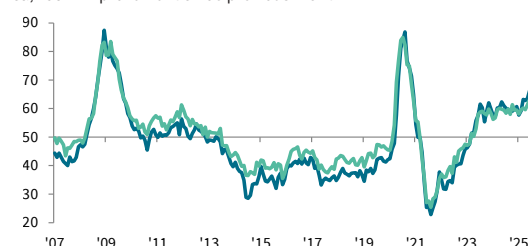
### Substantial upturn in permanent candidate availability

The availability of staff to fill permanent positions increased at a sharp and accelerated pace in June. Notably, the rate of growth was the steepest recorded by the survey in just over four-and-a-half years. The upturn was widely linked to redundancies, but also more people seeking out new work opportunities due to concerns over current job security.

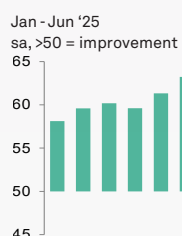
The supply of permanent candidates rose sharply across all four monitored English areas in June, led by the South of England.

Permanent Staff Availability Index

sa, >50 = improvement since previous month



Temporary Staff Availability Index



### Supply of temp staff expands at historically sharp rate

The upturn in temporary candidate numbers also gathered pace in June, with growth hitting the highest since November 2020. Panellists widely reported that redundancies and fewer job opportunities had pushed up the supply of short-term workers.

The South of England recorded the sharpest increase in temporary candidate availability, while the softest was seen in London.

Permanent Staff Availability Index

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
Jan '25	57.7	57.2	55.5	61.0	55.5
Feb '25	59.2	60.3	57.5	61.5	58.3
Mar '25	63.2	66.5	60.4	60.9	66.8
Apr '25	62.8	61.5	60.8	63.0	66.2
May '25	63.5	60.6	63.3	62.4	65.3
Jun '25	66.3	65.5	67.6	65.3	64.1

Temporary Staff Availability Index

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
Jan '25	58.1	60.8	55.9	56.9	61.2
Feb '25	59.6	69.3	55.7	57.4	59.3
Mar '25	60.2	61.8	59.9	58.2	62.0
Apr '25	59.6	60.2	61.0	57.8	61.1
May '25	61.3	63.0	62.6	60.2	58.0
Jun '25	63.2	62.8	67.0	62.5	56.1



## 6 Demand for skills

Recruitment consultancies are invited to specify any areas in which they have encountered skill shortages during the latest month.

### Skills in short supply: Permanent staff

Accounting/Financial	Engineering	Technical Sales Technology
Accountants Accounts Assistant Auditors Bookkeepers Credit Controllers Estimators Finance Finance Business Partner Finance Managers Financial Controllers Financial Planners Investment Management Accountants Part Qualified Accountants Part Qualified Finance Practice Accountant Purchase Ledger Tax & Audit Tax Accountant Taxation	Design Engineers Electrical Engineers Engineers Field Service Engineers Maintenance Engineers Oil & Gas Engineers Production & Process Engineers Senior Engineers Supplier Quality Engineers Technical Engineer Technicians Validation Engineers	Allied Health Professionals Carers Consultant Doctors Doctors Life Sciences (Sales) Medical Nurses Occupational Therapist Paediatric Nurses Paramedics Physiotherapist Social Workers
Blue Collar	Executive/Professional	Retail
Blue Collar Drivers FLT Operators HGV Mechanic HVAC LGV 2 Drivers LGV Drivers Refrigeration Security Guards Spray Painter Trades Vehicle Technicians Warehouse Operatives Welders	Business Development Commercial Manager Communications Manager Digital Marketing Energy & Renewables Human Resources Law Legal Legal Secretarial Management Marketing Mid-Management Mid-Senior Management Professional Real Estate	Retail
Construction	Hotel/Catering	Secretarial/Clerical
Architectural Tech Building Managers Building Surveyors Civil & Structural Engineers Construction Fitters Part 2 Architect Asst. Project Managers MEP Quantity Surveyors Site Engineer Site Foreman Structural Engineers Surveyors	Chefs Hospitality	Administration Entry Level Administration Office Staff Secretary
Engineering	IT/Computing	Other
Graduate Engineers Plant Operatives	AI Developers CAD CNC Cyber Security Data Architect Data Engineers Developers Full-Stack Developer IT IT Project Manager Programmers Senior IT Engineers Software Software Architects Software Developer Software Engineers Software Sales Technical Roles	ANPR Engineers Buyers Coachbuilder Commercial Customer Service Demand Planners Entry Level European Languages German Speakers Insurance Specialists Logistics Sales Sales Order Processor Security Cleared Teachers

### Skills in short supply: Temporary staff

Accounting/Financial	Hotel/Catering
Accountants Accounts Assistant Collateralised Debt Credit Controllers Finance Public Sector Finance Purchase Ledger Sales Ledger	Chefs
Blue Collar	IT/Computing
Blue Collar Carpenters Coded Welders Drivers FLT Operators Forklift Drivers HGV Drivers HGV Mechanic LGV Drivers Machine Operators Manufacturing Operatives Mechanical Assemblers Operatives Plater Steel Operatives Warehouse Operatives Welders	CNC Cyber Security Data Scientists Developers IT IT Operations Management Security Cleared IT Senior IT Engineers Software Software Architects Software Design Software Engineers Technical Managers Technology
Construction	Nursing/Medical/Care
Building Surveyors Civil & Structural Engineers Construction Decorators Labourers Project Managers MEP Site Engineer Skilled Trades	Carers Midwife Nurses Paediatric Nurses Psychiatric Nurses Social Workers
Engineering	Secretarial/Clerical
Contract Engineers Design Engineers M&E Electrical Engineers Engineers HGV Engineers Oil & Gas Engineers Specialist Engineering Technicians	Office Staff Receptionist Sales Administrators Sales Support
Executive/Professional	Other
Business Analysts Human Resources Marketing	Customer Service Entry Level Logistics Sales Manager Transport Planning

### Skills in excess supply: Permanent staff

Accounting/Financial	HR Qualified	Software Sales
Accountants CFOs Finance Finance Directors Interim Finance	Human Resources Legal Secretarial Management Managing Director Marketing Marketing Managers Mid-Management Operations Managers Project Managers Recruitment Consultants Senior Level Management Senior Management	Technical Support
Blue Collar	Hotel & Catering	Nursing/Medical/Care
Blue Collar Factory Industrials Labour Manufacturing Site Managers Warehouse Operatives	Hotel Manager Restaurant Managers	Carers Healthcare Assistants Nurses Research Scientist
Construction	IT/Computing	Secretarial/Clerical
Labourers	C# CTOs Data Scientists Entry Level IT IT IT Directors IT Infrastructure IT Project Manager Software Architects	Administration Clerical Personal Assistant
Engineering	Other	Other
Graduate Engineers Plant Operatives	Change & Transformation Customer Service Customs Clearance Freight Forwarder General Managers Graduates Logistics Public Sector General Research & Development Sales Manager Testers	
Executive/Professional	Other	Other
Business Analysts C-suite Digital Marketing HR Manager		

### Skills in excess supply: Temporary staff

Accounting/Financial	IT Directors
Accountants Finance	Technical Support
Blue Collar	Nursing/Medical/Care
Blue Collar HGV Drivers Industrials Manufacturing Operatives Production Operators Warehouse Operatives	Healthcare Assistants Nurses
Construction	Retail
Labourers	Retail
Executive/Professional	Secretarial/Clerical
Business Analysts Human Resources Project Managers Senior Level Management	Administration Secretary
Hotel & Catering	Other
Hospitality	Change & Transformation Customer Service Logistics Telecomms
IT/Computing	Other
Data Scientists IT	

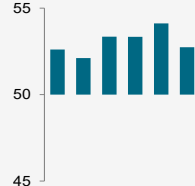
Note: Skills can be reported as being both in short supply and excess supply as we survey various recruitment agencies across the country, so there is geographical variation as well as the possibility of candidates with particular skills being concentrated in certain areas.

## 7 Pay pressures

The recruitment industry survey tracks both the average salaries awarded to people placed in permanent jobs each month, as well as average hourly rates of pay for temp/contract staff.

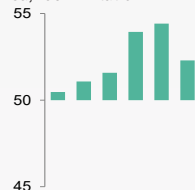
### Permanent Salaries Index

Jan - Jun '25  
sa, >50 = inflation



### Temporary Wages Index

Jan - Jun '25  
sa, >50 = inflation



### Permanent salary growth slips to four-month low

The seasonally adjusted Permanent Salaries Index signalled an increase in starting pay for permanent joiners for the fifty-second month in a row in June. That said, the rate of inflation dipped to a modest pace that was the softest since February. Some firms noted competition for scarce candidates and more senior roles had pushed up rates of pay. However, tighter client budgets and improved candidate supply reportedly dampened overall growth. Softer increases in starting salaries were seen across all four monitored English regions.

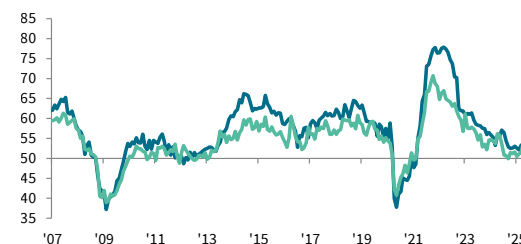
### Temp wages increase only modestly in June

After improving to a one-year high in May, temp pay growth slowed in June. Notably, the latest increase in average hourly wages was the slowest seen in three months and only mild. While a number of recruiters noted that pay offers had increased due to efforts to attract suitably-skilled candidates, others stated that pressure on client budgets and rising candidate supply had weighed on overall growth.

The North of England registered a fresh decline in temp pay (albeit modest), while softer upturns were seen elsewhere.

### Permanent Salaries Index

sa, >50 = inflation since previous month



### Permanent Salaries Index

sa, >50 = inflation since previous month

	UK	London	South	Midlands	North
Jan '25	52.6	52.2	49.7	55.1	52.9
Feb '25	52.1	55.4	49.9	53.9	48.7
Mar '25	53.3	57.8	52.0	54.6	48.2
Apr '25	53.3	53.0	51.8	54.1	52.5
May '25	54.1	56.9	51.2	54.2	53.8
Jun '25	52.7	53.6	51.0	53.4	51.1

### Temporary Wages Index

sa, >50 = inflation since previous month

	UK	London	South	Midlands	North
Jan '25	50.5	51.3	48.7	53.3	51.0
Feb '25	51.1	51.7	50.0	52.8	50.2
Mar '25	51.6	53.1	51.0	53.3	50.6
Apr '25	53.9	53.3	55.2	53.5	54.0
May '25	54.4	52.8	54.4	55.8	56.2
Jun '25	52.3	52.7	52.8	51.0	48.1

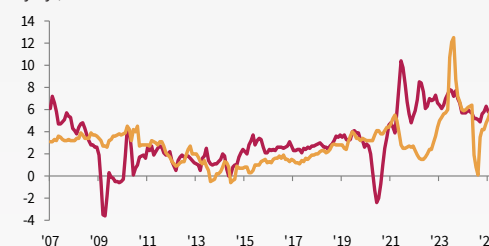
## Official data: UK average weekly earnings

Latest data from the ONS showed that average weekly earnings (including bonuses) increased by 5.3% on an annual basis in the three months to April. Though strong in the context of historical data, this marked the softest rise in pay since the three months to September 2024.

Data broken down by sector revealed that the slowdown was driven by a weaker rise in private sector earnings (5.3%, down from 5.5%), as public sector pay growth quickened slightly (5.5%, up from 5.4%).

### UK average weekly earnings

%yr/yr, 3mma



Source: Office for National Statistics via S&P Global Market Intelligence.



## 8 Special feature

This section features data from the Recruitment and Employment Confederation

### Recruitment re-imagined: The promise and pitfalls of AI

A 2023 UK Government-backed survey found that 48% of British recruitment agencies now use some form of AI, up from 32% in 2021. Artificial intelligence (AI) is no longer experimental in the recruitment sector; it is an everyday business tool.

The Recruitment and Employment Confederation (REC) reports that the industry's headcount grew by just 1.9% in 2023, this is far slower than the 18.6% growth the year before. As a result, agencies are turning to AI to drive productivity. One in four firms not yet using AI say they plan to adopt it within a year.

Recruitment activity continued to soften in June. The latest KPMG and REC UK Report on Jobs showed a quicker decline in overall demand for staff, driven by a steeper drop in permanent vacancies. However, demand for temporary workers fell at the slowest rate in ten months.

#### Why agencies are turning to AI.

Commercial pressures are also accelerating uptake. Faced with increasing levels of red tape, rising costs, shrinking margins, and widening skills gaps, agencies see AI as a faster, more efficient way to operate, offering a welcome boost in today's challenging environment.

We see this as a global trend, too. Gallup's latest Workforce Study reports that 93% of Fortune 500 chief HR officers have begun integrating AI into recruitment and broader people management. These innovations can reduce time to hire by weeks, even days while surfacing passive candidates who might otherwise have been missed.

#### Limitations and risks: Bias, regulation and human judgement.

Despite its advantages, AI has limits. The REC's 2023/24 Industry Status Report found that AI's impact is strongest at the start of the recruitment process.

- 90% of agencies using AI deploy it to draft job descriptions
- 39% use it for CV screening
- 32% for proactive talent sourcing

Adoption drops significantly further down the funnel:

- Just 11% use AI to schedule interviews
- Only 8% trust it to manage onboarding

This reflects ongoing caution around automating candidate-facing tasks that require empathy and nuance.

Bias remains a concern. Former Welsh Secretary David T. C. Davies reported being repeatedly screened out by automated systems even though his CV listed a former Prime Minister as a personal reference. Despite two decades in public office, the algorithms failed to recognise the credibility of his background, illustrating how rigid systems can penalise non-standard career paths.

Beyond fairness, technical and regulatory challenges persist. AI models process huge volumes of personal data - raising potential GDPR and Equality Act compliance issues. Regulatory scrutiny will only increase as AI becomes more embedded.

#### The Human-AI balance: Co-pilot, not Captain.

For all its promise, AI remains "a co-pilot, not a captain." The most effective recruitment strategies combine automation's speed with human empathy, judgement, and relationship-building skills of consultants.

Used responsibly, AI can support faster, fairer hiring; without clear standards and oversight, however, it risks amplifying old biases. AI has the potential to reshape recruitment for the better, but in this people-centric sector, there will always be a place for people.

#### Support for REC Members

Wherever you are on your journey REC members can access practical resources and case studies that cut through jargon, clarify regulations, and help your business unlock AI's potential. Get in touch with us to find out more.

## 9 Scotland's labour market

### Renewed fall in permanent placements in June

This section contains the latest data and findings from the Scottish companies participating in the UK Jobs survey.

The number of people placed into permanent jobs in Scotland fell for the first time in three months in June, and at a sharp rate. In contrast, temp billings increased solidly following a marginal reduction in May.

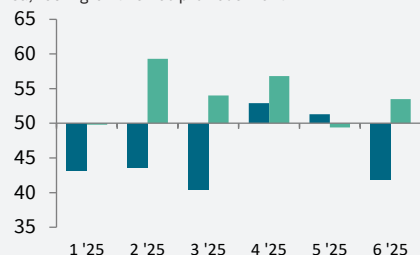
The rate of starting salary inflation meanwhile slowed for the second month in a row, with the rate of growth the softest recorded since February 2021. In contrast, recruiters in Scotland signalled a stronger increase in temp pay in June, with the rate of wage growth hitting a one-year high.

The availability of workers across Scotland expanded at a quicker pace at the end of the second quarter. The number of permanent candidates rose at the sharpest rate since October 2020, while the upturn in temporary staff supply was the most pronounced since September 2020.

■ Permanent Placements Index

■ Temporary Billings Index

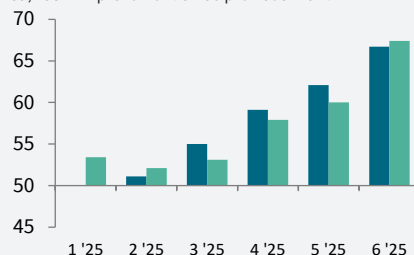
sa, >50 = growth since previous month



■ Permanent Availability Index

■ Temporary Availability Index

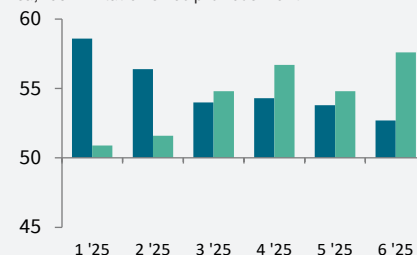
sa, >50 = improvement since previous month



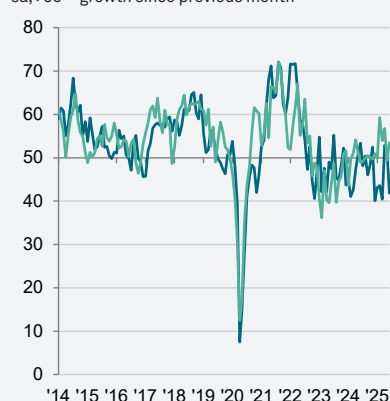
■ Permanent Salaries Index

■ Temporary Wages Index

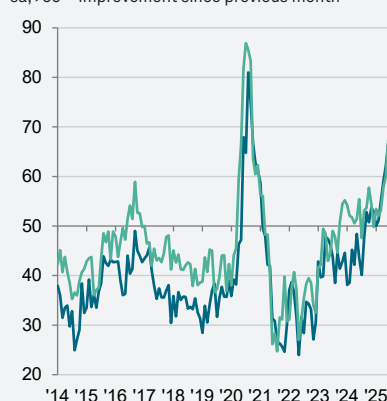
sa, >50 = inflation since previous month



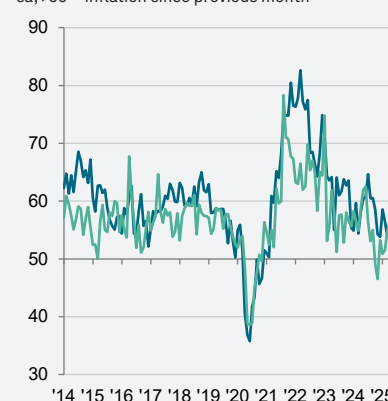
sa, >50 = growth since previous month



sa, >50 = improvement since previous month



sa, >50 = inflation since previous month



#### Scotland Jobs Index summary

sa, 50 = no change over previous month

	Permanent Placements	Temporary Billings	Permanent Availability	Temporary Availability	Permanent Salaries	Temporary Wages
01 '25	43.2	49.8	50.0	53.4	58.6	50.9
02 '25	43.6	59.3	51.1	52.1	56.4	51.6
03 '25	40.4	54.0	55.0	53.1	54.0	54.8
04 '25	52.9	56.8	59.1	57.9	54.3	56.7
05 '25	51.3	49.4	62.1	60.0	53.8	54.8
06 '25	41.8	53.5	66.7	67.4	52.7	57.6

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### Methodology

The KPMG and REC, UK Report on Jobs is compiled by S&P Global from responses to questionnaires sent to a panel of around 400 UK recruitment and employment consultancies.

Survey responses are collected in the second half of each month and indicate the direction of change compared to the previous month. A diffusion index is calculated for each survey variable. The index is the sum of the percentage of 'higher' responses and half the percentage of 'unchanged' responses. The indices vary between 0 and 100, with a reading above 50 indicating an overall increase compared to the previous month, and below 50 an overall decrease. The indices are then seasonally adjusted.

Underlying survey data are not revised after publication, but seasonal adjustment factors may be revised from time to time as appropriate which will affect the seasonally adjusted data series.

For further information on the survey methodology, please contact  
[economics@spglobal.com](mailto:economics@spglobal.com).

### Survey Dates

Data were collected 12-24 June 2025.

### About S&P Global

S&P Global (NYSE:SPGI) S&P Global provides essential intelligence. We enable governments, businesses and individuals with the right data, expertise and connected technology so that they can make decisions with conviction. From helping our customers assess new investments to guiding them through ESG and energy transition across supply chains, we unlock new opportunities, solve challenges and accelerate progress for the world.

We are widely sought after by many of the world's leading organizations to provide credit ratings, benchmarks, analytics and workflow solutions in the global capital, commodity and automotive markets. With every one of our offerings, we help the world's leading organizations plan for tomorrow, today. [www.spglobal.com](http://www.spglobal.com).

### About KPMG UK

KPMG LLP, a UK limited liability partnership, operates across the UK with approximately 17,000 partners and staff. The UK firm recorded a revenue of £2.99 billion in the year ended 30 September 2024.

KPMG is a global organisation of independent professional services firms providing Audit, Legal, Tax and Advisory services. It operates in 143 countries and territories with more than 275,000 partners and employees working in member firms around the world. Each KPMG firm is a legally distinct and separate entity and describes itself as such. KPMG International Limited is a private English company limited by guarantee. KPMG International Limited and its related entities do not provide services to clients.

### About REC

The REC is the voice of the recruitment industry, speaking up for great recruiters. We drive standards and empower recruitment businesses to build better futures for their candidates and themselves. We are champions of an industry which is fundamental to the strength of the UK economy. Find out more about the Recruitment & Employment Confederation at [www.rec.uk.com](http://www.rec.uk.com).

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