

# KPMG and REC, UK Report on Jobs

## Permanent placements decline at slowest rate in a year

44.8

PERMANENT  
PLACEMENTS INDEX  
SEP '25

46.0

TEMPORARY BILLINGS  
INDEX  
SEP '25

Slower, but still marked fall in permanent placements

Starting salaries close to stagnation in September...

...as demand for staff falls and candidate supply rises rapidly

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

*"With very little positive news out there on the economy in recent months, and lots of speculation about the Budget, it is understandable that employers are cautious with their hiring. But despite these headwinds, our annual CEO Outlook revealed this week that chief executives are more upbeat about future growth prospects for their industry and the UK economy than might be expected. They are resilient and responding to challenges by adapting their investment strategies to focus on AI adoption, managing cyber risk and upskilling their talent."*

*"The jobs market has not yet turned a corner and remains tough, but we saw stabilisation in some of the numbers last month. While the public finances provide little room for manoeuvre in November, some clear signals from the Chancellor that build on business confidence will hopefully support renewed hiring as we head into 2026."*

Neil Carberry, REC Chief Executive, said:

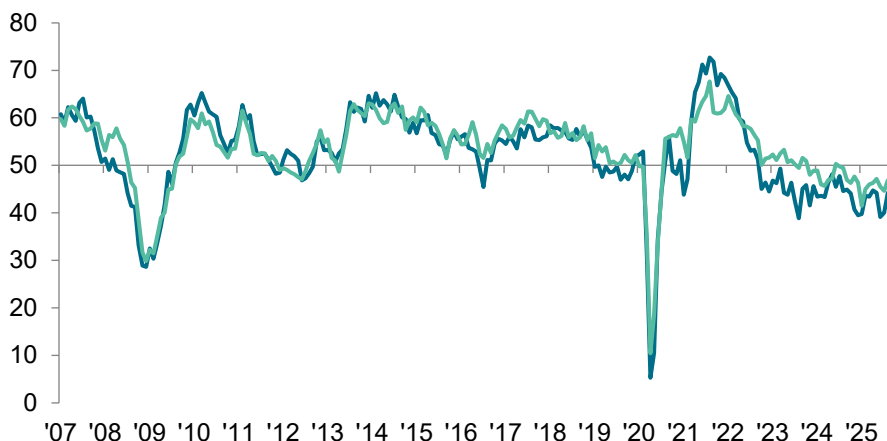
*"Recruiters have been reporting a trend towards stabilisation in the permanent job market since the summer, and today's data back that up for September. The temporary market remains somewhat healthier, with growth in some regions. We can hope that the jobs market and the economy may be moving towards calmer waters, but falling vacancies is a reminder that what is really needed is a shot of confidence in the wider economy to get things going."*

*"Pay trends remain subdued where pay is set by the market rather than the Government. This suggests that pay growth should not be a drag on the Bank of England's upcoming interest rate decision."*

*"The economic picture is still challenging for employers, with pressures beyond their control. A genuinely pro-business, pro-growth Autumn Budget next month could provide much-needed relief, by avoiding unaffordable tax rises on business, committing to real practicality on the Employment Rights Bill, supporting flexible work and reforming public sector hiring."*

■ 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.

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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 September are:

### Downturn in permanent staff hiring eases in September

September survey data signalled a weaker drop in permanent staff appointments across the UK, with the latest reduction the softest seen for a year. That said, the rate of decline was sharp overall, with firms often noting that employers were hesitant to take on new workers due to weaker economic conditions and cost concerns. Temp billings meanwhile fell at a solid pace that was quicker than in August.

### Starting salaries rise only fractionally...

Starting pay for permanent workers rose negligibly in September, with the rate of growth the weakest seen since the current run of pay inflation began just over four-and-a-half years ago. The near-stagnation of salaries coincided with reports of weaker demand for workers and reduced hiring budgets. Temp pay growth also eased in September, with wages increasing only slightly overall.

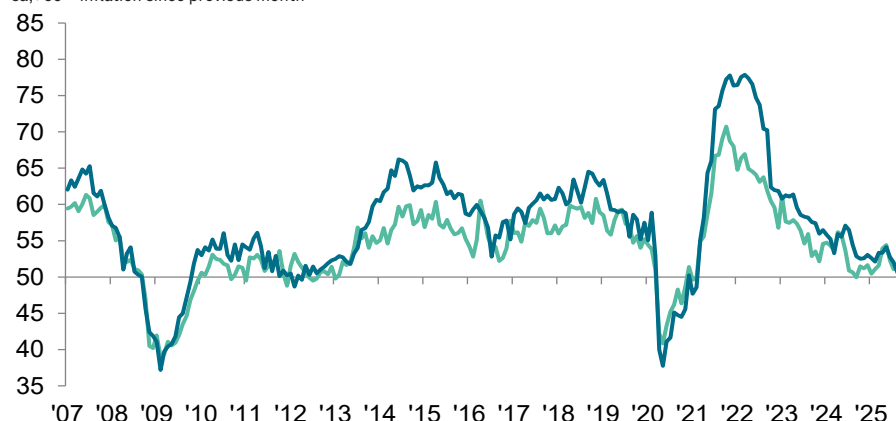
### ...as demand for staff falls...

Overall vacancies across the UK continued to fall markedly at the end of the third quarter. Moreover, the rate of contraction eased only slightly from August's six-month record. Underlying data indicated that demand for permanent workers continued to decline at a steeper rate than for short-term staff.

### ...and candidate availability continues to rise sharply

Reduced recruitment activity and redundancies were linked by survey respondents to a further sharp increase in the availability of workers in September. This was despite the rate of expansion slowing from August's post-pandemic record. The supply of both permanent and temporary staff increased at softer, but similarly marked rates.

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

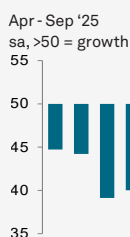


## 2 Staff Appointments

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 staff appointments fall at softest pace in a year

The number of people placed into permanent jobs across the UK continued to decline in September, thereby extending the current run of reduction to three years. Though sharp, the pace of contraction was however the softest seen over the past 12 months.

Reports from recruiters indicated that low employer confidence, often due to weak economic conditions, and higher staffing costs had led businesses to cut back or freeze recruitment.

Regional data highlighted that placements fell at slower rates in the South and North of England, which offset steeper declines in London and the Midlands.

### Permanent Placements Index

sa, >50 = growth since previous month

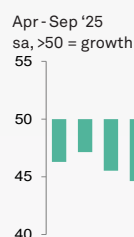


### Permanent Placements Index

sa, >50 = growth since previous month

	UK	London	South	Midlands	North
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
Sep '25	44.8	45.2	43.3	46.6	45.0

### Temporary Billings Index



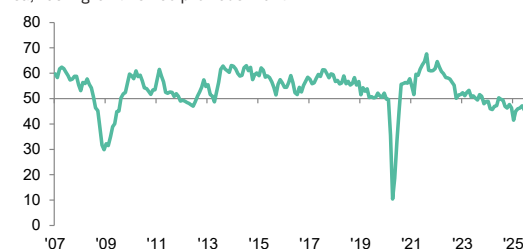
### Temp billings decline solidly in September

Latest survey data indicated that temp billings across the UK fell for the fifteenth month running in September. The rate of reduction quickened slightly from August and was solid overall. Recruiters that recorded lower billings frequently attributed this to weaker demand for staff and a lack of new projects at clients.

Trends diverged by region, with billings falling markedly in the South of England and London, but increasing in the Midlands and North of England.

### Temporary Billings Index

sa, >50 = growth since previous month



### Temporary Billings Index

sa, >50 = growth since previous month

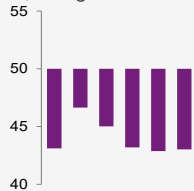
	UK	London	South	Midlands	North
Apr '25	46.3	49.3	42.0	47.3	42.3
May '25	47.1	49.6	41.3	51.3	47.2
Jun '25	45.5	45.8	42.8	50.2	45.9
Jul '25	44.6	41.3	46.1	45.8	45.5
Aug '25	46.8	48.5	41.6	50.7	46.9
Sep '25	46.0	43.4	41.7	53.1	51.0

## 3 Vacancies

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

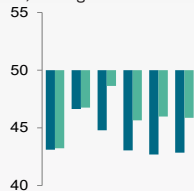
Total Vacancies Index

Apr - Sep '25  
sa, >50 = growth



Permanent  
Temporary

Apr - Sep '25  
sa, >50 = growth



### Vacancy numbers continue to decline sharply

Demand for staff weakened again at the end of the third quarter. This was signalled by the seasonally adjusted Total Vacancies Index posting below the neutral 50.0 value at 43.0 in September. The reading was little-changed from that seen in August (42.9), and consistent with a sharp reduction in vacancies overall. Demand for workers has now fallen in each month for nearly two years.

### Permanent & temporary vacancies

Vacancies for permanent staff continued to decline more rapidly than for short-term positions. Demand for permanent workers fell at the second-quickest rate since February, while demand for temporary staff was down to a slightly quicker degree than in August.

### Public & private sector vacancies

Latest data indicated that demand for workers continued to fall across both the private and public sectors.

The steepest reduction in vacancies was signalled for permanent staff in the public sector. Meanwhile, the weakest drop in demand was seen for temporary positions in the private sector.

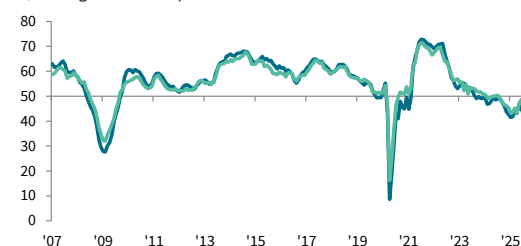
Total Vacancies Index

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*
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
Sep '25	43.0	42.8	44.5	38.8	45.9	49.5	41.2

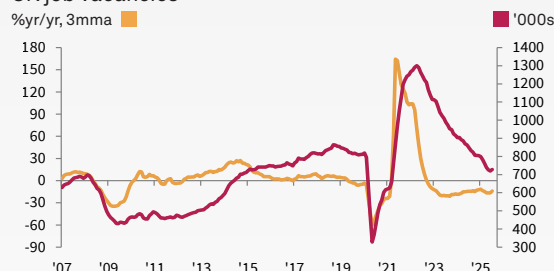
## Official data: UK job vacancies

The latest official labour market data published by the Office for National Statistics (ONS) showed that total vacancies declined by 10,000 in the three months to August.

As a result, the number of unfilled positions (728,000) was among the lowest recorded since spring 2021.

Job opportunities have now fallen continuously for more than three years.

UK job vacancies



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

## 4 Vacancies by sector

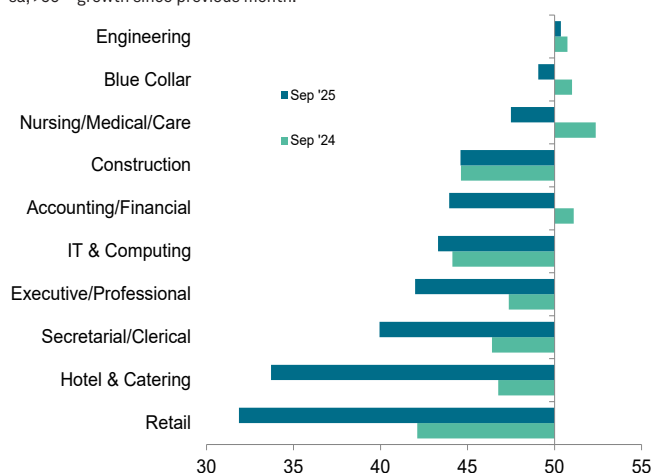
Recruitment consultancies are requested to compare the demand for staff according to sector with the situation one month ago.

### Permanent vacancies

Nine of the ten monitored job categories registered lower demand for permanent staff during September. The Retail and Hotel & Catering sectors saw by far the steepest rates of contraction. Meanwhile, demand for permanent workers rose slightly across the Engineering sector.

Permanent Vacancies Index

sa, >50 = growth since previous month.

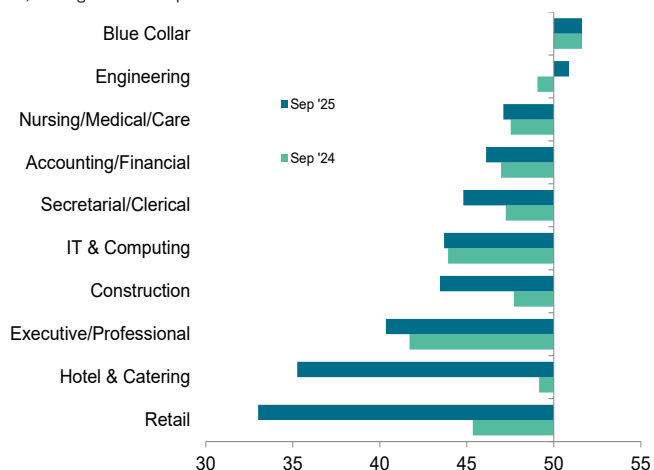


### Temporary vacancies

Temporary vacancies declined across most monitored job sectors in September, with Retail seeing the most pronounced drop overall. At the same time, demand for short-term workers improved across the Blue Collar and Engineering categories.

Temporary Vacancies Index

sa, >50 = growth since previous month.

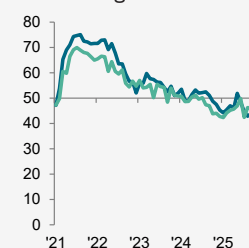


### Vacancy index by sector

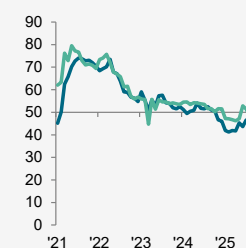
■ Permanent ■ Temporary

sa, >50 = growth since previous month

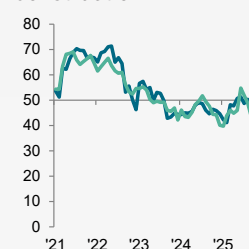
Accounting & Financial



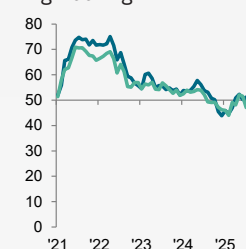
Blue Collar



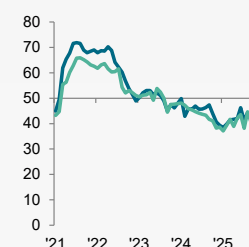
Construction



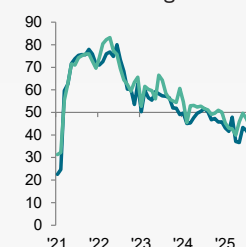
Engineering



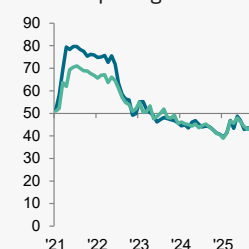
Executive & Professional



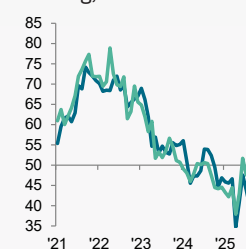
Hotel & Catering



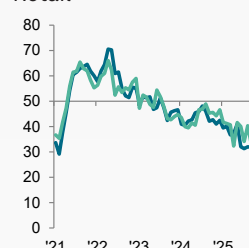
IT & Computing



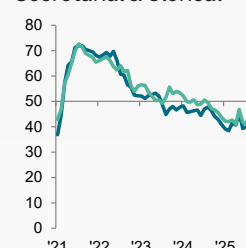
Nursing, Medical & Care



Retail



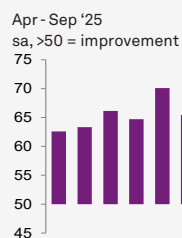
Secretarial & Clerical



## 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



### Softer, but still rapid increase in staff availability

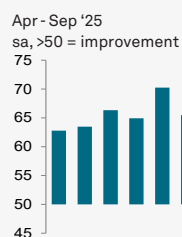
The seasonally adjusted Total Staff Availability Index slipped from August's post-pandemic high of 70.1 to 65.4 in September. Nevertheless, the index continued to signal a historically sharp and rapid upturn in overall candidate supply, and stretched the current period of expansion to 31 months.

Softer, but still marked increases were signalled for both permanent and temporary labour availability.

Total Staff Availability Index  
sa, >50 = improvement since previous month



Permanent Staff Availability Index

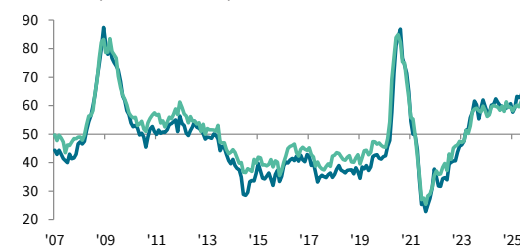


### Permanent candidate availability up sharply again in September

Recruiters across the UK signalled another sharp rise in the number of candidates available for permanent jobs in September. Despite easing from August's recent record, and remaining a little lower than in June, the rate of growth was the third-sharpest since November 2020. Panel members frequently linked the upturn to a combination of redundancies and a reduction in hiring activity.

All four monitored English areas registered softer but still rapid increases in permanent labour supply.

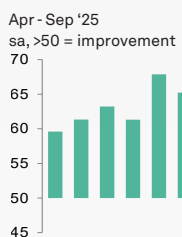
Permanent Staff Availability Index  
Temporary Staff Availability Index  
sa, >50 = improvement since previous month



Permanent Staff Availability Index  
sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
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
Sep '25	65.5	62.1	67.4	64.9	67.3

Temporary Staff Availability Index



### Supply of temporary candidates expands markedly

Latest survey data signalled a softer rise in the number of people available for short-term jobs at the end of the third quarter. Nevertheless, the upturn was the second-steepest seen since November 2020. Nearly three times as many recruiters (35%) recorded an increase in temporary candidate supply than those that saw a reduction (12%). There were widespread reports that fewer short-term projects and company layoffs had pushed up the availability of workers.

The South of England recorded the sharpest increase in temp labour supply, while the softest was in London.

Temporary Staff Availability Index  
sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
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
Sep '25	65.2	62.3	67.6	63.3	65.2



## 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	Electrical Engineers Electronics Design Engineer Engineers Field Service Engineers Gas Engineers Maintenance Engineers Project Engineers Senior Engineers Specialist Engineering Technical Administrator Technicians Vending Engineers	Software Software Architects Software Developers Software Sales Technical Leaders Technical Roles Technical Sales Technology
Blue Collar	<b>Executive/Professional</b> Business Development Energy & Renewables Human Resources Law Legal Support Management Mid-Management Mid-Senior Management Professional Roles Project Managers Research Solicitors Transformation Directors	<b>Nursing/Medical/Care</b> Carers Life Sciences Life Sciences (Sales) Medical Medical Retail Nurses Occupational Therapist Paramedics Physiotherapist Social Workers
Construction	<b>Hotel/Catering</b> Chefs Hospitality	<b>Secretarial/Clerical</b> Administration Entry Level Administration Receptionist
Engineering	<b>IT/Computing</b> AI/ML Engineers Automation Testers C# CAD CAD Modellers Cloud Computing Cyber Security Defence Technology Digital Gaming IT IT Analysts IT Infrastructure LLM Engineers Security Cleared IT Security Operations SMT Engineers	<b>Other</b> Buyers Commercial Customer Service European Languages German Speakers Languages Logistics New Home Sales Sales Transport Planners

### Skills in short supply: Temporary staff

Accounting/Financial	Senior Electronic Engineers <b>Executive/Professional</b> Human Resources Quality Assurance <b>Hotel/Catering</b> Chefs <b>IT/Computing</b> Automation Testers Cyber Security Data Engineers Full-Stack Developer IT IT Infrastructure IT Operations Management IT Support Specialists Powerpoint Software Software Developers Software Engineers Technology
Blue Collar	<b>Nursing/Medical/Care</b> Carers Life Sciences Nurses Pharmacists Social Workers
Construction	<b>Secretarial/Clerical</b> Administration HR Administration Receptionist
Engineering	<b>Other</b> Buyers Customer Service Education Languages Logistics Team Leaders

### Skills in excess supply: Permanent staff

Accounting/Financial	HR Qualified Human Resources Legal Secretarial Marketing Patent Attorneys Project Managers Recruitment Consultants Senior Level Management Senior Management Talent Acquisition	<b>Nursing/Medical/Care</b> Lab Scientists Pharma GMP Pharma QA Research Scientist
Blue Collar	<b>IT/Computing</b> AI/ML Developers Analysts BIM Modellers C# Entry Level IT IT IT Administrators IT Analysts IT Directors IT Generalists IT Helpdesk IT Management Media Software Engineers Software Sales Technical Support Technology	<b>Retail</b> Retail
Construction		<b>Secretarial/Clerical</b> Administration Clerical Legal Assistants Secretary
Engineering		<b>Other</b> Creative Customer Service Data Analyst Designers Document Controller Entry Level Graduates Logistics Programme Manager Public Sector General Sales

### Skills in excess supply: Temporary staff

Blue Collar	<b>IT/Computing</b> CAD Technicians IT Directors <b>Secretarial/Clerical</b> Administration Personal Assistant <b>Other</b> Entry Level Logistics Programme Manager
Construction	
Engineering	
Executive/Professional	

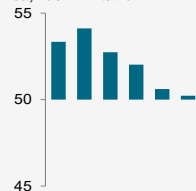
Note : Skills can be reported as being both in short supply and excess supply as we survey various recruitment agencies across the country, so there is geographical variation as well as the possibility of candidates with particular skills being concentrated in certain areas.

## 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.

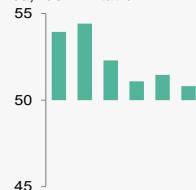
### Permanent Salaries Index

Apr - Sep '25  
sa, >50 = inflation



### Temporary Wages Index

Apr - Sep '25  
sa, >50 = inflation



### Starting salaries increase only fractionally in September

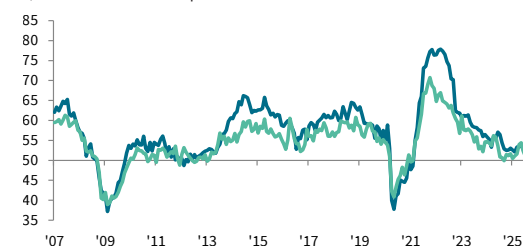
Recruitment consultancies across the UK signalled that permanent starters' salaries broadly stagnated in September. This was signalled by the respective seasonally adjusted index posting only fractionally above the neutral 50.0 value, to signal a marginal increase in pay that was the slowest since the current sequence of inflation began in March 2021. Anecdotal evidence suggested that budget constraints and reduced demand for staff had weighed on pay growth. Starting salaries rose in the Midlands and London, but fell in the North and South of England.

### Temp pay growth dips to eight-month low

Latest survey data signalled a further rise in average hourly pay for temporary workers across the UK at the end of the third quarter. However, the rate of wage inflation was the weakest recorded since January and only marginal. The respective seasonally adjusted index also remained well below the historical trend level of 55.2. Reports from panellists indicated that higher candidate numbers and weaker demand for staff had dampened wage growth. Solid increases in pay across the Midlands and London contrasted with declines in the North and South 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
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
Sep '25	50.2	51.8	48.5	54.1	49.0

### Temporary Wages Index

sa, >50 = inflation since previous month

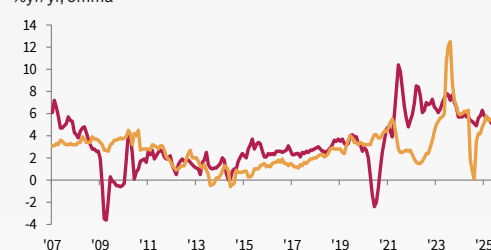
	UK	London	South	Midlands	North
Apr '25	53.9	53.3	55.2	53.5	54.0
May '25	54.4	52.8	54.4	55.8	56.2
Jun '25	52.3	52.7	52.8	51.0	48.1
Jul '25	51.1	52.9	48.1	50.6	52.3
Aug '25	51.5	57.5	48.6	51.7	49.5
Sep '25	50.8	52.8	49.4	53.7	48.6

## Official data: UK average weekly earnings

Official data from the ONS signalled that annual growth in average weekly earnings (including bonuses) was 4.7% in the three months to July, little-changed from 4.6%. Consequently, the rate of growth was among the lowest seen over the past year.

Underlying data indicated that public sector pay rose at a slightly quicker pace than that seen for the private sector (5.1% versus 4.6%). Notably, this marked the slowest rate of earnings growth across the private sector since the three months to March 2021.

### 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

### The future recruiter: How can I stay ahead of the future of the profession?

The role of a recruiter is changing. Whilst the role has always been highly skilled, changes in technology and the wider labour market mean that different skills are taking the spotlight, even as it remains necessary to [retain the human touch](#) at the core of the role.

The latest data continues to show subdued recruitment activity, while skills in short supply remain complex and multi-variable, highly specific to sectoral ebbs and flows – from temporary Assembly Technicians to permanent LLM Engineers.

While demand remains soft, recruiters need the advisory skills and data literacy to act as trusted professional partners to clients, the knowledge to navigate complex labour market shifts, and the resilience to withstand volatility. That's why the REC is leading efforts to change the way recruitment is seen – by Government and by clients.

Included with REC membership is the [REC Academy](#) - a dedicated platform packed with hundreds of recruitment-specific videos, offering flexible, accessible and engaging learning opportunities to help you and your staff thrive.

[REC recruitment qualifications](#) are designed to equip you with the tools and expertise to win more clients, build stronger relationships, and deliver an engaging, top-tier service that sets you apart.

#### Three practical ways to put professionalisation into practice:

**1. Audit your skills regularly.** Don't wait until annual reviews. Every quarter, take 30 minutes to list your core skills against the future-focused areas of recruitment: relationship management, market insight, digital literacy and advisory skills. Identify one area to strengthen immediately and set a target for how you'll do it.

**2. Build CPD into your week.** Treat learning time as a non-negotiable. Whether that's watching a 15-minute REC Academy video over coffee, listening to a recruitment podcast on your commute, or booking in a short webinar, the key is consistency.

**3. Make training work for your career goals.** If you want to move into leadership, focus on management and compliance modules. If you're growing as a client advisor, double down on commercial strategy and market intelligence. Don't collect qualifications for the sake of it, map them to the career path you want.

Continuing professional development is also about culture. Leaders should model learning by sharing what they've picked up, celebrating staff who invest in their development, and setting clear expectations that professional growth is part of the job.

It's easy for careers to flatline, for minds to close, for inertia to set in and for burn-out to occur. But continuing professional development boosts retention across junior and senior staff by increasing enjoyment and providing progression.

If you're not an REC member, you can access our legal advice, strategic guidance and labour market information by joining us at [rec.uk.com/join](https://rec.uk.com/join).

## 9 Scotland's labour market

### Stronger rise in permanent staff appointments

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

Permanent staff hiring across Scotland increased for the second straight month in September, and at a faster rate than in August. At the same time, the downturn in temp billings weakened further, with the latest reduction only modest overall.

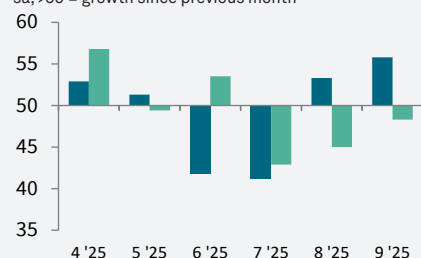
Turning to pay, Scottish recruiters signalled a stronger increase in permanent starting salaries. Notably, the rate of growth was the best recorded in four months. However, the rate of temp pay inflation eased to the slowest since February.

Latest data pointed to a sharp and accelerated rise in the availability of permanent candidates across Scotland. Furthermore, the latest increase was the most pronounced in three months. While the supply of temporary workers rose at the softest pace since May, the upturn remained rapid overall and quicker than that seen for permanent candidates.

■ Permanent Placements Index

■ Temporary Billings Index

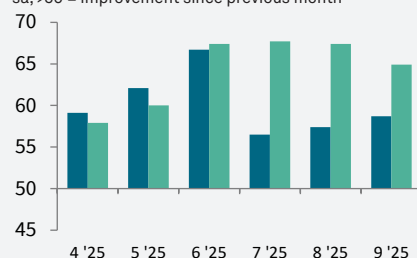
sa, >50 = growth since previous month



■ Permanent Availability Index

■ Temporary Availability Index

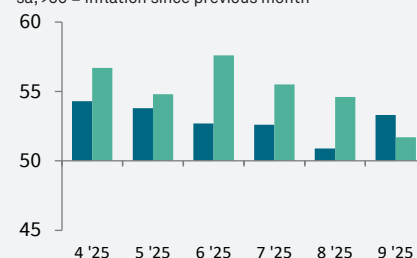
sa, >50 = improvement since previous month



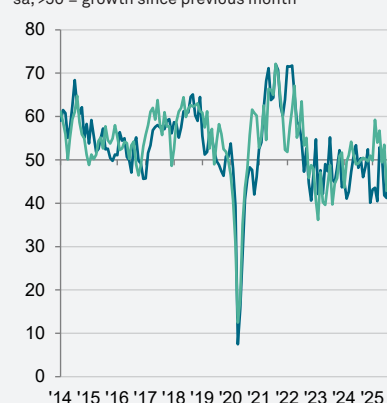
■ Permanent Salaries Index

■ Temporary Wages Index

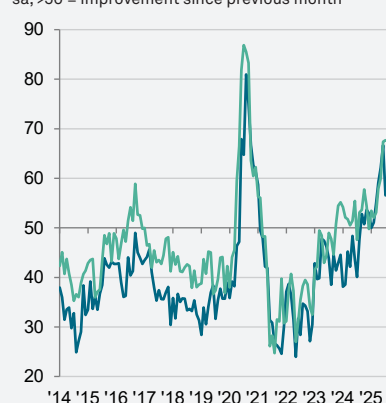
sa, >50 = inflation since previous month



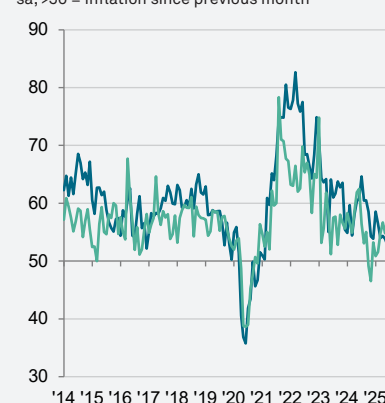
sa, >50 = growth since previous month



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
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
09 '25	55.8	48.3	58.7	64.9	53.3	51.7

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### Methodology

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

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

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

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

### Survey Dates

Data were collected 11-24 September 2025.

### About S&P Global

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

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

### About KPMG UK

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

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

### About REC

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

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