Embargoed until 0001 (UK) 8 July 2026

KPMG and REC, UK Report on Jobs

Sharper rise in temp billings in June, whilst permanent placements decline only slightly

49.1

PERMANENT PLACEMENTS INDEX JUN '26

52.7

TEMPORARY BILLINGS INDEX JUN '26

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.

Temp billings growth hits highest for over three years

Downturn in permanent staff appointments eases notably

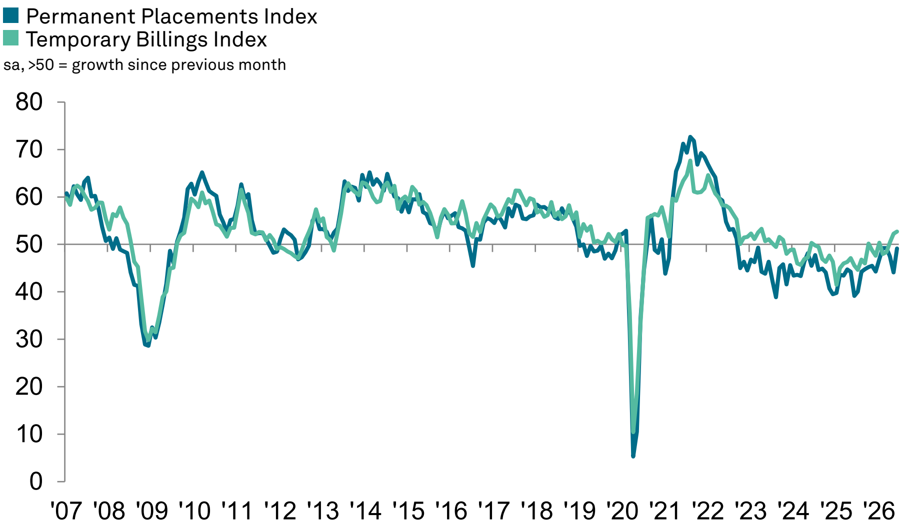
Pay trends improve, but redundancies continue to push up labour supply

Commenting on the latest survey results, Lisa Fernihough, Vice Chair Advisory, KPMG UK, said:

"It's encouraging to see some of the hiring data improve in June. Although permanent placements are still falling, the pace of decline is easing and back to a rate we were seeing before the Iran conflict put a pause on active recruitment for many companies. But the story of the past few months has been the pivot to temporary work. With chief execs still facing into global uncertainty, this preference for a flexible approach to hiring means they have been able to progress shorter term projects and investments without longer term commitments. With oil prices steadying, business leaders will be hoping that the coming months bring a period of stability and improved economic conditions where they can start to build momentum again."

Neil Carberry, REC Chief Executive, said:

"After a long recruitment winter, these figures show truly hopeful signs. Temporary and contract work once again leads the way, as firms react to demand without yet feeling confident enough to commit to larger scale permanent hiring. Though that too looks like it may change. With a new Prime Minister coming, there is a clear message here from business. The potential for the growth the country needs is here – but not if the Government pours more uncertainty and cost onto the private sector. It's time to back business and work in partnership, not hand down costs and regulation from on high. That's what contributed to unworkable proposals on guaranteed hours and a National Insurance bill that has driven youth unemployment up. It's time to change that."



S&P Global

Produced in association with REC.

Contents

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 June are:

Temp billings growth hits highest since April 2023 and permanent placements move closer to stabilising

The latest survey data pointed to a relative improvement in hiring trends across the UK in June. The number of people placed into permanent positions fell at a marginal pace that was the softest in three months, while temp billings rose at the quickest rate since April 2023. These trends were often linked to wider economic uncertainty and cost considerations, which have driven a greater preference for short-term staff and projects among a number of businesses.

Stronger growth in rates of starting pay

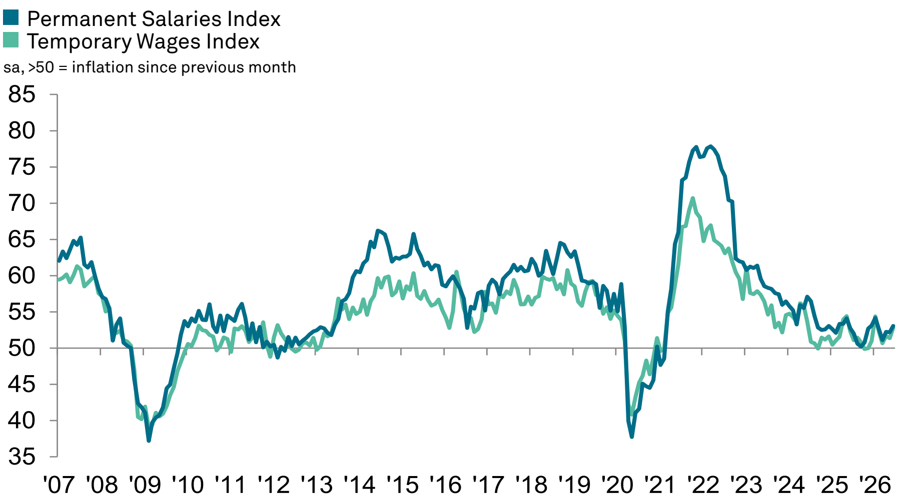
UK recruitment consultancies signalled further increases in rates of starting pay for both permanent and temporary workers at the end of the second quarter. According to panellists, efforts to attract top talent had placed upward pressure on pay offers. The latest upturns in salaries and wages were the strongest seen since January, but in each case, growth remained slower than typically seen across the survey history (which began October 1997).

Slower but still sharp increase in candidate availability...

Although candidate numbers continued to rise sharply overall in June, often due to redundancies and reduced hiring activity, the latest upturn was the least pronounced in four months. Softer increases in supply were signalled for both permanent and temporary labour, as some firms noted that people were more hesitant to seek out new roles in the current economic climate.

...as demand for workers continues to weaken

The sustained rise in candidate numbers coincided with a further reduction in job opportunities in June. Total demand for staff declined at the quickest rate since January, which was predominantly driven by a steeper drop in permanent vacancies. Demand for short-term staff meanwhile fell at a marginal pace that was little-changed from May.



Produced in association with REC.

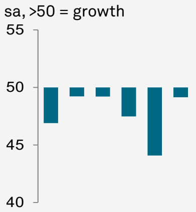
2 Staff Appointments

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

Jan - Jun '26
sa, >50 = growth



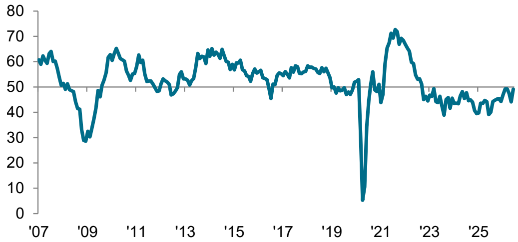
Decline in permanent placements eases notably June

UK recruitment consultancies signalled a reduction in the number of people placed into permanent job roles for the forty-fifth straight month in June. Panel members attributed the latest fall to fewer vacancies and cuts to recruitment budgets, which in turn reflected subdued business confidence amid greater market uncertainty. That said, the rate of contraction eased notably since May to one that was marginal and the softest since March. Where placements had increased, recruiters attributed this to greater activity levels at clients and some employers pressing ahead with new projects.

Softer falls in permanent staff appointments were recorded in London, the South of England and the Midlands. In contrast, a renewed fall was seen in the North of England following four months of growth.

Permanent Placements Index

sa, >50 = growth since previous month



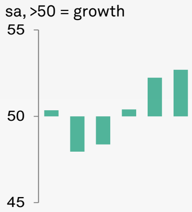
Permanent Placements Index

sa, >50 = growth since previous month

	UK	London	South	Midlands	North
Jan '26	46.9	42.1	44.9	50.5	45.8
Feb '26	49.2	46.6	46.0	48.7	51.6
Mar '26	49.2	52.0	43.4	45.4	51.5
Apr '26	47.5	54.9	39.0	39.9	53.3
May '26	44.1	47.2	42.0	40.0	51.1
Jun '26	49.1	49.8	49.4	47.7	48.9

Temporary Billings Index

Jan - Jun '26
sa, >50 = growth



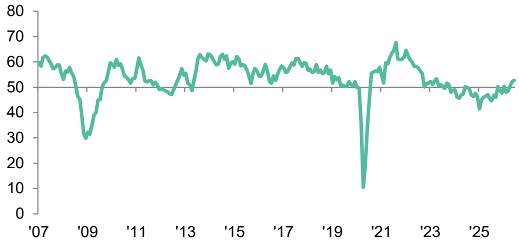
Stronger rise in temp billings

Growth in temp billings across the UK quickened for the second successive month in June and was solid overall. Furthermore, the rate of expansion was the steepest since April 2023. Where an increase was recorded, recruiters often noted that demand for temporary workers had improved, at times reflecting a preference amongst businesses for more flexible staffing solutions and short-term projects.

Temp billings increased across all four monitored English areas at the end of the second quarter, with the strongest increase seen in the South of England.

Temporary Billings Index

sa, >50 = growth since previous month



Temporary Billings Index

sa, >50 = growth since previous month

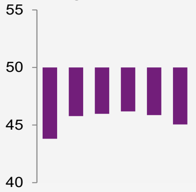
	UK	London	South	Midlands	North
Jan '26	50.3	47.1	51.9	54.6	43.1
Feb '26	48.0	44.9	46.1	51.6	48.0
Mar '26	48.4	41.9	49.3	57.8	45.5
Apr '26	50.4	47.1	52.4	54.5	46.6
May '26	52.2	50.5	55.1	53.8	50.8
Jun '26	52.7	53.3	54.3	52.6	52.5

3 Vacancies

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

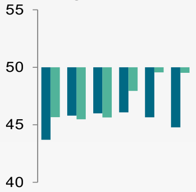
Total Vacancies Index

Jan - Jun '26
sa, >50 = growth



Permanent
Temporary

Jan - Jun '26
sa, >50 = growth



Demand for staff falls at quickest rate since January

Adjusted for seasonal influences, the Total Vacancies Index fell from 45.9 in May to 45.1 in June, signalling a sharp reduction in demand for workers. Vacancies have now fallen in each of the past 32 months, with the latest reduction the most pronounced since January.

Permanent & temporary vacancies

The lower headline index reading was predominantly driven by the steepest drop in permanent staff demand for five months. The rate of contraction was also steeper than typically seen during the current 34-month sequence of continuous decline. The fall in temp vacancies meanwhile remained marginal, with the pace of contraction quickening only fractionally from May.

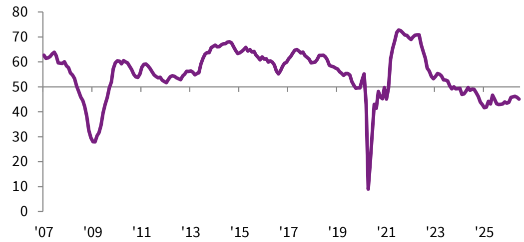
Public & private sector vacancies

Data broken down by sector revealed that demand for staff improved slightly for temporary workers in the private sector, but fell across all other categories.

The steepest reduction in job opportunities was observed for permanent positions in the public sector.

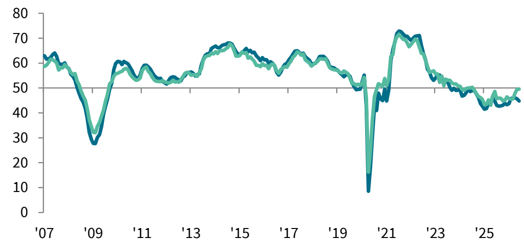
Total Vacancies Index

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*
Jan '26	43.8	43.7	45.5	35.4	45.7	45.5	46.4
Feb '26	45.8	45.8	47.0	40.4	45.5	45.4	45.9
Mar '26	46.0	46.0	47.6	38.5	45.6	46.4	42.1
Apr '26	46.2	46.1	47.1	41.1	47.9	48.2	46.8
May '26	45.9	45.6	45.5	46.5	49.6	49.7	49.1
Jun '26	45.1	44.8	45.4	41.7	49.5	50.3	48.1

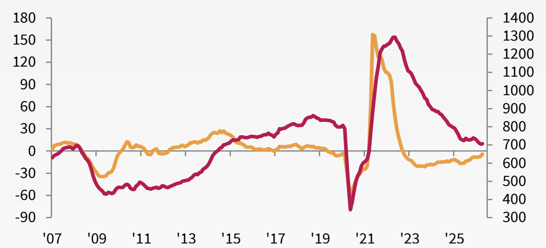
Official data: UK job vacancies

The latest official vacancies data published by the Office for National Statistics (ONS) pointed to a further reduction in demand for workers across the UK during the three months to May.

The number of overall job opportunities fell by 4.2% on an annual basis over the latest three-month period, dropping to 707,000. This is the lowest number of vacancies recorded for just over five years and, if excluding the pandemic period, the lowest figure since the three months to November 2014.

UK job vacancies

%yr/yr, 3mma
'000s



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

4 Vacancies by sector

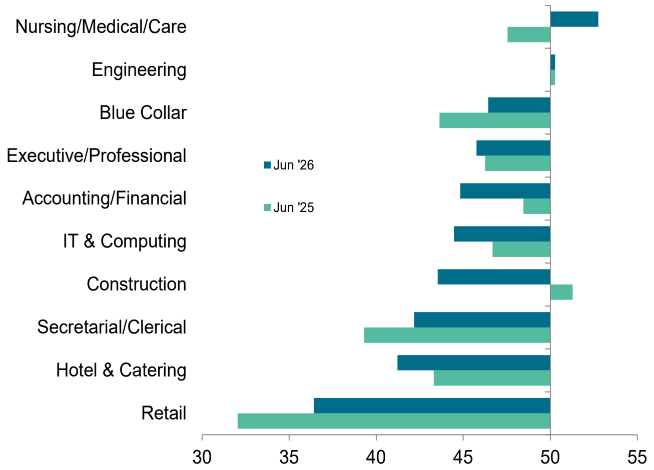
Recruitment consultancies are requested to compare the demand for staff according to sector with the situation one month ago.

Permanent vacancies

Nursing/Medical/Care and Engineering were the only two monitored sectors to register improvements in demand for permanent staff in June, with the former noting the steeper rate of expansion. Retail meanwhile posted the sharpest reduction in permanent vacancies.

Permanent Vacancies Index

sa, >50 = growth since previous month.

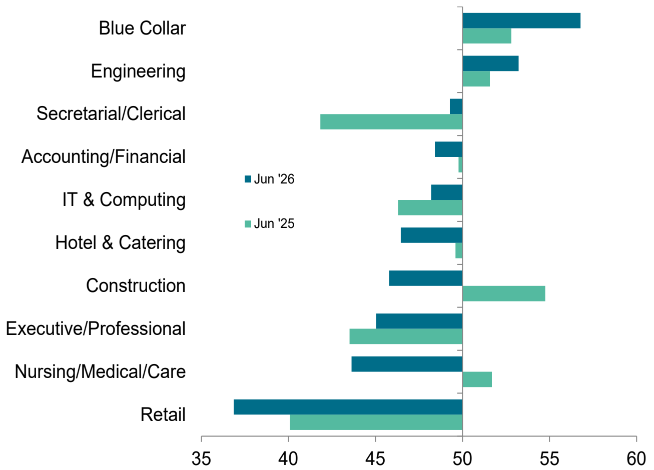


Temporary vacancies

Temp vacancies rose sharply in the Blue Collar sector and solidly for the Engineering sector in June. Of the eight other monitored areas that posted a reduction in temp staff demand, the quickest falls were seen in the Retail, Nursing/Medical/Care and Executive/Professional categories.

Temporary Vacancies Index

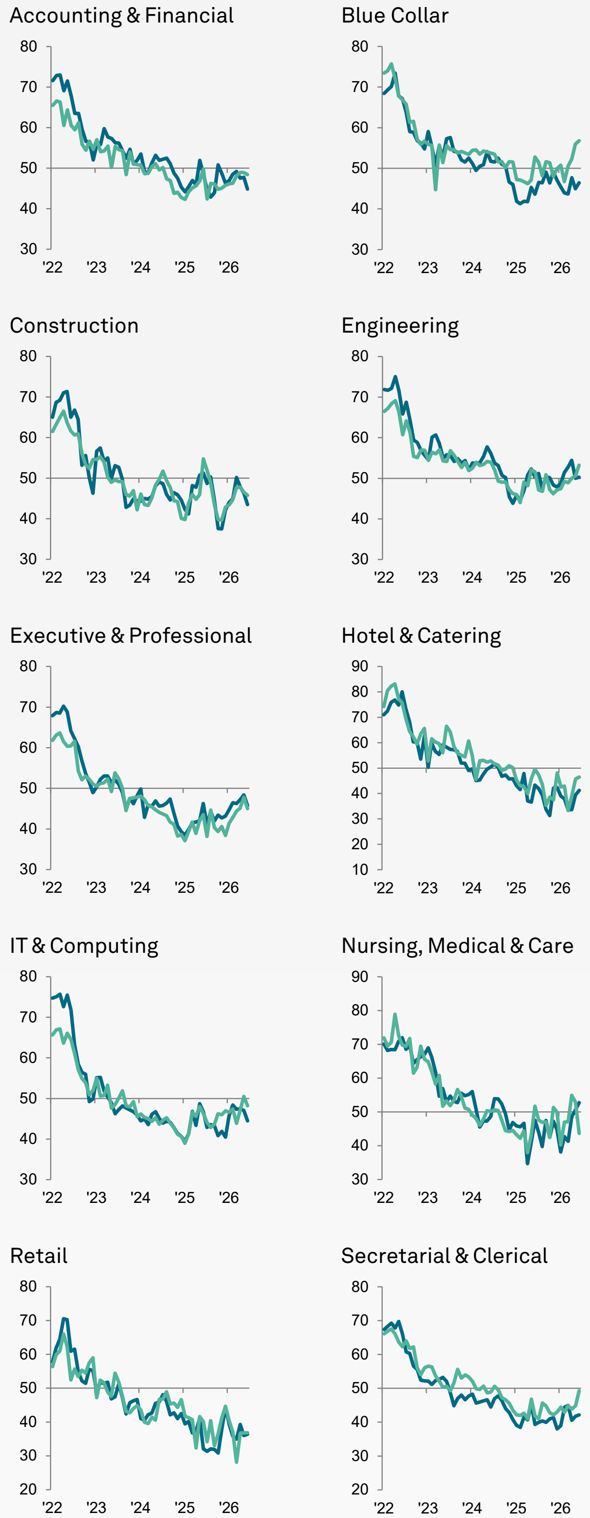
sa, >50 = growth since previous month.



Vacancy index by sector

Permanent Temporary

sa, >50 = growth since previous month

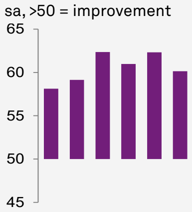


5 Staff availability

Recruitment consultants are asked to report whether availability of permanent and temporary staff has changed on the previous month. An overall indicator of staff availability is also calculated.

Total Staff Availability Index

Jan - Jun '26
sa, >50 = improvement



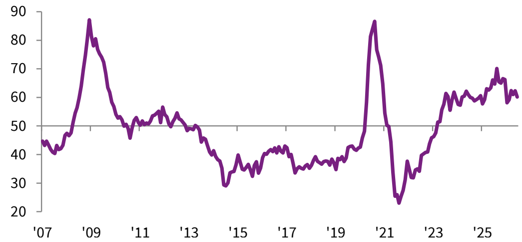
Growth in overall candidate numbers slips to four-month low

At 60.1 in June, the seasonally adjusted Total Staff Availability Index signalled an increase in the availability of workers across the UK for the fortieth straight month in June. The reading was down from 62.3 in May and the lowest in four months, but nevertheless pointed to a sharp rate of expansion overall.

Recruiters signalled softer upturns in both permanent and temporary candidate numbers in the latest survey period.

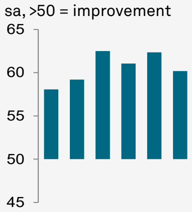
Total Staff Availability Index

sa, >50 = improvement since previous month



Permanent Staff Availability Index

Jan - Jun '26
sa, >50 = improvement

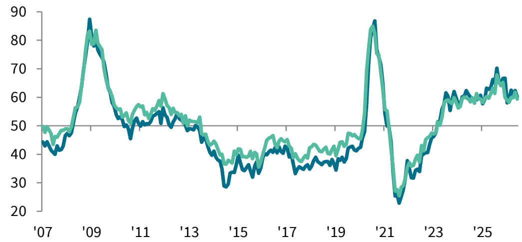


Slower, but still rapid increase in permanent labour supply

UK recruitment consultancies continued to signal an improvement in the availability of permanent candidates at the end of the second quarter. The rate of growth eased since May and, though sharp, was the softest recorded in four months. Where higher permanent staff supply was reported, it was generally linked to redundancies and a reduction in hiring activity. However, there were some recruiters that mentioned people were more reluctant to seek out new roles amid subdued market conditions.

On a regional basis, the quickest rise in permanent staff supply was seen in the North of England, while the slowest was in the Midlands.

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



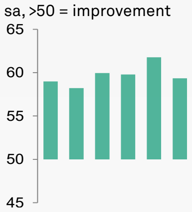
Permanent Staff Availability Index

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
Jan '26	58.1	61.0	57.4	57.6	57.6
Feb '26	59.2	58.6	59.0	59.2	61.4
Mar '26	62.5	68.2	59.6	60.7	63.3
Apr '26	61.1	62.8	59.3	56.2	66.6
May '26	62.4	64.0	63.9	55.0	67.4
Jun '26	60.2	58.2	62.5	55.3	66.7

Temporary Staff Availability Index

Jan - Jun '26
sa, >50 = improvement



Availability of temporary workers continues to rise sharply

The supply of short-term staff across the UK rose further in June, thereby extending the current period of expansion to 40 months. Although indicative of a substantial rise in candidate numbers, the respective seasonally adjusted index slipped to a four-month low and was indicative of one of the softest rates of growth in the past two years or so. Redundancies remained a prominent theme when recruiters were asked what drove the latest upturn in temp staff supply, whilst insufficient amounts of new contract work were also cited. London recorded the steepest rise in availability of all four monitored English areas, whilst the slowest was seen in the Midlands.

Temporary Staff Availability Index

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
Jan '26	59.0	62.3	57.5	55.4	60.2
Feb '26	58.2	60.8	56.3	49.0	66.8
Mar '26	59.9	68.9	57.3	54.6	58.2
Apr '26	59.8	62.9	61.5	53.5	59.3
May '26	61.8	66.6	59.5	54.3	64.9
Jun '26	59.3	61.3	60.6	53.4	59.5

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
ACCA
Accountants
Auditors
CIMA
Cost Accountant
Estimators
Finance
Finance Business Partner
Financial Controllers
Financial Planners
Financial Services
Management Accountants
Part Qualified Accountants
Payroll Specialists
Practice Accounting
Qualified Accountancy
Qualified Tax & Audit
Risk
Tax & Audit
Tax Accountant

Blue Collar
Blue Collar
Drivers
Fabricators
HGV 2 Drivers
HGV Mechanic
HVAC
LGV Drivers
Rail
Welders

Construction
Architectural Tech
Civil & Structural Engineers
Construction Professionals
Construction Sales
Maintenance Roles
Quantity Surveyors
Surveyors

Engineering
Design Engineers
Design Engineers M&E
EC&I Engineers
Electrical Engineers
Engineers
Gas Engineers
Maintenance Engineers
Space Technology
Technicians

Executive/Professional
Commercial Directors
Compliance
Directors
Employee Relations
HR Director
Human Resources
Legal
Legal Secretarial
Management
Marketing Director
Professional Roles
Public Relations
Recruitment Consultants

Hotel/Catering
Chefs
Food & Beverage Managers
Restaurant Managers

IT/Computing
AI/ML Developers
AI/ML Engineers
Analysts
Automation Testers
CAD
CAD Modellers
CNC
Cyber Security
Data Professionals
Data Scientists
Design Managers
Digital
IT
IT & Software Sales
IT Procurement Specialists
Senior IT Developers
SMT Engineers
Software
Software Developers
Software Engineers
Software Sales
Technical Roles
Technology

Nursing/Medical/Care
Care Assistants
Carers
Commercial Life Sciences
Healthcare Qualified
Medical
Nurses
Occupational Therapist
Paramedics
Pharmacists
Physiotherapist
Social Workers

Secretarial/Clerical
Administration

Other
Buyers
Commercial
Conference Producer
Facilities Management
Field Sales
Insurance Specialists
Languages
Research Analysts
Sales
Sales Directors
Sales Negotiators
Sales Progressors
Security
STEM
Sustainability
Teachers
Teaching Assistant

Skills in short supply: Temporary staff

Accounting/Financial
Accountants
Accounts Assistant
Credit Controllers
Finance

Blue Collar
Blue Collar
Carpenters
CNC Operatives
Drivers
Forklift Drivers
HGV Drivers
HGV Mechanic
LGV Drivers
Mechanical Assemblers
Plater
Welders

Construction
Civil & Structural Engineers
Floor Layer
Quantity Surveyors
Sheet Metal Workers
Skilled Trades
Surveyors

Engineering
Design Engineers M&E
EC&I Engineers
Electrical Engineers
Electrical Service Engineer
Engineers
Gas Engineers
HVAC Engineers
Semiconductor Engineers

Executive/Professional
Human Resources
Professional Roles
Solicitors

IT/Computing
AI/ML Developers
Business Analysts
Cyber
Cyber Security
Data Professionals
IT
IT Infrastructure
Security Cleared IT
Senior IT Developers
Software
Technology

Nursing/Medical/Care
Care Assistants
Nurses
Social Workers

Secretarial/Clerical
Administration
Clerical

Other
Commercial
Languages
Sales
Teachers
Teaching Assistant
Telesales

Skills in excess supply: Permanent staff

Accounting/Financial
Accountants
CFOs
Entry Level Finance
Finance
Finance Directors
FP&A Specialist
Interim FD
Investment Specialists

Blue Collar
Blue Collar
Site Managers
Warehouse Operatives

Construction
Commercial Fit-Out
Skilled Construction
Surveyors

Engineering
Engineering Operations

Executive/Professional
Brand Managers
Business Analysts
Communications Manager
Directors
HR Business Partners
HR Director
HR Manager
HR Qualified
Human Resources
Management
Marketing
Project Managers
Recruitment Consultants
Senior Level Management

Hotel/Catering
Hospitality

IT/Computing
C#
Entry Level IT
IT Directors
IT Helpdesk
IT Infrastructure
IT Senior Management
IT Support All Levels
Programmers
Software Developers

Nursing/Medical/Care
Research Scientist

Retail
Retail

Secretarial/Clerical
Administration
Clerical
Customer Service
Administrator
Personal Assistant

Other
Change & Transformation
Content Writers
Customer Service
Entry Level
Graduates
Programme Manager
Public Sector General
Sales
School Leavers
Talent Acquisition Specialist

Skills in excess supply: Temporary staff

Accounting/Financial
Actuaries

Blue Collar
Blue Collar
Operatives
Picker Packer Roles
Warehouse Operatives

Construction
Construction Site Managers
Labourers
Skilled Construction

Engineering
Electrical Improvers

Executive/Professional
Business Analysts
Project Managers
Scientists

Hotel/Catering
Hospitality

IT/Computing
IT Directors
Programmers

Retail
Retail

Secretarial/Clerical
Administration
Clerical

Other
Entry Level
Graduates
Logistics
Operations
Project Manager (General)
Traffic Marshall

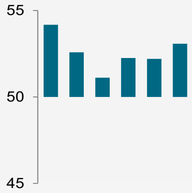
Note : Skills can be reported as being both in short supply and excess supply as we survey various recruitment agencies across the country, so there is geographical variation as well as the possibility of candidates with particular skills being concentrated in certain areas.

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.

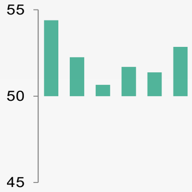
Permanent Salaries Index

Jan - Jun '26
sa, >50 = inflation



Temporary Wages Index

Jan - Jun '26
sa, >50 = inflation



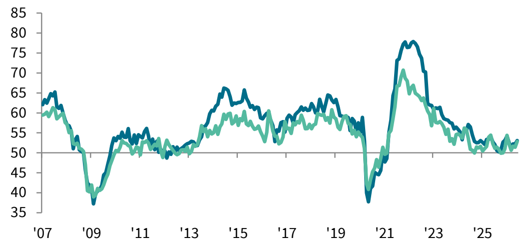
Strongest rise in starting salaries since January

As has been the case in each month since March 2021, average starting salaries for permanent joiners across the UK increased in June. The rate of pay inflation was solid and the quickest seen since January. Recruiters often mentioned that employers had to raise salary offers in order to attract top talent. However, growth remained slower than the average seen since the survey began nearly 30 years ago. Solid increases in starting pay were seen in London and the North of England, while there was a modest uplift in the Midlands. A slight drop in perm pay was posted in the South.

Temp pay growth improves in June

Adjusted for seasonal factors, the Temporary Wages Index signalled a further rise in average hourly rates of pay for short-term staff at the end of the second quarter. The rate of wage inflation accelerated to a solid pace that was the second-fastest since May 2025 (behind January 2026). Higher rates of pay were generally linked to a lack of suitably-skilled candidates and the impact of stronger-than-usual national minimum wage increases. The upturn was not as strong as the historical trend, however, as has been the case for over two years. All four monitored areas recorded higher temp pay, with London seeing the strongest growth.

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



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

	UK	London	South	Midlands	North
Jan '26	54.2	54.6	52.3	51.9	54.8
Feb '26	52.6	54.3	52.1	54.5	52.9
Mar '26	51.1	50.6	52.0	50.6	51.5
Apr '26	52.3	53.5	52.5	50.8	52.6
May '26	52.2	53.6	50.4	50.4	53.3
Jun '26	53.1	54.5	49.7	51.1	54.4

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

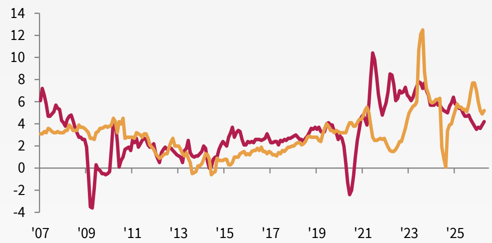
	UK	London	South	Midlands	North
Jan '26	54.4	56.0	53.0	54.1	52.4
Feb '26	52.3	54.2	51.0	52.9	52.3
Mar '26	50.7	45.8	53.0	53.6	49.7
Apr '26	51.7	50.2	54.8	54.2	48.5
May '26	51.4	52.4	51.2	53.8	49.8
Jun '26	52.9	55.1	50.7	53.9	53.3

Official data: UK average weekly earnings

The latest official data published by the ONS estimated that total employee earnings (including bonuses) rose 4.4% year-on-year in the three months to April. This was unchanged from the prior three-month period, and represented an improvement from the post-pandemic low of 3.9% registered in the three months to February. Nevertheless, growth remained among the weakest seen since the end of 2021.

Underlying data indicated that a slight improvement in public sector earnings growth (5.2%, up from 4.9%), was offset by a slightly softer rise in pay in the private sector (4.2%, down from 4.3%).

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 analysis from the Recruitment and Employment Confederations (REC). .

Cautious Confidence, Steady Demand: The UK Recruitment Landscape in mid-2026

The latest data from Recruitment and Employment Confederation (REC) UK, and ONS paints a picture of a UK recruitment market that is steadier than sentiment might suggest, resilient, but still adjusting to a more cautious economic backdrop.

At first glance, employer confidence has clearly softened. REC's most recent Jobs Outlook shows that sentiment about the UK economy fell to a net -43% in February–April 2026, a notable 12 point drop on the previous quarter. Confidence in hiring and investment decisions has also edged down to net -12%. This reflects a familiar mix of global uncertainty and domestic cost pressures. However, what is striking, and consistent with long-term recruitment cycles, is that hiring activity has not fallen in line with sentiment.

Permanent hiring remains in positive territory, with short-term outlook at net +5% and medium-term at +7%. While these figures are slightly softer than previous quarters, they still point to steady demand for core staff. Temporary hiring tells a more nuanced story. Short-term sentiment has weakened to net +2%, continuing a gradual decline since mid-2025, while medium-term demand remains positive at +5%. This suggests that employers are still relying on contingent labour but are becoming more selective in the near term.

REC's Labour Market Tracker reinforces this divergence. In May 2026, there were over 1.6 million active job postings, up 0.8% month-on-month and 8% year-on-year, signalling that demand for labour remains healthy overall. While new postings have dipped slightly (-4% month-on-month; -9.2% year-on-year), this moderation suggests a market that is stabilising rather than contracting. Recruiters will recognise the pattern as during periods of uncertainty, employers pause on new roles but continue to hire against existing demand.

From a sector and regional perspective, the data highlights how uneven this recovery remains. London has seen some contraction in job postings, while growth is being driven by regions outside England, particularly in parts of Northern Ireland and Scotland. At the same time, demand continues in essential and skilled roles, healthcare, education, logistics and technical occupations, underscoring the persistent structural shortages that underpin the recruitment market.

The ONS' latest labour market overview adds further context to this stability. Employment remained largely unchanged on both the year and in the latest quarter (February to April 2026), at 75.0%. Unemployment decreased by 0.3 percentage points to 4.9 % compared to previous quarter, pointing to a gradual normalisation rather than a sharp slowdown.

Taken together, the current recruitment landscape is best characterised as one of cautious resilience. Employers are undoubtedly more hesitant, but they are not retreating from hiring altogether. Instead, they are recalibrating, prioritising flexibility, focusing on critical roles, and pacing their investment decisions more carefully.

For recruiters, this environment rewards adaptability. Firms that can provide flexible workforce solutions, tap into non-traditional labour pools, and align closely with sector-specific demand will continue to find opportunity. While the market is no longer operating at post-pandemic highs, the fundamentals remain sound, and as confidence stabilises, there is a clear pathway back to more sustained growth.

9 Scotland's labour market

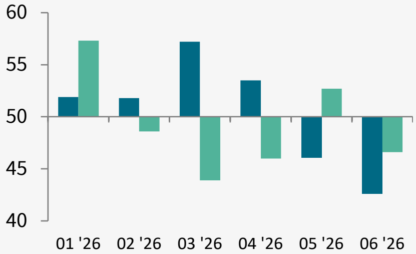
Recruitment activity falls across Scotland in June

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

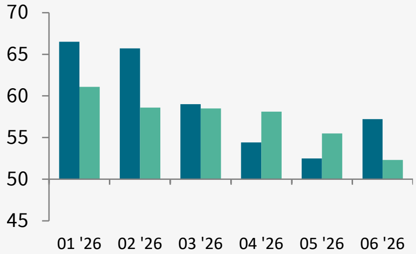
Recruiters across Scotland signalled a second successive monthly fall in permanent staff appointments in June, with the rate of decrease the steepest since last November. At the same time, temp billings fell into contraction territory for the fourth time in the past five months, with the respective seasonally adjusted index pointing to a solid rate of decline.

June survey data indicated softer pay trends across Scotland, with starting salaries rising at a modest rate that was the weakest in four months, while temp pay increased at the second-slowest rate since last September. Scottish recruiters meanwhile reported a sharp and accelerated rise in permanent candidate numbers that was the most pronounced in three months. In contrast, the supply of short-term staff rose at a modest pace that was the softest since February 2025.

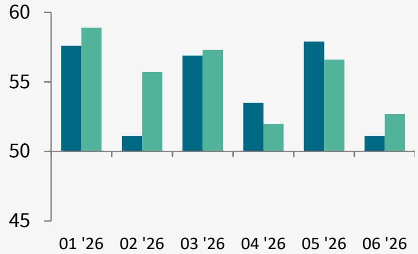
Permanent Placements Index
Temporary Billings Index
sa, >50 = growth since previous month



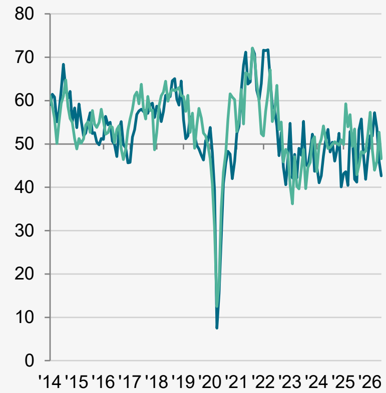
Permanent Availability Index
Temporary Availability Index
sa, >50 = improvement since previous month



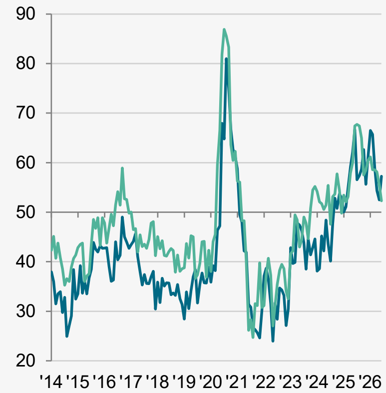
Permanent Salaries Index
Temporary Wages Index
sa, >50 = inflation since previous month



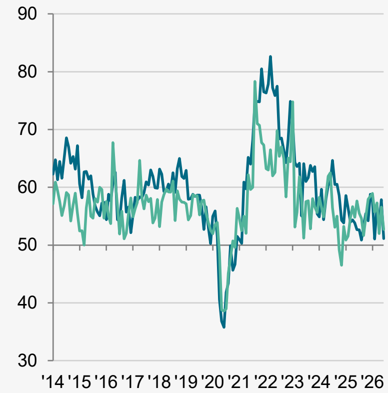
sa, >50 = growth since previous month



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
01 ‘26	51.9	57.3	66.5	61.1	57.6	58.9
02 ‘26	51.8	48.6	65.7	58.6	51.1	55.7
03 ‘26	57.2	43.9	59.0	58.5	56.9	57.3
04 ‘26	53.5	46.0	54.4	58.1	53.5	52.0
05 ‘26	46.1	52.7	52.5	55.5	57.9	56.6
06 ‘26	42.6	46.6	57.2	52.3	51.1	52.7

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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.

Survey Dates

Data were collected 11-24 June 2026.

About S&P Global

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KPMG is trusted to make the difference for our clients, people and the communities we work in. With our people's deep sector expertise and cutting-edge technology, we help organisations overcome their biggest challenges and unlock new opportunities to transform and grow.

On 1 October 2024, KPMG UK and KPMG Switzerland merged to form KPMG UK/Swiss Group, scaling our strengths and amplifying the difference we make.

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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.