



**Adzuna UK Job
Market Report**
March 2017

UK vacancies on the rise as competition for jobs cools

Table 1: Adzuna Job Vacancy Index

	UK Vacancies	Monthly Change	6M Change	12M Change	Vacancy Index (June 2012=100)
Vacancy Index (Feb 17)	1,126,376	3.5%	0.3%	0.9%	163.6
Vacancy Index (Jan 17)	1,088,353	-1.9%	-5.8%	0.8%	158.1

Table 2: Adzuna Average Salary Index

	UK Average Salary	Monthly Change	6M Change	12M Change	Salary Index (June 2012=100)
Salary Index (Feb 17)	£32,520	0.3%	-0.8%	-3.8%	94.9
Salary Index (Jan 17)	£32,420	0.3%	-0.8%	-3.5%	94.6

Key points

 **3.5%**

Total number of UK vacancies increases 3.5% from 1,088,353 in January to 1,126,376 in February as employer confidence shows signs of recovery

 **£32,520**

Advertised wages creep gradually upwards, with an improvement of 0.3% in average advertised salaries from £32,420 in January to £32,520 in February

 **HR Jobs**

HR & Recruiting Jobs are currently the best performing sector in the UK – with salaries increasing **4.6% since last year to stand at £32,042**

 **0.47**

Competition per vacancy drops as result of a recent rise in vacancies - jobseekers per vacancy currently sits at 0.47, compared to 0.59 in February last year

Overview

The Adzuna Job Index this month shows 1,126,376 roles being advertised across the UK, marking a 3.5% increase on the number of vacancies being advertised the previous month.

Competition for jobs fell to 0.47 jobseekers per vacancy as a rise in available vacancies helped further ease the tension in the market. In February 2016, one year prior, the UK market saw 0.59 candidates to every open role.

Month on month salaries growth declines

Advertised salaries across the UK rose in February 2017, as wage growth started to pick up speed, increasing 0.3% month-on-month. Although this small surge from £32,420 to £32,520 is certainly a step in the right direction, wage inflation is far from running at the same speed as vacancy growth.



The labour market has proved itself resilient to changes and there is no reason as to why wage growth may not eventually catch up.

With employers remaining largely hesitant in the face of huge political and economic changes, salaries have been experiencing a relative lull. Despite the employment rate remaining at its highest level for some time, and a rush of new vacancies onto the market, it is no great surprise that wage growth is improving at a rate much slower than anticipated.

Doug Monro, co-founder of Adzuna commented:

“Wage growth continues to be an important topic for jobseekers, employees and employers as the rise in inflation has tempered real salary improvements. However, it is crucial to remain optimistic with regard to these changes, particularly since the political climate remains uncertain. The labour market has proved itself resilient to changes and there is no reason as to why wage growth may not eventually catch up.

“It is important to remain mindful of companies such as Goldman Sachs who are exploring the possibility of relocating half of their London workforce to Europe and New York that may potentially shake up the labour market. However, the grass may not always be greener on the other side as the UK post-Brexit economy is beginning to build momentum and create a new wave of prosperity for the British economy.”

Regional and Sector Trends

Where are all the jobs?

Wales once again saw jobseekers take the smallest hit, with advertised pay dipping just 1.5% compared to February 2016.

On the other side of the coin, salaries in London and the South East jointly saw the greatest impact, as advertised pay in both regions fell 4.4% on the previous year. The volume of jobs in both areas, however, continues to look healthy, with open roles in the Capital rising to over 250,000, and vacancies in the South East topping 170,000.

Cambridge was once again the best city for jobseekers, with more than 10 advertised vacancies to every job hunter in the city.

At the other end of the scale, Sunderland (2.81), Belfast (2.75) and Middlesbrough (2.36) proved the toughest locations for jobseekers in February 2017.

Wales saw jobseekers take the smallest salary hit, with advertised pay dipping just 1.5% year-on-year.



The reputation of HR & recruitment roles continues to evolve and grow, showing the popularity of the sector is definitely on the up”

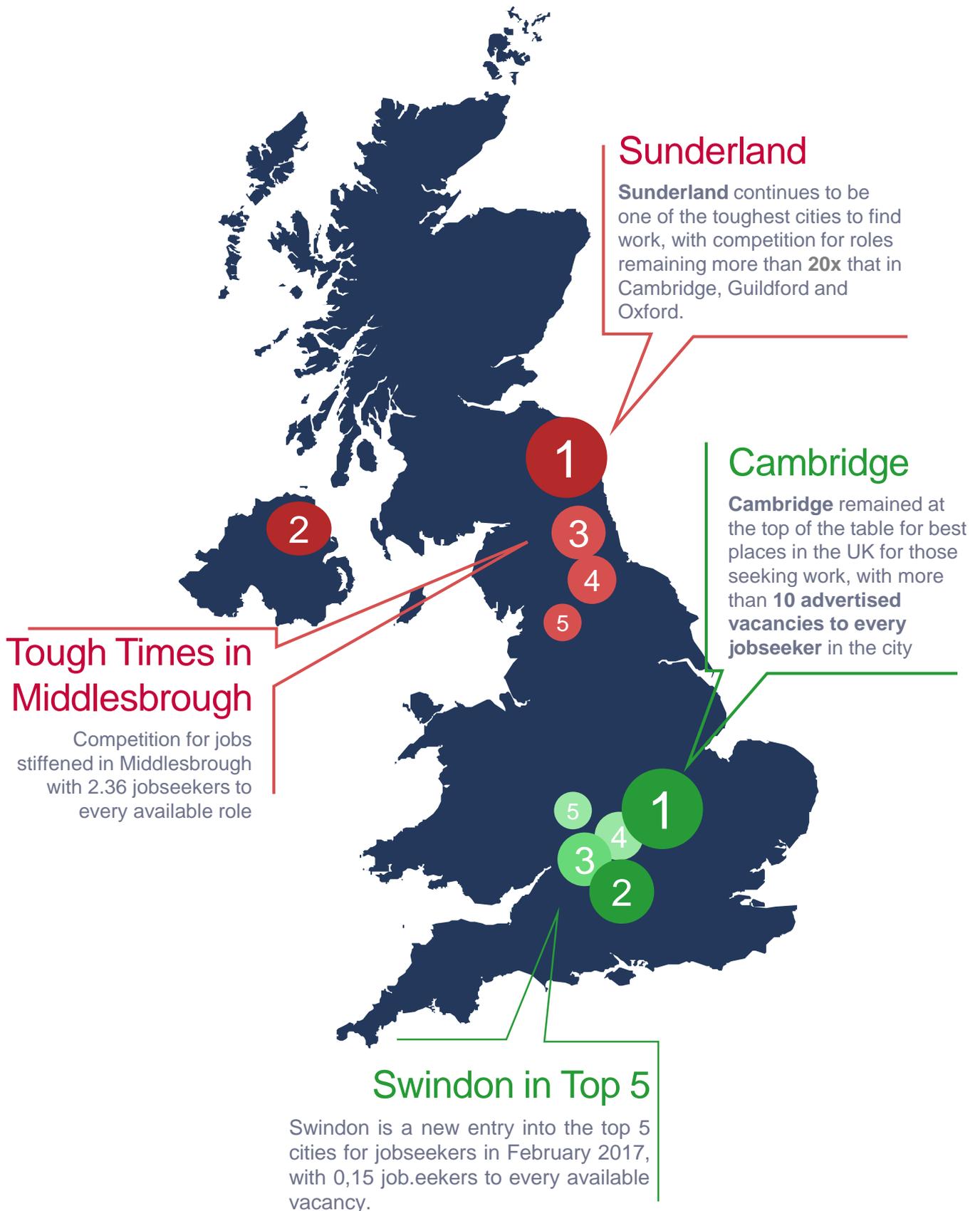
HR industry is winning the War on Talent

The HR & Recruitment sector outperformed all other industries in February 2017 to become the profession with the biggest annual increase in advertised salaries (4.6%). According to Adzuna's jobs data, average advertised salaries currently stand at £32,042, with 17,945 current vacancies.

Doug Monro, co-founder of Adzuna, commented:

“HR & Recruitment jobs have long formed a significant part of the labour market as companies vie for the hottest talent. These fast-paced, often commissioned based roles, aren't for the faint hearted, attracting dynamic candidates with a strong ability to communicate effectively and with a competitive spirit. It is encouraging this sector continues to flourish despite the difficult political climate.

“With year-on-year salary growth up 4.6%, the reputation of HR & recruiters continues to evolve and grow - the popularity of the sector is most definitely on the up”



Regional Work Breakdown

Wales

Average advertised salaries continued to fall year-on-year in all of the 12 regions of the UK, with **Wales seeing the smallest slide** (1.5%) in advertised salaries compared with February 2016.

London and South East

Salaries in London (-4.4%) and the South East (-4.4%) **fell most steeply** year-on-year of all the UK regions. Employer confidence may be rebounding in these areas, however, as vacancy count in London tops the 250,000 mark.

See page 9 for full regional salary data

UK job sector breakdown

HR & Recruitment

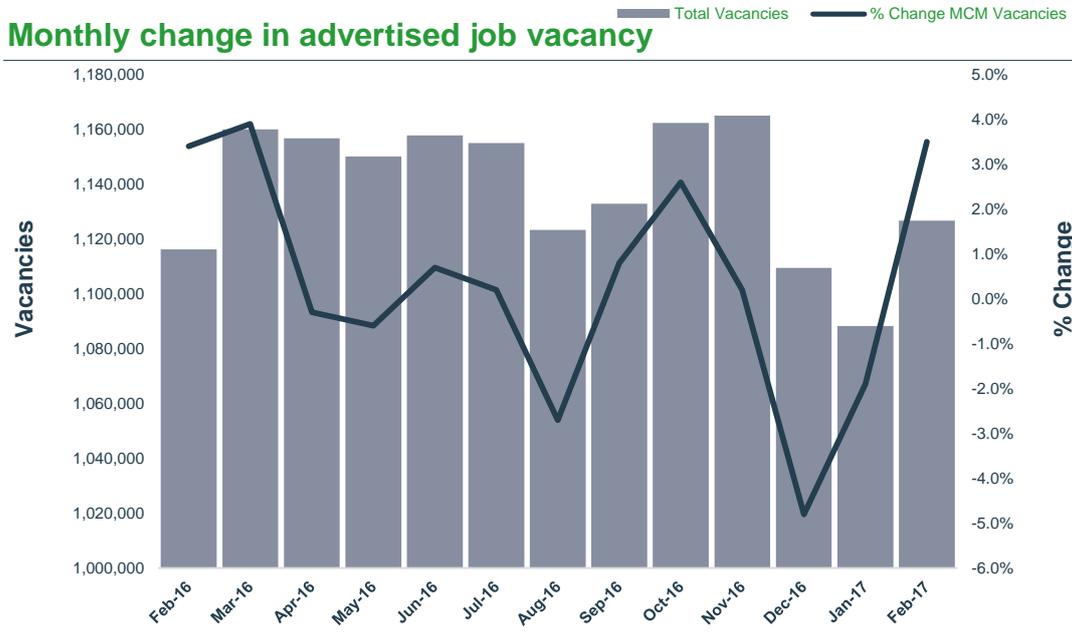
HR & Recruitment roles saw the **biggest leap in advertised salaries** year-on-year, with positions in the sector promising average pay of **£32,042** in February 2017 – a **4.6% increase** on the same month last year.

Consultancy Jobs

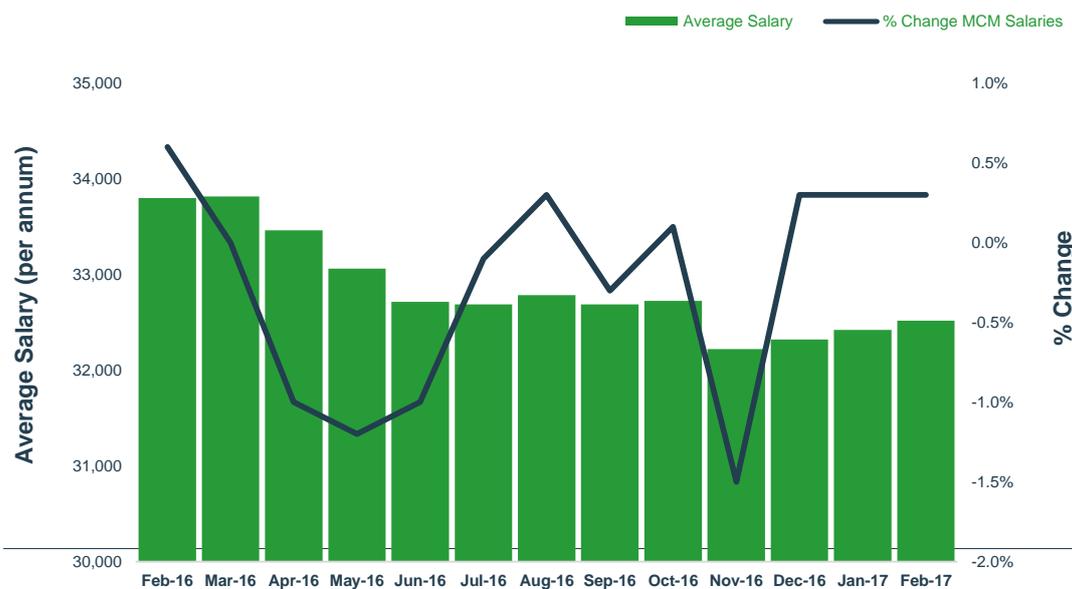
Advertised salaries for UK consultants **dropped 23.1% since February 2016**. Adzuna data showed 21,291, just over 2,000 more open roles than the same month the year before.

Monthly Job and Salary Trends

Monthly change in advertised job vacancy

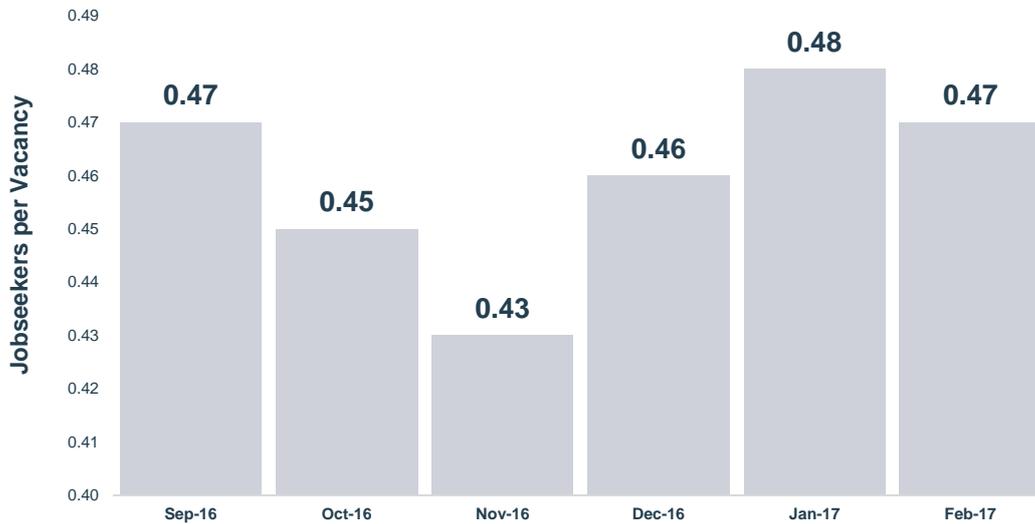


UK Advertised Salary Trends



Job Market Competition

Six month change in jobseekers per vacancy



Worst cities to find a job

Rank	City	Jobseekers per vacancy
1	Sunderland	2.81
2	Belfast	2.75
3	Middlesbrough	2.36
4	Hull	2.29
5	Rochdale	2.25
6	Bradford	2.05
7	Wolverhampton	1.94
8	Salford	1.91
9	The Wirral	1.56
10	Swansea	1.44

Best cities to find a job

Rank	City	Jobseekers per vacancy
1	Cambridge	0.07
2	Guildford	0.10
3	Oxford	0.12
4	Winchester	0.15
5	Swindon	0.15
6	Reading	0.16
7	Exeter	0.20
8	Manchester	0.20
9	Bristol	0.23
10	Slough	0.23

* Methodology for calculating jobseeker competition compares jobseeker count identified in the ONS Claimant Count released in March 2017, with monthly advertised vacancy numbers on Adzuna.co.uk in February 2017.

Regional and Industry Overview

Regional wage breakdown

Region	Total Vacancies	Average Salary	Salary % 12 Month Change
Eastern England	99,982	£30,718	-3.4%
East Midlands	64,056	£29,076	-3.6%
London	254,418	£38,704	-4.4%
North East England	30,340	£28,613	-3.3%
North West England	95,327	£29,214	-3.8%
Northern Ireland	6,814	£29,369	-2.4%
Scotland	40,611	£30,888	-2.5%
South East England	171,135	£31,196	-4.4%
South West England	81,588	£30,243	-2.3%
Wales	22,616	£29,339	-1.5%
West Midlands	86,961	£30,168	-3.5%
Yorkshire and The Humber	56,256	£29,512	-3.0%

Biggest improvers - job sector by average salary

Job sector	Average salary	Salary % 12 Month Change	Total vacancies
HR 7 Recruitment Jobs	£32,042	4.6%	17,945
Property Jobs	£33,149	3.3%	11,589
Healthcare & Nursing Jobs	£36,173	2.7%	128,774
Accounting & Finance Jobs	£37,522	1.3%	84,927
Creative & Design Jobs	£31,688	1.3%	8,735

Worst performers - job sector by average salary

Job sector	Average salary	Salary % 12 Month Change	Total vacancies
Consultancy Jobs	£36,781	-23.1%	21,291
Logistics & Warehouse Jobs	£27,238	-17.8%	30,580
Retail Jobs	£23,948	-13.9%	49,008
Customer Service Jobs	£21,299	-153.7%	27,471
Social Work Jobs	£27,755	-10.1%	23,345

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About Adzuna

Adzuna.co.uk is a search engine for job ads used by over 10 million visitors per month that aims to list every job, everywhere. We search thousands of websites so our users don't have to, bringing together millions of ads in one place. By providing smarter search options and powerful data about the job market, we give jobseekers the information they need to take control of their careers.

Adzuna's data also powers the Number 10 Dashboard, used by the Prime Minister and senior officials to keep track of economic growth on a daily basis.

Adzuna.co.uk was founded in 2011 by Andrew Hunter and Doug Monro, formerly of eBay, Gumtree, Qype and Zoopla and is backed by leading Venture Capital firms Passion Capital, The Accelerator Group and Index Ventures.

Adzuna's mission is to be the best place to start looking for a job. We love using the awesome power of technology to help match people to better, more fulfilling jobs and keep Britain working.

About the Adzuna Job Market Report

Adzuna has the most complete index of UK job vacancies covering all regions in the UK. The technology collects every job vacancy advertised online in the UK from over 1,000 sources. This data is then normalised, de-duplicated, mix-adjusted and outliers are removed in real time to give users an accurate, complete, up to the minute view of the job market.

Claimant count data is based on the latest Labour Market Statistics released

in March 2017 by the ONS. The city areas referred to in this study are the top 50 cities in the UK, ranked by comparing the job vacancies in Adzuna's comprehensive search index of over 1,000,000 live jobs to the number of claimants in each city from the latest ONS data released in March 2017.

The full Jobseeker's Allowance claimant count statistics are available for download here: www.nomisweb.co.uk.

