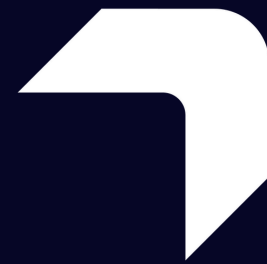


UK Jobs Market Review November 2025



Permanent placements down in November

Permanent



November experienced a further drop in permanent hiring. While the rate of contraction eased for the fifth straight month, it remained marked overall. Heightened uncertainty around the Budget and generally low market confidence had weighed on recruitment. Placements were also negatively impacted by higher staffing costs relation to National Insurance and the minimum wage.



Temporary

After rising for the first time in 16 months in October, temp billings declined during November. That said, the rate of reduction was modest and slower than the average for 2025 to date. Budget related uncertainty and a general slowdown in hiring had underpinned the renewed fall in billings.

Vacancies continue to decline during November



November signalled a further reduction in overall demand for workers. Vacancies for permanent roles fell at the softest pace in five months, albeit one that remained quicker than for temporary positions. The latter fell at a fractionally slower rate than seen in October but solidly overall.

Initial estimates of vacancies published by the Office for National Statistics indicated that vacancies broadly stabilised in the three months to October. Measured overall by the number of open roles increased by just 2,000 to 723,000 over the latest three-month period. The number of job opportunities remained almost 10% below the pre-pandemic level.

Staff availability increases considerably

As has been the case since March 2023, the availability of permanent workers increased during November. Furthermore the rate of expansion accelerated to the second-sharpest since late 2020, with recruiters often noting that redundancies and fewer vacancies had caused the upturn in permanent labour supply.



The supply of temporary workers across the UK continued to rise at an historically sharp pace midway through the final quarter of 2025. Notably the rate of growth accelerated from October and was among the steepest seen since the pandemic. Availability of short-term staff rose due to the subdued economic climate and company layoffs also attributed,

Permanent salary inflation highest in five months

Permanent



Permanent salaries continued to rise during November, in line with the trend since early 2021. Salaries had generally been increased to attract talented application, especially in those areas where skills were in short supply.



Temporary

There was no change in temp pay rates during November. Whilst some reported that demand for skilled workers had helped to support pay levels, others noted that market conditions were subdued overall and limiting the scope for pay rises.