

# KPMG and REC, UK Report on Jobs

## Candidate availability rises at sharpest pace since December 2020

43.4

PERMANENT PLACEMENTS INDEX  
MAR '25

46.0

TEMPORARY BILLINGS INDEX  
MAR '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.

Substantial increase in staff supply amid redundancies

Pay pressures remain historically subdued

Demand for workers declines at softer, but still sharp pace

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

*"At a time when global uncertainty is peaking and businesses are assessing the impact of market volatility alongside rising employment costs, the latest data demonstrates how the economic reality continues to weigh heavy on the labour market. With cost management a focus, those employers who are hiring are focused on securing the best talent, and while the rate of pay inflation has improved from last month's four-year low, growth in starting salaries remains below the historic average."*

*"Recent global events have put pressure on any growth prospects in the UK, so it is unlikely that we will see an improvement in the data in the near term. Therefore, redoubling employee engagement programmes and maintaining morale for existing employees, who will also be concerned about uncertainty in the market, will ensure that businesses are ready to take advantage of any green shoots when they do appear."*

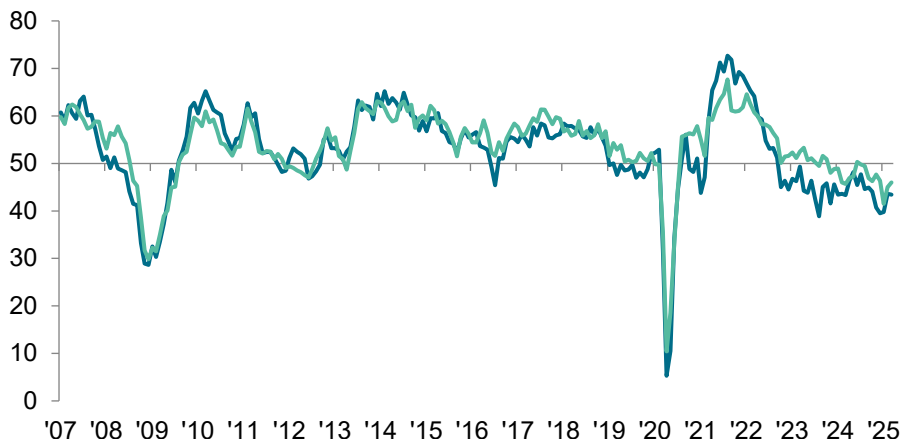
Commenting, Neil Carberry, REC Chief Executive, said:

*"Today's report shows that there were some signs of progress in the jobs market in March with permanent hiring in London ticking up a little, while the drops in other locations were not as sharp as those seen at the start of the year. The decline in temp billings at the UK-level also moderated. Given the substantial effects of the Government's decision to increase payroll taxes hugely, these figures were if anything slightly better than expected and suggest that there is potential in the market. Nevertheless, activity in the UK jobs market has now been subdued for almost two and a half years."*

*"A cyclical hiring upturn was always likely in 2025, but the near-term prospects for this have been made all the more uncertain by the actions of the US Government in upending the global trade system. We can't ignore the immediate and second-order effects of this context even if the UK is better positioned than many nations to weather the storm. Announcing support for the auto sector is one thing but the faster we have clarity on how the industrial strategy will support all sectors the more likely employer sentiment on hiring and investing will remain stable. And it is even more important now that the Government reconsiders the scale of rising costs of employment after this week's rise in National Insurance – a full review of the impact of the Employment Rights Bill, and changes to simplify compliance costs, would be welcomed by businesses across the country."*

■ 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 March are:

### Hiring activity declines again in March

UK recruitment consultancies signalled a further reduction in hiring activity in March. Panel members frequently mentioned that economic uncertainty, tighter recruitment budgets and reduced client activity had weighed on staff hiring. Permanent placements have now declined in each month for the past two-and-a-half years, with the pace of reduction broadly unchanged from February and sharp. Temp billings meanwhile fell at the softest rate in three months, albeit solidly overall.

### Supply of labour rises at fastest pace in over four years

The availability of staff increased sharply in March, with the rate of growth the quickest seen since December 2020. Recruiters noted steeper upturns in both permanent and temporary labour supply, with the former registering the sharper rate of expansion. The increases in availability were often linked by panel members to redundancies and fewer job openings.

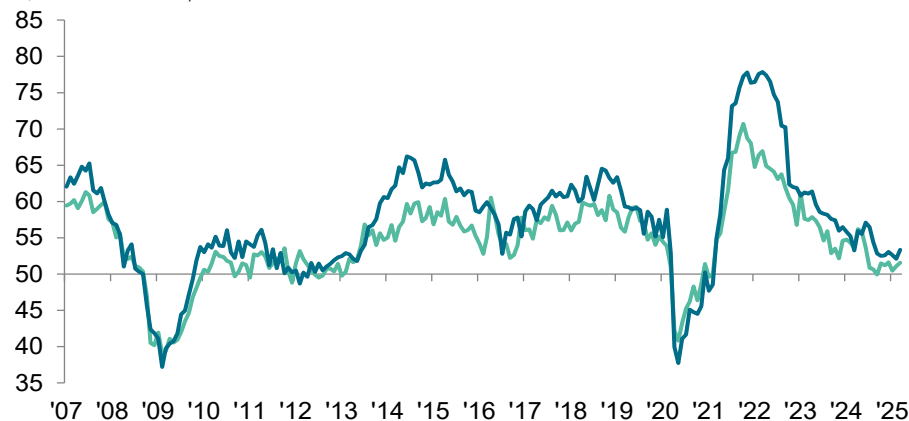
### Vacancies fall at softer, but still marked rate

Overall demand for staff continued to weaken at the end of the first quarter, with the respective seasonally adjusted index posting in contraction territory for the seventeenth month in a row. Though sharp, the pace of decline was the softest recorded since last October, as both permanent and temporary job openings fell at slower rates.

### Pay trends remain historically subdued

The rate of starting salary inflation picked up from February's four-year low, but remained comfortably below the survey's long-run average in March. Concurrently, temp wage growth improved slightly to a three-month high, but was only modest. Anecdotal evidence indicated that while many employers increased pay to attract suitably-skilled candidates, panellists also acknowledged that tighter client budgets, muted demand for workers and improved staff supply had suppressed rates of growth.

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

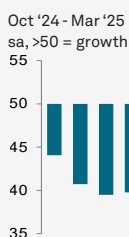


## 2 Staff Appointments

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



### Further marked drop in permanent staff appointments

The seasonally adjusted Permanent Placements Index posted below the neutral 50.0 level in March, to signal a fall in permanent staff appointments across the UK. This extended the current sequence of contraction to two-and-a-half years. The rate of reduction was little-changed from that seen in February and therefore sharp overall. Where lower placements were recorded, panellists often linked this to fewer job opportunities and reduced confidence around the economic outlook.

Three of the four monitored English regions signalled a reduction in permanent placements, with the steepest fall in the North of England. London bucked the wider trend and recorded a renewed, albeit modest, expansion.

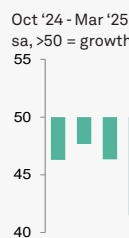
Permanent Placements Index



Permanent Placements Index

	UK	London	South	Midlands	North
Oct '24	44.1	47.5	41.1	42.2	43.4
Nov '24	40.7	40.8	37.7	42.6	38.5
Dec '24	39.5	44.0	36.1	39.6	36.6
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

Temporary Billings Index



### Downturn in temp billings eases

Recruitment consultancies across the UK signalled a decline in temp billings for the ninth successive month in March. Though solid, the rate of contraction was the softest in 2025 to date. There were frequent reports that lower demand for staff amid reduced client activity and tighter hiring budgets had weighed on billings. There were also reports that some temp workers had moved to permanent positions.

All four monitored English regions recorded lower temp billings in March, with the steepest reduction seen in the North of England.

Temporary Billings Index

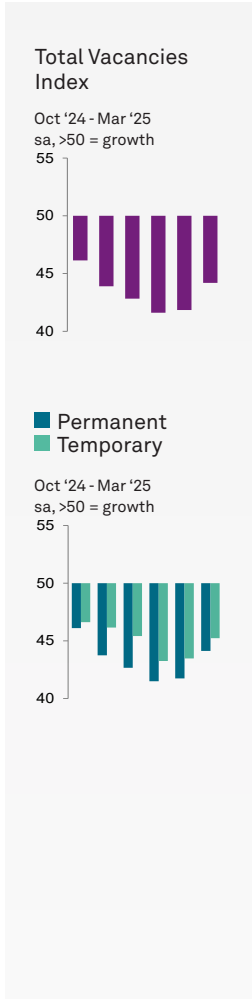


Temporary Billings Index

	UK	London	South	Midlands	North
Oct '24	46.3	43.6	41.5	52.3	50.2
Nov '24	47.7	46.4	46.9	54.6	41.1
Dec '24	46.3	45.1	42.1	51.2	44.3
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

### 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.



#### Vacancies decline at softest pace in five months

Although demand for staff continued to decline sharply in March, the pace of contraction eased further from January's recent record. At 44.2, the respective seasonally adjusted index rose from 41.8 in February to therefore hit its highest level in five months.

#### Permanent & temporary vacancies

Demand for permanent staff fell for the nineteenth month in a row in March. The rate of decline was the softest seen since last October, albeit sharp overall. Temporary vacancies meanwhile fell at a rate that, though solid, was the slowest since last December.

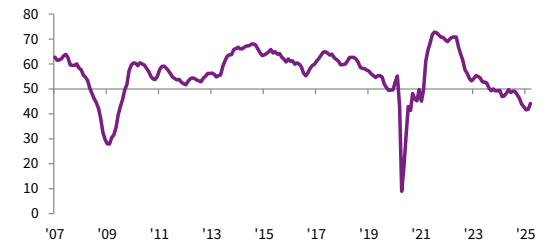
#### Public & private sector vacancies

Sector data indicated that demand for workers fell more sharply in the public sector than the private sector during March.

The quickest decline in vacancies was signalled for permanent positions in the public sector. Meanwhile, the softest reduction in demand for staff was seen for temp workers in the private sector.

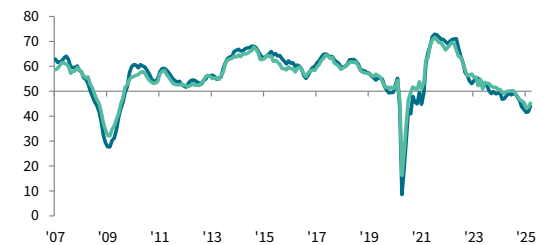
#### Total Vacancies Index

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.

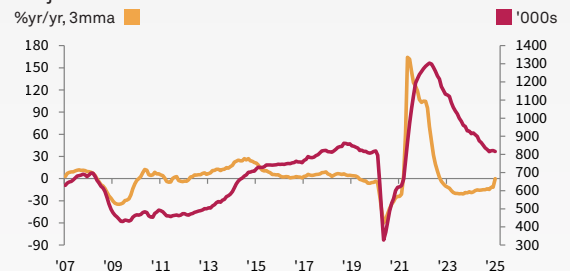
	Permanent				Temporary		
	Total	Total	Private*	Public*	Total	Private*	Public*
Oct '24	46.1	46.1	48.3	41.2	46.6	48.0	40.8
Nov '24	43.9	43.8	43.7	43.8	46.2	49.0	39.8
Dec '24	42.8	42.7	42.7	42.7	45.4	46.0	42.5
Jan '25	41.6	41.5	41.8	40.0	43.3	43.3	43.1
Feb '25	41.8	41.7	44.7	39.7	43.5	44.8	37.2
Mar '25	44.2	44.1	44.9	40.4	45.2	46.2	40.9

## Official data: UK job vacancies

The latest data from the Office for National Statistics (ONS) showed there were 816,000 vacancies across the UK in the three months to February 2025, which was broadly unchanged from the figure recorded in the preceding three-month period (815,000 in the three months to November).

The latest figure indicated that the number of open roles was almost 100,000 below that recorded during the same period a year ago (914,000 in the three months to February 2024).

#### UK job vacancies



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

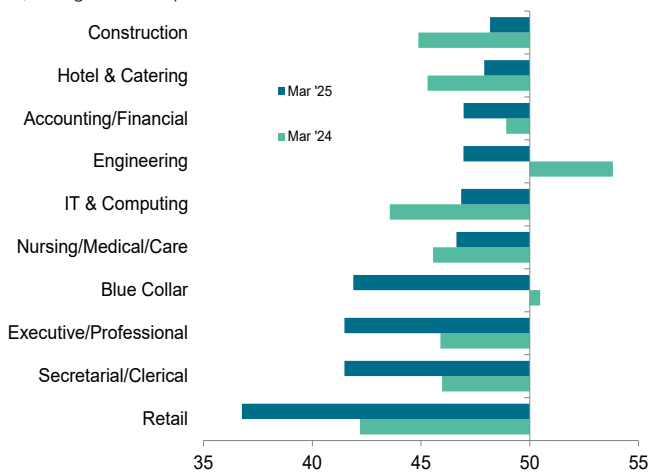
# 4 Vacancies by sector

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

## Permanent vacancies

Demand for permanent staff fell across all ten monitored job categories during March. Retail saw by far the steepest drop in vacancies, followed by Secretarial/Clerical and Executive/Professional sectors. Meanwhile, the Construction sector saw the softest decline.

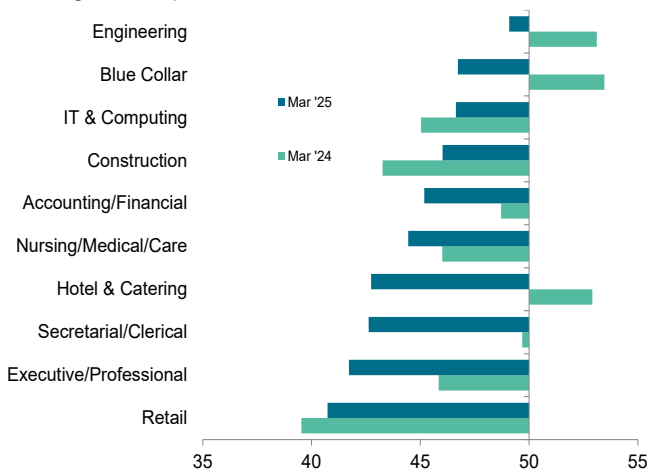
Permanent Vacancies Index  
sa, >50 = growth since previous month.



## Temporary vacancies

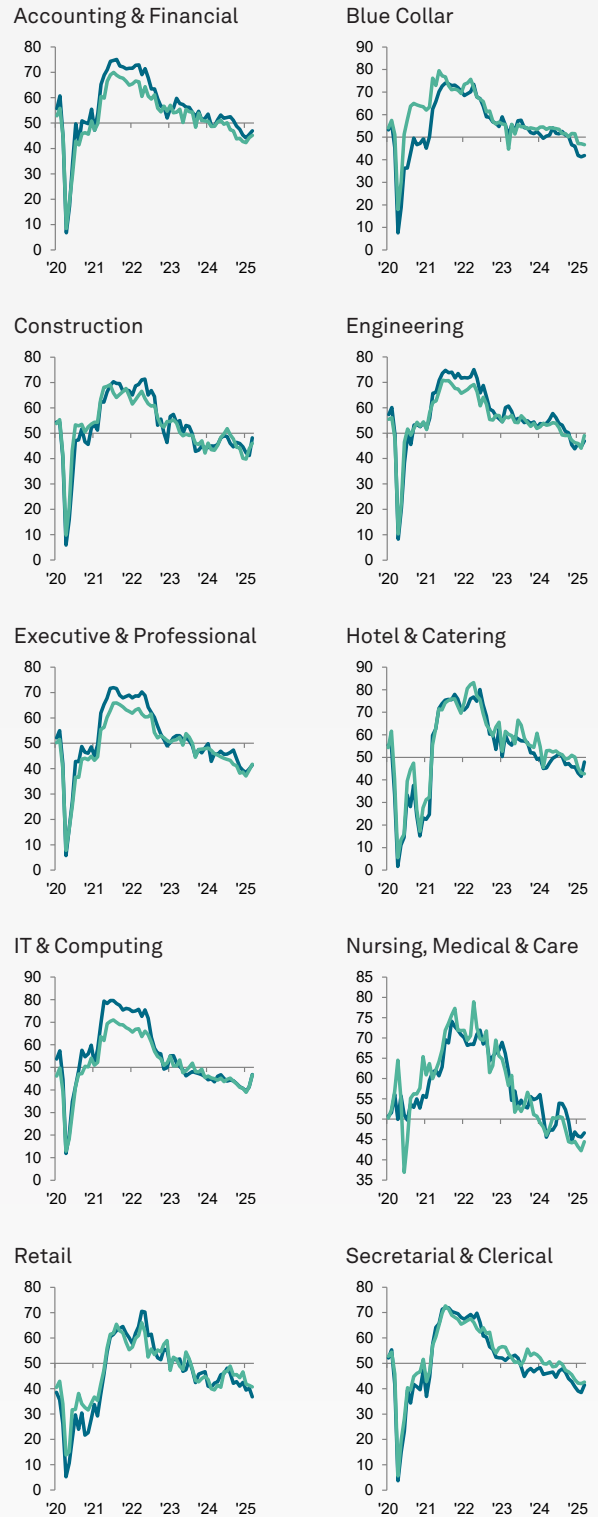
As was the case for permanent vacancies, Retail saw the sharpest reduction in temporary staff demand in March, closely followed by the Executive/Professional sector. Engineering noted the softest drop in temp vacancies and saw only a marginal reduction.

Temporary Vacancies Index  
sa, >50 = growth since previous month.



## Vacancy index by sector

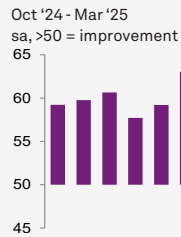
■ Permanent ■ Temporary  
sa, >50 = growth since previous month



## 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

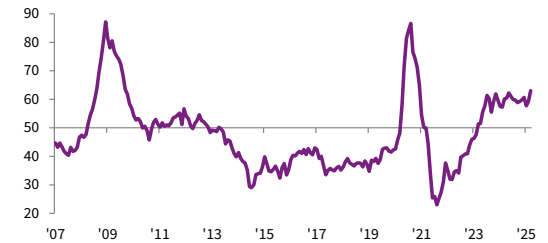


### Quickest increase in overall staff supply since December 2020

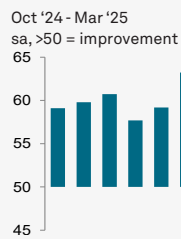
The latest survey signalled a sharp and accelerated rise in the availability of candidates at the end of the first quarter. The seasonally adjusted Total Staff Availability Index rose from 59.2 in February to 63.0, indicating the most pronounced upturn since December 2020. Overall candidate supply has now increased in each of the past 25 months.

Total Staff Availability Index

sa, >50 = improvement since previous month



Permanent Staff Availability Index



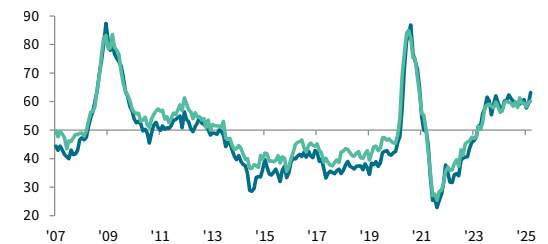
### Sharper rise in permanent candidate numbers

The supply of workers to fill permanent positions increased again in March, thereby stretching the current period of expansion to 25 months. Notably, the rate of growth picked up to the sharpest since the end of 2020. Nearly four times as many recruiters (40%) noted an improvement in permanent candidate numbers compared to those that saw a decline (11%). Anecdotal evidence indicated that redundancies and fewer job opportunities were the principal drivers of higher staff supply.

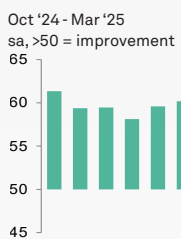
All four monitored English regions except the Midlands registered steeper increases in permanent labour availability.

Permanent Staff Availability Index  
Temporary Staff Availability Index

sa, >50 = improvement since previous month



Temporary Staff Availability Index



### Steepest increase in temp staff supply for five months

UK recruiters signalled a sustained rise in the availability of short-term staff at the end of the first quarter. Furthermore, the rate of growth edged up to the second-sharpest since December 2020 (after October 2024). There were widespread reports that redundancies and weaker demand for staff had led to the greater availability of temp workers.

The North of England registered the quickest increase in short-term staff supply, though historically sharp increases were also seen elsewhere.

Permanent Staff Availability Index

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
Oct '24	59.1	62.0	57.3	56.6	59.6
Nov '24	59.8	59.9	57.0	61.9	60.3
Dec '24	60.7	60.8	58.0	65.2	61.7
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

Temporary Staff Availability Index

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
Oct '24	61.3	62.3	60.3	62.1	61.2
Nov '24	59.4	59.3	59.8	61.1	58.7
Dec '24	59.5	59.5	58.9	59.7	59.9
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



## 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

<b>Accounting/Financial</b>	Planners Quantity Surveyors Site Foreman Structural Engineers Surveyors	Mobile Developer Platform Engineer Quantitative Developers Software Software Architects Software Developer Software Engineers Technical Roles Technology
ACCA Accountants Accounts Administration Accounts Payable Auditors Banking CIMA Credit Controllers Credit Manager Finance Business Partner Finance Managers Financial Analysts Financial Services Insurance Management Accountants Part Qualified Accountants Part Qualified Finance Payroll Pensions Admin Practice Accounting Tax & Audit Tax Accountant Taxation	<b>Engineering</b> Design Engineers Design Engineers M&E Electrical Engineers Energy Process Engineers Engineers Field Service Engineers Fire & Security Roles Oil & Gas System Engineers Technicians	<b>Nursing/Medical/Care</b> Allied Health Professionals Carers Consultant Doctors Doctors Medical Nurses Occupational Therapist Paediatric Nurses Paramedics Pharmaceutical Roles Physiotherapist Social Workers
<b>Blue Collar</b>	<b>Executive/Professional</b> Brand Managers Business Development Commercial Manager Competition Law Corporate Law Directors Energy & Renewables Human Resources Legal Management Mid-Senior Management PR Project Managers Real Estate	<b>Retail</b> Retail
Blue Collar Drivers HGV Mechanic HVAC LGV 2 Drivers LGV Drivers Manufacturing Operatives Mechanics Production Refrigeration Security Guards Technical Operators Vehicle Technicians Welders	<b>Hotel/Catering</b> Chefs Hospitality	<b>Secretarial/Clerical</b> Administration Office Staff Transport Administrators
<b>Construction</b>	<b>IT/Computing</b> AI Developers AI Prompt Engineers C# Cloud Computing Cloud Engineers Cyber Security Data Scientists Developers Digital IT	<b>Other</b> Buyers Commercial Customer Service Customs European Languages Field Sales Languages Logistics Operations Sales Security Cleared STEM Teachers Telesales
Architect Assistant Architectural Tech Building Surveyors Civil & Structural Engineers Construction Electrician		

### Skills in short supply: Temporary staff

<b>Accounting/Financial</b>	Human Resources
Accountants Accounts Payable Auditors Credit Controllers Finance Finance Directors Payroll Purchase Ledger	<b>Hotel/Catering</b> Chefs
<b>Blue Collar</b>	<b>IT/Computing</b> CNC Contract IT Cyber Security Data Engineers Developers IT IT Project Manager Media Software Software Developer Software Engineers Technical Roles Technology
Blue Collar CNC Miller Coded Welders Drivers Electricians FLT Operators Forklift Drivers HGV Drivers Industrial Painters LGV 2 Drivers LGV Drivers Machine Operators Manufacturing Manufacturing Operatives Operatives Production Operators Steel Operatives Trades Warehouse Welders	<b>Nursing/Medical/Care</b> Carers Midwife Nurses Paediatric Nurses Psychiatric Nurses Social Workers
<b>Construction</b>	<b>Secretarial/Clerical</b> Receptionist Sales Administrators
Architectural Tech Building Surveyors Civil Engineer Labourers Plasterers Structural Engineers	<b>Other</b> Customer Service RFP Specialists Sales Sales Directors STEM Telesales
<b>Engineering</b>	
Design Engineers M&E Electrical Engineers Engineers Marine Eng. Oil & Gas	
<b>Executive/Professional</b>	
Digital Marketing	

### Skills in excess supply: Permanent staff

<b>Accounting/Financial</b>	HR Manager HR Qualified Human Resources Management Marketing Mid-Management Procurement Project Managers Recruitment Consultants Senior Management Talent Acquisition Transformation Directors	Programmers Software Sales Technical Support Technology
CFOs Finance Finance Directors Financial Controllers Qualified Accountancy	<b>Hotel &amp; Catering</b> Hospitality	<b>Nursing/Medical/Care</b> Carers Healthcare Assistants Nurses
<b>Blue Collar</b>	<b>IT/Computing</b> Business Analysts CAD Modellers Cyber Security Data Scientists Developers Entry Level IT IT IT Directors IT Support Specialists Media	<b>Retail</b> Retail
Blue Collar Labour Manufacturing Site Managers Warehouse		<b>Secretarial/Clerical</b> Administration Clerical Personal Assistant Secretary
<b>Construction</b>		<b>Other</b> Change & Transformation Customer Service Customer Success Customer Support Graduates Logistics Public Sector General Sales
Construction Project Managers Construction Site Managers		
<b>Engineering</b>		
Engineers Plant Operatives Test Engineer		
<b>Executive/Professional</b>		
Business Analysts Directors General Management Global Mobility Managers		

### Skills in excess supply: Temporary staff

<b>Accounting/Financial</b>	<b>IT/Computing</b>
Accountants Finance Managers	Business Analysts CAD (Rail) Data Scientists IT Directors Media Programmers Technical Support Technology
<b>Blue Collar</b>	<b>Nursing/Medical/Care</b>
Blue Collar Factory Production Riggers Site Managers Warehouse	Healthcare Assistants Nurses
<b>Construction</b>	<b>Retail</b>
Construction Project Managers Labourers	Retail
<b>Executive/Professional</b>	<b>Secretarial/Clerical</b>
Business Analysts Human Resources Project Managers Senior Management Transformation Directors	Administration Clerical Secretary
<b>Hotel &amp; Catering</b>	<b>Other</b>
Hospitality	Account Managers Change & Transformation Customer Service Designers

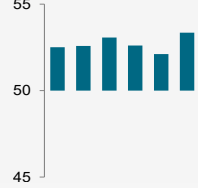
Note : Skills can be reported as being both in short supply and excess supply as we survey various recruitment agencies across the country, so there is geographical variation as well as the possibility of candidates with particular skills being concentrated in certain areas.

## 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.

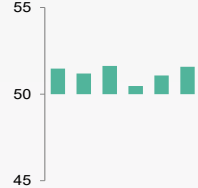
### Permanent Salaries Index

Oct '24 - Mar '25  
sa, >50 = inflation



### Temporary Wages Index

Oct '24 - Mar '25  
sa, >50 = inflation



### Quickest increase in starting salaries for seven months

Adjusted for seasonal factors, the Permanent Salaries Index pointed to an increase in starting pay for permanent staff for the forty-ninth month in a row in March. The rate of inflation picked up from February's four-year low to a solid pace that was the fastest since last August. That said, the increase remained weaker than the historical average. There were reports that employers were willing to raise pay offers to secure suitably-skilled candidates. Permanent salaries rose across all four monitored English regions bar the North of England.

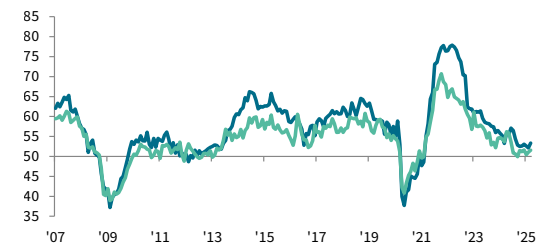
### Temp wage growth strengthens slightly

Latest survey data signalled a sustained rise in temp pay during March. The rate of wage growth quickened to a three-month high but was modest overall and slower than the series trend. Higher temp pay was often linked to efforts to attract suitable candidates. However, a number of panel members indicated that tighter recruitment budgets, notably for NHS workers, and improved candidate supply had constrained overall wage growth. The Midlands recorded the strongest increase in temp pay of all four monitored English regions.

### 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
Oct '24	52.5	50.5	51.4	54.7	51.1
Nov '24	52.6	52.2	49.7	51.3	53.4
Dec '24	53.1	56.9	47.9	52.4	55.5
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

### Temporary Wages Index

sa, >50 = inflation since previous month

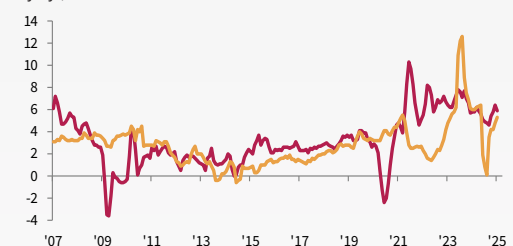
	UK	London	South	Midlands	North
Oct '24	51.5	51.3	50.1	53.6	51.3
Nov '24	51.2	51.8	50.3	49.1	52.0
Dec '24	51.6	53.3	48.9	51.5	51.5
Jan '25	50.5	51.3	48.7	53.3	51.0
Feb '25	51.1	51.7	50.0	52.8	50.2
Mar '25	51.6	53.1	51.0	53.3	50.6

## Official data: UK average weekly earnings

Official data published by the ONS signalled that annual growth in average weekly earnings remained strong in the three months to January (5.8%). This was down slightly from the preceding three-month period, however, when pay rose at the strongest pace in over a year (6.1%).

Underlying data indicated that a softer increase in private sector pay (5.9%, from 6.4%) offset a faster rise in public sector earnings (5.3%, from 4.8%).

### UK average weekly earnings



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



## 8 Special feature

This section features data from the Recruitment and Employment Confederation

### Master the IT job market: Stay ahead in tech hiring

#### Digital Literacy: A Necessity in the Modern Workforce

In today's rapidly evolving job market, digital skills are indispensable to a modern workforce; employers increasingly expect workers to be proficient in areas such as data analysis, cybersecurity, and digital marketing.

Despite the emphasis on digital literacy across the UK job market, data from the Recruitment and Employment Confederation (REC) finds job postings for tech-specific roles saw a significant decline when comparing 2023 jobs postings to 2024.

Roles such as Web Design Professionals, Programmers, and IT Support Technicians experienced the most significant decreases. REC Chief Executive Neil Carberry noted that this trend was a reversal from the high demand for these skills seen during and just after the pandemic. But, as companies invest in IT transformation during economic recovery, the REC is optimistic that these roles will bounce back.

#### Signs of Stabilisation

The latest Report on Jobs by KPMG and the REC shows a continued decline in IT staff demand in March, but with a slower rate of contraction. The index for permanent IT vacancies rose to 46.8 from 41.3 in February, indicating the joint-weakest reduction since October 2023. Similarly, the temporary IT staff index increased to 46.6 from 41.3, marking the softest decline since November 2023. While challenges persist, these improvements suggest potential stabilisation in the IT job market.

#### Soft skills should not be forgotten.

Though technical skills may dominate job postings, soft skills remain critical.

Communication, management, and problem-solving are highly valued as IT professionals increasingly collaborate with cross-functional teams. Leadership is also in high demand, with employers seeking individuals who could drive innovation and mentor junior colleagues.

#### Rising salaries and regional opportunities.

Despite a decline in jobs postings, salaries in the IT sector are on the rise. Salaries have increased by 9.4% since April 2024, with the median advertised salary currently standing at £44.5k. London remains the heart of IT hiring, but cities like Manchester, Bristol, and Birmingham are emerging as vibrant tech hubs, offering alternative markets for both employers and candidates.

#### A mismatched talent pool.

The future of IT is defined by agility, security, and data. Agile methodology, Python, and Microsoft Azure are among the top in-demand, specialised skills in job postings right now.

A comparison of these job postings with workforce profiles, however, reveals a mismatch between the skills employers are looking for and those available in the talent pool. For instance, whilst SQL is relatively balanced in supply and demand, there is a significant shortage of cloud expertise, particularly in Microsoft Azure. Computer programming and consultancy meanwhile dominate job postings, but sectors such as financial services, healthcare, and education are also driving significant demand for IT expertise. This diversification signals that IT skills are becoming indispensable across a broad range of industries.

#### Key Takeaways for Success

For employers, winning the talent war requires speed, adaptability, and investment in skill development.

Successful organisations will prioritise upskilling, adopt flexible hiring approaches, and foster continuous learning and innovation.

For job seekers, developing expertise in high-demand areas like cloud computing, cybersecurity, and data analytics, whilst honing communication and leadership skills, will open doors to exciting opportunities in the evolving IT landscape.

Whether you're an employer looking to future-proof your workforce or a professional seeking to make your mark in the tech world, those who adapt quickly and strategically to these market shifts will be best positioned to thrive in 2025 and beyond.

# 9 Scotland's labour market

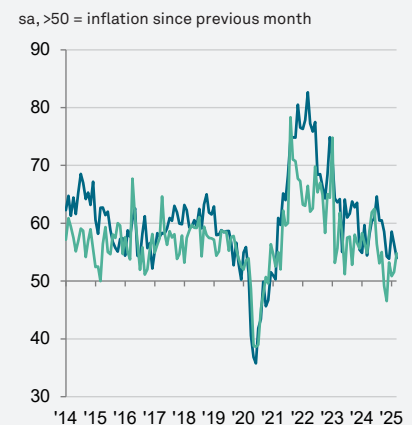
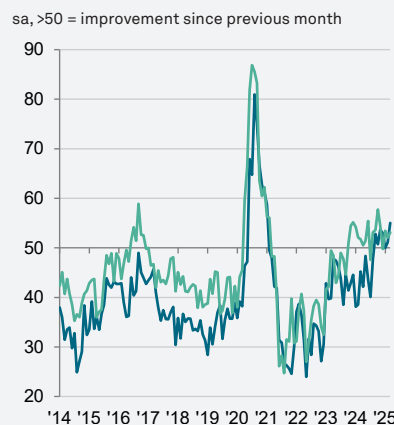
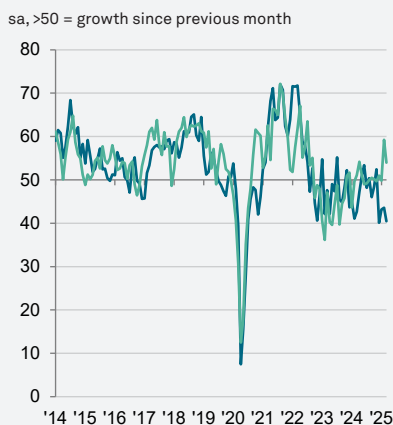
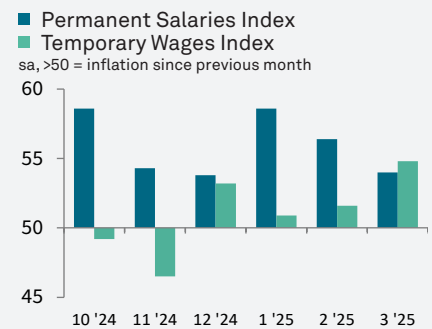
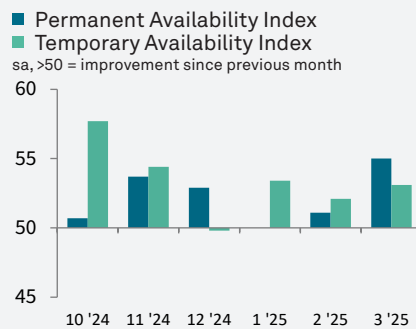
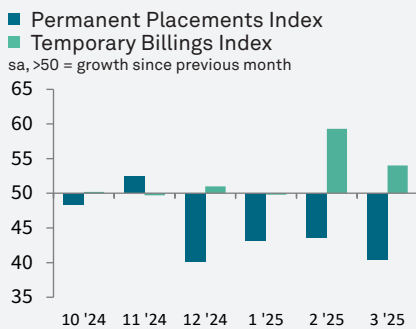
## Permanent placements decline sharply

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

Scottish recruiters signalled a further reduction in permanent staff appointments in March. Notably, the respective seasonally adjusted index fell further below the neutral 50.0 threshold to 40.4, down from 43.6 in February and the lowest reading in three months. Meanwhile, temp billings increased for the second successive month, albeit at a softer rate than in February.

Average starting salaries rose at a pace that, though solid, was the softest seen in 2025 to date. In contrast, temp wage growth quickened in the latest survey period to a six-month high.

The availability of permanent staff across Scotland increased for the second straight month in March. Furthermore, the rate of expansion was the steepest recorded since the start of 2021. At the same time, the supply of temp workers increased at a slightly quicker and solid rate.



Scotland Jobs Index summary  
sa, 50 = no change over previous month

	Permanent Placements	Temporary Billings	Permanent Availability	Temporary Availability	Permanent Salaries	Temporary Wages
10 '24	48.4	50.2	50.7	57.7	58.6	49.2
11 '24	52.4	49.7	53.7	54.4	54.3	46.5
12 '24	40.1	51.0	52.9	49.8	53.8	53.2
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

## Contact

### KPMG

Claire Barratt  
Deputy Head of Media Relations  
+44 (0)7923 439264  
[claire.barratt@kpmg.co.uk](mailto:claire.barratt@kpmg.co.uk)

### REC

Hamant Verma  
Communications Manager  
T: +44 (0)20 7009 2129  
[hamant.verma@rec.uk.com](mailto:hamant.verma@rec.uk.com)

### S&P Global

Annabel Fiddes  
Economics Associate Director  
S&P Global Market Intelligence  
T: +44 149 146 1010  
[annabel.fiddes@spglobal.com](mailto:annabel.fiddes@spglobal.com)

Corporate Communications  
S&P Global Market Intelligence  
[press.mi@spglobal.com](mailto:press.mi@spglobal.com)

### 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 12-25 March 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).

### Disclaimer

The intellectual property rights to the data provided herein are owned by or licensed to S&P Global and/or its affiliates. Any unauthorised use, including but not limited to copying, distributing, transmitting or otherwise of any data appearing is not permitted without S&P Global's prior consent. S&P Global shall not have any liability, duty or obligation for or relating to the content or information ("Data") contained herein, any errors, inaccuracies, omissions or delays in the Data, or for any actions taken in reliance thereon. In no event shall S&P Global be liable for any special, incidental, or consequential damages, arising out of the use of the Data.

This Content was published by S&P Global Market Intelligence and not by S&P Global Ratings, which is a separately managed division of S&P Global. Reproduction of any information, data or material, including ratings ("Content") in any form is prohibited except with the prior written permission of the relevant party. Such party, its affiliates and suppliers ("Content Providers") do not guarantee the accuracy, adequacy, completeness, timeliness or availability of any Content and are not responsible for any errors or omissions (negligent or otherwise), regardless of the cause, or for the results obtained from the use of such Content. In no event shall Content Providers be liable for any damages, costs, expenses, legal fees, or losses (including lost income or lost profit and opportunity costs) in connection with any use of the Content.