



Quarterly Job Market Update October 2018

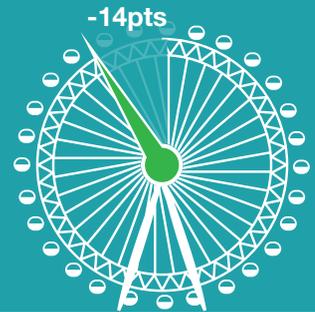
Q3 2018 was an irregular period for recruitment in The Capital, between uncertainty around what kind of mobility and trade deal Brexit will offer coupled with big name closures on the high street, and extra high demand for temporary workers driven by The World Cup and a record heatwave summer.

Along with the increase in short-term temporary covers over summer months, permanent hiring continued, despite the anticipated seasonal slowdown. This was the case particularly across consultancy and professional services where demand for senior team assistants remained consistently high. Another notable trend during this period was a demand for secretarial staff with European language skills as companies consolidate business operations ahead of final Brexit negotiations.

The consistent decline in candidate availability in 2018 continued, coupled with a decline in permanent candidates entering the job market during this three-month period (July to September), with potential staff preferring to wait until the disruptions of the summer months have passed.

In line with data recorded throughout 2018, continued growth in demand for candidates and a decline in their availability applies more pressure to starting salaries. Data for the period shows small increases in both permanent salaries offered and temporary worker hourly rates.

Employers' confidence in the prospects for the UK economy fell sharply this quarter, by 9 points to net: -14. This returned the barometer to levels last witnessed in November 2017-January 2018.



Employer confidence deteriorates further



This quarter, 97% of hirers planned to either increase or maintain existing levels of permanent staff in the short-term, compared with 93% last year. 90% planned to increase or maintain headcount in the medium-term.

The net balance of sentiment towards increasing agency headcount in the short-term (net: +16) rose by 25 percentage points year-on-year. Medium-term hiring intentions (net: +14) rose by 14 points over the same period.



Hirers' plans to increase agency workers

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