

KPMG and REC, UK Report on Jobs

Weaker increase in starting salaries amid further sharp rise in candidate availability

40.0

PERMANENT
PLACEMENTS INDEX
JUL '25

44.6

TEMPORARY BILLINGS
INDEX
JUL '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.

Starting salary inflation slips to lowest in nearly four-and-a-half years

Permanent placements and temp billings continue to decline

Rapid upturn in candidate supply amid reports of redundancies

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

"The labour market cooled in July as chief execs held back from increasing their recruitment budgets. Economic uncertainty, the complexities of AI adoption and global headwinds are all weighing on business planning."

"A larger talent pool has helped temper wage inflation, which helped convince the Bank of England to cut interest rates. While UK plc remains resilient, a further loosening of monetary policy could help boost business confidence. But many firms will continue to pause major investment decisions until there is greater clarity in the Autumn."

Kate Shoesmith, REC Deputy Chief Executive, said:

"There is a path to jobs market recovery – but it will take co-ordinated action from Government, the Bank of England and business to maximise on any potential upswing."

"With starting salaries and temp pay rising only modestly, it was right to cut interest rates last week. More action like this, to stabilise the business cost-base, is what will support growth and boost the jobs market this year. That is what the Chancellor should be keeping firmly in mind when preparing this year's Autumn Budget."

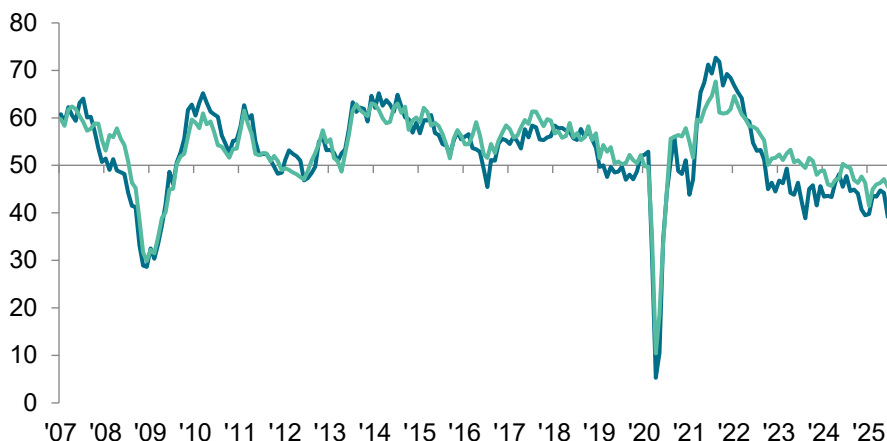
"Fluctuations in permanent and temporary job placements signal a labour market that remains resilient but uneven. Construction, a key economic bellwether, has seen a rise in temp vacancies, an early sign of confidence returning. Demand for blue-collar temp roles and permanent engineering jobs also remains steady, offering another glimmer of optimism."

"At the same time, hiring in retail and hospitality are down. Employers in these sectors are pausing due to cost pressures and uncertainty around employment law, although when the turn comes, these industries typically rebound quickly."

"Meanwhile, widespread skills shortages remain, which indicates the need for urgent support from government to upskill and retrain people; while businesses need to act now to secure the talent they will require when hiring picks up later this year, as our separate employer sentiment surveys suggest it will."

■ Permanent Placements Index
■ Temporary Billings Index

sa, >50 = growth since previous month



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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 July are:

July sees further marked reduction in staff appointments

The KPMG/REC Report on Jobs survey signalled a further steep decline in permanent staff appointments during July. Recruiters frequently mentioned that hiring activity had fallen due to weak confidence around the economic outlook and greater pressure on budgets due to recent increases in payroll costs. These factors also drove the quickest reduction in temp billings for five months.

Permanent salary growth slows to modest pace

Starting salary inflation slowed for the second month in a row in July, falling to its lowest level since March 2021. While there were reports of some companies offering greater salaries for highly skilled candidates, other panellists commented that lower demand for staff, greater candidate availability and concerns around costs had weighed on growth. Temp pay inflation also softened, with wages expanding at a marginal pace that was the weakest in five months.

Availability of candidates continues to improve sharply

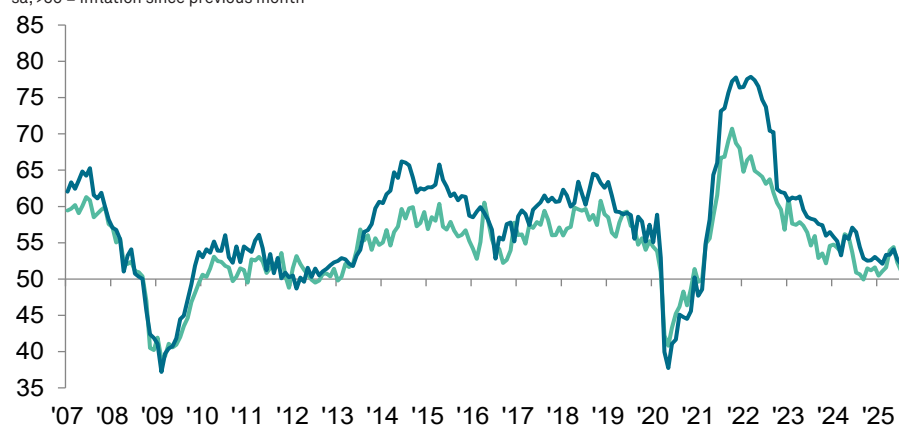
The overall availability of staff increased further at the start of the third quarter. Furthermore, the rate of expansion softened only slightly from June, and was the second-sharpest since December 2020. Redundancies, as well as concerns over job security, were reported as key drivers of growth. Permanent staff supply increased at a quicker pace than for temporary workers, but both rose markedly overall.

Vacancies fall at quicker rate

As has been the case since November 2023, demand for staff fell during July. Notably, the rate of decline was the most pronounced in three months and rapid overall. Underlying data indicated that permanent vacancies fell at the quickest pace since February, while demand for temp workers dropped at the steepest rate since April.

■ Permanent Salaries Index
■ Temporary Wages Index

sa, >50 = inflation since previous month

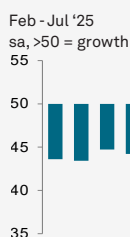


2 Staff Appointments

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



Downturn in permanent staff placements remains marked

The seasonally adjusted Permanent Placements Index posted below the neutral 50.0 level in July to signal a further reduction in permanent staff appointments across the UK. The rate of contraction was again rapid, having eased only slightly from June's 22-month record. Panel members widely reported that demand for staff remained weak and there were fewer job opportunities. This, in turn, was linked to higher payroll costs, which have squeezed company budgets, and a lack of confidence around the economic outlook.

Permanent placements fell across all four monitored English regions for the second month in a row in July. The steepest reduction was seen in the South of England.

Permanent Placements Index

sa, >50 = growth since previous month

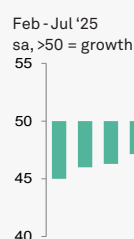


Permanent Placements Index

sa, >50 = growth since previous month

	UK	London	South	Midlands	North
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
Jul '25	40.0	38.8	37.6	43.3	42.8

Temporary Billings Index



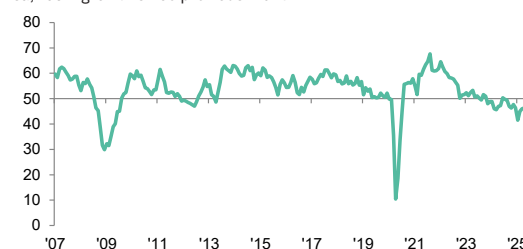
Temp billings decline at fastest rate in six months

As has been the case since July 2024, temp billings decreased in the latest survey period. Anecdotal evidence frequently attributed the fall to lower demand for temp staff, often due to cost-cutting and reduced operational requirements at clients. Furthermore, the rate of contraction was the most pronounced in six months and sharp.

Led by London, the decline in temp billings was broad-based across all four monitored English areas, with the Midlands posting its first reduction in three months.

Temporary Billings Index

sa, >50 = growth since previous month



Temporary Billings Index

sa, >50 = growth since previous month

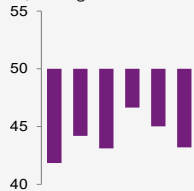
	UK	London	South	Midlands	North
Feb '25	45.0	41.0	43.8	49.2	46.6
Mar '25	46.0	46.6	44.8	48.9	40.2
Apr '25	46.3	49.3	42.0	47.3	42.3
May '25	47.1	49.6	41.3	51.3	47.2
Jun '25	45.5	45.8	42.8	50.2	45.9
Jul '25	44.6	41.3	46.1	45.8	45.5

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.

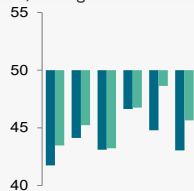
Total Vacancies Index

Feb - Jul '25
sa, >50 = growth



Permanent
Temporary

Feb - Jul '25
sa, >50 = growth



Steeper reduction in vacancy numbers

Adjusted for seasonal influences, the Total Vacancies Index slipped from 45.0 in June to 43.2 in July, to signal a sharp and accelerated decline in demand for workers. Moreover, the rate at which vacancies fell was steeper than the average seen since November 2023, when current period of decline began.

Permanent & temporary vacancies

Recruiters signalled stronger reductions in demand for both permanent and short-term staff at the start of the third quarter. Permanent vacancies fell at the fastest pace in five months, while temporary roles decreased at the sharpest rate since April.

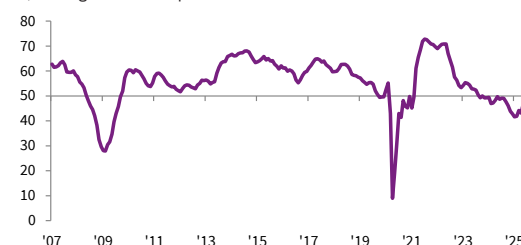
Public & private sector vacancies

The steepest reduction in vacancies was signalled for permanent positions in the public sector, where an accelerated contraction was recorded. Nonetheless, demand for permanent staff also fell more sharply in the private sector.

Divergent trends were meanwhile seen for temporary vacancies, with a sharp and accelerated decline in the public sector contrasting with a fresh increase 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.

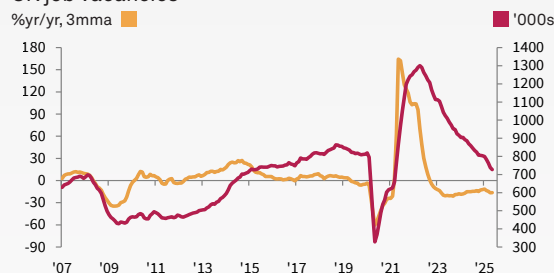
	Permanent				Temporary		
	Total	Total	Private*	Public*	Total	Private*	Public*
Feb '25	41.8	41.7	44.7	39.7	43.5	44.8	37.2
Mar '25	44.2	44.1	44.9	40.4	45.2	46.2	40.9
Apr '25	43.1	43.1	44.7	35.7	43.2	43.4	42.5
May '25	46.6	46.6	47.8	41.1	46.8	47.9	41.2
Jun '25	45.0	44.8	46.1	38.5	48.6	49.5	44.5
Jul '25	43.2	43.0	43.7	37.7	45.7	50.7	39.4

Official data: UK job vacancies

Figures from the Office for National Statistics (ONS) indicated that vacancies declined by 56,000 over the second quarter of 2025. As a result, the overall number of job opportunities stood at 727,000; the lowest figure since the three months to April 2021.

The number of total vacancies was also 8.6% (68,000) below the pre-pandemic level of 795,000 seen in the three months to March 2020.

UK job vacancies



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

4 Vacancies by sector

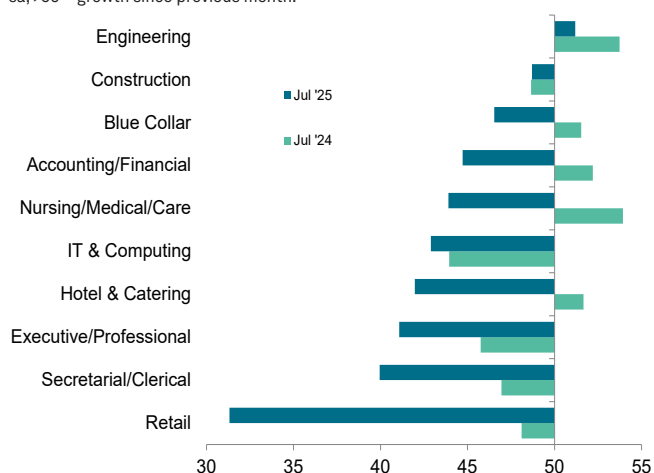
Recruitment consultancies are requested to compare the demand for staff according to sector with the situation one month ago.

Permanent vacancies

All ten monitored employment categories bar Engineering registered lower demand for permanent staff during July. Retail remained at the bottom of the rankings, posting a rapid fall in vacancies, while the softest decline was signalled for the Construction sector.

Permanent Vacancies Index

sa, >50 = growth since previous month.

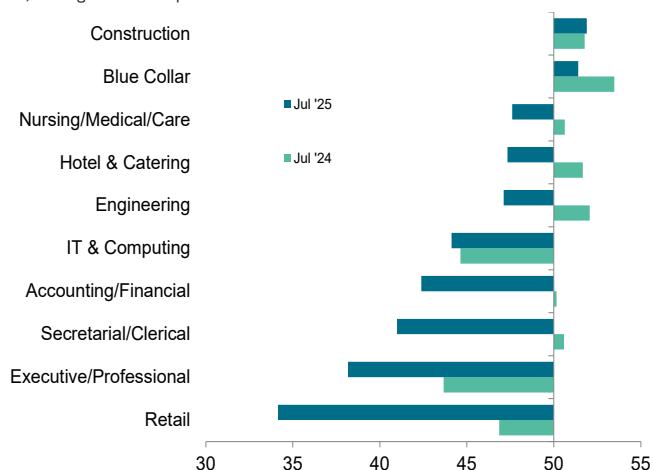


Temporary vacancies

Construction and Blue Collar were the only monitored job sectors to post increases in short-term vacancies during July. Of the eight categories to see a drop in demand, Retail and Executive/Professional recorded the most pronounced rates of contraction.

Temporary Vacancies Index

sa, >50 = growth since previous month.



Vacancy index by sector

■ Permanent ■ Temporary

sa, >50 = growth since previous month

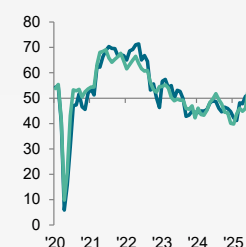
Accounting & Financial



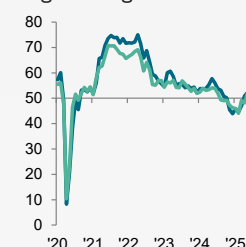
Blue Collar



Construction



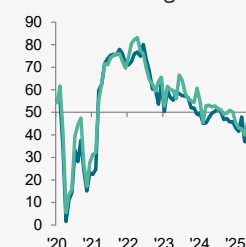
Engineering



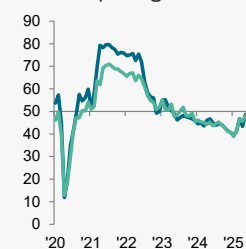
Executive & Professional



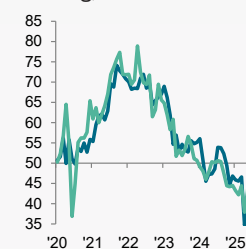
Hotel & Catering



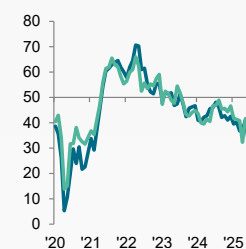
IT & Computing



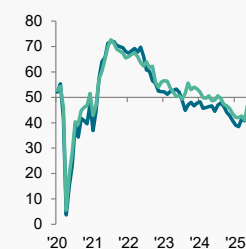
Nursing, Medical & Care



Retail



Secretarial & Clerical

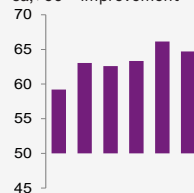


5 Staff availability

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

Feb - Jul '25
sa, >50 = improvement



Candidate availability continues to soar in July

The overall supply of candidates continued to increase sharply during July. Candidate availability has now risen for 29 months in a row. Furthermore, the respective seasonally adjusted index fell only slightly from June's recent high of 66.1 to 64.7, and therefore remaining at a level amongst the highest in the survey's near 28-year history.

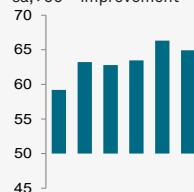
Total Staff Availability Index

sa, >50 = improvement since previous month



Permanent Staff Availability Index

Feb - Jul '25
sa, >50 = improvement



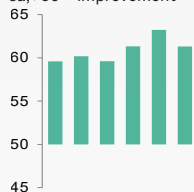
Growth in permanent staff supply remains historically sharp

There was another rapid increase in permanent candidate supply during July. Notably, the rate of growth moderated only slightly from June's four-and-a-half year high. Almost three times as many recruiters recorded an improvement in permanent staff availability compared to those that saw a reduction (37% versus 13%). Redundancies, and worries over current job security, were cited as key drivers of growth. Reduced hiring activity amid a subdued economic environment was also linked to the upturn in candidate numbers.

Historically sharp increases in permanent staff supply were seen across all four monitored English areas.

Temporary Staff Availability Index

Feb - Jul '25
sa, >50 = improvement



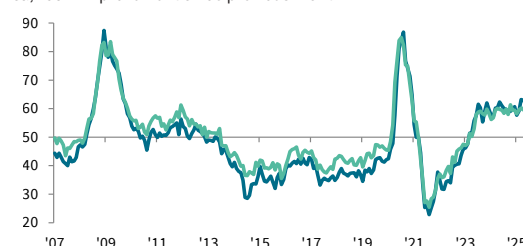
Availability of temp workers improves at substantial pace

Temporary worker availability rose again in July, thereby stretching the current trend of improvement that began in March 2023. While the rate of expansion slowed from June's recent post-pandemic record, it remained sharp in the context of historical data. Company layoffs and reduced workplace activity were all attributed to the latest upturn in temp candidate supply.

Steep increases in temp candidate numbers were seen across all four monitored English regions, led by the North of England.

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
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
Jul '25	64.9	65.3	63.6	65.1	66.3

Temporary Staff Availability Index

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
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
Jul '25	61.3	61.7	60.2	59.9	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

Accounting/Financial	Gas Engineers Senior Electronic Engineers Specialist Engineering Systems Engineers Technicians Test Engineer	Nursing/Medical/Care
Accountants Accounts Payable Auditors Bookkeepers Credit Controllers Entry Level Accountancy Finance Finance Business Partner Finance Managers Financial Controllers Financial Planners Management Accountants Paraplanners Payroll Practice Accountant Senior Accountants Taxation	Executive/Professional	Allied Health Professionals Carers Consultant Doctors Doctors Life Sciences (Sales) Medical Medical Retail Nurses Occupational Therapist Paediatric Nurses Paramedics Physiotherapist Social Workers
Blue Collar	Business Development Compliance Digital Marketing Directors Energy & Renewables Human Resources Law Legal Secretarial Managing Director Mid-Management Nuclear Energy Project Managers Public Relations Senior Level Management Solicitors	Secretarial/Clerical
Blue Collar Drivers HGV Mechanic HVAC LGV 2 Drivers LGV Drivers Refrigeration Site Managers Trades Vehicle Technicians	Hotel/Catering	Administration Office Staff Sales support
Construction	IT/Computing	Other
Architectural Tech Building Surveyors Civil & Structural Engineers Civils Operatives Construction Construction Professionals Part 2 Architect Asst. Quantity Surveyors White Collar Construction	AI Developers Augmented Reality Automation Testers Cyber Security Data Engineers Data Scientists Developers Digital Full-Stack Developer IT LLM Engineers Senior IT Engineers SMT Engineers Software Software Architects Software Engineers Technical Roles Technology Virtual Reality	Commercial Copywriter Ecologists Entry Level European Languages Field Sales Housekeepers Insurance Specialists Logistics Sales Sales Negotiators Security Supply Chain
Engineering		
Design Engineers M&E Electrical Design Electrical Engineers Engineers Field Service Engineers FM Engineers		

Skills in short supply: Temporary staff

Accounting/Financial	Maintenance Engineers Technicians
Accountants Accounts Payable Asset Managers Auditors Credit Controllers Finance Payroll	Executive/Professional
Blue Collar	Compliance Energy & Renewables Human Resources Real Estate
Blue Collar Carpenters Coded Welders Drivers Electricians Forklift Drivers HGV Drivers HGV Mechanic Industrials LGV Drivers Machine Operators Manufacturing Operatives Mechanical Assemblers Production Riggers Security Guards Steel Operatives Warehouse Operatives Welders	Hotel/Catering
Construction	Chefs
Architectural Tech Building Surveyors Civil & Structural Engineers Construction Construction Professionals Decorators Dryliners Labourers Quantity Surveyors Skilled Trades Surveyors	IT/Computing
Engineering	Automation Testers Business Analysts Cyber Security Data Architect Data Engineers Developers IT Senior IT Engineers Software Software Sales Technology
Contract Engineers Design Engineers M&E Electrical Engineers Engineers Gas Engineers	Nursing/Medical/Care
	Carers Healthcare Assistants Midwife Nurses Paediatric Nurses Psychiatric Nurses Social Workers
	Secretarial/Clerical
	Administration
	Other
	Agricultural Defence Industry Sales Security Cleared

Skills in excess supply: Permanent staff

Accounting/Financial	HR Manager HR Qualified Human Resources Legal Secretarial Marketing Project Managers Recruitment Consultants	Secretarial/Clerical
Accountants CFOs Finance Directors Interim Finance Management Accountants	IT/Computing	Administration Clerical Legal Assistants Personal Assistant
Blue Collar	Analysts Data Scientists Developers Entry Level IT IT	Other
Blue Collar Industrials Production Trades Warehouse Operatives	IT Directors IT Helpdesk IT Programme Managers IT Project Manager Social Media	Change & Transformation Commercial Customer Service Data Analyst Entry Level Entry Level Sales Facilities Graduates Horticulture Operations Public Sector General Sales Operations
Construction		
Civil & Structural Engineers Construction		
Engineering		
Engineers Entry Level Engineers Technicians		
Executive/Professional	Nursing/Medical/Care	
Business Analysts C-suite Directors	Carers Childcare Healthcare Assistants Nurses Research Scientist	

Skills in excess supply: Temporary staff

Accounting/Financial	IT/Computing
Accountants Finance	Data Scientists IT IT Directors IT Support Specialists
Blue Collar	Nursing/Medical/Care
Blue Collar HGV Drivers Industrials Manufacturing Packers Production Production Operators Warehouse Operatives	Healthcare Assistants Nurses
Executive/Professional	Secretarial/Clerical
Business Analysts Human Resources Marketing Programme Professional Project Managers Recruitment Consultants	Administration Personal Assistant
Hotel & Catering	Other
Hospitality	Change & Transformation Commercial Entry Level Operations

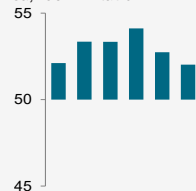
Note : Skills can be reported as being both in short supply and excess supply as we survey various recruitment agencies across the country, so there is geographical variation as well as the possibility of candidates with particular skills being concentrated in certain areas.

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.

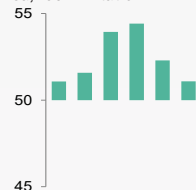
Permanent Salaries Index

Feb - Jul '25
sa, >50 = inflation



Temporary Wages Index

Feb - Jul '25
sa, >50 = inflation



Starting salaries increase only modestly in July

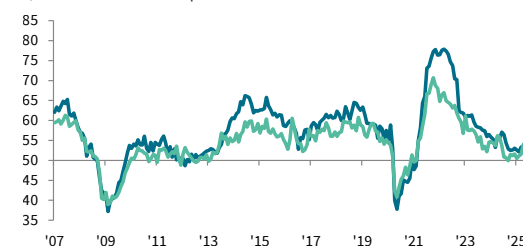
Recruitment consultancies in the UK signalled a further slowdown in starting salary inflation in July. Furthermore, the rate of growth was the slowest seen since the current period of inflation began in March 2021. While some recruiters noted that employers offered higher salaries to attract and secure desirable candidates, others commented that pay had levelled off or fallen due to budget constraints and improved candidate availability. The North of England was the only monitored English area to register a stronger rise in starting salaries, with weaker rates of inflation seen elsewhere.

Temp pay growth slips to five-month low

July survey data pointed to a softer increase in average hourly wages for temporary workers. Adjusted for seasonal influences, the respective index signalled only a marginal rise in temp pay that was the weakest in five months. Where wages had increased, this was generally linked to competition for scarce candidates. However, there were reports that reduced employer budgets and higher candidate numbers had dampened overall pay growth. All four monitored English regions recorded historically subdued rates of wage inflation bar the South of England, which recorded a fresh decline in pay.

Permanent Salaries Index

sa, >50 = inflation since previous month



Permanent Salaries Index

sa, >50 = inflation since previous month

	UK	London	South	Midlands	North
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
Jul '25	52.0	51.6	50.4	50.8	53.7

Temporary Wages Index

sa, >50 = inflation since previous month

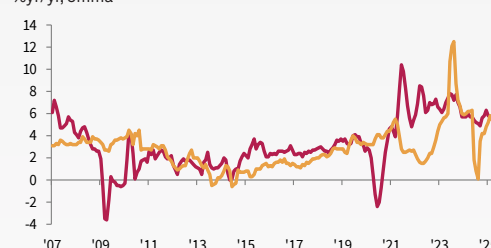
	UK	London	South	Midlands	North
Feb '25	51.1	51.7	50.0	52.8	50.2
Mar '25	51.6	53.1	51.0	53.3	50.6
Apr '25	53.9	53.3	55.2	53.5	54.0
May '25	54.4	52.8	54.4	55.8	56.2
Jun '25	52.3	52.7	52.8	51.0	48.1
Jul '25	51.1	52.9	48.1	50.6	52.3

Official data: UK average weekly earnings

Data from the ONS showed that average weekly earnings (including bonuses) rose by 5.0% year-on-year in the three months to May. This was down from 5.4% in the prior three-month period and marked the slowest rate of growth since the three months to September 2024.

Underlying data signalled softer rates of pay inflation across both the private and public sectors. For private workers, wage growth slipped from 5.3% to 4.9%, while across the public sector it slowed from 5.5% to 5.3%.

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

What the Industrial Strategy means for recruitment

A revitalised Industrial Strategy is now in motion. Understanding the focus areas of the strategy and what they mean for your sector will be critical unlocking potential benefits. Across the eight "growth-driving" sectors, new investments in skills and industrial clusters will mean fresh talent pipelines, reskilling opportunities, and a greater role for strategic recruitment and talent partners.

This summary offers a high-level overview of seven out of the eight "growth-driving sectors". For sectoral and regional opportunities, you can [check the detailed gov.uk documents](#). [REC members can also access exclusive insights](#) on the support recruiters can expect as a Professional and Business Service.

1. Manufacturing

The Government is backing advanced manufacturing with over £100 million across three years for new Technical Excellence Colleges, targeted at higher-level engineering skills. There's a clear invitation here for recruiters to work more closely with further education providers and clients to shape candidate pathways.

A Recruitment and Workforce Transition Programme will also be piloted to address persistent vacancies - especially as the sector continues to struggle with an ageing workforce. And the introduction of a sector-led Equality Charter, supported by Make UK, along with efforts to upskill DWP careers advisors, reflects a push for more inclusive talent attraction.

2. Clean Energy

The clean energy sector is receiving parallel investments. The Energy Skills Passport will help oil and gas workers transition into offshore wind and other renewable sectors, creating a new talent pool of mid-career professionals.

Recruiters operating in regions such as the North East, Yorkshire, or the South West — where offshore wind, CCUS and hydrogen are thriving — should see increased demand for contractors and permanent specialists alike.

3. Defence

We are still waiting for the Defence Industrial Strategy, but we know the sector will see a boost in skilled worker supply, backed by new Defence Technical Excellence Colleges. The key subsectors are Drones and Autonomous Systems, Combat Air, directed energy weapons, complex weapons and maritime capabilities.

4. Digital

£187 million is being poured into tech skills for AI, quantum, cyber and more. With AI and engineering biology now considered strategic industries, the UK's global competitiveness hinges on tapping specialist recruiters to match frontier firms with the right talent — especially in hotspots like Greater Manchester, Cambridgeshire, and London.

5. Life Sciences

Life sciences remain a core growth sector, backed by the Office for Life Sciences. The key subsectors here are pharmaceuticals and MedTech, with regional clusters across the country.

6. Professional and Business Services

It's not all about labs and factories. Legal, accountancy, consultancy and professional services are now recognised as frontier industries in their own right, and major clusters from Leeds to Liverpool are being backed with local growth plans. In London, a robust focus on RegTech, HRTech and PropTech is creating strong demand for niche digital skills alongside traditional roles.

7. Financial Services

The Government is also expanding visa access for global talent and developing a Financial Services Skills Compact, which may trigger new demand for both specialist and international recruitment expertise.

What this means for recruiters

This is a moment to position your agency as an expert navigator of fast-moving labour markets. With sector-specific programmes, digital tools, and regional clusters on the rise, the Industrial Strategy gives recruiters a new strategic map — one that favours businesses ready to partner on skills, champion sector inclusion, and deliver on growth.

9 Scotland's labour market

Recruitment activity declines across Scotland in July

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

Recruitment consultancies based in Scotland signalled a second successive monthly drop in permanent staff appointments in July. The rate of contraction was little-changed from June and sharp. At the same time, temp billings declined for the second time in three months and at a marked rate.

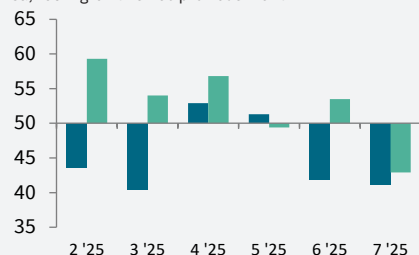
Salaries for new permanent joiners meanwhile rose at the softest rate in nearly four-and-a-half years and only modestly. Temp pay growth also moderated, but remained sharp and was broadly in line with the series average.

Permanent candidate numbers rose for the sixth month in a row in July. Though steep, the latest upturn was the least pronounced since March. The availability of short-term staff across Scotland expanded for the seventh straight month, and at the sharpest rate since September 2020.

■ Permanent Placements Index

■ Temporary Billings Index

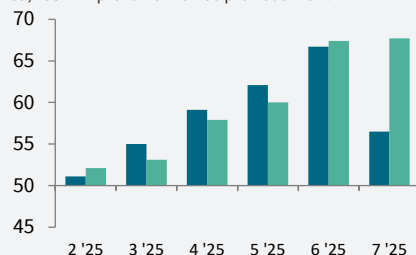
sa, >50 = growth since previous month



■ Permanent Availability Index

■ Temporary Availability Index

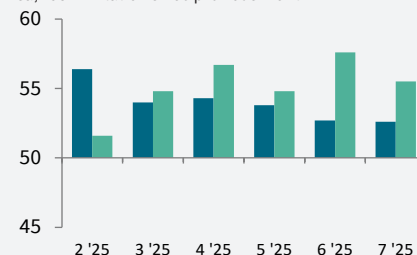
sa, >50 = improvement since previous month



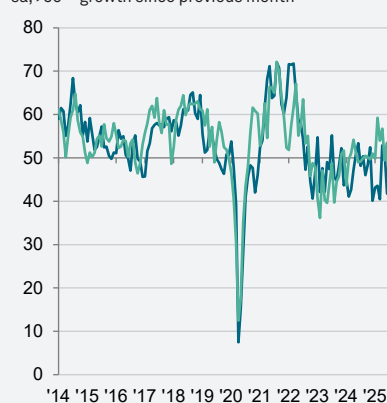
■ Permanent Salaries Index

■ Temporary Wages Index

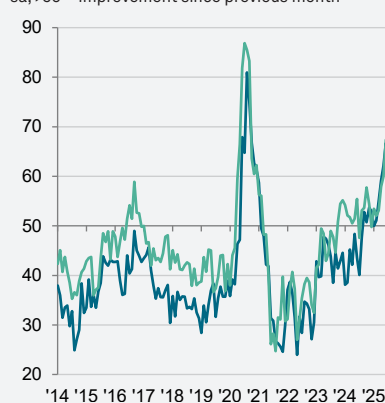
sa, >50 = inflation since previous month



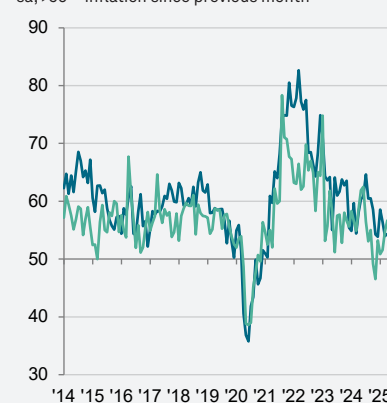
sa, >50 = growth since previous month



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
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
07 '25	41.2	42.9	56.5	67.7	52.6	55.5

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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 10-25 July 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.

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.

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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.

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