

# KPMG and REC, UK Report on Jobs: Midlands

## Temp billings rise at fastest rate in 17 months

46.8

PERMANENT  
PLACEMENTS INDEX  
NOV '25

55.4

TEMPORARY BILLINGS  
INDEX  
NOV '25

Permanent placements fall at softer, yet still solid rate

Candidate supply continues to rise markedly

Starting salary inflation accelerates, but temp hourly pay falls

Commenting on the latest survey results, Kate Holt, People Consulting Partner at KPMG in the Midlands said:

*"The Midlands continues to outperform other regions, with permanent placements falling at the softest rate across England and temporary billings rising at their fastest pace in nearly eighteen months. This dual performance demonstrates resilience—Midlands businesses are maintaining momentum through flexible staffing while showing greater confidence in permanent hiring than their counterparts."*

*"What's striking is the pay dynamic. Starting salaries for permanent roles rose at the fastest rate across all English regions, reflecting strong competition for skilled candidates and a willingness among regional employers to invest in quality talent. This stands in contrast to temporary pay, which dipped slightly. For businesses with clarity on their workforce needs, the current environment offers a genuine opportunity to secure critical permanent skills while managing short-term costs through strategic use of temporary staff."*

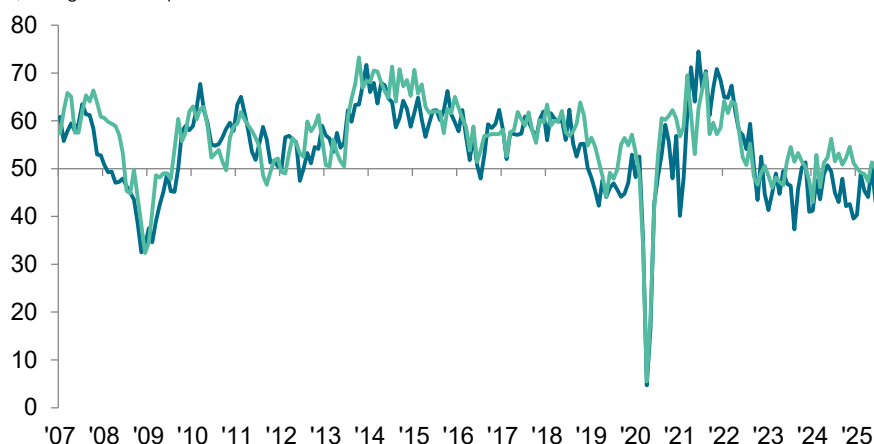
Neil Carberry, REC Chief Executive, said:

*"Pre-Budget nerves knocked temporary recruitment back just a little in November in the UK after a growing October, but the overall picture was still relatively benign by comparison to the last year. The market grew in the Midlands, with a fourth successive month of increase in temp billings. With such a late Budget and the Christmas period just around the corner, the key now will be the decisions that employers make for their businesses this coming January."*

*"We can see signs of the market stabilising in the Midlands and the UK, including an improvement in pay rates for new jobs. But to really get businesses firing, they need confidence. While the Budget was not the horror show of last year, there was little in it to fire the heart of firms. More recently, moves to change the Employment Rights Bill will have landed well, but there is much more to do to get the economy firing. If government's priority is growth, their report card at the end of 2025 reads 'Must try harder.'"*

■ Permanent Placements Index  
■ Temporary Billings Index

sa, >50 = growth since previous month



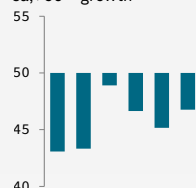
The KPMG and REC, UK Report on Jobs: Midlands is compiled by S&P Global from responses to questionnaires sent to around 100 recruitment and employment consultancies in the Midlands.

# 1 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.

## Permanent Placements Index

Jun - Nov '25  
sa, >50 = growth



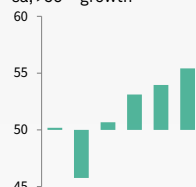
## Softer but still solid decrease in permanent placements

Permanent placements fell in the Midlands for the sixth successive month during November. The rate of decrease was solid, but eased to the softest in three months. Survey respondents indicated a range of downside factors that had weighed on permanent staff appointments including uncertainty surrounding the Budget and economy, a lack of suitably skilled candidates and higher employment costs.

The reduction seen in the Midlands was the softest of the four monitored English regions.

## Temporary Billings Index

Jun - Nov '25  
sa, >50 = growth

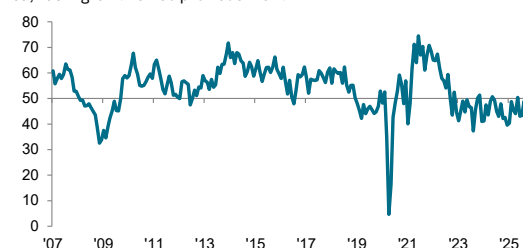


## Temp billings rise at strongest rate since June 2024

Recruiters in the Midlands recorded a sustained increase in temporary billings in the penultimate month of the year, extending the current period of growth to four months. The rate of increase was sharp and the most pronounced in nearly one-and-a-half years. In anecdotal evidence, respondents noted a general pick-up in demand for temp staff. The Midlands and London both recorded increases in temp billings in November, contrasting with sharp decreases in the North and South of England.

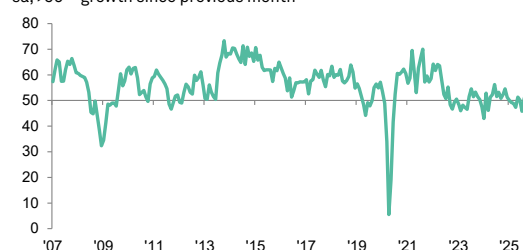
## Permanent Placements Index

sa, >50 = growth since previous month



## Temporary Billings Index

sa, >50 = growth since previous month



sa, >50 = growth since previous month

	Permanent		Temporary	
	UK	Midlands	UK	Midlands
Jun-25	39.1	43.1	45.5	50.2
Jul-25	40.0	43.3	44.6	45.8
Aug-25	44.2	48.9	46.8	50.7
Sep-25	44.8	46.6	46.0	53.1
Oct-25	45.2	45.2	50.2	54.0
Nov-25	45.5	46.8	48.8	55.4

## Job vacancies

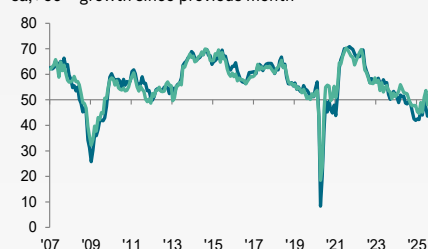
Demand for permanent staff in the Midlands fell in November, extending the current decline period to 18 months. The fall in permanent vacancies was the weakest since May, however, and softer than the UK average.

In contrast, there was a sustained rise in demand for temporary workers in the Midlands. While modest, the rate of increase was the steepest since June. Moreover, the uplift in the Midlands contrasted with reductions seen across the other three monitored English regions.

## Vacancies Index

■ Permanent  
■ Temporary

sa, >50 = growth since previous month



sa, >50 = growth since previous month

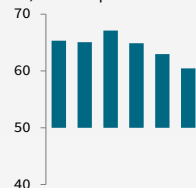
	Permanent		Temporary	
	UK	Midlands	UK	Midlands
Jun-25	44.8	46.8	48.6	53.6
Jul-25	43.0	43.6	45.7	48.1
Aug-25	42.7	44.0	46.0	50.4
Sep-25	42.8	45.6	45.9	50.5
Oct-25	43.1	46.8	44.8	50.5
Nov-25	43.9	46.9	44.9	51.2

## 2 Staff availability

Recruitment consultants are asked to report whether availability of permanent and temporary staff has changed on the previous month.

Permanent Staff Availability Index

Jun - Nov '25  
sa, >50 = improvement

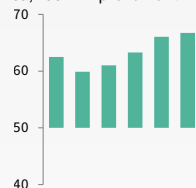


### Softer upturn in permanent candidate numbers

The number of candidates available for permanent roles in the Midlands continued to increase markedly in November. That said, the rate of growth slowed for the third month in a row to reach the slowest since October 2024. Moreover, the rise in the Midlands was considerably weaker than the UK-wide average. Panellists indicated that redundancies remained a major factor behind the increase in permanent candidate supply.

Temporary Staff Availability Index

Jun - Nov '25  
sa, >50 = improvement



### Temporary staff supply rises at accelerated pace

Recruitment consultancies in the Midlands reported that a lack of temp job opportunities and increased redundancies had contributed to a further rise in temp candidate availability in November. The rate of increase quickened from that seen in October, and was at the most prominent since September 2020. The Midlands posted the second-slowest rise in temporary staff availability of the four monitored English regions, ahead of only the North of England.

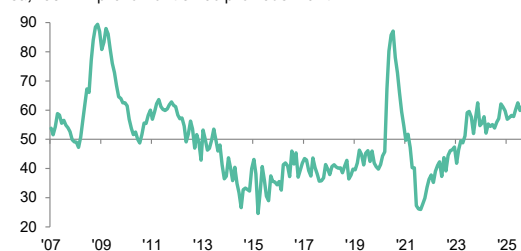
Permanent Staff Availability Index

sa, >50 = improvement since previous month



Temporary Staff Availability Index

sa, >50 = improvement since previous month



sa, >50 = improvement since previous month

	Permanent		Temporary	
	UK	Midlands	UK	Midlands
Jun-25	66.3	65.3	63.2	62.5
Jul-25	64.9	65.1	61.3	59.9
Aug-25	70.2	67.1	67.9	61.0
Sep-25	65.5	64.9	65.2	63.3
Oct-25	65.1	63.0	64.1	66.0
Nov-25	66.6	60.5	65.2	66.7

## 3 Demand for skills

### Skills in short supply: Permanent staff

**Accounting/Financial**  
Accountants  
Accounts Payable  
Auditors  
Credit Controllers  
Finance Business Partner  
Management Accountants  
Payroll  
Qualified Accountancy  
**Blue Collar**  
Blue Collar  
CNC Roles

Security Guards  
**Construction**  
Surveyors  
**Engineering**  
Engineers  
Maintenance Engineers  
Specialist Engineering  
**Executive/Professional**  
Research

**IT & Computing**  
AI/ML Developers  
Data Professionals  
IT  
Software Developers  
Technical Roles  
**Other**  
White Collar

### Skills in short supply: Temporary staff

**Accounting/Financial**  
Accountants  
Accounts Payable  
Auditors  
Credit Controllers  
Payroll  
**Blue Collar**  
Blue Collar

Drivers  
Security Guards  
Welders  
**Construction**  
Architectural Tech  
**Engineering**  
Automation Engineers  
Engineers

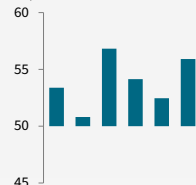
Maintenance Engineers  
**IT & Computing**  
Automation Testers  
Software Developers

## 4 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

Jun - Nov '25  
sa, >50 = inflation



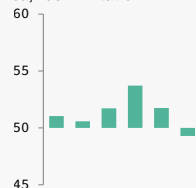
### Sharpest rise in starting salaries for three months

Salaries for new permanent joiners in the Midlands continued to rise during November. The pace of salary inflation accelerated from the previous survey period and was the strongest registered since August. Recruiters often indicated that higher salaries were offered to attract suitably skilled candidates.

The rise in permanent salaries in the Midlands was faster the UK average, and was the strongest of the four monitored English regions.

### Temporary Wages Index

Jun - Nov '25  
sa, >50 = inflation



### Temp wages fall for first time in a year

Recruiters in the Midlands signalled a decrease in temp pay at the midpoint of the fourth quarter. Although the rate of reduction was only marginal, it was the first seen in exactly one year. Moreover, the fall in the Midlands contrasted with unchanged hourly pay rates seen on average across UK as a whole.

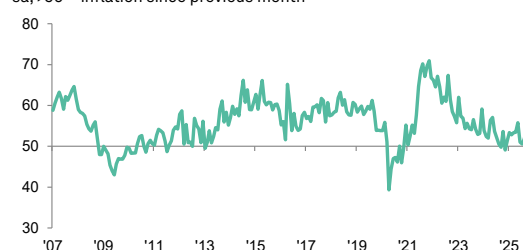
### Permanent Salaries Index

sa, >50 = inflation since previous month



### Temporary Wages Index

sa, >50 = inflation since previous month



sa, >50 = inflation since previous month

	Permanent		Temporary	
	UK	Midlands	UK	Midlands
Jun-25	52.7	53.4	52.3	51.0
Jul-25	52.0	50.8	51.1	50.6
Aug-25	50.6	56.8	51.5	51.7
Sep-25	50.2	54.1	50.8	53.7
Oct-25	50.8	52.5	49.9	51.8
Nov-25	52.7	55.9	50.0	49.3

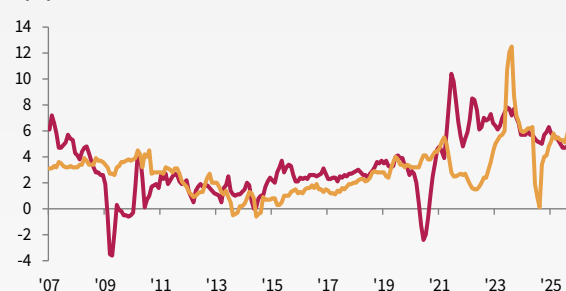
## Official data: UK average weekly earnings

Latest figures from the ONS signalled a slightly slower annual increase in average weekly earnings in the three months to September although growth remained well above its historical trend pace. Overall, wages increased by 4.8%, compared to 5.0% in August.

There was however a noticeable divergence between public and private sector pay trends. For public sector workers, pay increased by 6.8% - a near two-year high. In contrast, pay rose by 4.4% in the private sector – the lowest growth in four-and-a-half years.

### UK average weekly earnings

%yr/yr, 3mma



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

## 5 Regional comparison

The KPMG and REC, UK Report on Jobs: Midlands is one of four regional reports tracking labour market trends across England. Reports are also available for London, the South of England and the North of England.

### Staff appointments

Permanent placements across the UK decreased at a softer, yet still sharp rate in the penultimate month of 2025. Declines were recorded across all four monitored English regions, with the softest reduction seen in the Midlands. The remaining three regions covered saw their respective rates of reduction quicken on the month.

Recruiters also signalled a renewed, yet only modest, fall in temporary billings across the UK during November, reversing the slight uplift seen a month prior. The South of England saw an accelerated reduction in temp billings, while there was a fall recorded in North of England for the first time in three months. In contrast, London recorded its first increase in temp billings since December 2023. Meanwhile, growth was sustained in the Midlands, with the rate of increase at a 17-month high.

### Candidate availability

Recruiters across the UK indicated a robust increase in permanent candidate availability in November. Notably, the rate of expansion strengthened from that in October to reach a three-month high. Marked upturns in permanent labour supply were seen in each of the four monitored English regions, with the sharpest rise in the South of England.

Widespread increases in candidates seeking temporary positions were also signalled during November, with the sharpest upturn seen in London. The UK as a whole posted a substantial rise in temporary candidate availability, with the pace of expansion quickening slightly on the month. The softest uptick in temp staff supply was seen in the North of England, meanwhile.

### Pay Pressures

As has been the case since March 2021, permanent starting salaries increased again midway through the fourth quarter. The rate of inflation gathered momentum from October and was the most pronounced in five months. The Midlands posted the strongest rise in starting salaries, while the North of England continued to buck the national trend and record a fall in starting pay.

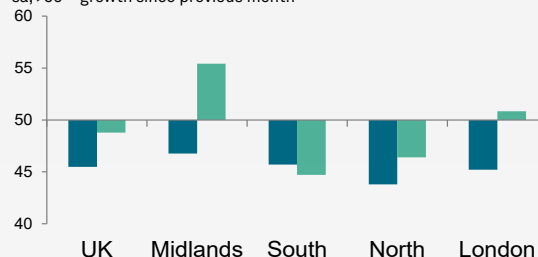
Temp wages meanwhile were unchanged across the UK on the month during November, marking the second successive month of broadly stable pay trends. The North of England recorded the steepest fall in November, followed by the Midlands. By contrast, there was a renewed uptick in the South of England, while wage inflation in London continued at a softer and fractional rate.

November 2025

■ Permanent  
■ Temporary

#### Staff Appointments

sa, >50 = growth since previous month



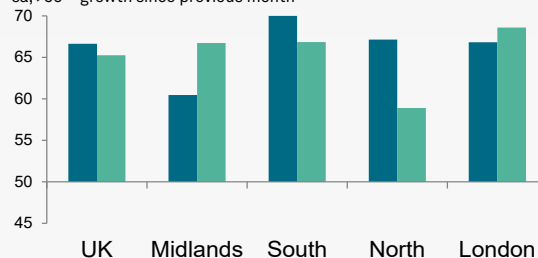
#### Vacancies

sa, >50 = growth since previous month



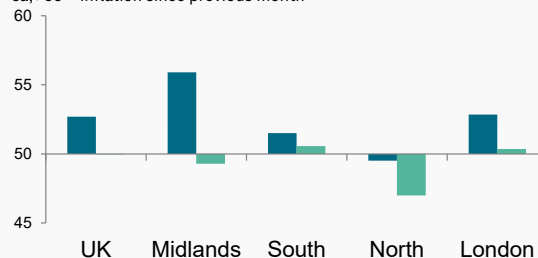
#### Staff Availability

sa, >50 = growth since previous month



#### Pay Pressures

sa, >50 = inflation since previous month



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### Methodology

The KPMG and REC, UK Report on Jobs: Midlands is compiled by S&P Global from responses to questionnaires sent to around 100 recruitment and employment consultancies in the Midlands (defined as NUTS1 regions West Midlands and East Midlands).

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

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

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

### Survey Dates

Data were collected 12-24 November 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.

### 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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