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KPMG and REC, UK Report on Jobs

Permanent placements close to stabilising in February

49.2

PERMANENT PLACEMENTS INDEX FEB '26

48.0

TEMPORARY BILLINGS INDEX FEB '26

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.

Permanent staff appointments fall at weakest rate for nearly three years

Demand for staff declines at softest pace in nine months

Rates of pay growth ease amid further increases in staff availability

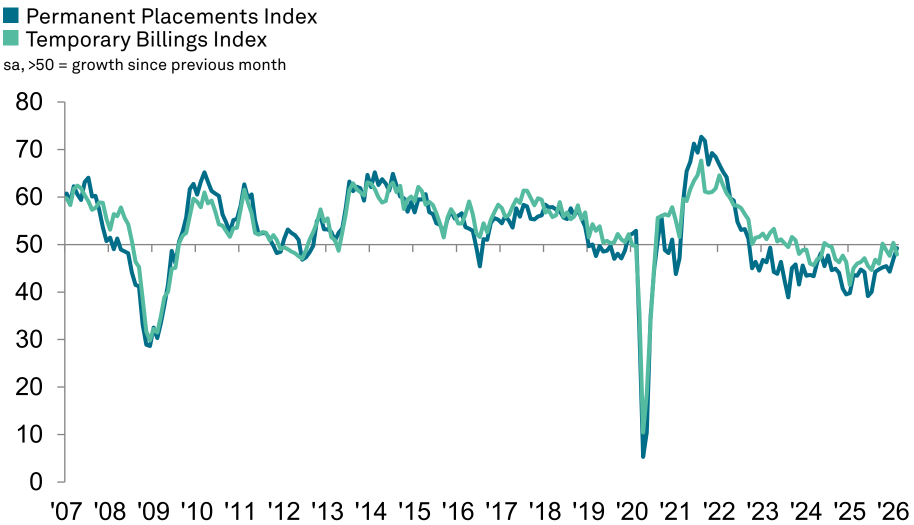
Commenting on the latest survey results, Jon Holt, Group Chief Executive and UK Senior Partner KPMG, said:

"Despite a marginal fall in hiring last month, the jobs market was showing its strongest signs of improvement in three years, with hiring at its closest point to turning positive. However, we need stability for sustained growth, and yet again businesses are facing into unexpected economic shocks because of global events out of their control. Resilience is now the new normal, so it is likely we may see these signs of recovery stall again in the near term as chief execs take stock."

Neil Carberry, REC Chief Executive, said:

"While February's report is by no means a source of unalloyed celebration, it does suggest that the worst of the hiring slowdown has passed. There may still be a few bumpy months to come, especially in light of global instability, but the stabilising trend we have seen so far this year has continued. It is notable that regions and sectors most exposed to the industrial strategy seem to be the liveliest.

"A real turnaround requires growing confidence among businesses and consumers. There is cash in the system to spend if consumers and businesses feel better – a core goal of policy should be to tackle this by reducing the cost of doing business, which will in turn address the rising cost of living. From a more practical approach to the Employment Rights Act, to energy costs, the impact of business tax rises and planning reform, there is plenty to do that could back businesses to grow and create jobs sustainably."



S&P Global

Contents

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 February are:

Permanent placements fall only slightly in February

Latest survey data indicated that permanent staff hiring decreased only marginally in February, marking the weakest decline since March 2023. While some recruiters mentioned that overall hiring conditions remained subdued, others noted a relative improvement in employers' willingness to recruit new staff. Meanwhile, temp billings declined modestly in February, following a slight increase at the start of 2026.

Vacancies decline at softest pace since last May

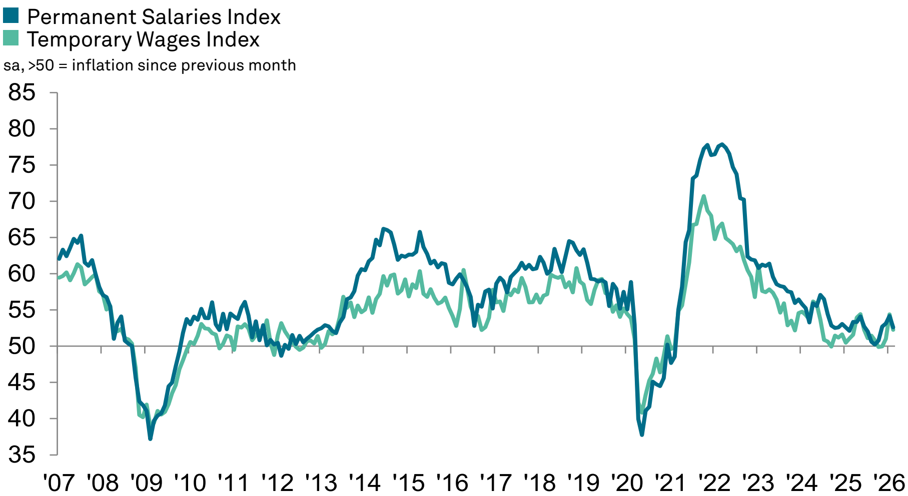
The number of job opportunities across the UK continued to decrease in February. However, the rate of contraction was the slowest recorded since last May, as a weaker drop in permanent vacancies offset a slightly quicker reduction in demand for temporary staff.

Softer increases in rates of starting pay

After hitting a 17-month high in January, the rate of starting salary inflation slowed in February. Notably, salaries increased at the softest pace since last October and to a degree that was well below the survey average. Temp wage inflation also weakened from the start of the year, with pay rising modestly overall. Competition for sought-after skills continued to exert upward pressure on pay, yet some recruiters reported that improved candidate supply had limited wage increases.

Further sharp rise in candidate numbers

February data signalled a rapid rise in overall candidate availability across the UK, with the rate of expansion picking up from January's one-year low. That said, the pace of increase remained slower than that seen on average over 2025. Underlying data indicated that a stronger rise in the supply of permanent workers more than offset the softest expansion in temp candidate numbers since January 2025.



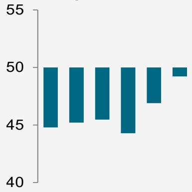
2 Staff Appointments

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

Sep '25 - Feb '26
sa, >50 = growth



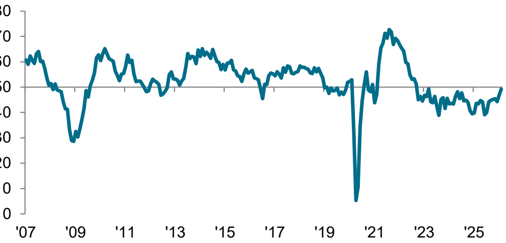
Permanent staff appointments fall only slightly in February

Recruiters across the UK signalled a much softer and only marginal reduction in permanent placements midway through the first quarter. Notably, the pace of decline was the slowest seen since March 2023. Panellists that recorded a reduction in placements generally attributed this to low business confidence, economic uncertainty and relatively high staffing costs. However, others commented on a relative improvement in firms' appetite to fill vacancies.

On a regional basis, permanent placements fell at weaker but solid rates in London and the South of England. An increase was meanwhile seen in the North of England, but the Midlands recorded the first decline for three months.

Permanent Placements Index

sa, >50 = growth since previous month



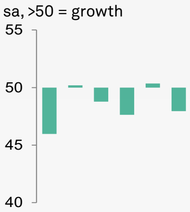
Permanent Placements Index

sa, >50 = growth since previous month

	UK	London	South	Midlands	North
Sep '25	44.8	45.2	43.3	46.6	45.0
Oct '25	45.2	46.7	45.8	45.2	44.3
Nov '25	45.5	45.2	45.7	46.8	43.8
Dec '25	44.3	40.2	44.4	51.0	38.5
Jan '26	46.9	42.1	44.9	50.5	45.8
Feb '26	49.2	46.6	46.0	48.7	51.6

Temporary Billings Index

Sep '25 - Feb '26
sa, >50 = growth



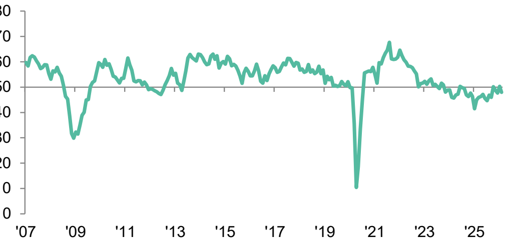
Temp billings fall back into decline

Adjusted for seasonal factors, the Temporary Billings Index signalled a reduction in billings received from the employment of short-term staff for the third time over the past four months in February. That said, the rate of contraction was modest and slower than the average seen over 2025. There were a number of reports that uncertainty over the economic outlook and generally muted demand for staff had weighed on billings in the latest survey period.

Temp billings declined across all four monitored English areas bar the Midlands. Nevertheless, the rate of growth here was the slowest recorded since last August.

Temporary Billings Index

sa, >50 = growth since previous month



Temporary Billings Index

sa, >50 = growth since previous month

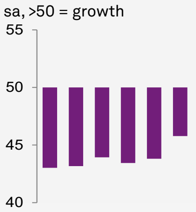
	UK	London	South	Midlands	North
Sep '25	46.0	43.4	41.7	53.1	51.0
Oct '25	50.2	49.1	48.9	54.0	50.2
Nov '25	48.8	50.8	44.7	55.4	46.4
Dec '25	47.6	45.5	44.0	58.3	43.5
Jan '26	50.3	47.1	51.9	54.6	43.1
Feb '26	48.0	44.9	46.1	51.6	48.0

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.

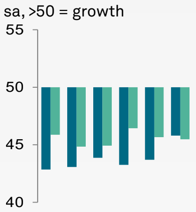
Total Vacancies Index

Sep '25 - Feb '26
sa, >50 = growth



Permanent
Temporary

Sep '25 - Feb '26
sa, >50 = growth



Demand for staff decreases at softest pace in nine months

Latest survey data pointed to a weaker reduction in overall vacancies during February. The respective seasonally adjusted index posted 45.8, up from 43.8 in January, signalling the softest decline in demand for staff for nine months, albeit one that was solid overall. Vacancies have now fallen in each of the past 28 months.

Permanent & temporary vacancies

The softer fall in overall demand for workers was driven by a slower decline in permanent vacancies, which decreased at the weakest pace since last May. Meanwhile, temporary worker demand fell at the steepest rate in three months.

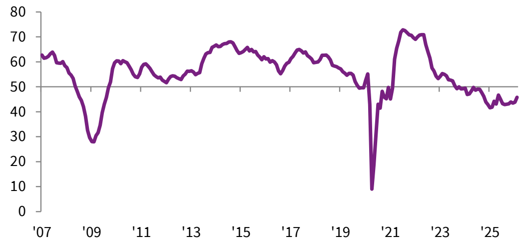
Public & private sector vacancies

Demand for staff fell across both the private and public sectors during February.

The most pronounced drop in vacancies was signalled for permanent staff in the public sector, while permanent positions declined at a notably gentler pace in the private sector. Meanwhile, the weakest reduction in demand was seen for temporary workers in the public sector.

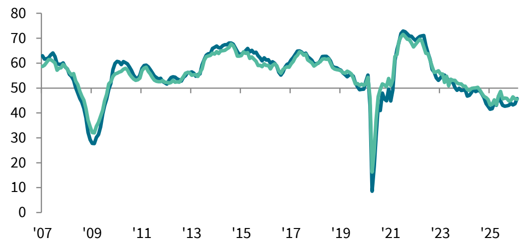
Total Vacancies Index

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*
Sep '25	43.0	42.8	44.5	38.8	45.9	49.5	41.2
Oct '25	43.2	43.1	47.6	39.7	44.8	48.5	43.1
Nov '25	43.9	43.9	44.7	40.0	44.9	46.9	39.1
Dec '25	43.4	43.3	43.7	41.3	46.4	46.9	44.3
Jan '26	43.8	43.7	45.5	35.4	45.7	45.5	46.4
Feb '26	45.8	45.8	47.0	40.4	45.5	45.4	45.9

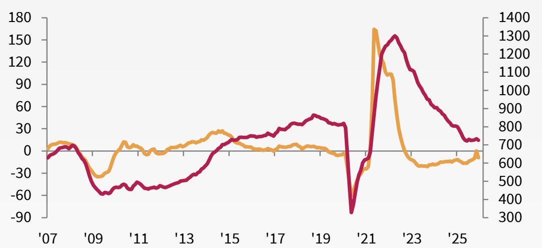
Official data: UK job vacancies

Official vacancies data published by the Office for National Statistics (ONS) showed that the overall number of job opportunities across the UK was broadly unchanged in the three months to January. Vacancies rose by just 2,000 compared to the prior three-month period, increasing to 726,000.

However, on an annual basis, vacancies have now declined for over three years and stand 8.7% below the level seen just before the onset of the COVID-19 pandemic (795,000 in the three months to March 2020).

UK job vacancies

%yr/yr, 3mma
'000s



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

S&P Global

4 Vacancies by sector

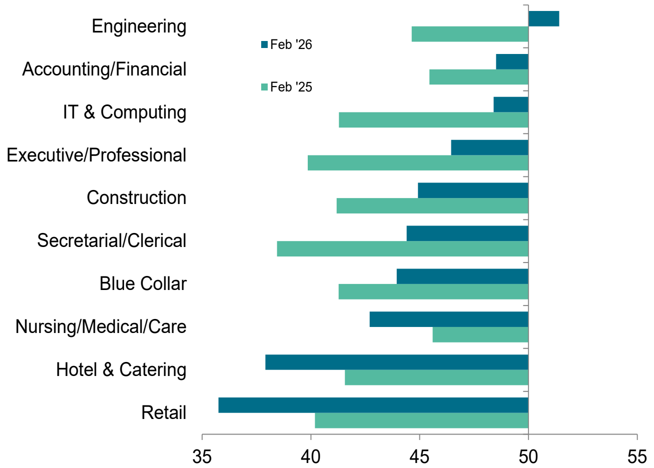
Recruitment consultancies are requested to compare the demand for staff according to sector with the situation one month ago.

Permanent vacancies

Engineering was the only sector to see an improvement in demand for permanent staff during February, with falls seen across the other nine categories monitored by the survey. The Retail and Hotel & Catering sectors saw the steepest reductions in permanent vacancies.

Permanent Vacancies Index

sa, >50 = growth since previous month.

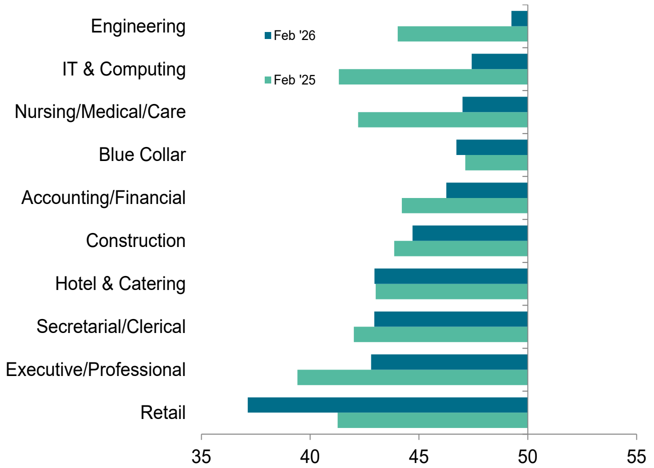


Temporary vacancies

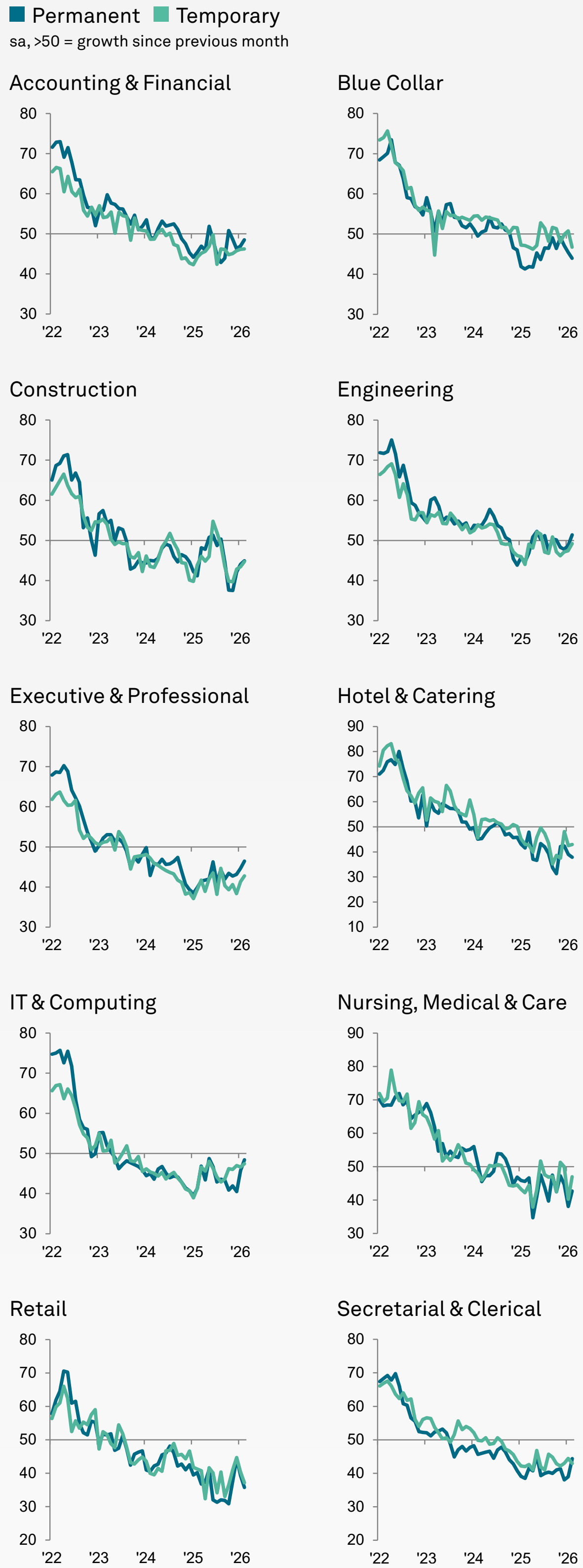
February survey data pointed to a broad-based reduction in demand for temporary workers, with the Retail sector seeing by far the quickest reduction in vacancies. Engineering saw the softest drop in demand, with the number of temp job opportunities falling only slightly.

Temporary Vacancies Index

sa, >50 = growth since previous month.



Vacancy index by sector

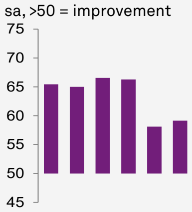


5 Staff availability

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

Sep '25 - Feb '26
sa, >50 = improvement

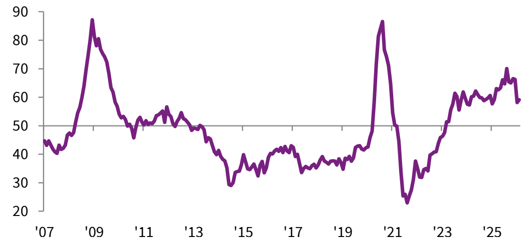


Sharper rise in candidate numbers in February

At 59.1 in February, the seasonally adjusted Total Staff Availability Index rose from a one-year low of 58.1 in January and pointed to a sharper increase in the overall supply of candidates. However, the upturn remained less pronounced than that seen on average over 2025. Underlying data indicated that a stronger rise in permanent labour supply offset a softer upturn in temporary candidate numbers.

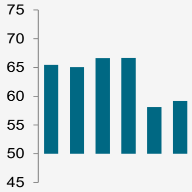
Total Staff Availability Index

sa, >50 = improvement since previous month



Permanent Staff Availability Index

Sep '25 - Feb '26
sa, >50 = improvement



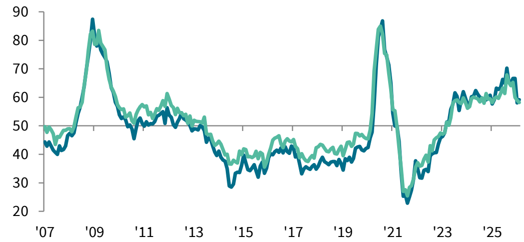
Availability of permanent workers increases at faster pace

The number of people seeking permanent positions across the UK continued to increase in February, thereby stretching the current run of growth to exactly three years. Although the rate of expansion remained well below levels typically recorded in 2025, the upturn remained historically sharp overall. According to anecdotal evidence, redundancies were the dominant reason for increased candidate supply, which in turn was linked to cost-cutting and an uncertain economic environment.

Permanent candidate availability rose at quicker rates across all four monitored English areas bar London.

Permanent Staff Availability Index
Temporary Staff Availability Index

sa, >50 = improvement since previous month



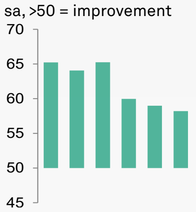
Permanent Staff Availability Index

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
Sep '25	65.5	62.1	67.4	64.9	67.3
Oct '25	65.1	66.2	66.5	63.0	65.4
Nov '25	66.6	66.8	70.0	60.5	67.1
Dec '25	66.7	69.5	69.8	60.9	63.8
Jan '26	58.1	61.0	57.4	57.6	57.6
Feb '26	59.2	58.6	59.0	59.2	61.4

Temporary Staff Availability Index

Sep '25 - Feb '26
sa, >50 = improvement



Supply of temp staff expands at slowest pace in over a year

As has been the case since March 2023, the supply of temporary workers across the UK increased during February. The rate of expansion eased for the third straight month to the softest since January 2025 but remained marked in the context of historical data. Fewer short-term job opportunities and company layoffs were reportedly behind the latest upturn in temporary candidate supply.

The North of England recorded the quickest rise in availability, while the Midlands was the only monitored English region to register a decline in temp candidate numbers.

Temporary Staff Availability Index

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
Sep '25	65.2	62.3	67.6	63.3	65.2
Oct '25	64.1	64.1	66.2	66.0	60.4
Nov '25	65.2	68.6	66.8	66.7	58.9
Dec '25	60.0	64.8	60.6	57.6	61.1
Jan '26	59.0	62.3	57.5	55.4	60.2
Feb '26	58.2	60.8	56.3	49.0	66.8

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
- Accountants
- Accounting Roles
- Accounts Payable
- Auditors
- Bookkeepers
- Credit Controllers
- Entry Level Finance
- Estimators
- Finance
- Finance Directors
- Financial Accountant
- Financial Controllers
- Financial Services
- FP&A Specialist
- Payroll
- Portfolio Managers
- Practice Accountant
- Revenue Control
- Tax & Audit
- Tax Accountant
- Underwriting

Blue Collar
- Assembly Technicians
- Blue Collar
- Drivers
- Electricians
- HGV Mechanic
- HVAC
- LGV 2 Drivers
- LGV Drivers
- Line Leaders
- Machine Operators
- Manufacturing
- Refrigeration

Construction
- Architectural Tech
- Civil & Structural Engineers
- Construction Professionals
- Construction Project Managers
- Construction Sales
- Construction Site Managers
- Part 2 Architect Asst.
- Quantity Surveyors
- Skilled Trades
- Surveyors

Engineering
- CCTV Engineers
- Commissioning Engineers
- Design Engineers
- Design Engineers M&E
- Electrical Engineers
- Engineers
- Field Service Engineers
- Gas Engineers
- Mechanical Engineers
- Project Engineers
- Specialist Engineering
- Technicians

Executive/Professional
- Bid Directors
- Business Development
- Commercial Directors
- Commercial Planners
- C-Suite
- Digital Marketing
- Energy & Renewables
- Legal
- Legal Secretarial
- Management
- Managing Director
- Mid-Senior Management
- Professional Roles
- Project Managers
- Recruitment Consultants
- Senior Management
- Solicitors

Hotel/Catering
- Chefs
- Hospitality

IT/Computing
- AI/ML Developers
- Automation Testers
- BI Developers
- CAD
- CAD Modellers
- Cloud Engineers
- Cyber Security
- Data Centre Network
- Data Engineers
- Data Professionals
- Data Scientists
- IT
- IT Audit
- IT Directors
- IT Helpdesk
- IT Infrastructure
- Senior IT Developers
- SMT Engineers
- Software
- Software Architects
- Software Developers
- Software Engineers
- Technical Roles
- Technology

Nursing/Medical/Care
- Allied Health Professionals
- Carers
- Consultant Doctors
- Medical
- Nurses
- Occupational Therapist
- Paediatric Nurses
- Paramedics
- Physiotherapist
- Social Workers
- Ultrasound Staff

Retail
- Retail
- Store Manager

Secretarial/Clerical
- Administration
- Legal Assistants
- Secretary

Other
- Account Managers
- Buyers
- Complaint Handlers
- Distribution Manager
- European Languages
- Farming
- Field Sales
- Insurance Specialists
- Operations
- Product Managers
- Sales
- Sales (Insurance)
- Sales Directors
- Sales Negotiators
- Sales Progressors
- Sales Representative
- STEM
- Supervisors
- Supply Chain
- Teachers
- Teaching Assistant
- Team Leaders
- Telesales

Skills in short supply: Temporary staff

Accounting/Financial
- Accountants
- Accounting Roles
- Accounts Payable
- Auditors
- Bookkeepers
- Credit Controllers
- Finance
- Payroll

Blue Collar
- Assembly Technicians
- Blue Collar
- Carpenters
- CNC Miller
- Despatch Operatives
- Drivers
- Electricians
- FLT Operators
- Forklift Drivers
- HGV Drivers
- Hygiene Operatives
- Labour
- LGV Drivers
- Line Leaders
- Machine Operators
- Manufacturing
- Manufacturing Operatives
- Operatives
- Plant Maintenance
- Technician
- PPT Drivers
- Security Guards
- VNA FLT Drivers
- Welders

Construction
- Architectural Tech
- Civil & Structural Engineers
- Groundwork Specialists
- Joiners
- Quantity Surveyors
- Skilled Trades

Engineering
- Commissioning Engineers
- Design Engineers
- Design Engineers M&E
- Engineers
- Fire & Security Engineers
- Project Engineers

Executive/Professional
- Commercial Planners
- Energy & Renewables
- Human Resources
- Market Research
- Specialists
- Project Managers
- Quality Assurance
- Senior Level Management

Hotel/Catering
- Catering
- Chefs
- Food Safety Managers
- Hospitality

IT/Computing
- Cyber Security
- Data Engineers
- IT
- IT Infrastructure
- Senior IT Developers
- Software
- Software Architects
- Software Developers
- Software Engineers
- Software Trainers
- Technical Managers
- Technical Roles
- Technology

Nursing/Medical/Care
- Carers
- Nurses
- Social Workers

Secretarial/Clerical
- Administration

Other
- Change & Transformation
- Farming
- HSE Inspector
- Operations
- Sales
- Teachers
- Teaching Assistant
- Telesales

Skills in excess supply: Permanent staff

Accounting/Financial
- Accountants
- Finance
- Management Accountants

Blue Collar
- Blue Collar
- Entry Level Manufacturing
- Manufacturing
- Warehouse Operatives

Construction
- Construction Site Managers
- Scaffold Inspectors
- Skilled Construction

Engineering
- Graduate Engineers

Executive/Professional
- Business Analysts
- Communications
- C-Suite
- Directors
- General Management
- HR Manager
- Human Resources
- Management
- Marketing
- Marketing Managers
- Operations Managers
- Project Managers
- Recruitment Consultants
- Senior Management
- Talent Acquisition

IT/Computing
- Analysts
- Entry Level IT
- IT
- IT Directors
- IT Senior Management
- IT Support Specialists
- Software Developers
- Technical Roles

Nursing/Medical/Care
- Childcare
- Nurses

Secretarial/Clerical
- Administration
- Business Support
- Clerical
- HR Administration
- Office Roles
- Receptionist

Other
- Change & Transformation
- Content Writers
- Customer Service
- Data Entry
- Entry Level
- General Assistants
- General Operatives
- Graduates
- Logistics
- Part-time Workers
- Project Coordinator
- Public Sector General
- Sales
- Sales Directors

Skills in excess supply: Temporary staff

Accounting/Financial
- Accountants

Blue Collar
- Blue Collar
- Entry Level Manufacturing
- Industrials
- Picker Packer Roles
- Production
- Production Operators
- Warehouse Operatives

Construction
- Labourers
- Skilled Construction

Engineering
- Engineering Draughtsperson
- Engineers
- Graduate Engineers

Executive/Professional
- Business Analysts
- HR Manager
- Project Managers

Hotel/Catering
- Hospitality

IT/Computing
- CAD Technicians
- IT
- IT Directors
- IT Project Manager
- IT Support Specialists
- Programmers
- Technology

Retail
- Retail

Secretarial/Clerical
- Administration
- Clerical
- Executive Assistants
- Office Roles

Other
- Entry Level
- Project Manager (General)
- Students
- Traffic Marshall

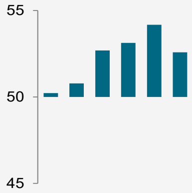
Note : Skills can be reported as being both in short supply and excess supply as we survey various recruitment agencies across the country, so there is geographical variation as well as the possibility of candidates with particular skills being concentrated in certain areas.

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.

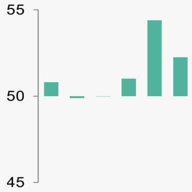
Permanent Salaries Index

Sep '25 - Feb '26
sa, >50 = inflation



Temporary Wages Index

Sep '25 - Feb '26
sa, >50 = inflation



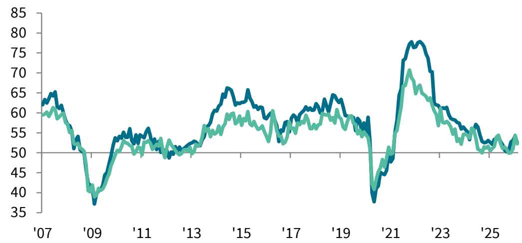
Permanent salary growth slips to four-month low

UK recruitment consultancies signalled a sustained increase in salaries awarded to new permanent joiners in February, thereby stretching the current period of pay growth to exactly five years. Panel members often noted that employers were willing to raise pay offers to secure sought-after skills. However, the rate of inflation eased to the softest since last October and was comfortably below the survey average. The Midlands recorded the strongest rate of salary growth, while the softest was seen in the South of England.

Temp wages increase modestly

Average hourly rates of pay for temporary workers increased for the third successive month in February. The rate of wage inflation slowed from January, however, and was modest overall. The pace of growth was also below the average since the survey began in late 1997. While there were indications of pay rates rising due to competition for specific skills and experience, some recruiters noted that improvements in overall candidate availability dampened growth. All four monitored English areas recorded softer increases in temp wages.

Permanent Salaries Index
Temporary Wages Index
sa, >50 = inflation since previous month



Permanent Salaries Index
sa, >50 = inflation since previous month

	UK	London	South	Midlands	North
Sep '25	50.2	51.8	48.5	54.1	49.0
Oct '25	50.8	51.3	49.8	52.5	47.3
Nov '25	52.7	52.8	51.5	55.9	49.5
Dec '25	53.1	50.4	53.5	53.0	54.0
Jan '26	54.2	54.6	52.3	51.9	54.8
Feb '26	52.6	54.3	52.1	54.5	52.9

Temporary Wages Index
sa, >50 = inflation since previous month

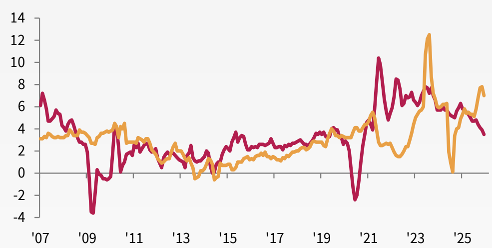
	UK	London	South	Midlands	North
Sep '25	50.8	52.8	49.4	53.7	48.6
Oct '25	49.9	52.5	48.1	51.8	49.4
Nov '25	50.0	50.4	50.6	49.3	47.0
Dec '25	51.0	49.8	50.9	54.4	50.5
Jan '26	54.4	56.0	53.0	54.1	52.4
Feb '26	52.3	54.2	51.0	52.9	52.3

Official data: UK average weekly earnings

Latest official data published by the ONS showed a further easing in the rate of growth in total employee earnings (including bonuses) over the final quarter of 2025. Pay rose by 4.2% on an annual basis, marking the slowest rise in earnings since the three months to August 2024.

The slowdown was driven by weaker increases in both private and public sector pay. Private sector earnings expanded 3.5%, which marked the slowest rate of growth in just over five years. At the same time, there was a renewed softening of public sector pay inflation, but the rate of increase remained marked overall at 7.0%.

UK average weekly earnings private public
%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

AI and the recruitment industry

Artificial Intelligence (AI) is one of the most talked-about, thought-about, and reflected-upon subjects in today's labour market. The Recruitment and Employment Confederation's Topical Questions data from November 2025 asked 234 clients about their use, and planned use, of AI in the workplace, their expectations of skill changes due to AI adoption, and impact these changes may have on our industry.

The data collected showed that 24.3% of respondents were already using AI to enhance business practices. Furthermore, 22.3% were planning to introduce AI into their tech stack within the next 12 months, suggesting that businesses are increasingly recognising how AI can improve workflows and amplify employee capabilities. Research from the REC also found that larger firms (50–250+ employees) are more likely to have adopted AI. Whilst there may be a variety of reasons why smaller firms (0–49 employees) are slower at adopting AI, they must ensure they are not left behind.

Considering the nature of the AI landscape now and the ongoing developments, recruitment firms may feel cautious about the effect that AI will have on hiring. Yet 36.9% of 174 respondents, told us they expected AI to only slightly change existing job roles, predicting that AI will enhance roles rather than replace them. 22.4% of respondents expected there to be a moderate change in the skills and training that roles will require. It is reasonable to anticipate that any skills changes employees will need in adopting AI will be supported by professional development and training, rather than the replacement of employees. This is supported by the data, with 39.9% and 38.7% of respondents respectively reporting that they expect digital literacy and the ability to work with AI to be key skills for employees.

Knock-on effect

The data shows that companies expect AI to enhance, not replace, employees, at least for the time being. With this understanding, recruiters have time to prepare and adapt to the shifts in expectations on candidates who will need to be well-equipped in using AI effectively to succeed in the hiring process.

The adoption of AI is also expected to have a knock-on effect on pay and commission in recruiting practices. In the spring, the REC is expected to publish its latest research on pay and reward in the recruitment industry, which will provide updated salary benchmarks. With the introduction of AI, the way recruiters perform their jobs and the structures of pay are likely to change. In this environment, the importance of professionalism, the human touch and a consultative relationship with recruitment experts becomes even more critical.

The data from this Special Feature is from the REC's November 2025 topical questions. For more information, please visits the REC's website or contact the research team here: Research@rec.uk.com

9 Scotland's labour market

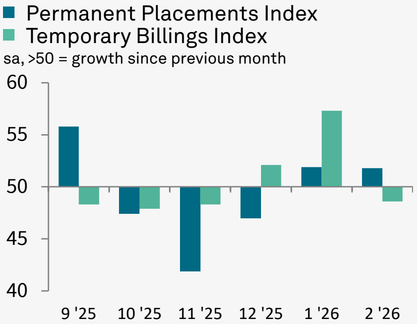
Permanent placements rise again in February, but temp billings fall

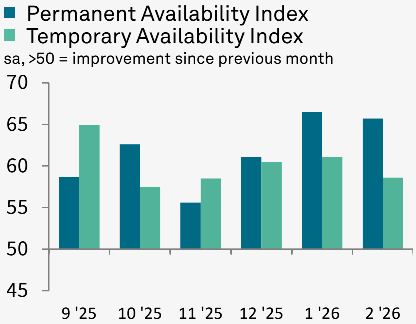
This section contains the latest data and findings from the Scottish companies participating in the UK Jobs survey.

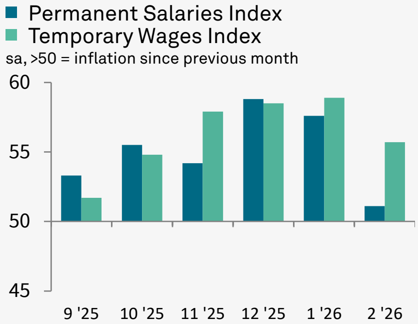
Recruitment trends across Scotland diverged in February. Permanent staff appointments rose for the second month in a row, albeit modestly, while temp billings decreased for the first time since last November.

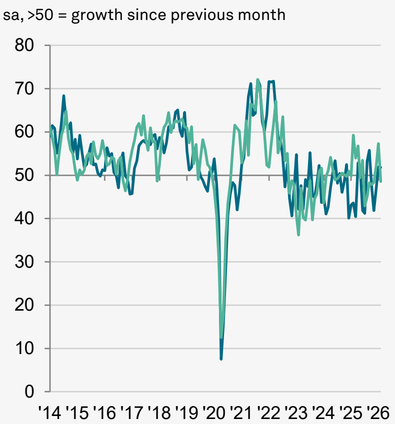
Starting salaries increased at a notably slower and only marginal rate across Scotland during February. Furthermore, the rate of pay growth was the slowest recorded since last August. Temp wage inflation meanwhile eased to a four-month low, but remained marked overall.

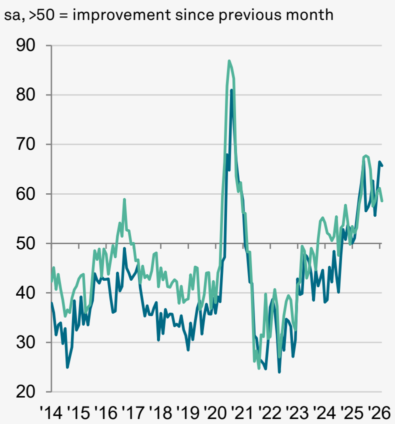
Scottish recruiters signalled a weaker but still sharp rise in the availability of permanent workers in February, with the upturn among the steepest recorded since the COVID-19 pandemic. The number of temporary candidates also rose sharply midway through the first quarter, albeit with the rate of growth easing to a three-month low.

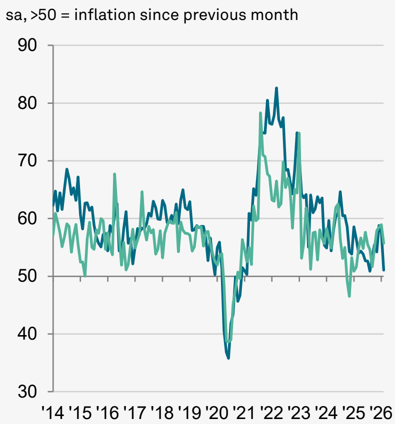












Scotland Jobs Index summary

sa, 50 = no change over previous month

	Permanent Placements	Temporary Billings	Permanent Availability	Temporary Availability	Permanent Salaries	Temporary Wages
09 '25	55.8	48.3	58.7	64.9	53.3	51.7
10 '25	47.4	47.9	62.6	57.5	55.5	54.8
11 '25	41.9	48.3	55.6	58.5	54.2	57.9
12 '25	47.0	52.1	61.1	60.5	58.8	58.5
01 '26	51.9	57.3	66.5	61.1	57.6	58.9
02 '26	51.8	48.6	65.7	58.6	51.1	55.7

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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.

Survey Dates

Data were collected 10-23 February 2026.

About S&P Global

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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.

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KPMG is trusted to make the difference for our clients, people and the communities we work in. With our people's deep sector expertise and cutting-edge technology, we help organisations overcome their biggest challenges and unlock new opportunities to transform and grow.

On 1 October 2024, KPMG UK and KPMG Switzerland merged to form KPMG UK/Swiss Group, scaling our strengths and amplifying the difference we make.

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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.