

# KPMG and REC, UK Report on Jobs

## Hiring activity deteriorates only slightly in March

49.2

PERMANENT PLACEMENTS INDEX  
MAR '26

48.4

TEMPORARY BILLINGS INDEX  
MAR '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.

Marginal fall in permanent placements and slower drop in temp billings

Demand for staff falls at softest pace in ten months...

...but rates of pay growth ease amid steeper upturn in staff availability

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

*“Despite the increased global uncertainty there have been signs this year that the long-term decline in hiring may be starting to stabilise as businesses press ahead with their previously delayed recruitment plans. However, until the wider economic impacts of the conflict in the Middle East start to become clearer, many employers will remain cautious about committing to new roles. If that uncertainty remains, the risk is that hiring decisions and investment are deferred again, delaying any sustained recovery in the jobs market.”*

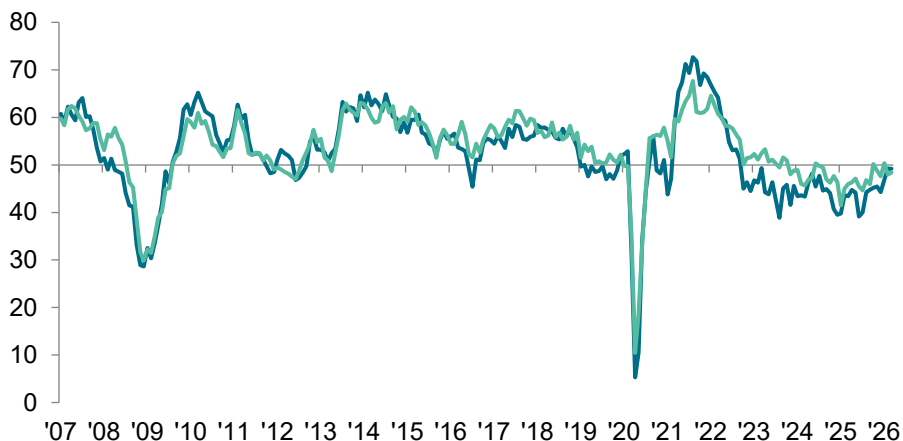
Neil Carberry, REC Chief Executive, said:

*“The Gulf Conflict provided a headwind to hiring in March, but this did not stop the trend of stabilisation that has defined 2026 so far. The effects of a longer-run crisis are unclear, but the resilience of the jobs market last month was heartening. Permanent placements showed their weakest contraction in three years. Modest growth in London, which usually runs ahead of the national trend, is particularly heartening. Likewise, temporary recruitment fell more slowly than in February, with a sustained upturn in the Midlands a clear trend through the winter.”*

*“Business prospects for 2026 remain finely balanced, and confidence will be key. Households and businesses are still sitting on cash that might be put to work in the economy if the climate is right, boosting growth and particularly helping struggling consumer-facing sectors like retail and hospitality. The key way government can help is to tackle the root cause of the cost of living squeeze – the rising cost of doing business. Greater pragmatism on key policies, including the unworkable approach that has been taken on guaranteed hours, is needed now.”*

■ Permanent Placements Index  
■ Temporary Billings Index

sa, >50 = growth since previous month



## 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 March are:

### Downturn in permanent placements remains marginal

The number of people placed into permanent roles across the UK fell again in March, but the rate of contraction was unchanged from February and only marginal. While market uncertainty - which was exacerbated by the war in the Middle East - and rising costs were both linked to the fall, recruiters also noted that some employers had pressed ahead with previously delayed hiring plans. At the same time, temp billings fell at a modest pace that was slower than in February.

### Demand for workers deteriorates at slower pace

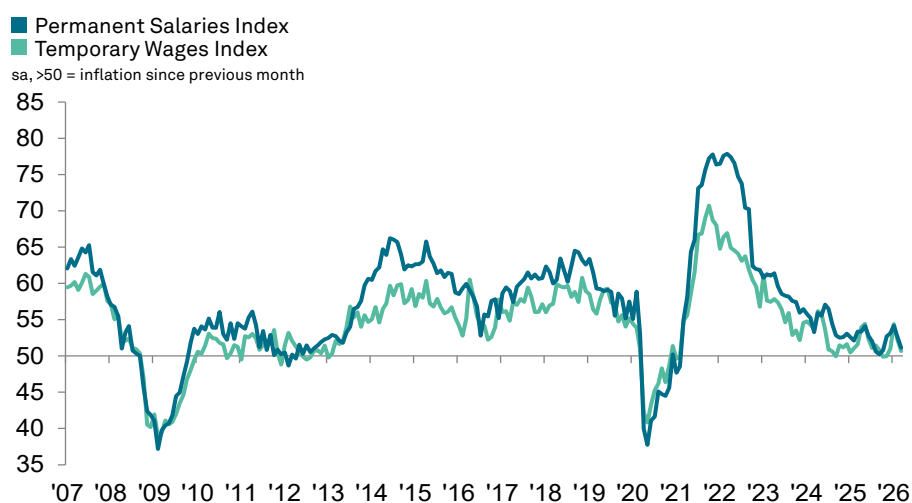
Although overall demand for workers continued to weaken at the end of the opening quarter of the year, the rate of reduction eased for the third straight month. Whilst solid, the latest decline in vacancies was the second-slowest seen in nearly a year-and-a-half (behind May 2025). Underlying data indicated that demand for both permanent and temporary labour fell at slightly slower rates.

### Starting salaries increase at weakest rate in five months

The rate of starting salary inflation continued to ease from January's recent peak in March. Furthermore, the rate of growth was the weakest recorded in five months and only marginal. There were reports that higher candidate numbers and tighter employer budgets had dampened salary growth. Temp wage inflation was likewise marginal in March, having eased to a four-month low.

### Availability of candidates rises at fastest pace in 2026 so far

UK recruitment consultancies signalled sharper increases in the availability of both permanent and temporary workers in March. Overall, the supply of labour expanded at the quickest rate in 2026 to date. There were frequent reports that redundancies and job scarcity had pushed up candidate numbers. Growth in permanent staff availability continued to outpace that seen for temporary job seekers.



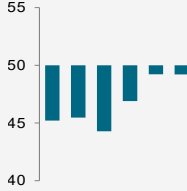
## 2 Staff Appointments

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

Oct '25 - Mar '26  
sa, >50 = growth

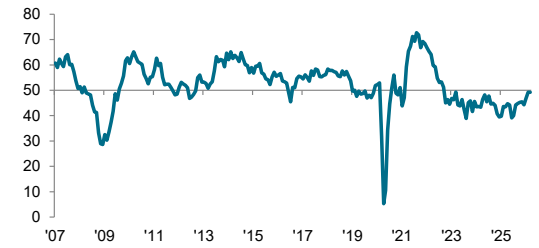


### Permanent placements continue to fall only marginally

The seasonally adjusted Permanent Placements Index posted below the neutral 50.0 level to signal a further reduction in permanent staff appointments across the UK in March. That said, the index was unchanged from February and therefore pointed to a marginal rate of contraction that was the joint-weakest over the past three years. Recruiters often mentioned that employers were hesitant to hire new staff due to market uncertainty - which was exacerbated by the recent outbreak of war in the Middle East - and rising business costs. However, some panel members commented that several employers had ended hiring pauses. Regional data indicated that steeper falls in permanent placements in the South of England and the Midlands offset modest upturns in London and the North of England.

Permanent Placements Index

sa, >50 = growth since previous month



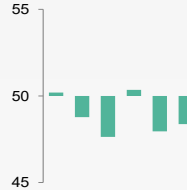
Permanent Placements Index

sa, >50 = growth since previous month

	UK	London	South	Midlands	North
Oct '25	45.2	46.7	45.8	45.2	44.3
Nov '25	45.5	45.2	45.7	46.8	43.8
Dec '25	44.3	40.2	44.4	51.0	38.5
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

Temporary Billings Index

Oct '25 - Mar '26  
sa, >50 = growth



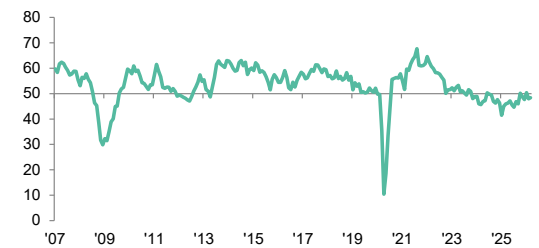
### Modest reduction in temp billings

Recruitment consultancies in the UK signalled a reduction in temp billings for the fourth time in the past five months in March. That said, the rate of decline eased since February and was modest overall. The fall was also less pronounced than that seen on average over 2025. Lower billings were generally linked to fewer contract opportunities and weak market confidence.

London recorded the steepest reduction in billings at the end of the first quarter. The Midlands was the only region of England to register an upturn, with the rate of growth the quickest seen in 2026 to date.

Temporary Billings Index

sa, >50 = growth since previous month



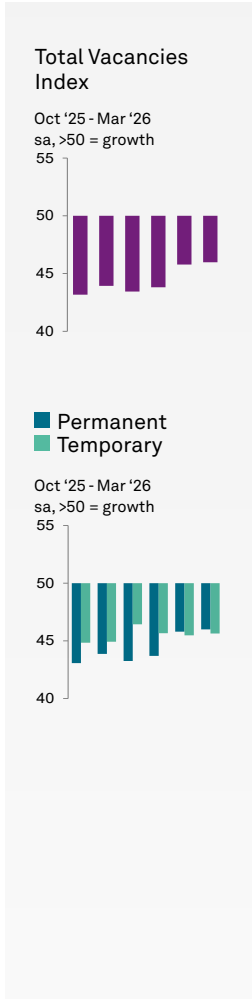
Temporary Billings Index

sa, >50 = growth since previous month

	UK	London	South	Midlands	North
Oct '25	50.2	49.1	48.9	54.0	50.2
Nov '25	48.8	50.8	44.7	55.4	46.4
Dec '25	47.6	45.5	44.0	58.3	43.5
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

### 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.



#### March sees softer decline in overall vacancies

At 46.0 in March, the seasonally adjusted Total Vacancies Index rose from 45.8 in February and pointed to a slower, but still solid reduction in overall demand for staff. Whilst this extended the current period of falling vacancies to just shy of two-and-a-half years, the latest decline was the slowest recorded in ten months.

#### Permanent & temporary vacancies

Demand for permanent staff fell for the thirty-first month in a row and solidly overall. That said, it marked the weakest reduction in permanent vacancies since last May. Temporary staff demand meanwhile fell at a fractionally slower but still sharp rate.

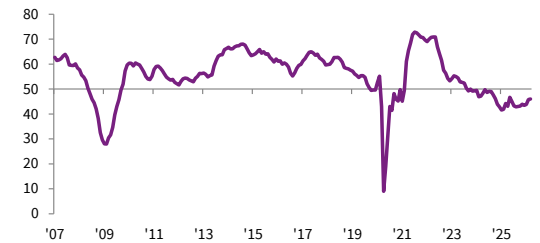
#### Public & private sector vacancies

According to underlying data, the reduction in overall vacancies was broad-based across both private and public sectors.

The latest survey indicated that demand for both permanent and temporary staff declined at sharper rates in the public sector at the end of the first quarter. In contrast, vacancies for both types of workers fell to weaker degrees in the private sector.

Total Vacancies Index

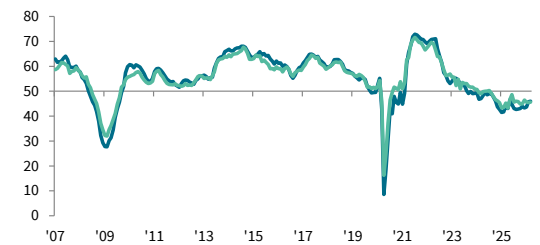
sa, >50 = growth since previous month



Permanent Vacancies Index

Temporary Vacancies Index

sa, >50 = growth since previous month



Vacancy Index summary

sa, >50 = growth since previous month. \*Not seasonally adjusted.

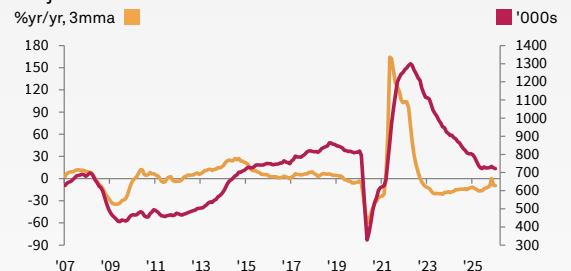
	Permanent				Temporary		
	Total	Total	Private*	Public*	Total	Private*	Public*
Oct '25	43.2	43.1	47.6	39.7	44.8	48.5	43.1
Nov '25	43.9	43.9	44.7	40.0	44.9	46.9	39.1
Dec '25	43.4	43.3	43.7	41.3	46.4	46.9	44.3
Jan '26	43.8	43.7	45.5	35.4	45.7	45.5	46.4
Feb '26	45.8	45.8	47.0	40.4	45.5	45.4	45.9
Mar '26	46.0	46.0	47.6	38.5	45.6	46.4	42.1

### Official data: UK job vacancies

According to the latest official vacancies data published by the Office for National Statistics (ONS), demand for workers continued to weaken across the UK in the three months to February. At 721,000, the number of job opportunities fell by 6,000 compared to the prior three-month period and was the lowest figure recorded in nearly five years.

However, decreases in vacancies have been relatively mild since the three months to May 2025, pointing to a greater degree of stability in the demand for staff.

UK job vacancies



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

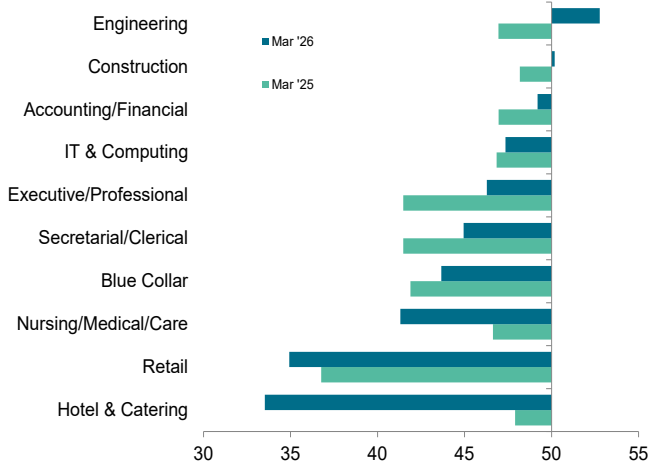
# 4 Vacancies by sector

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

## Permanent vacancies

Higher demand for permanent workers was recorded across both the engineering and construction categories in March. Falls were meanwhile seen across the remaining eight job sectors monitored by the survey, led by Hotel & Catering and Retail.

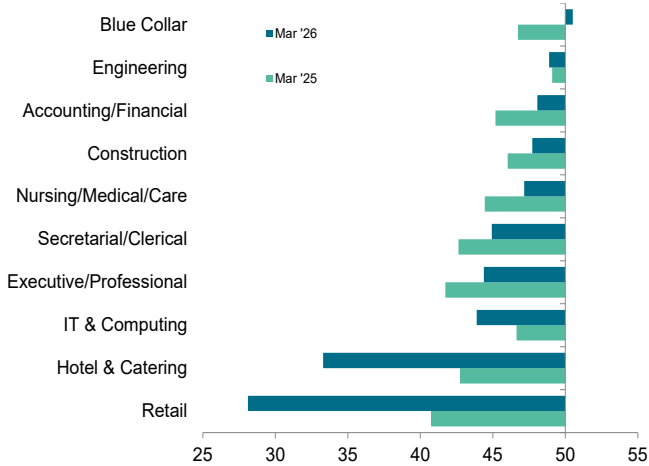
Permanent Vacancies Index  
sa, >50 = growth since previous month.



## Temporary vacancies

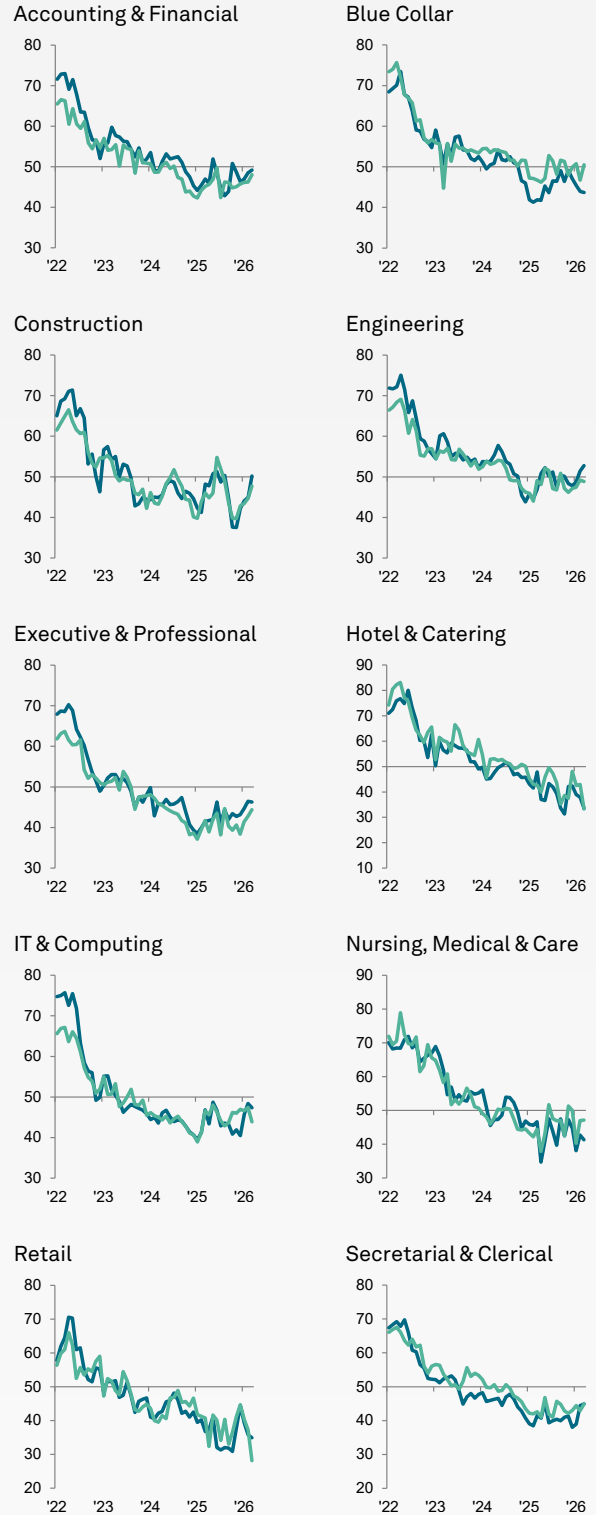
Blue Collar was the only one of the ten monitored job sectors to record an improvement in demand for temporary staff in March, albeit one that was marginal. Meanwhile, short-term roles within the Retail and Hotel & Catering categories fell at substantial and accelerated rates.

Temporary Vacancies Index  
sa, >50 = growth since previous month.



## Vacancy index by sector

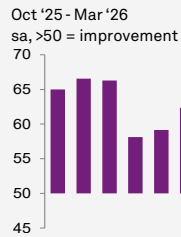
Permanent Temporary  
sa, >50 = growth since previous month



# 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**



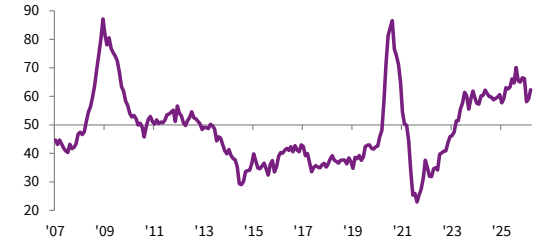
## Availability of labour increases at quickest rate in three months

Latest survey data pointed to a sharp and accelerated rise in the overall availability of staff in March. Notably, the respective seasonally adjusted index picked up from 59.1 in February to a three-month high of 62.4. However, the pace of expansion remained slower than the trend seen over 2025.

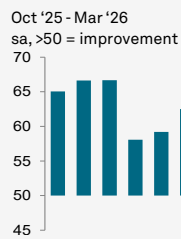
Underlying data indicated that both permanent and temporary worker supply increased at quicker rates in March.

**Total Staff Availability Index**

sa, >50 = improvement since previous month



**Permanent Staff Availability Index**

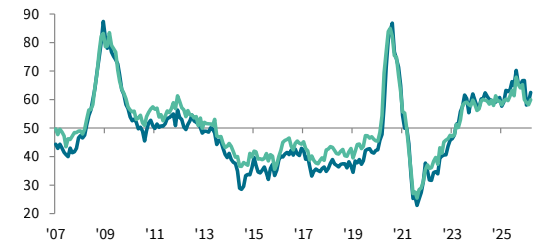


## Steeper rise in permanent candidate supply

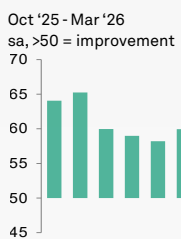
Recruitment consultancies across the UK signalled a further increase in the supply of permanent workers in March, thereby stretching the current period of growth to 37 months. Notably, the rate of expansion was above the average seen over this period, having accelerated to a three-month high. Redundancies - often due to cost-cutting and restructuring efforts - were cited as the key driver of rising candidate numbers. Some panellists commented that fewer job opportunities had also pushed up worker supply. All four monitored English areas recorded substantial upturns in permanent candidate availability, led by London.

**Permanent Staff Availability Index**

sa, >50 = improvement since previous month



**Temporary Staff Availability Index**



## Temp candidate numbers expand at fastest pace in 2026 to date

The seasonally adjusted Temporary Staff availability Index posted above the neutral 50.0 level to signal a sustained rise in the number of people seeking short-term roles in March. Although slower than the average seen over 2025, the rate of expansion was the quickest seen in the year to date and historically sharp. Reducing hiring activity, redundancies and company closures all contributed to the latest upturn in temp staff availability, according to panel members. London recorded by far the steepest increase in short-term labour supply. The weakest growth was seen in the Midlands.

**Permanent Staff Availability Index**

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
Oct '25	65.1	66.2	66.5	63.0	65.4
Nov '25	66.6	66.8	70.0	60.5	67.1
Dec '25	66.7	69.5	69.8	60.9	63.8
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

**Temporary Staff Availability Index**

sa, >50 = improvement since previous month

	UK	London	South	Midlands	North
Oct '25	64.1	64.1	66.2	66.0	60.4
Nov '25	65.2	68.6	66.8	66.7	58.9
Dec '25	60.0	64.8	60.6	57.6	61.1
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

# 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

<b>Accounting/Financial</b> ACCA Accountants Accounting Roles Accounts Payable Auditors Bookkeepers CIMA Credit Controllers Estimators Finance Finance Business Partner Finance Managers Financial Controllers Financial Services Interim Finance Management Accountants Payroll Practice Accounting Purchase Ledger Tax & Audit Tax Accountant Transactional Finance Trusts Underwriting	Quantity Surveyors Retail Fit-Out Skilled Trades Stress Engineer <b>Engineering</b> Control Systems Engineer Electrical Control Engineer Electrical Design Engineer Electrical Engineers Electrical Service Engineer Energy Process Engineers Engineers Gas Engineers Industrial Engineers Instrumentation Engineers Mechanical Engineers Project Engineers Specialist Engineering Technicians Toolmaker <b>Executive/Professional</b> Area/Regional Manager Business Development Commercial Manager Compliance Digital Marketing HR Business Partners Human Resources Legal Secretarial Management Marketing Executives Procurement Professional Roles Public Relations Recruitment Consultants Senior Management Solicitors	AI/ML Engineers Analysts Augmented Reality BI Developers CAD CAD Modellers CNC Cyber Security Data Centre Network Data Engineers Data Scientists Digital IT IT Helpdesk IT Infrastructure IT Procurement Specialists IT Support Specialists Security Cleared IT Senior IT Engineers Software Software Architects Software Developers Software Engineers Technical Roles Technical Sales Technology <b>Nursing/Medical/Care</b> Allied Health Professionals Carers Commercial Life Sciences Consultant Doctors Medical Medical Retail Nurses Occupational Therapist Paediatric Nurses Paramedics Physiotherapist Product Mgr Life Sciences Social Workers	<b>Secretarial/Clerical</b> Administration Junior Administration Medical Secretaries <b>Other</b> Account Managers Commercial Complaint Handlers Digital Document Management Entry Level European Languages Facilities Management Field Sales Health & Safety Insurance (Sales) Quality Control Sales Sales Negotiators Sales Progressors Sales Representative STEM Supervisors Teachers Teaching Assistant Team Leaders Telesales Tractor Drivers
<b>Blue Collar</b> Blue Collar Drivers Electricians HGV Mechanic HVAC LGV 2 Drivers LGV Drivers Line Leaders Machine Operators Manufacturing Plumbers Refrigeration	<b>Hotel/Catering</b> Chefs Front of House Hospitality	<b>Retail</b> Store Manager	
<b>Construction</b> Architectural Tech Civil & Structural Engineers Construction Construction Managers Construction Sales Planners	<b>IT/Computing</b> AI/ML Developers		

## Skills in short supply: Temporary staff

<b>Accounting/Financial</b> ACCA Accountants Accounting Roles Accounts Payable Auditors Bookkeepers CIMA Credit Controllers Finance Part Qualified Finance Payroll Tax Accountant Transactional Finance <b>Blue Collar</b> Assembly Operative Blue Collar Carpenters CNC Machinist Despatch Operatives Drivers Electricians FLT Operators Forklift Drivers HGV Drivers Hygiene Operatives Labour LGV Drivers Line Leaders Machine Operators Manufacturing Manufacturing Operatives Mechanical Assemblers Plant Maintenance Technician Plumbers PPT Drivers Security Guards Warehouse Operatives Welders	<b>Roofers</b> Skilled Trades Stonemasons <b>Engineering</b> Electrical Control Engineer Electrical Engineers Engineers Gas Engineers Instrumentation Engineers <b>Executive/Professional</b> Employee Relations Specialist Human Resources Mid-Management Quality Assurance <b>Hotel/Catering</b> Chefs Front of House <b>IT/Computing</b> AI/ML Engineers Application Manager CNC Cyber Security Data Engineers IT IT Infrastructure IT Procurement Specialists Security Cleared IT Senior IT Engineers Software Software Developers Software Engineers Technical Managers Technical Roles Technology <b>Nursing/Medical/Care</b> Carers Medical Nurses Social Workers Ultrasound Staff	<b>Other</b> Commercial Digital Document Management Facilities Management HSE Inspector Teachers Teaching Assistant
<b>Construction</b> Groundwork Specialists Joiners Pipefitters Planners Quantity Surveyors	<b>Secretarial/Clerical</b> Administration Junior Administration Secretary	

## Skills in excess supply: Permanent staff

<b>Accounting/Financial</b> Accountants Assistant Accountant CFOs Commercial Finance Finance Finance Directors FP&A Specialist Interim FD Management Accountants Transactional Finance	<b>Executive/Professional</b> Business Analysts CPO Directors HR Director HR Manager HR Qualified Human Resources Legal Secretarial Management Marketing Mid-Management Project Managers Recruitment Consultants Senior Management Talent Acquisition <b>Hotel/Catering</b> Chefs Hospitality <b>IT/Computing</b> Analysts Data Professionals DevOps IT Engineers Entry Level IT IT IT Change Management IT Directors IT Helpdesk IT Senior Management IT Support Specialists Programmers	Software Developers Technical Roles <b>Nursing/Medical/Care</b> Healthcare Assistants Nurses Research Scientist <b>Secretarial/Clerical</b> Administration Clerical Junior Administration Office Roles Personal Assistant Receptionist Secretary <b>Other</b> Aviation Business Analyst Change & Transformation Contact Centre Customer Service Customer Support Data Entry Demand Planner Entry Level Graduates Health & Safety Advisors Logistics Public Sector General Sales Testers
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## Skills in excess supply: Temporary staff

<b>Accounting/Financial</b> Finance Finance Directors <b>Blue Collar</b> Blue Collar Entry Level Manufacturing Production Production Operators Refinery Operator Warehouse Operatives <b>Construction</b> Labourers Skilled Construction <b>Engineering</b> Engineers <b>Executive/Professional</b> Business Analysts CPO HR Director HR Graduates Human Resources Marketing Project Managers Senior Management <b>Hotel/Catering</b> Hospitality	<b>IT/Computing</b> Analysts Data Scientists IT Directors Technical Roles <b>Retail</b> Retail <b>Secretarial/Clerical</b> Administration Secretary <b>Other</b> Business Analyst Entry Level Graduates Programme Manager Testers Traffic Marshall
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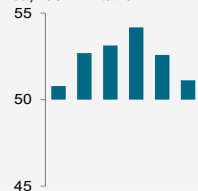
Note : Skills can be reported as being both in short supply and excess supply as we survey various recruitment agencies across the country, so there is geographical variation as well as the possibility of candidates with particular skills being concentrated in certain areas.

## 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.

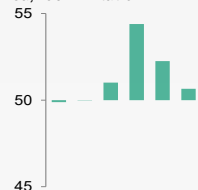
### Permanent Salaries Index

Oct '25 - Mar '26  
sa, >50 = inflation



### Temporary Wages Index

Oct '25 - Mar '26  
sa, >50 = inflation



### Permanent starters' pay rises only slightly in March

Adjusted for seasonal factors, the Permanent Salaries Index pointed to an increase in starting salaries for permanent staff in March. Pay has now risen in each month for over five years. However, the rate of inflation eased during March to a marginal pace that was the weakest since last October. Demand for high quality candidates placed upward pressure on pay, according to recruiters, but tighter employer budgets and higher candidate numbers dampened overall growth. Rates of pay inflation weakened across all four surveyed English areas.

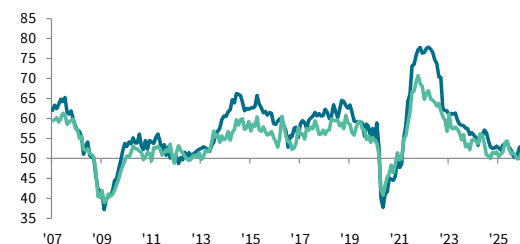
### Temp wage growth slips to four-month low

March survey data signalled a further slowdown in the rate of temp wage inflation, with the respective seasonally adjusted index slipping to a four-month low. As a result, the index pointed to only a marginal rate of growth that was much slower than the series average. While some recruiters noted that rates of pay had increased in line with the cost of living and competition for specific candidates, generally low demand for workers weighed on overall inflation. Temp wages rose in the Midlands and the South of England, but fell in the North of England and London.

### 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
Oct '25	50.8	51.3	49.8	52.5	47.3
Nov '25	52.7	52.8	51.5	55.9	49.5
Dec '25	53.1	50.4	53.5	53.0	54.0
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

### Temporary Wages Index

sa, >50 = inflation since previous month

	UK	London	South	Midlands	North
Oct '25	49.9	52.5	48.1	51.8	49.4
Nov '25	50.0	50.4	50.6	49.3	47.0
Dec '25	51.0	49.8	50.9	54.4	50.5
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

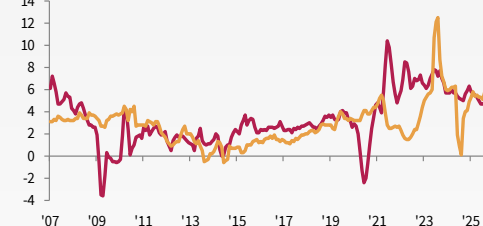
## Official data: UK average weekly earnings

Official data published by the ONS pointed to a sustained slowdown in growth of total employee earnings (including bonuses) during the three months to January 2026. The latest data showed that pay increased 3.9% year-on-year, signalling the softest increase in earnings since the three months to November 2020.

Underlying data showed that public sector pay continued to rise at a quicker pace than in the private sector (5.9% versus 3.5%). Notably, the rate of private sector earnings growth was unchanged from that seen over the three months to December 2025, and therefore the joint-lowest in over five years.

### UK average weekly earnings

%yr/yr, 3mma



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

## 8 Special feature

This section features official data from the Office for National Statistics about the UK earnings trends

### Official data show pay growth slipping to five-year low

Recent earnings data published by the Office for National Statistics (ONS) showed that pay growth continued to ease across the UK into 2026. Notably, average earnings (excluding bonuses) increased by 3.8% on an annual basis in the three months to January, marking the slowest rates of expansion since the three months to November 2020. Including bonuses, pay increased by 3.9%, which was also the softest rate of growth in over five years.

The slowdown in the official rate of earnings growth was signalled in advance by the weaker pay trends recorded by the UK Report on Jobs Permanent Starting Salaries Index (see Chart 1). The softer pay trend coincides with signs of greater slack in the labour market, as demand for staff had weakened while the availability of candidates has risen sharply.

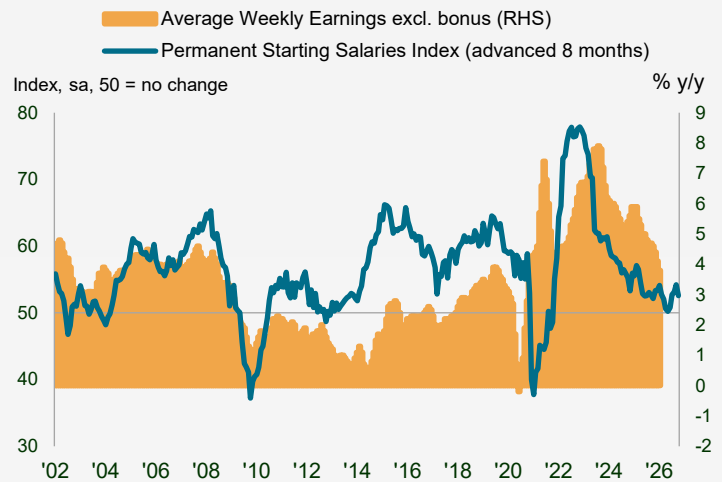
While the index has remained above the post-pandemic low seen last October 2025, it continues to signal a further easing of official pay growth to approximately 3% in the coming months. This would mark the slowest rate of increase since the initial wave of the pandemic, but one that remains stronger than that seen prior to the pandemic.

At the same time, the gap has been closing between growth of earnings and living costs (see Chart 2). The latest Consumer Price Index data indicated that average living costs rose by 3.0% year-on-year in January. While this remained comfortably above the Bank of England's target of 2.0%, the pace of inflation was the softest seen for a year.

In real terms, regular pay expanded by just 0.4% year-on-year in the three months to January. This was the slowest rate of growth for over two-and-a-half years.

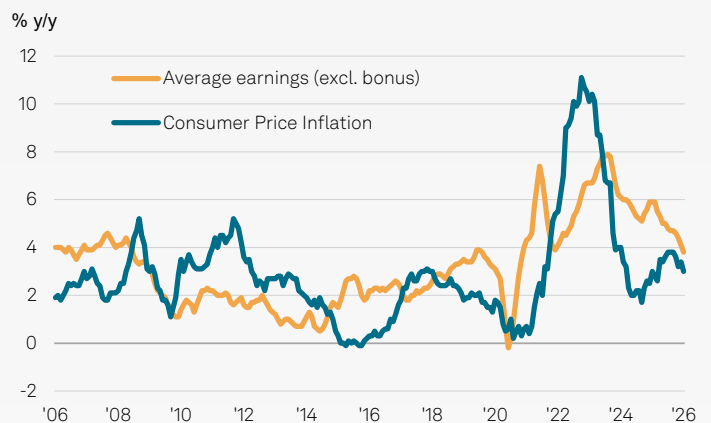
With inflation risks on the upside amid the war in the Middle East, the squeeze on households' budgets could intensify further as we enter the second quarter of the year.

Chart 1: Official earnings data against survey data



Data compiled April 2026.  
Source: S&P Global Market Intelligence.  
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Chart 2: Average earnings and living costs



Data compiled April 2026  
Source: S&P Global Market Intelligence & ONS.  
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## 9 Scotland's labour market

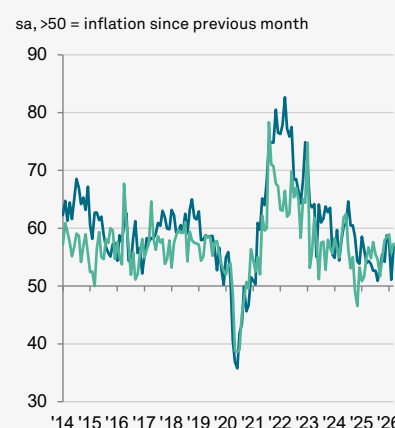
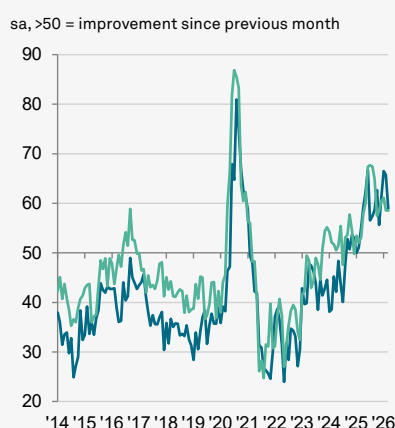
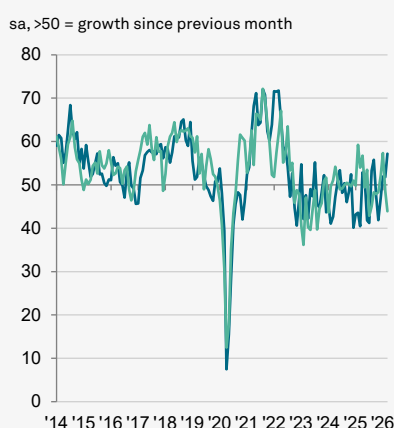
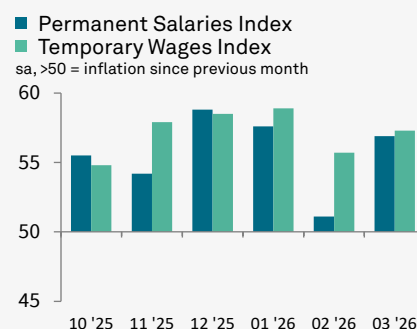
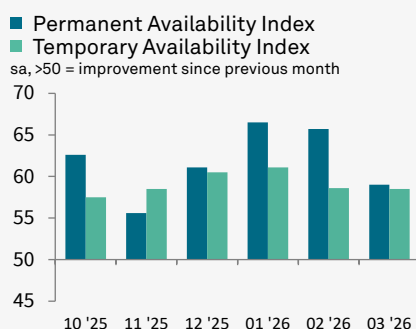
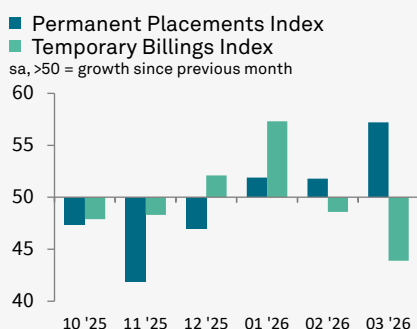
### Steeper increase in permanent placements in March

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

A strong and accelerated rise in permanent staff recruitment across Scotland contrasted with a quicker decline in temp billings in March. Notably, the former expanded at the quickest pace since mid-2022, while the latter contracted at the most pronounced rate in eight months.

Rates of starting pay continued to rise for both permanent and temporary workers across Scotland at the end of the first quarter. Starting salaries increased markedly overall, with the rate of inflation picking up from February. Temp pay growth also quickened on the month, and was stronger than the series average.

Although rising sharply overall, the availability of permanent staff in Scotland expanded at the softest pace in four months in March. At the same time, the supply of temporary labour increased at a marked pace that was little-changed from that seen in February.



#### Scotland Jobs Index summary

sa, 50 = no change over previous month

	Permanent Placements	Temporary Billings	Permanent Availability	Temporary Availability	Permanent Salaries	Temporary Wages
10 '25	47.4	47.9	62.6	57.5	55.5	54.8
11 '25	41.9	48.3	55.6	58.5	54.2	57.9
12 '25	47.0	52.1	61.1	60.5	58.8	58.5
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

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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 12-25 March 2026.

### About S&P Global

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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).

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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](http://www.rec.uk.com).

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