



Market intelligence from the UK's #1 job site.

March 2014

March 2014:

UK salaries on hold as job opportunities continue to rise

UK salaries continue to stutter, with zero growth during the first quarter of 2014, whilst the number of new jobs available is still rising, according to new figures released by reed.co.uk.

Renewed economic confidence has continued to prompt growth in new vacancies, but rates of pay are flat. In the first quarter of 2014, the number of new vacancies being advertised grew by nearly 10% compared the last quarter of 2013 and by over 30% annually. There are now nearly twice the number of jobs on offer as there were in March 2010.

Commenting on the latest figures, James Reed, chairman of reed.co.uk, says:

"We've endured a prolonged period of salary stagnation. But with more jobs being created than at any time in the last five years, for many individuals, having a look at the market and considering a change of position will be the most effective route to a pay rise.

"It will be key growth sectors, requiring specialist skills, such as Technology, Engineering and Science, which offer the greatest opportunity for individuals to increase their salaries. With a rising demand for talent, candidates should feel confident about their place in the market and their ability to improve their pay and prospects."

The Reed Job Index of new vacancies, which is compiled every month using data from over 180,000 vacancies advertised on reed.co.uk, stands at 202, up from 156 in March last year. Meanwhile, at 99 points, the Salary Index remains lower than when it was first set in December 2009, as pay rates have failed to keep pace with the rising costs of living.

Those sectors creating the most jobs during the first quarter include Leisure & Tourism (up 25% quarter-on-quarter), Estate Agency (24%), Construction & Property (22%) and Purchasing (20%).

Meanwhile, Wales has shown the highest rate of growth so far in 2014, with more than 25% more vacancies available than during the last three months of 2013. Northern Ireland showed the lowest quarterly growth in new jobs at 1%.

Key facts – March 2014:

- **First quarter salaries show no growth on previous quarter**
- **2014 salaries remain at the same level as Q1 2013**
- **Number of new jobs available grows 10% during first quarter and is up 30% year-on-year**

Sector and region snapshot:

Top 5 sectors year-on-year

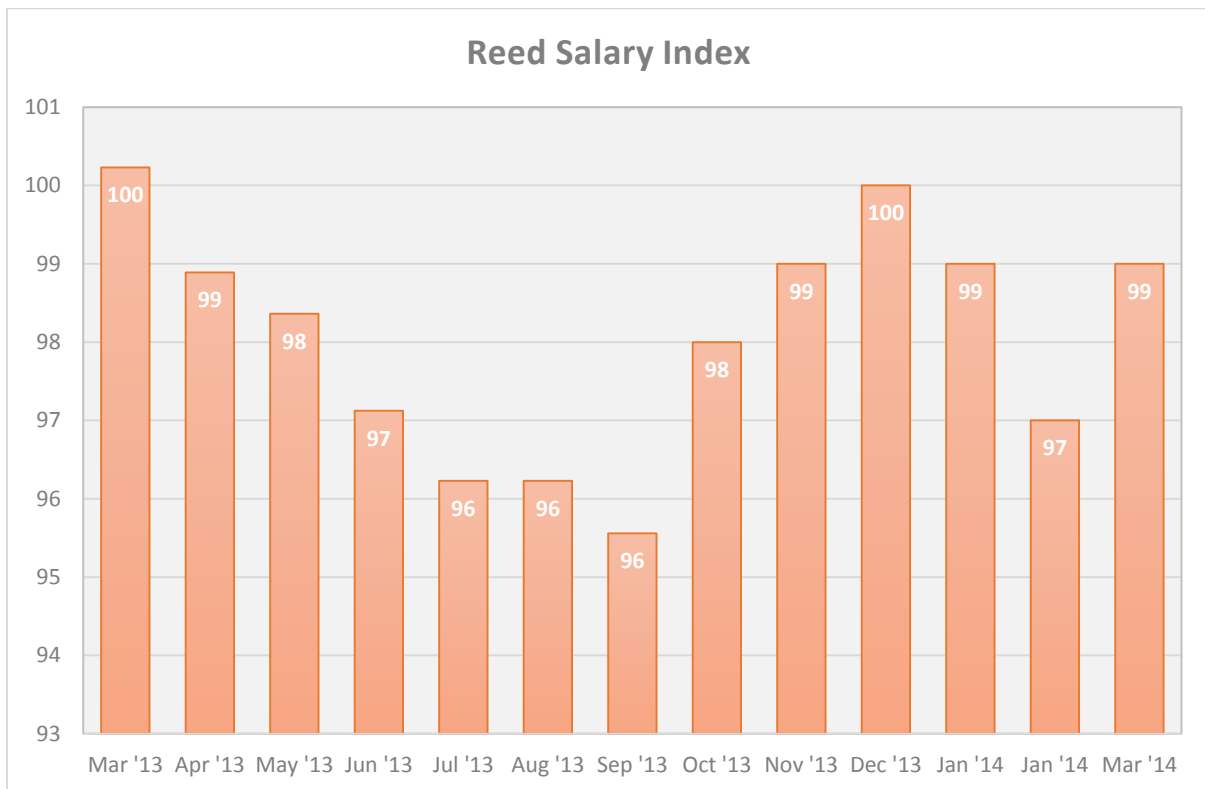
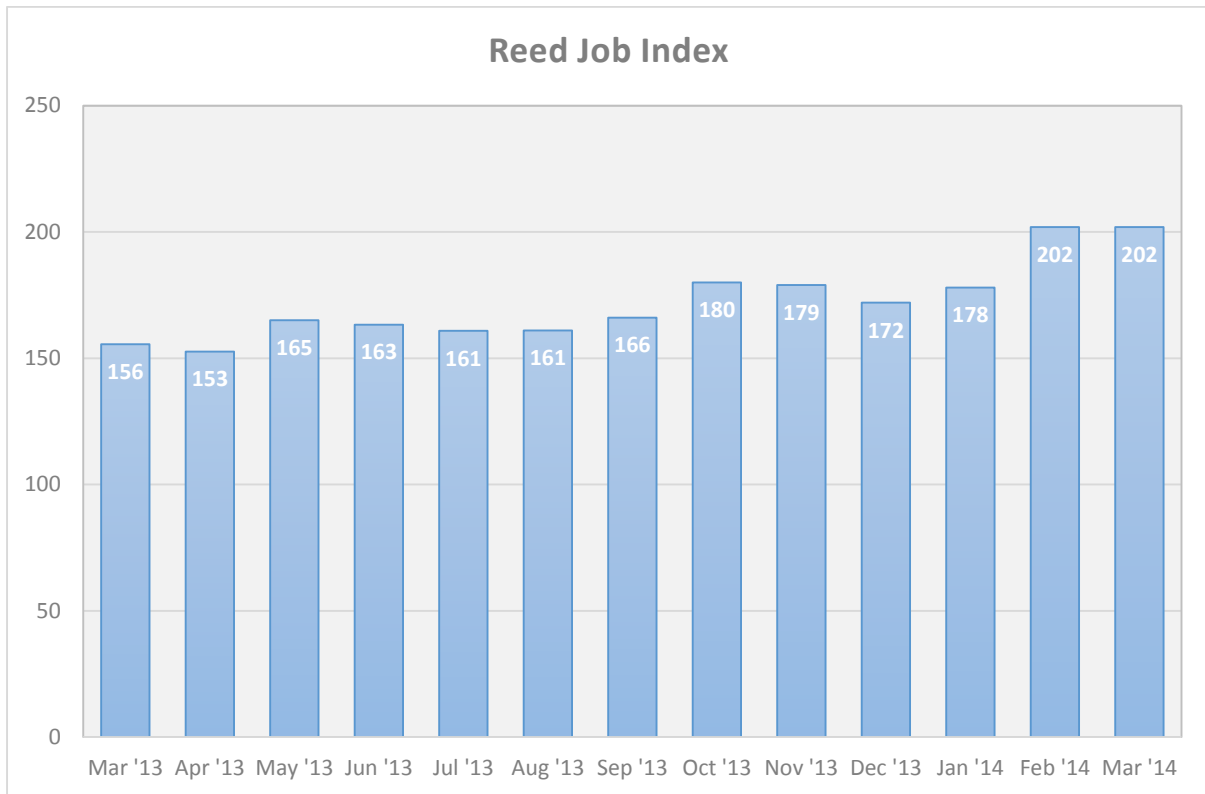
1. Legal **78.9%**
2. Transport & Logistics **73.1%**
3. Construction & Property **67.4%**
4. Strategy & Consultancy **55.7%**
5. Motoring & Automotive **54.1%**

Top 5 regions year-on-year

1. Wales **44.7%**
2. Yorkshire & Humberside **34.9%**
3. North West **33.1%**
4. London **31.7%**
5. East Anglia **31.5%**

Notes

- Each month the Reed Job Index tracks the number of new job opportunities and the salaries on offer compared to the previous month and against a baseline of 100 set in December 2009. The Reed Job Index is based on data from the UK's largest job board, reed.co.uk, which every day lists over 180,000 job opportunities from 10,000 recruiters across 37 career sectors throughout the UK.
- The Reed Job Index is compiled by data drawn from online job vacancies and jobseeker activity on reed.co.uk.
- reed.co.uk is the UK's largest commercial job board, with over 180,000 job opportunities from more than 10,000 recruiters at any one time.
- reed.co.uk is part of Reed Global, the international recruitment group of companies



Job Index and Salary Index set at 100 in December 2009. Salary Index set at National Average of £33,414.

Reed Job Index: March 2014

Sector	Dec '09	Oct '13	Nov '13	Dec '13	Jan '14	Feb '14	Mar '14
reed.co.uk	100	180	179	172	178	202	202
Accountancy	100	163	159	153	164	187	186
Accountancy (Qualified)	100	149	150	148	149	172	171
Admin, Secretarial & PA	100	200	205	196	197	220	222
Banking	100	86	82	77	82	85	82
Charity & Voluntary	100	248	276	258	259	259	272
Construction & Property	100	255	255	251	264	330	331
Customer Service	100	187	185	170	174	200	196
Education	100	245	259	254	243	245	239
Energy	100	121	115	102	117	132	116
Engineering	100	218	214	208	216	263	273
Estate Agency	100	212	217	225	238	296	274
Financial Services	100	125	124	115	118	136	135
General Insurance	100	128	125	126	120	131	131
Health & Medicine	100	164	179	178	178	197	184
Hospitality & Catering	100	173	176	156	165	198	210
Human Resources	100	162	171	170	179	218	214
IT & Telecoms	100	214	224	218	221	249	253
Legal	100	223	237	243	246	285	298
Leisure & Tourism	100	237	209	214	247	290	284
Manufacturing	100	193	195	193	190	227	239
Marketing & PR	100	174	171	170	193	211	208
Media, Digital & Creative	100	170	163	168	184	209	206
Motoring & Automotive	100	295	310	295	303	342	357
Purchasing	100	154	149	142	164	191	179
Recruitment Consultancy	100	130	128	117	131	141	140
Retail	100	237	202	181	173	195	205
Sales	100	167	159	151	169	193	196
Scientific	100	139	130	131	141	152	147
Security & Safety	100	219	211	205	197	275	241
Social Care	100	131	141	131	151	157	149
Strategy & Consultancy	100	260	226	250	262	302	329
Training	100	102	97	99	109	120	106
Transport & Logistics	100	383	390	351	280	330	370

Reed Salary Index: March 2014

Sector	Dec '09	Oct '13	Nov '13	Dec '13	Jan '14	Feb '14	Mar '14
reed.co.uk	100	98	99	100	99	97	99
Accountancy	100	97	97	103	105	104	105
Accountancy (Qualified)	100	90	88	95	98	100	98
Admin, Secretarial & PA	100	101	102	105	107	107	104
Banking	100	101	109	125	117	123	116
Charity & Voluntary	100	81	85	88	89	91	91
Construction & Property	100	88	91	92	91	93	90
Customer Service	100	99	100	103	103	103	103
Education	100	98	100	107	105	102	103
Energy	100	74	72	80	73	71	76
Engineering	100	95	95	96	94	93	95
Estate Agency	100	97	99	105	104	111	108
Financial Services	100	99	99	96	95	94	93
General Insurance	100	110	106	100	103	102	105
Health & Medicine	100	90	92	95	92	93	94
Hospitality & Catering	100	103	105	105	111	113	110
Human Resources	100	98	96	99	104	103	103
IT & Telecoms	100	94	95	102	100	100	100
Legal	100	82	81	85	87	90	91
Leisure & Tourism	100	122	126	120	119	114	94
Manufacturing	100	87	84	85	88	87	84
Marketing & PR	100	95	95	102	103	101	100
Media, Digital & Creative	100	93	92	100	99	102	103
Motoring & Automotive	100	94	89	86	89	93	92
Purchasing	100	92	90	99	102	102	98
Recruitment Consultancy	100	133	128	116	104	105	125
Retail	100	100	107	106	111	105	109
Sales	100	100	99	104	106	108	106
Scientific	100	95	92	100	100	100	95
Security & Safety	100	80	78	87	86	83	79
Social Care	100	69	69	75	69	66	67
Strategy & Consultancy	100	115	106	113	112	110	114
Training	100	116	106	106	109	113	107
Transport & Logistics	100	89	84	88	92	90	88

Regional Job Index: March 2014

Region	Dec '09	Oct '13	Nov '13	Dec '13	Jan '14	Feb '14	Mar '14
National	100	180	179	172	178	202	202
East Anglia	100	194	191	179	184	216	217
East Midlands	100	208	206	196	196	219	223
London	100	184	189	182	187	212	211
North East England	100	179	182	170	166	195	188
North West England	100	175	175	171	184	201	205
Northern Ireland	100	161	127	110	118	144	140
Scotland	100	192	194	182	180	216	213
South East (excl. London)	100	174	173	166	171	194	195
South West England	100	185	177	172	179	201	200
Wales	100	138	139	132	157	183	174
West Midlands (Region)	100	217	209	202	213	245	248
Yorkshire and Humberside	100	196	197	188	202	226	224

Regional Salary Index: March 2014

Region	Dec '09	Oct '13	Nov '13	Dec '13	Jan '14	Feb '14	Mar '14
National	100	98	99	100	99	97	99
East Anglia	100	101	100	101	102	102	100
East Midlands	100	94	95	95	96	96	96
London	100	95	96	97	97	98	97
North East England	100	96	96	95	94	96	95
North West England	100	97	95	97	97	96	95
Northern Ireland	100	98	90	96	102	96	96
Scotland	100	97	94	99	99	98	95
South East (excl. London)	100	99	99	100	101	100	99
South West England	100	97	95	96	96	96	95
Wales	100	100	100	95	95	94	96
West Midlands (Region)	100	97	99	101	99	99	100
Yorkshire and Humberside	100	99	100	101	100	100	100