

KPMG and REC, UK Report on Jobs

Candidate supply expands at quickest rate since late-2020

44.2

PERMANENT
PLACEMENTS INDEX
AUG '25

46.8

TEMPORARY BILLINGS
INDEX
AUG '25

Permanent and temporary labour availability rises rapidly

Recruitment activity falls at softer, but still marked rate

Starting salaries increase at softest pace for four-and-a-half years

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

"The business trading environment remains complex and it is still a mixed picture when it comes to reported business confidence. This complexity, coupled with a subdued economic outlook, means chief execs continue to pause their future spending plans, including hiring."

"Given the speculation around upcoming Budget measures, it's unlikely we'll see a significant shift in recruitment patterns in the near term as businesses evaluate their investment strategies in response to policy commitments and the rapid pace of change brought by AI and new technologies."

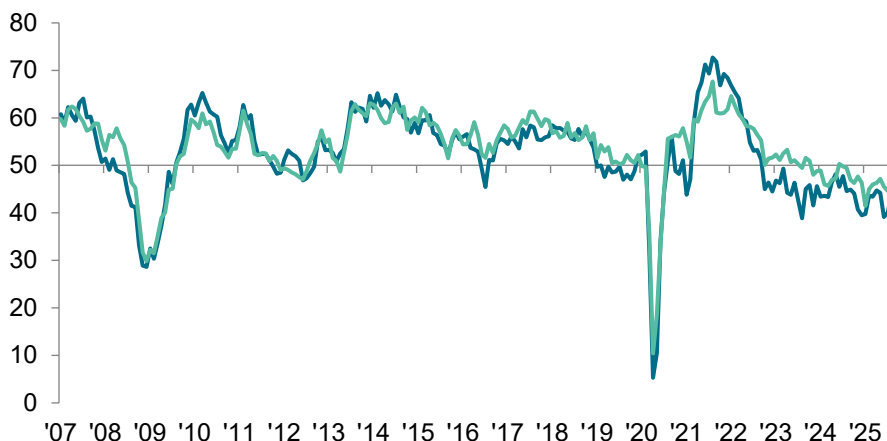
Neil Carberry, REC Chief Executive, said:

"Employers need a shot of confidence along with their seasonal flu jabs this autumn. August saw recent declines in the market moderating, and a few positive signs – like an improving market for temps in the Midlands. Overall, permanent placements are declining at their slowest rate since May, and the reduction in temporary billings also eased. There is certainly potential out there – but with fewer vacancies and more candidates looking for work, the overall picture is still subdued. While we have seen a summer slowdown, we will hopefully see more positive signs when the September data come through next month."

"All eyes are now on the Autumn Budget, in hope now that the Chancellor won't do any further damage to the labour market with costs on hiring. For the economy to thrive, the Budget must recognise the need for investment in people. Long-term investment in skills, workforce stability, a more practical approach to the Employment Right Bill and meaningful partnerships with employers will yield far more enduring returns than short-term fixes."

■ Permanent Placements Index
■ Temporary Billings Index

sa, >50 = growth since previous month



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.

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 August are:

Staff hiring falls at softer but still marked rate

Recruitment consultancies across the UK signalled a further reduction in the number of people placed into permanent job roles in August. Although the rate of contraction was the slowest seen in three months, it was steep overall and often linked to weak confidence around the economic outlook and concerns over costs. Temp billings also fell at a slower, but still solid rate.

Sharpest rise in candidate numbers since November 2020

The availability of staff increased at a rapid and accelerated rate in August. Furthermore, the latest upturns in permanent and temporary labour supply were the most pronounced since November 2020, with the former seeing the sharper rate of growth overall. According to recruiters, redundancies, fewer job opportunities and concerns over current job security were key factors pushing up worker availability.

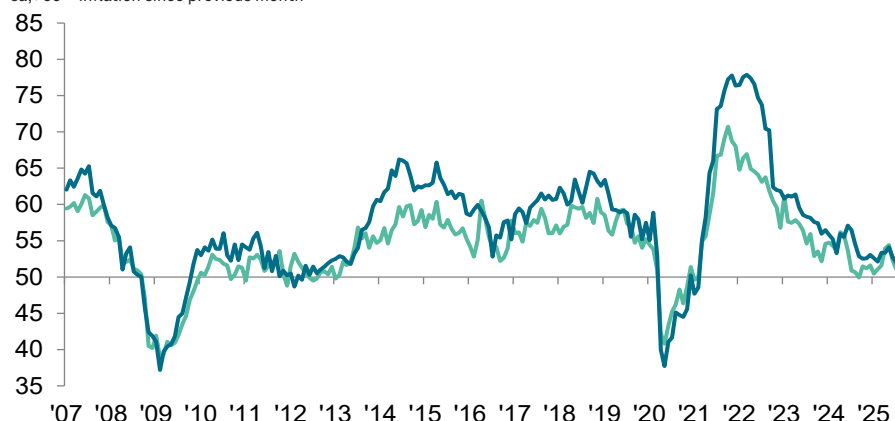
Overall demand for staff continues to fall

That latest survey pointed to a further marked drop in total vacancies across the UK midway through the third quarter. Notably, the pace of reduction was the steepest recorded in six months. Divergent trends were seen by job type, however, with a sharper decline in permanent vacancies contrasting with a softer fall in temporary job opportunities.

Permanent starters' salaries increase only marginally

Recruiters operating across the UK signalled muted rates of pay growth for both permanent and temporary staff in August. Furthermore, the increase in starting salaries was the weakest recorded in four-and-a-half years and only marginal, while temp wage inflation also remained much slower than the historical trend. Softer rates of pay growth were often linked to increased candidate availability, lower demand for staff and tighter client budgets.

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

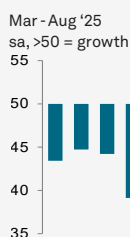


2 Staff Appointments

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



Permanent placements decline at softest pace since May

UK recruitment consultancies signalled a slower, but still marked, reduction in the number of people placed into permanent job roles in August. The rate of decline was the softest since May and weaker than the average recorded over the past year. Nevertheless, permanent staff appointments have now fallen in each of the past 35 months. According to anecdotal evidence, placements fell due to fewer job opportunities, higher payroll costs, and hesitancy among employers to recruit new staff amid reduced confidence around the outlook.

August survey data indicated that permanent staff appointments declined across all four monitored English areas, with the steepest reduction seen in the South of England.

Permanent Placements Index

sa, >50 = growth since previous month

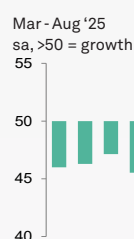


Permanent Placements Index

sa, >50 = growth since previous month

	UK	London	South	Midlands	North
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
Aug '25	44.2	46.9	36.1	48.9	43.9

Temporary Billings Index



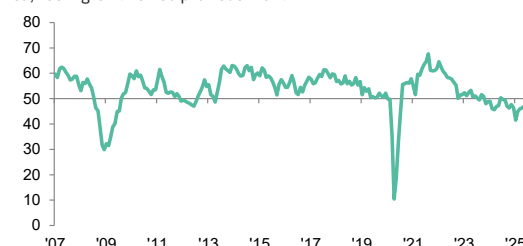
Downturn in temp billings eases in August

The seasonally adjusted Temporary Billings Index posted below the neutral 50.0 level in August to signal a further drop in billings from the employment of short-term staff. Though solid, the rate of contraction was the weakest recorded in three months and not as pronounced as the average recorded in 2025 to date. Recruiters frequently mentioned that clients had cut back on temporary hiring due to higher operating expenses and reduced business activity.

The South of England recorded by far the sharpest reduction in temp billings in August. The Midlands meanwhile bucked the wider trend and registered a marginal expansion.

Temporary Billings Index

sa, >50 = growth since previous month



Temporary Billings Index

sa, >50 = growth since previous month

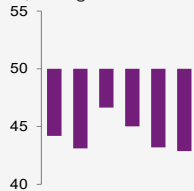
	UK	London	South	Midlands	North
Mar '25	46.0	46.6	44.8	48.9	40.2
Apr '25	46.3	49.3	42.0	47.3	42.3
May '25	47.1	49.6	41.3	51.3	47.2
Jun '25	45.5	45.8	42.8	50.2	45.9
Jul '25	44.6	41.3	46.1	45.8	45.5
Aug '25	46.8	48.5	41.6	50.7	46.9

3 Vacancies

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

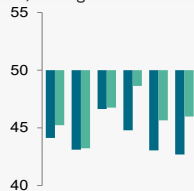
Total Vacancies Index

Mar - Aug '25
sa, >50 = growth



Permanent
Temporary

Mar - Aug '25
sa, >50 = growth



August sees further sharp drop in demand for workers

At 42.9 in August, the seasonally adjusted Total Vacancies Index edged down from 43.2 in July to its lowest level since February. The latest reading was consistent with a sharp reduction in overall demand for staff, and stretched the current period of falling vacancies to 22 months.

Permanent & temporary vacancies

Underlying data pointed to further falls in demand for both permanent and temporary workers during the latest survey period. Vacancies for permanent positions fell at a sharp and accelerated rate that was the most pronounced in six months. Demand for short-term staff meanwhile fell at a slightly softer but still solid pace.

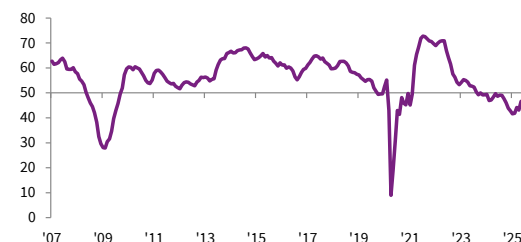
Public & private sector vacancies

UK recruitment consultancies signalled a broad-based reduction in demand for staff across both the private and public sectors.

Permanent vacancies fell at similarly sharp rates across both sectors. Demand for temporary staff meanwhile fell at a notably steeper pace in the public sector compared to the private sector.

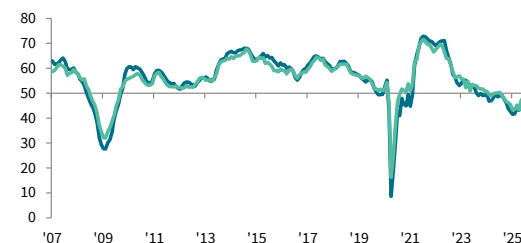
Total Vacancies Index

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*
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
Aug '25	42.9	42.7	42.6	42.7	46.0	46.6	41.8

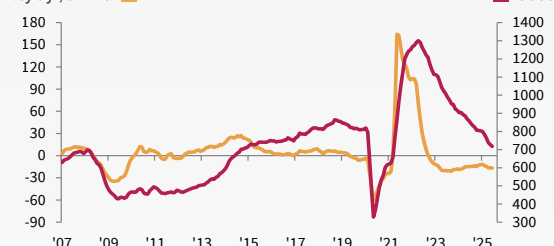
Official data: UK job vacancies

Official labour market data published by the Office for National Statistics (ONS) indicated that overall vacancies fell 44,000 over the three months to July 2025. Vacancies have now fallen continuously for just over three years.

At 718,000, the total number of job opportunities was the lowest recorded since the three months to April 2021. This figure was also nearly 10% below the pre-pandemic level (795,000 in the three months to March 2020).

UK job vacancies

%yr/yr, 3mma



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

4 Vacancies by sector

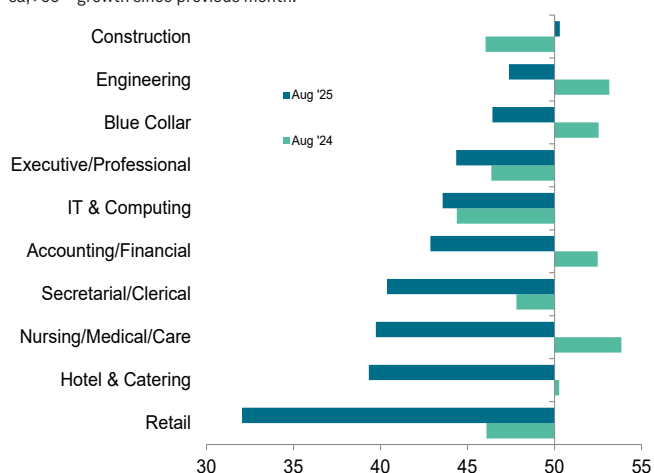
Recruitment consultancies are requested to compare the demand for staff according to sector with the situation one month ago.

Permanent vacancies

Construction was the only monitored sector to register an increase in demand for permanent workers in August, albeit marginal. The Retail sector meanwhile maintained its position at the bottom of the rankings, registering a rapid drop in perm vacancies, followed by Hotel & Catering.

Permanent Vacancies Index

sa, >50 = growth since previous month.

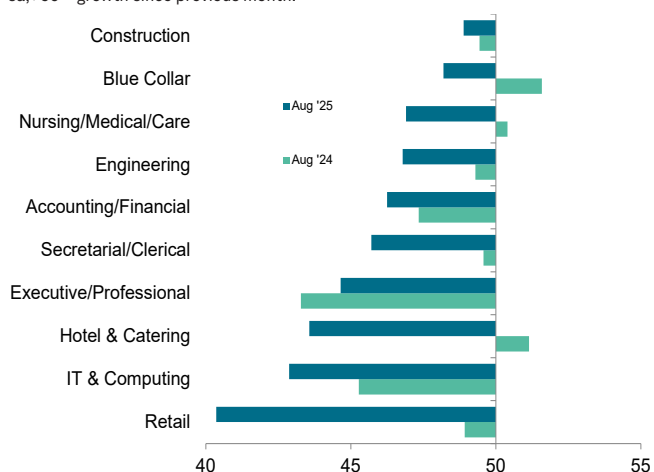


Temporary vacancies

August survey data pointed to a broad-based reduction in short-term vacancies, led by the Retail sector. The softest falls in demand were meanwhile signalled for short-term positions in the Construction and Blue Collar sectors.

Temporary Vacancies Index

sa, >50 = growth since previous month.



Vacancy index by sector

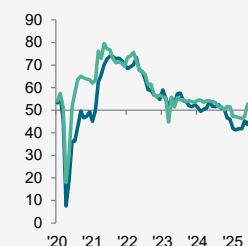
■ Permanent ■ Temporary

sa, >50 = growth since previous month

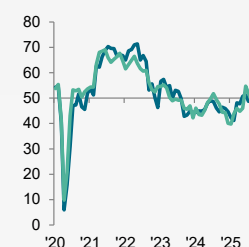
Accounting & Financial



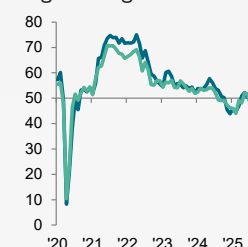
Blue Collar



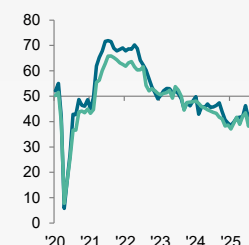
Construction



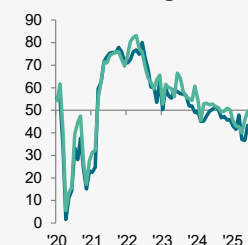
Engineering



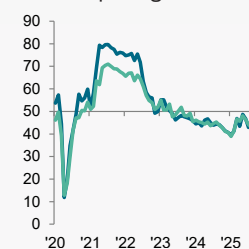
Executive & Professional



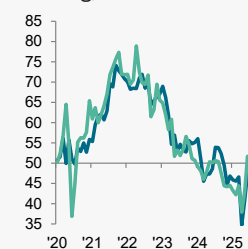
Hotel & Catering



IT & Computing



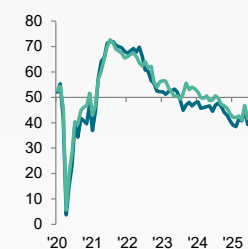
Nursing, Medical & Care



Retail



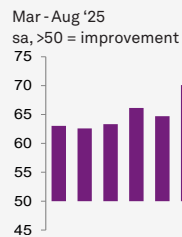
Secretarial & Clerical



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

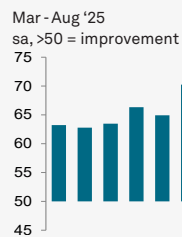


Sharpest increase in worker availability since November 2020

Adjusted for seasonal factors, the Total Staff Availability Index rose from 64.7 in July to 70.1 in August, thereby signaling a sharp and accelerated increase in overall candidate supply. Furthermore, the rate of improvement was the steepest recorded since November 2020, when candidate supply soared amid the COVID-19 pandemic.

Recruiters signalled faster increases in both permanent and temporary staff availability in the latest survey period.

Permanent Staff Availability Index

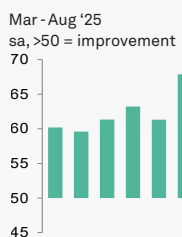


Accelerated upturn in supply of permanent candidates

August survey data indicated that the expansion in permanent labour supply gathered pace, with the respective seasonally adjusted index posting its highest reading since November 2020. Excluding the period covering the height of the COVID-19 pandemic in 2020, latest data marked the steepest rise in candidate numbers since July 2009 during the global financial crisis. Redundancies and fewer job opportunities were cited as key drivers of growth. There were also reports of people seeking new roles due to concerns over current job security.

All four monitored English regions recorded sharper increases in permanent candidate supply.

Temporary Staff Availability Index



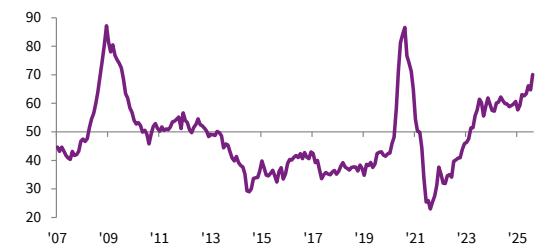
Temp candidate numbers rise rapidly in August

UK recruitment consultancies signalled a stronger rise in the number of candidates available for short-term roles during August. Moreover, the rate of growth was rapid and the fastest seen since late-2020. While company layoffs were frequently linked to the latest upturn in candidate supply, panel members indicated that fewer vacancies and delayed hiring decisions had also driven up temp staff availability.

Sharper upturns in temp candidate numbers were recorded across all four monitored English areas, led by London.

Total Staff Availability Index

sa, >50 = improvement since previous month



Permanent Staff Availability Index

sa, >50 = improvement since previous month



Permanent Staff Availability Index

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
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
Aug '25	70.2	71.4	70.5	67.1	73.1

Temporary Staff Availability Index

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
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
Aug '25	67.9	70.2	66.5	61.0	69.4

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	Design Engineers Design Engineers M&E Electronics Design Engineer Engineering Directors Engineers Field Service Engineers Fire & Security Engineers FM Engineers Instrument Project Managers Project Engineers Senior Electronic Engineers Systems Engineers Technicians	Technology UX Developers
Blue Collar	Executive/Professional Business Development Conveyancers C-suite Digital Marketing Human Resources Legal Secretarial Management Marketing Mid-Management Professional Recruitment Consultants Specialist Functions	Nursing/Medical/Care Allied Health Professionals Carers Consultant Doctors Device Testing Consultants Life Sciences (Sales) Medical Nurses Occupational Therapist Paediatric Nurses Paramedics Physiotherapist Social Workers Specialist Nurses
Construction	Hotel/Catering Chefs Hospitality	Secretarial/Clerical Administration Office Staff
Engineering	IT/Computing AI/ML Engineers CNC Cyber Security Data Engineers Digital Full-Stack Developer IT IT Directors IT Infrastructure LLM Engineers Software Software Architects Software Developers Software Engineers Software Sales Technical Roles	Other Account Managers Customer Service Data Analyst European Languages Field Sales Graduates Logistics New Home Sales Sales Sales Manager STEM Teachers White Collar

Skills in short supply: Temporary staff

Accounting/Financial	Actuaries Finance Investment Specialists Payroll	Executive/Professional Human Resources Operations Managers
Blue Collar	Assembly Technicians Blue Collar Carpenters CNC Miller Drivers FLT Operators Forklift Drivers HGV Drivers Industrials Labour LGV 1 Drivers LGV 2 Drivers LGV Drivers Machine Operators Manufacturing Operatives Mechanical Assemblers Operatives Plater Security Guards Vehicle Technicians Warehouse Operatives Welders	Hotel/Catering Chefs
Construction	Architectural Tech Building Surveyors Civil & Structural Engineers Construction Decorators Labourers Quantity Surveyors Skilled Trades	IT/Computing Automation Testers Cyber Security Data Engineers Full-Stack Developer IT IT Infrastructure IT Management Security Cleared IT Software Software Developers Software Engineers Technical Managers Technical Support Technology
Engineering	Commissioning Engineers Design Engineers Design Engineers M&E Electrical Engineers Engineers Maintenance Engineers Project Engineers	Nursing/Medical/Care Carers Nurses Social Workers
		Secretarial/Clerical Office Staff
		Other Transport

Skills in excess supply: Permanent staff

Accounting/Financial	Project Managers Recruitment Consultants Senior Level Management Talent Acquisition	Secretarial/Clerical Administration Business Support Clerical Office Staff Personal Assistant
Blue Collar	Hotel/Catering Catering	Other Commercial Customer Agents Customer Service General Managers Graduates Operations Property Lettings Public Sector General Sales Test Automation
Construction	IT/Computing Analysts Entry Level IT IT IT Administrators IT Analysts IT Directors IT Helpdesk IT Infrastructure IT Project Manager IT Support Specialists Software Engineers Software Sales Technology	
Engineering	Nursing/Medical/Care Healthcare Assistants Nurses Research Scientist	

Skills in excess supply: Temporary staff

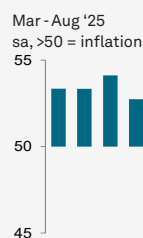
Accounting/Financial	Accountants CFOs Practice Accounting Transactional Finance	Executive/Professional Business Analysts HR Manager Human Resources Marketing Project Managers Recruitment Consultants Talent Acquisition	Other Commercial Logistics Operations Remote Workers Sales Service Delivery
Blue Collar	Blue Collar HGV Drivers Industrials Manufacturing Operatives Production Operators Riggers Scaffolders Site Managers Warehouse Operatives	IT/Computing CAD Technicians IT Directors IT Helpdesk IT Project Manager	
Construction	Construction Site Managers Groundwork Specialists Joiners Labourers Painters	Nursing/Medical/Care Doctors Healthcare Assistants Mental Health Nurses Nurses	
Engineering	Draughtpersons Graduate Engineers	Secretarial/Clerical Administration Executive Assistants Office Staff	

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.

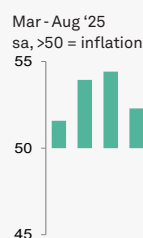
7 Pay pressures

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



Temporary Wages Index



Permanent pay growth slips to four-and-a-half-year low

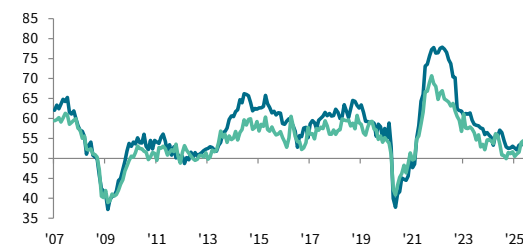
Salaries awarded to newly-placed permanent workers increased only slightly midway through the third quarter. Moreover, the respective seasonally adjusted index posted its lowest reading since the current period of pay growth began in March 2021 and was well below the long-run average. While there were cases of employers paying higher salaries to secure sought-after skills, there were also reports that weaker demand for staff and tighter hiring budgets had constrained growth. Starting salaries fell in the South and North of England, but rose in the Midlands and London.

Modest increase in temp wages in August

Average wages for short-term staff increased again in August, thereby stretching the current period of pay growth to 11 months. Although the rate of inflation quickened from July, it was modest overall and much slower than the historical average. Reports from panel members suggested that there was little movement in wages due to improved candidate availability and muted demand for workers. Mixed trends were seen across the four monitored English areas, with temp pay rising in London and the Midlands, but falling in the South and North of England.

Permanent Salaries Index

sa, >50 = inflation since previous month



Permanent Salaries Index

sa, >50 = inflation since previous month

	UK	London	South	Midlands	North
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
Aug '25	50.6	51.6	47.0	56.8	47.6

Temporary Wages Index

sa, >50 = inflation since previous month

	UK	London	South	Midlands	North
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
Aug '25	51.5	57.5	48.6	51.7	49.5

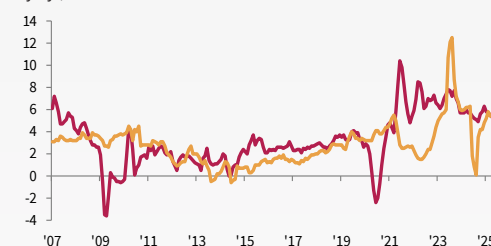
Official data: UK average weekly earnings

Official data from the ONS showed that average weekly earnings (including bonuses) increased by 4.6 % on an annual basis in the three months to June. This marked the fourth successive period that pay growth has slowed, and pointed to the softest rise in earnings since the three months to September 2024.

This reflected a slower rise in private sector earnings (4.7%), which expanded at the softest pace since the three months to March 2021. Meanwhile, public sector pay growth held steady at 5.3%.

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

The recruitment opportunity for older workers

Recent data from the Centre for Ageing Better shows that more than a third (36%) of workers aged 50-70 feel at a disadvantage in recruitment because of their age. At the same time, age is the least scrutinised form of workplace discrimination in the UK - with over half of employers saying they are unlikely to introduce age-related policies.

Older workers are good for business. OECD research shows that firms with 10% more employees aged over 50 are on average a percentage point more productive - linked to higher levels of retention, management, knowledge sharing and mentoring. Polling from the Work Foundation finds that seven in ten business leaders in Britain agree their organisation benefits from the diverse perspectives brought by a multigenerational workforce, with those with a multigenerational workforce already in place most likely to agree that there are benefits.

Despite the clear business advantage, older candidates are still too often excluded. Job adverts use coded language like "dynamic" or "recent graduate." Application forms that demand full work histories expose age unnecessarily. Employers underplay benefits such as flexibility and pensions, while stereotypes about adaptability or ambition persist.

The result is that talent pipelines are narrowed and experienced talent can be shut out at a time when sectors from health and social care to logistics and engineering are facing skills shortages.

The practical solutions

Recruiters are uniquely placed to lead the shift towards age-inclusive hiring. The REC's recent [Career Returners guidance](#) suggested practical solutions recruiters can take to be more inclusive of older workers and those returning after a career break:

- **Job adverts.** Include a short diversity statement in job adverts emphasising age inclusivity or welcoming applications from candidates who have taken a career break. Focus only on necessary skills and qualifications and avoid over-detailed role specifications. Avoid wording about "current" or "recent" knowledge, skills and experience. Frame and word job ads with care, ensuring that they aren't age-biased, e.g. "technologically savvy", "recent graduate".
- **Flexibility.** State any flexible working options, which might appeal to older workers. Monitor applicants' working pattern preferences but do not share these with decision makers.
- **Screening adjustments.** Don't make judgements that a candidate is weak on the basis of lacking recent experience. Look for transferable skills and skills built during a career break. Don't reject a candidate for being over-qualified before checking their expectations. Look beyond the most recent role.
- **Screening calls.** If you identify a candidate as returning from a career break, explain that you are supportive of helping career returners. Ask openly and considerately about what they have done on their career break. State why you are asking: to give them the opportunity to share any recent skills and experience gained during their break. Put candidates at ease so they understand the motivation for the questioning. Say that if they would prefer not to discuss their career break, for whatever reason, then that is ok too.
- **Assessment adjustments.** Ensure assessments don't demand recent knowledge or experience. Provide tailored candidate support, including links and tips for research and preparation before the assessment. Focus where possible on technical behaviours and understanding rather than knowledge.
- **Post-assessment.** Notify older workers as soon as possible with the outcome of their application. Tailor and soften standard rejection response so they feel positive about their performance. Offer to provide constructive feedback to build their confidence with what they did well and learning points to help them secure a role in the future.

These echo and complement the REC's [Good Recruitment for Older Workers](#) toolkit developed with the Centre for Ageing Better and the CIPD which also advocated for inclusive adverts, monitoring age data, structured interviews and training line managers to reduce bias.

By acting as age inclusion partners to clients, agencies can access a wider talent pool to fill shortages, demonstrate value and help clients build stronger multigenerational workplaces that support retention and skills transfer.

Excluding experienced talent isn't just unfair - it's bad business.

9 Scotland's labour market

Permanent placements increase in August

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

Scottish recruitment consultancies signalled the first upturn in permanent staff appointments for three months in August. Furthermore, the rate of growth was the quickest seen since June 2024. Temp billings meanwhile declined for the third time in the past four months, albeit at a weaker pace than in July.

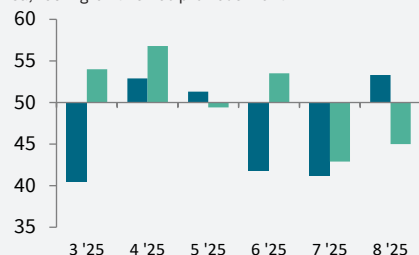
The rate of starting salary inflation eased to the weakest in four-and-a-half years in August, with pay rising only slightly overall. Temp wage growth also eased on the month and, though solid, was the slowest recorded since February.

The availability of permanent staff across Scotland continued to rise in August. Notably, the rate of improvement quickened since July and was sharp overall. At the same time, there was a rapid upturn in the supply of candidates for short-term roles, with the pace of expansion easing only slightly from July's 58-month record.

■ Permanent Placements Index

■ Temporary Billings Index

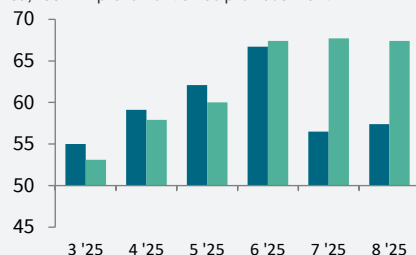
sa, >50 = growth since previous month



■ Permanent Availability Index

■ Temporary Availability Index

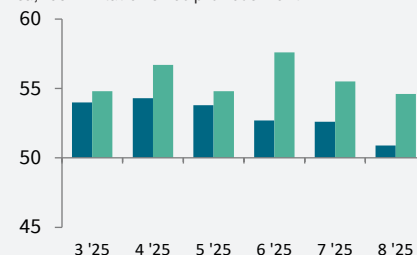
sa, >50 = improvement since previous month



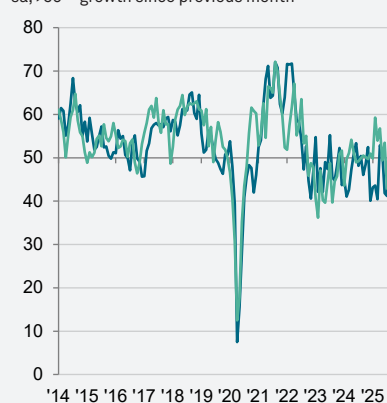
■ Permanent Salaries Index

■ Temporary Wages Index

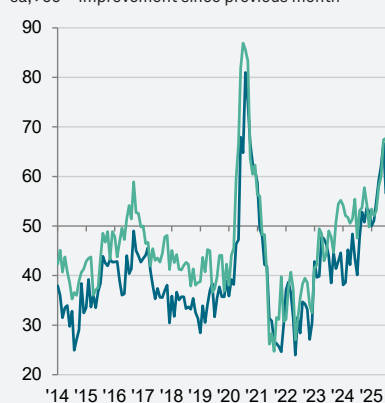
sa, >50 = inflation since previous month



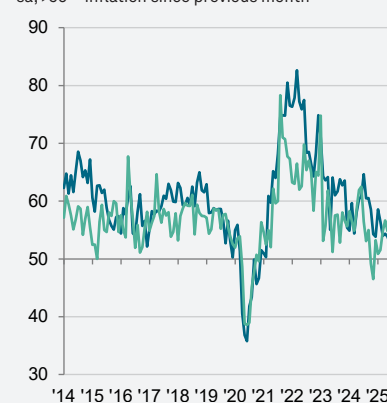
sa, >50 = growth since previous month



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
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
08 '25	53.3	45.0	57.4	67.4	50.9	54.6

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Methodology

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

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

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

For further information on the survey methodology, please contact
economics@spglobal.com.

Survey Dates

Data were collected 12-22 August 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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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.

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