# Adecco Labour Market Outlook

The Winter Edition

November 2022

Adecco

OXFORD ECONOMICS

# Contents

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**Niki Turner-Harding**
*Senior Vice President, Adecco UK & Ireland*

# **Winter** *Edition*

2022 has been a year of considerable change; as we emerged hopeful from the lasting lockdowns in 2020 and 2021, we were struck with new challenges. The cost of living crisis, unprecedented energy bills, the war in Ukraine, soaring inflation, and a turbulent political landscape have all contributed to a difficult economic period. With talent shortages prevailing throughout this time and unemployment at 3.5%, its lowest level for nearly 50 years, recruiting and retaining staff remains a top priority for many organisations.

As we look towards 2023 and a likely recession, the current degree of economic uncertainty can make it difficult to plan future hiring needs. It is vital that you inform your labour strategy with the latest market insight. The Winter Edition of the Labour Market Outlook combines economic and sector analysis from Oxford Economics, salary data from Lightcast, and labour market insight from Adecco, latterly looking at the megatrends which are now shaping labour market dynamics in the UK.

We hope this unique combination will help to inform your talent planning strategy through these uncertain times for the remainder of this year and into 2023.

# Introduction

## Adecco

**Traditional perks, such as generous pay and benefits, remain essential attraction and retention tools – but the softer side of your business is swiftly becoming the deciding factor for job seekers and staff.**

The second half of 2022 sparked subtle yet significant shifts across the employment landscape. Global and domestic disruption – including changes to UK leadership, the cost of living crisis, and the war in Ukraine – dampened Q1's record-breaking vacancy numbers and resilient labour market.

Hiring rates have tapered off since June, and companies that were hungry to take on new talent are adopting a more considered approach to recruitment. An October ONS survey revealed that economic uncertainty is a major concern for employers.

Despite the deceleration, competition for top candidates continues. Skills shortages still affect a range of sectors – including construction, social care, and professional services – thanks to a cocktail of low unemployment, restricted access to EU workers, and a surge in economic inactivity, which reached 21.7% in August.

The current climate presents complex business challenges – but with knowledge and foresight, it also provides opportunities. Organisations that track the market's movements and act on evolving employee priorities can outpace their competitors, unlock untapped talent sources, and retain their teams for the long term.

Traditional perks, such as generous pay and benefits, remain essential attraction and retention tools – but the softer side of your business is swiftly becoming a deciding factor for job seekers and staff. Employees want to work for organisations that look after their people professionally and personally, actively supporting their values, wellbeing, career aspirations, and out-of-work commitments.

For most team members, this means family-friendly policies, flexible working, and a genuine commitment to inclusivity, corporate empathy, and social purpose. The added benefit for businesses is a happier, more engaged workforce. In return for an authentically caring culture, companies can expect increased employee loyalty, development ambitions, and a distinct competitive edge.

In **Adecco's 2022 Workforce of the Future report**, employees placed career progression among their top three reasons to change jobs, alongside better pay and work/life balance. With labour shortages set to continue, opportunities to upskill and reskill current staff are key to retaining critical competencies and succeeding in uncertain times.

Created in partnership with Oxford Economics, this report shares an expert summary of existing pay and benefits expectations across the UK and a forecast of trends that will shape the future of work. Both views deliver vital insights for your business. Together, they ensure you confidently recruit, reward, and recognise your people in real time – and intelligently navigate the road ahead.

**Niki Turner-Harding**
Senior Vice President, Adecco UK & Ireland

## Oxford Economics

The recent economic and political turbulence has created yet more uncertainty and concern about UK economic prospects. Despite Rishi Sunak becoming the new Prime Minister, the outlook now looks weaker than it did in early September before the mini-budget, and we have revised down our forecasts for next year as a result. There are signs that the labour market is starting to slow but there are mixed signals emerging for the current position and issues with the supply of labour, both in terms of absolute numbers and skills shortages that will prevail longer term.

In this report, we seek to provide an update on the current labour market position and suggest what is likely to happen through the rest of 2022 and into 2023. We look at the overall picture, at differences between sectors, and at the outlook for the 12 regions of the UK.

**The current climate presents complex business challenges – but with knowledge and foresight, it also provides opportunities.**

# UK Labour Market *Outlook*

## The labour market is cooling as economic and political uncertainty grows

If there is any certainty to be found, it is that the macroeconomic environment has become increasingly gloomy as 2022 has progressed. The September mini-budget, subsequent U-turn, and eventual resignation of Liz Truss as Prime Minister only added to a long list of factors weighing on economic prospects. This list includes: the war in Ukraine; record energy bills; a sinking pound; rising interest rates; and soaring inflation. These are all issues that the new Prime Minister, Rishi Sunak, will have to tackle. Yet against the gloom–on the face of it at least–the labour market has continued to be relatively resilient. But there are signs that it too is beginning to cool.

The UK labour market seemed relatively stable in the first quarter of 2022. Total employment continued its gradual recovery and ebbed closer to pre-pandemic levels. Meanwhile, unemployment continued to decline, following a continuous downward trend since early 2021.

But several changes from the second quarter of 2022 have revealed a more complex situation and suggest that the deteriorating economic environment is starting to bite the labour market. Employment growth started to falter in June and the number of people in work started to contract, albeit slightly, whilst an increasing number of businesses reported lower levels of recruitment due to economic difficulties. Job vacancies continued to decline over the late summer from the record high reached earlier this year. Yet unemployment also continued to decline and reached 3.5% in September, its lowest rate since 1974.

However, the fall in the unemployment rate was not because more people are in work but instead because of the growing number of working age people not actively looking for work. The inactivity rate hit 21.7% in the three months to August, some 1.4 percentage points (630,000 people) higher than before the Covid-19 pandemic.

As in every other Organisation for Economic Co-operation and Development (OECD) country, the number of people who dropped out of the workforce surged during the pandemic in the UK. But the UK is the only OECD country where the inactivity rate continued to increase when the economy reopened. Elsewhere, inactivity rates had already returned to pre-pandemic levels by early 2022.

The available ONS data suggests that the main driver for the increase in the UK is long-term sickness, with the number rising to almost 2.5 million in the last quarter, a record high. This is largely impacting older age groups and analysis of inactivity by age group shows a sustained rise in both the levels and proportions of people aged 50 to 64 not looking for work. But Covid-19 is unlikely to be the reason behind that trend.

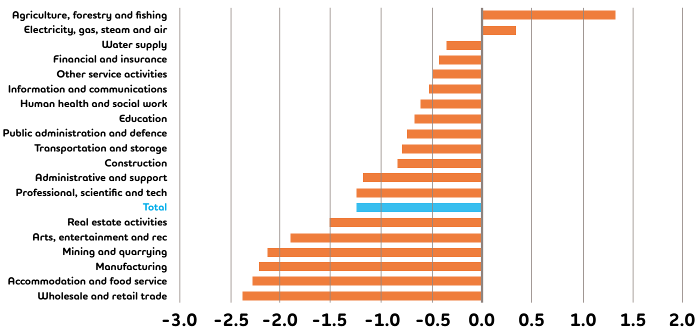
Chronic illness was already rising before the pandemic, and the fact that no other country has experienced a similar trend suggests that the answer lies elsewhere. Amongst other potential causes, it is possible that pressures on the NHS and long waiting lists for treatment have caused more people to fall into long-term sickness. However, recent research by the Institute for Fiscal Studies suggests that many older people had already left the labour force prior to the pandemic, mainly because they had already chosen to retire, and have subsequently suffered ill-health. So, whilst there is little doubt that there are increasing levels of ill-health among older people in the UK, other factors may be leading them to leave the workforce in the first place.

Whatever the causes, the rise in inactivity and low levels of joblessness are signals that the UK labour market remains relatively tight. Another signal is a pick-up in pay growth, which increased to 5.4%, a record high outside the pandemic period. But the fall in job vacancies, and employment levels starting to decline, provide signals in the other direction. On balance, we believe labour market conditions are beginning to loosen.

**But several changes from the second quarter of 2022 have revealed a more complex situation and suggest that the deteriorating economic environment is starting to bite the labour market.**

### Expected employment deficit by sector, 2022-23

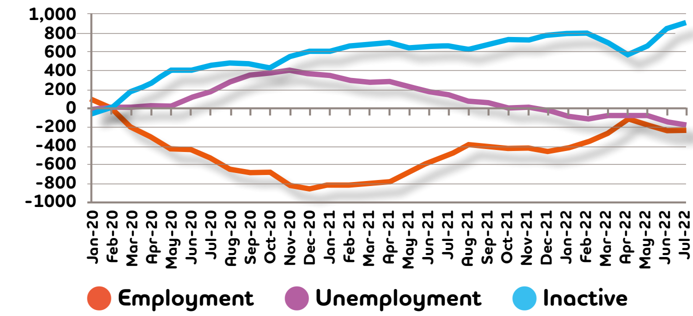
Employment change (%) **Source:** Oxford Economics




The recession predicted for 2023 is forecast to be relatively mild, but we forecast total employment to fall in most sectors over the year. Consumer facing sectors – including wholesale and retail, and accommodation and food services are expected to see the largest declines in employment as they bear the brunt of a contraction in consumer spending next year.

### Labour market indicators, UK

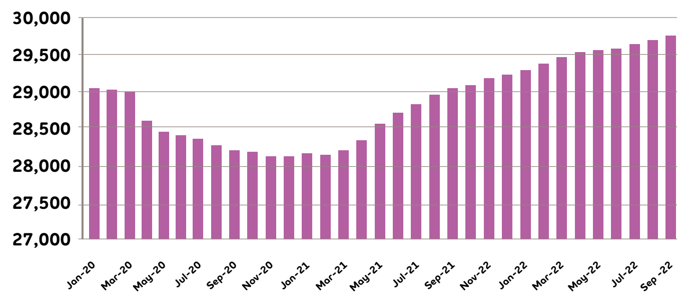
Change relative to February 2020, 000s **Source:** ONS




Unemployment levels have continued to fall through 2022 and the joblessness rate remains at a near-historic low. Despite this, the UK labour force continues to get smaller. Recovery in total employment has stalled and remains short of pre-pandemic levels and, after a slight fall in the first quarter of 2022, levels of inactivity have risen sharply and remain elevated.

### Payroll employees, UK

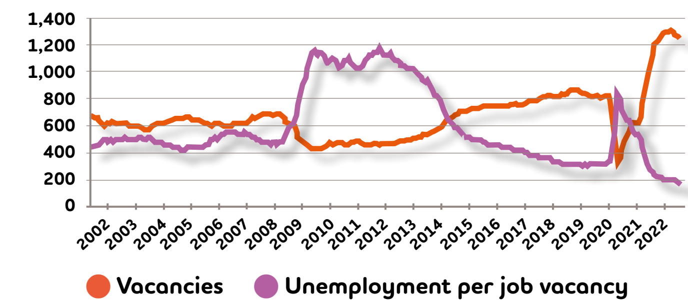
000s **Source:** HMRC




Data for payroll employees suggests that growth was strong throughout 2022 with little evidence of slowing demand. The number of payroll employees in September 2022 was 1.8% higher than in December 2021 and 2.5% above the pre-pandemic level seen in February 2020.

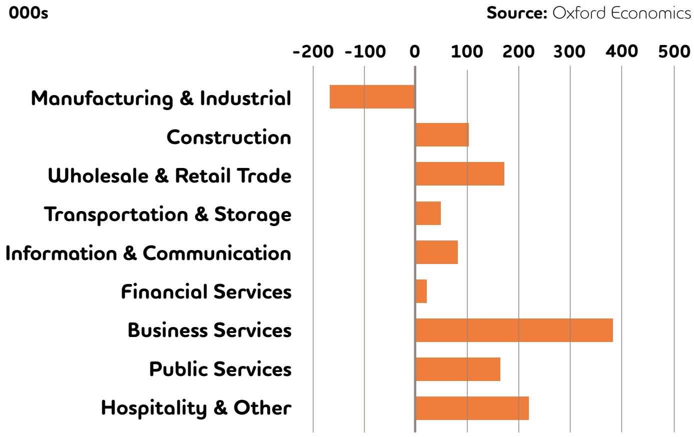
### Vacancies and unemployment/vacancy, UK

000s **Source:** ONS

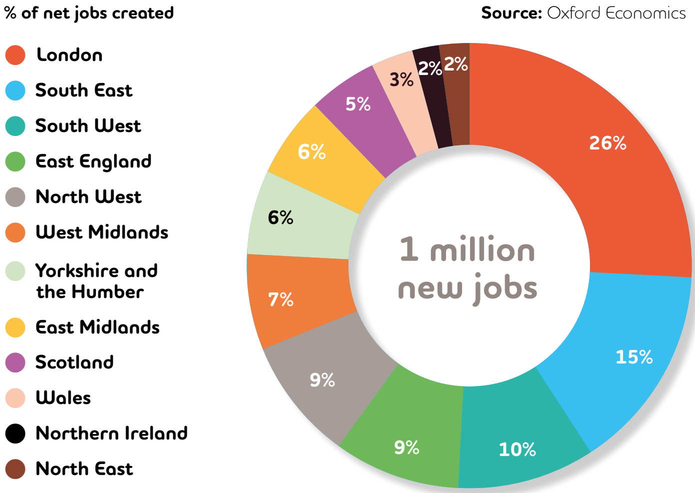



The number of vacancies peaked at a record high in Spring 2022 and remains elevated, despite some decline in recent months. The high vacancy level combined with the low level of unemployment has driven the ratio of unemployed to vacancies to a record low, providing another indication that the UK labour market remains relatively tight.

**Expected net jobs created by sector, 2023-26**




**Expected net jobs created by region, 2023-26**




The bulk of the additional jobs created by 2026 will be in business services such as professional and administrative services. Hospitality will also see strong growth which should see employment in the sector return to pre-pandemic levels by 2026. However, whilst wholesale and retail will also experience strong growth, the likely decline in 2023 will mean that we forecast employment in the sector by 2026 to remain lower than pre-pandemic levels.

Despite the predicted contraction in total employment in 2023, we expect demand to recover relatively quickly and forecast that over 1 million additional jobs will be created in the UK by 2026. More than 40% of UK net new jobs will be in London and the South East and our forecasts for coming years show the gap between these two regions and the rest of the UK widening.

**The UK labour market seemed relatively stable in the first quarter of 2022. Total employment continued its gradual recovery and ebbed closer to pre-pandemic levels.**

**As in every other OECD country, the number of people who dropped out of the workforce surged during the pandemic in the UK.**

**The economy is likely to shrink in 2023 but unemployment rises should be limited**

When the new Chancellor announced his intention to reverse most of his predecessor's mini-budget, it calmed markets and should limit the need for the Bank of England to pursue more aggressive interest rate rises. Rishi Sunak's appointment as Prime Minister has also appeased markets. We now expect Bank Rate to peak at 4% in February 2023. But the reversal comes with warnings of further government spending cuts and means a higher tax burden for consumers than previously expected, putting further pressures on household budgets, which will already endure a severe squeeze for the rest of this year and next. Raising taxes and restraining public spending in an economy facing recession is far from an orthodox approach and risks making the economy weaker. The Energy Price Guarantee, though also now less generous than originally planned, will act to dampen inflation and protect household budgets and almost certainly prevent a more serious recession. Overall, we expect the economy to shrink over the next 12 months, but the risk of a more severe downturn driven by a continued loss of market confidence has reduced.

For employees, the onset of recession brings with it renewed fears of job insecurity, unemployment, and potential difficulties finding new job opportunities. We expect unemployment to rise, but the peak at just below 5% late next year will be a relatively modest increase by the standards of past recessions. This is based on the relatively strong starting point for the UK jobs market that remains relatively tight. Still, demand will weaken, and we expect a decline in total employment in 2023, with job losses across all regions and countries of the UK. While pay has increased in nominal terms, it has failed to keep up with inflation and earnings have declined in real terms. Whilst we believe inflation will peak in late 2022, we now expect it to decline only gradually and, with lower demand, pay growth should moderate next year. As a result, employees' real take-home pay next year will be lower than in 2022.

Economic uncertainty was the primary concern for businesses in October when surveyed by the ONS and the declining outlook presents them with numerous challenges. Rising inflation is impacting every aspect of their operations, not just staff costs, but also energy and input costs. The cost of living crisis is also likely to slow demand, with households reducing their consumption of non-essential goods and services. However, employers continue to report significant labour and skill shortages: the most common difficulty experienced by recruiting businesses was a lack of qualified applicants, followed by a low number of applicants for a role. And there are clear mismatches in demand and supply in some sectors, most notably in professional services and construction. It is likely that these trends will continue in many sectors, with a shallow recession and a relatively limited rise in unemployment unlikely to tackle underlying supply side issues.

Indeed, a key concern for employers will remain the future supply of suitably skilled labour in the wake of the continued rise in inactivity, an ageing workforce, and a decline in EU workers following Brexit for both skilled and unskilled labour. There is a possibility that inflation will encourage some of the inactive population back to work, but this will in part depend on the reasons for their inactivity and whether there are suitable jobs for them to return to. The latest ONS data shows that around 19% of the inactive population do not want a job, somewhat lower than the pre-pandemic rate of 22%. We still expect inactivity trends to reverse in the longer term.

The decline in EU workers has been significant with ONS data showing that there were 240,000 fewer in employment in the UK in summer 2022 than there were prior to the pandemic. However, there are still no concrete plans from the government for addressing the post-Brexit labour shortages in multiple sectors. We expect a looser stance on international migration, particularly for skilled workers. Larger inflows of international migrants should also help bolster UK population growth longer term.

**The cost of living crisis is also likely to slow demand, with households reducing their consumption of non-essential goods and services.**

# Sector Performance & Outlook

**Despite the labour market starting to lose steam in mid-2022, most sectors have seen employment levels grow in the first half of the year. And while employment growth may already be in decline, over the entire year, we expect total employment will have grown by 1.7% compared to 2021.**

Looking towards 2023, we expect that almost every sector of the economy will see a contraction in employment as a result of the national and global macro-economic conditions.

Most private sector services grew rapidly in the first half of the year, and we expect that they will have contributed to a large share of the jobs created in 2022. The largest net recruiter so far, which we also expect to be the largest throughout the year, is the **administrative & support services** sector. **Professional services and information & communication** also saw large increases in job numbers, as well as high growth rates. Amongst the private services, the two exceptions to this positive outlook are the **financial services** and the **real estate** sectors, which we expect to decline in employment terms by 2.7% and 0.2% respectively by the end of the year compared to last year.

Financial services employment has fluctuated but been on a declining trend in the UK for the last two decades or so, largely as a direct result of automation and the offshoring of back office activities. Reasons for the decline in real estate activities are more circumstantial: recent labour data shows that employment has been growing in the first half of 2022, but we anticipate that macro-economic pressures and the interest rate hikes will have a material impact on the sector and reverse this growth. Indeed, each of the five sectors mentioned above is expected to contract in 2023. Employment in Information & communication and financial services is forecast to contract by less than 1%, while professional services and administrative services are expected to see falls in line with the UK average (-1.2%). Real estate activities are expected to decline slightly faster (-1.5%) as a result of the expected contraction in the housing market.

The **accommodation & food services** sector has been one of the most affected by the pandemic, and although we have seen a rebound in employment since early 2021, the total number of jobs has still not recovered to pre-pandemic levels. In what is likely to be a tale of two halves, the sector experienced rapid employment growth in the first half of 2022, a period which saw it suffering recruitment difficulties; in August 2022 it had one of the highest levels of vacancies of all sectors. Yet in the second half of the year, recruitment issues in the sector are already switching to concerns over the dual pressures of rising costs and falling consumer spending. Close to half (49%) of businesses in the sector surveyed by the ONS in October expected turnover to be lower in November and 20% of businesses expected their number of employees to decrease in the same month. Accommodation & food is likely to be one of the most impacted by the recession, and we forecast that the equivalent of almost half of the net jobs created in 2022 will be wiped out in 2023 as financial pressures force consumers to cut back on spending on leisure activities.

Cost of living pressures will also cause employment in **wholesale & retail** to fall in 2023. Parts of the sector are experiencing record inflation, with the recent spike in food prices (up 14.6% in the year to September) an example of the difficult conditions for retailers. Another is the 1.4% fall in month-on-month retail sales volumes in September. The sector is expected to record the fastest and largest job decline in 2023, with 113,000 net job losses in the year. This will extend the pattern of annual job losses that began during the pandemic.

Whilst activity measured by GVA has been relatively buoyant in **agriculture, forestry and fishing**, the sector seems to be struggling in employment terms. We expect that average annual employment in 2022 will be over 5% lower than in 2021. However, unlike most sectors we expect to see some growth in jobs in the sector next year, with a 1.3% rise in total employment in 2023.

**Manufacturing** has recorded strong employment growth so far, and we expect the sector to finish the year with 62,000 more jobs than in 2021, or a 2.4% increase. This is a change of trend since 2019. This year has been marked by growth in production volumes, linked to rising orders and some increase in exports spurring job creation. The weak pound may have helped to make UK manufactured products more price competitive internationally. We expect employment growth in the sector will be short-lived and anticipate that most of the job gains in 2022 will be offset by an almost equal number of net losses in 2023 as the recession hits domestic demand and weak international demand reduces exports. And in the longer-term, we do not expect employment in manufacturing to grow back, as we anticipate a continuation of a gradual shift towards less labour-intensive manufacturing activities in the UK, supported by growing automation.

Employment in the public sector has grown moderately in 2022, and we expect it to be relatively protected in 2023, although with pressure for further public spending savings, the outlook may change. Within that, the **education** sector has grown particularly quickly so far this year, with the latest labour market survey showing one of the strongest increases in absolute terms since the beginning of the year. However, even if education spending by the government is maintained, it will be a decline in real terms after inflation, squeezing budgets and perhaps limiting the sector's ability to recruit.

Meanwhile, **human health & social work** has shown considerable hiring difficulties. In the latest data period, more than a third of all vacancies in the UK were accounted for by the sector, with an all-time high of 217,000 vacancies across the country. Despite this, employment has grown very slowly, which confirms anecdotal evidence of staff shortages and potential wage pressure across the NHS and social care providers. If this continues then it will represent a significant risk to the outlook, challenging our assumption that because health spending will probably be ring-fenced, the health sector will be one of the fastest growing in employment terms in both the short and medium term.

Finally, employment in **public administration & defence** has grown slowly throughout 2022. Looking ahead, this sector is expected to record a moderate decline in 2023, at under 1%, and we expect moderate growth in the longer term. However, this part of the public sector is the most exposed to any further austerity measures.

The **construction** sector has grown moderately, and we expect 48,000 more jobs by the end of 2022 compared with 2021. The sector is likely to be more vulnerable in 2023, with increased input prices and severely constrained household spending. The forecast fall in house prices of 10%-15% over the next two years may hit the building of new homes. Public sector investment will therefore be critical to the sector's outlook next year: in 2021, infrastructure work contributed the most to the construction sector's growth. For 2023, we expect employment to decline by 0.8%, but we forecast relatively steady growth in the longer term.

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**Manufacturing has recorded strong employment growth so far, and we expect the sector to finish the year with 62,000 more jobs than in 2021, or a 2.4% increase.**

# Future of Work

## *The Impact of Megatrends*

Adecco has identified five key trends whose impact is felt across business, economy, and society: **Economic and political volatility; talent scarcity; workforce of the future; digital transformation; and purpose-led**. Because of their transformative nature, we class these as megatrends as they define the future world of work, impacting business, societies, economies, and personal lives.

### Economic and political volatility

Labour market dynamics are heavily impacted by economic and political developments and having the right people and skills in your organisation is critical for productivity.

The 2020s have so far seen significant disruption to the economic and political landscape for the UK. With the twin shocks of Brexit and the Covid pandemic the forerunners for the decade to date, the geopolitical landscape continues to be turbulent. Whilst 2021 saw signs of economic recovery from the shutdowns imposed during the pandemic, longer-term disruption in government abounds, with three Prime Ministers in appointment during 2022. The UK now faces a likely recession in 2023, with the cost of living crisis, the war in Ukraine, uncertain financial markets, and record inflation contributing to more challenging times ahead.

This level of volatility makes it difficult for organisations to predict their labour needs, and with unemployment at its lowest rate in nearly 50 years at 3.5%, hiring the right talent continues to be a struggle for many UK organisations.

### Talent scarcity

Current labour market dynamics paint a very different picture to even just a few years ago. The rapid pace of change in industry, the race towards net zero resulting in greater demand for 'green skills', an ageing workforce, and increased automation are just some of the factors contributing to talent scarcity. The UK's labour market is under pressure from worker shortages like never before.

Brexit and the pandemic exacerbated shortages, with net migration falling by 88% in 2020 compared to the previous year. This also brings into relief longer-term challenges; a spike in economic inactivity at 21.7%, a slowdown in the government's commitment to levelling up, and almost 2.5 million people not in employment due to long-term sickness. The two demographics most heavily weighting these factors are older workers and those under 25. Currently, over 10.4 million older workers account for nearly a third of the UK workforce (32.6%) and an estimated 692,000 young people are classed as NEET (not in education, employment, or training). These 'talent bookends' need to be prioritised to ensure skills transfer from those leaving the workforce and a steady flow of new people and skills for the future.

With labour shortages expected to persist, organisations need to prioritise investing in opportunities to reskill their workers and enhance their value proposition to attract talent into their business. Greater opportunities for career development, flexible working, enhanced benefits, and wellbeing support are just some examples of how employers can increase attraction and retention of workers, in addition to increasing pay.

### Workforce of the future

The future workforce is changing; against the backdrop of a changing skills mix, we are also seeing workers empowered to make decisions about how, when, and where they engage with work. Shifting demands for work/life balance have been expedited by many people's experiences of flexible working over the last two years, with organisations increasingly competing for talent or changing business models to enable them to hire the talent they need. **Adecco's 2022 Workforce of the Future report** found that the top three drivers for workers changing employment were salary, career progression, and a better overall balance between work and personal priorities. Employers need to consider how they can balance these needs with their own strategic objectives to secure and retain a future-proof workforce.

Further contributing to the changing workforce mix is the rise of the gig or on-demand economy, where workers opt for freelance work or project-based roles. **Gig economy employment is expected to reach 7.25 million people in the UK by the end of this year, contributing £20 billion to the economy.** This number has almost tripled in the last five years and is expected to keep growing. Employers recognise that in a rapidly changing economy, agility is key. Rigid models of workforce organisation are giving way to more fluid structures that emphasise having the right skills on demand. Meanwhile, individuals are seeking greater variety and autonomy, now often approaching careers as a portfolio of gigs, rather than a linear succession of long-term jobs. However, this flexibility comes with concerns around employment stability and the requirement for government to implement measures which support people working on zero-hour contracts or project-based roles.

**These five megatrends instil a permanent and significant change to our lives, often permeating through the self-imposed lines between 'work' and 'life'.**

## Digital transformation

The application of technology to do more with less is nothing new, but with each industrial revolution, technology has created new ways of working and new forms of work.

The pace of change in digital transformation is exponential. Developments in previously disjointed fields such as artificial intelligence and machine learning, quantum computing and extended reality are all building on and amplifying one another. Smart systems – homes, factories, even entire cities – will help tackle problems ranging from supply chain management to climate change. While these impending changes hold great promise for future prosperity and job creation, many of them also pose major challenges requiring proactive adaptation. As whole industries adjust and new ones are born, many occupations will undergo a fundamental transformation. Together, these changes will generate new categories of jobs and occupations, while partly or wholly displacing others.

Digital skills are critical for the UK to achieve key priorities such as Net Zero and when Britain hosted COP26 in Glasgow, the government made strong commitments to tackle climate change. **However, recent research found that only 15% of IT professionals believe the UK workforce has the digital skills necessary to achieve net zero by 2050**.

Even more rudimentary digital skills are in short supply, with the potential for **five million workers to be acutely under-skilled in basic digital skills by 2030**, with up to two-thirds of the workforce facing some level of under-skilling. **With data-driven skills shortages costing the UK an expected £2 billion a year to the economy, and wider digital skills shortages creating an £85 billion productivity gap in UK SMEs**, it is clear that digital skills are an area requiring significant investment and growth for UK organisations to thrive.

## Purpose-led

Over recent years we have seen a shift in the importance of purpose as a key driving factor for employees seeking greater meaning and impact in their working lives. **Recent research by McKinsey found that about 70 percent of people say they define their purpose through work and millennials, even more so, are likely to see their work as their life calling**. What defines purpose is largely unique to the individual, however organisations are increasingly embracing corporate purpose in response to the demand to act on social, environmental and cultural imperatives. These themes are no longer seen as a 'nice to have', rather they are considered business critical, and many large organisations now have purpose as a central pillar for their corporate strategy.

Employees look to work for organisations whose corporate purpose echoes their own beliefs. People prefer to work for companies that allow them to have a positive impact and this prioritisation of values has spiked since the start of the decade. With employee retention and engagement becoming more urgent concerns than ever before, companies are adapting their thinking to prioritise what is important to their people.

The purpose movement encompasses a broad spectrum of deep-rooted causes to instigate positive change. From environmental commitments to reduce or reverse the impact of climate change, to levelling up as a moral, social and economic responsibility to boost living standards, where an organisation sits on such key areas can make the difference between being an employer of choice or being left behind. These are just two examples of areas where purpose is driving change and changing how and why people choose to engage with employers and more broadly with brands as a whole.

# Conclusion

We continue to define these megatrends as we look to what the future has in store for employers and employees alike. As we approach 2023, we know that this is a time of great uncertainty and understanding the driving forces will be key to navigating challenges and embracing change.

# Regional Outlook

## Regional labour market recovery to stall in 2023

Following a bright start to 2022, growth is slowing across the UK's regions as high inflation squeezes real incomes and consumer spending. This means that in most regions total employment will remain below pre-pandemic levels on average over the year. However, much like at the national level, recent regional labour market data tends to paint a picture of relative health, giving little indication of the likely difficulties to come.

Indeed, the number of payrolled employees has increased across all regions since the end of 2021. There has been month-on-month growth in employee numbers between June and September 2022 for all of the UK bar Northern Ireland, where there was a slight dip reported in September. Whilst employee growth is particularly notable in the South East, South West, and Wales, the performance of London stands out on this measure. The capital was severely hit by the pandemic and its recovery lagged other parts of the UK, held back by the slow return of workers and tourists alike. On the basis of payroll data, London's labour market has burst back to life, with a 2.5% increase in employees since December 2021.

Payroll data provides little indication that regional labour markets are cooling. But the Labour Force Survey (LFS) offers some conflicting evidence. Whilst it shows unemployment rates falling in most regions, there are notable exceptions. The East Midlands and West Midlands both showed rises in the three months to August and whilst the East Midlands' rate remains comfortably below the UK average, the West Midlands' rate stands at 4.7%, some 1.2 percentage points higher than the UK. The only other region to see a slight rise was the South East, and here the rate remains below the UK average. However, the LFS also suggests that resident employment in London dropped by 10,500 between February-April and May-July 2022, a fall of 0.2%, so even London's rapid growth at the start of year has probably faded.

Whilst comparable information for vacancies is unavailable for regions, online job posting data suggests that activity at the start of October 2022 is lower across most regions than it was the year previously. This also points to some softness in the Midlands' labour market, but also in the North East and to a lesser extent, the East of England. In London by the end of September the number of adverts fell to just 2.9% above the level recorded in February 2020, its lowest level since May 2021.

ONS business survey data provide some further evidence that changing economic conditions are starting to impact demand. The results show that in 10 of the 12 UK regions, a larger proportion of businesses surveyed said demand decreased rather than increased in September. The biggest differences are in Wales, the South West, and the East of England, and businesses in both Midlands regions are showing weaker demand than the UK average. London is one of only two regions where a larger proportion of businesses saw demand increase in September than the proportion that saw a decrease. Northern Ireland is the other but is only marginally positive.

**UK recession will hit all regional labour markets next year**

We now expect a mild recession in the UK next year with GVA declining by 0.5% and economic activity in all regional economies falling next year. The impact will be felt the most in consumer-facing sectors, and regions that are particularly dependent on employment in these sectors are likely to suffer the most. Sectoral structure also largely explains why we anticipate that London, and to a lesser degree, the South East will be less exposed to the downturn next year. However, the downturn, though relatively mild in historical terms, will impact all regional labour markets in 2023, causing employment declines and increases in joblessness. Economic growth will already be underway before the end of the year but unemployment in all regions is expected to stay elevated into 2024 with recovery taking hold the following year.

London's momentum from this year as well as its more favourable sector structure will provide some shelter from the downturn in the wider economy next year. In fact, we expect only a marginal GVA decline of just 0.1% in 2023 in London. The region has large business services and IT sectors, which while not immune to the current challenges, are more insulated than other sectors. But despite strength in many areas, we think the difficult conditions next year will harm job prospects in the region, and it will likely see a slight fall in jobs. This will impact London's residents, with a rise in the unemployment rate to an average of 5.2% for the year, 0.6 percentage points higher than in 2022. The South East will also be affected by job losses in the capital. However, it has a favourable sector structure, and strength in advanced high value-added activities, and despite a larger decline in GVA, jobs losses will be close to London in percentage growth terms.

**We now expect a mild recession in the UK next year with GVA declining by 0.5% and economic activity in all regional economies will fall next year.**

While London and the South East are expected to be somewhat protected from the downturn, there are indications that the Midlands economies are already under stress, with East Midlands in particular showing signs of falling activity. The regions had shown strong recovery, but momentum has now faltered. In both regions, wholesale & retail and manufacturing are large employers, both of which are expected to be vulnerable to the economic shock. Of the two, we believe the East Midlands is most exposed and expect it to experience one of the greatest falls in GVA (-0.8%) next year. The East Midlands will also see a sharp fall in jobs (-1.3%) next year, followed closely by the West Midlands (-1.2%). The East of England, another region already losing momentum, is forecast to see the greatest fall in GVA next year and will also experience a 1.3% decline in total employment in 2023.

However, it is in the Northern regions where we expect the greatest employment losses in 2023, with a decline in total employment of 1.5% in the North East and 1.4% in the North West, while Yorkshire and the Humber will see a 1.3% fall. The devolved nations are also set to struggle next year, with Wales likely to see the sharpest decline in jobs with a fall of 1.4%. Employment will also decline in Scotland (-1.3%) and Northern Ireland (-1.2%).

More generally, a feature of our regional forecasts is that we expect a return to pre-pandemic patterns of regional growth. A key part of the Conservative manifesto was a commitment to level up the UK and the pandemic and more recently the political turmoil has seen the government make little progress on its levelling up agenda. It is possible that the policy of levelling up will be a prominent feature of the new prime minister's agenda. However, our forecasts for next year and beyond show the gap between London and the South East and the rest of the UK widening rather than narrowing, making the challenge of levelling up that much more difficult. One aspect of the former Chancellor's now infamous mini-budget was the introduction of Investment Zones. If implemented these areas will provide low taxes and limited regulation to businesses and could also support house building through reduced planning regulations. While the Investment Zones could bring some benefits locally, we do not believe that the changes will be substantial enough to change regional employment trends, either in the short or long term.

# **Salary.** *Analysis*

The following pages reveal the average salaries in a variety of key roles. These salaries cover a range of job functions and span the 12 regions of the UK, with commentary from experts across our business.

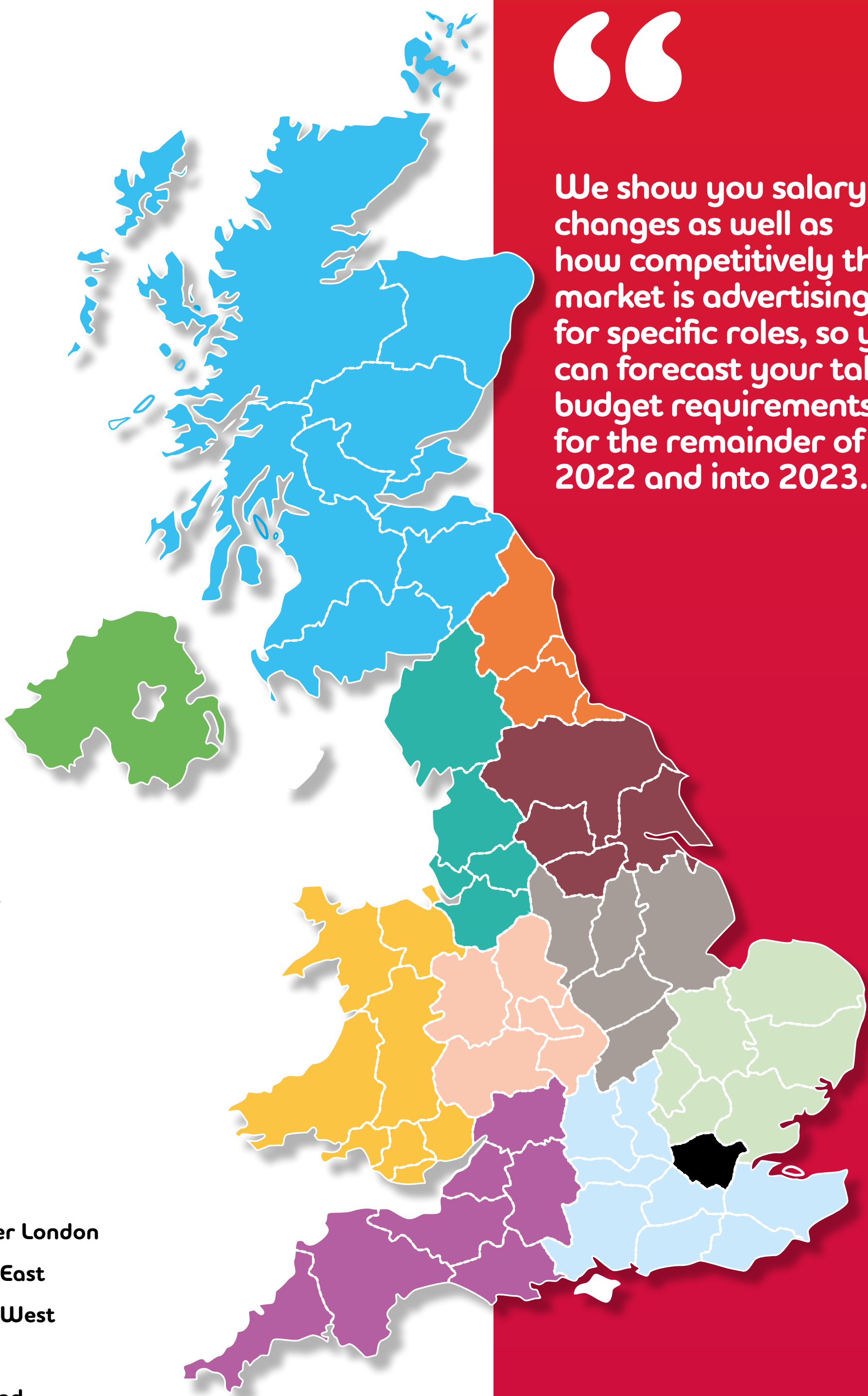
The salaries are derived from Lightcast data – which is harvested from tens of thousands of job boards and updated every month with between 800,000 and 1 million new unique postings.

We have selected commonly advertised job titles at different seniorities across multiple functions, providing the median advertised salary for a permanent full-time employee. As such, this guide can support talent planning for your whole organisation or department.

We show you whether the salary has increased or decreased over the last 12 months, as well as how competitively the market is advertising for that role, so you can forecast your talent budget requirements for the remainder of 2022 and into 2023.

Accurate and objective salary benchmarking is key – both for attracting the people you need to grow your business and for retaining key talent within your organisation. This guide offers a broad overview of salaries in the UK. If you are looking for more granular market insight or to understand how to benchmark salaries for a niche role, your Adecco consultant will be happy to help.

> **“We show you salary changes as well as how competitively the market is advertising for specific roles, so you can forecast your talent budget requirements for the remainder of 2022 and into 2023.”**



- **North East**
- **North West**
- **Yorkshire & the Humber**
- **East Midlands**
- **West Midlands**
- **East of England**
- **Greater London**
- **South East**
- **South West**
- **Wales**
- **Scotland**
- **Northern Ireland**

## Accountancy and Finance

- Finance Director
- Head of Finance
- Financial Controller
- Finance Business Partner
- Finance Manager
- Management Accountant
- Financial Analyst
- Finance Assistant
- Accounts Assistant
- Bookkeeper
- Payroll Officer
- Credit Controller
- Accounts Payable Assistant

## Administrative and Business Support

- Office Manager
- Office Administrator
- Purchasing Administrator
- Project Coordinator
- Executive Assistant
- Personal Assistant
- Medical Secretary
- Legal Secretary
- Secretary
- Receptionist

## Human Resources

- HR Manager
- HR Business Partner
- HR Advisor
- HR Administrator
- Reward Specialist
- Employee Relations Manager
- Talent Acquisition Manager
- Diversity & Inclusion Manager
- Learning & Development Manager
- Recruitment Coordinator
- Recruiter

## IT

- IT Manager
- Information Security Manager
- Information Security Analyst
- Cybersecurity Manager
- Cybersecurity Engineer
- IT Auditor
- Full Stack Developer
- Front End Developer
- Back End Developer
- IT Network Engineer
- Infrastructure Engineer
- IT Support Engineer
- Service Desk Analyst
- IT Project Manager
- IT Business Analyst

## Manufacturing and Industrial

- Manufacturing Manager
- Manufacturing Engineer
- Mechanical Engineer
- Electrical Engineer
- Maintenance Engineer
- Installation Engineer
- CSCS Labourer
- Assembly / Machine Operative
- Warehouse Operative
- Production Operative
- Food Production Operative

## Marketing

- Marketing Manager
- Marketing Executive
- Marketing Assistant
- Digital Marketing Manager
- Social Media Specialist
- PPC Specialist
- Digital Marketing Executive
- Digital Marketing Assistant
- Account Handler

## Supply Chain and Logistics

- Head of Procurement
- Procurement Manager
- Supply Chain Manager
- Supply Chain Planner
- Buyer
- Logistics Manager
- Logistics Coordinator
- Transportation Manager
- Transportation Administrator
- Warehouse Manager
- Warehouse Operative
- Stock Controller
- Stock Assistant
- Delivery Driver

## Sales and Customer Service

- Business Development Manager
- Business Development Executive
- Account Manager
- Sales Manager
- Sales Executive
- Sales Administrator
- Sales Assistant
- Retail Assistant
- Customer Service Manager
- Customer Service Team Leader
- Customer Service Advisor
- Customer Service Assistant

# North East
*Top 10*

- Support Workers
- Care Assistants
- Warehouse Operatives
- Teaching Assistants
- Customer Service Advisors
- Cleaners
- Health Care Assistants
- Administrators
- Learning Support Assistants
- Production Operatives

### Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | £75,000 | ⇔ | Medium |
| Head of Finance | £52,600 | ↑ | Medium |
| Financial Controller | £47,500 | ↑ | Medium |
| Finance Business Partner | £45,000 | ↓ | High |
| Finance Manager | £37,500 | ↓ | High |
| Management Accountant | £33,400 | ↑ | High |
| Financial Analyst | £32,400 | ↓ | Medium |
| Finance Assistant | £22,000 | ↑ | High |
| Accounts Assistant | £23,000 | ↑ | High |
| Bookkeeper | £23,000 | ↑ | Medium |
| Payroll Officer | £23,700 | ↑ | Medium |
| Credit Controller | £21,800 | ↑ | High |
| Accounts Payable Assistant | £21,100 | ↑ | High |

### Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | £25,000 | ↑ | Low |
| Office Administrator | £19,800 | ↑ | Low |
| Purchasing Administrator | £20,000 | ⇔ | Medium |
| Project Coordinator | £25,000 | ↑ | Low |
| Executive Assistant | £27,900 | ↑ | Low |
| Personal Assistant | £20,800 | ⇔ | Low |
| Medical Secretary | £21,100 | ↑ | High |
| Legal Secretary | £20,000 | ↑ | High |
| Secretary | £21,100 | ↑ | Low |
| Receptionist | £18,800 | ↑ | Low |

### Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | £37,500 | ↑ | Low |
| Manufacturing Engineer | £39,600 | ↑ | High |
| Mechanical Engineer | £36,000 | ↑ | Medium |
| Electrical Engineer | £34,400 | ↑ | High |
| Maintenance Engineer | £34,400 | ↑ | High |
| Installation Engineer | £32,000 | ↓ | High |
| CSCS Labourer | £22,100 | ↑ | Low |
| Assembly / Machine Operative | £19,900 | ↑ | Medium |
| Warehouse Operative | £20,400 | ↑ | High |
| Production Operative | £19,600 | ↑ | Medium |
| Food Production Operative | £19,800 | ↑ | Medium |

### Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | £57,300 | ⇔ | Low |
| Procurement Manager | £45,500 | ↑ | High |
| Supply Chain Manager | £50,000 | ↓ | Medium |
| Supply Chain Planner | £27,500 | ⇔ | Medium |
| Buyer | £29,000 | ↑ | Medium |
| Logistics Manager | £33,000 | ↑ | Medium |
| Logistics Coordinator | £23,500 | ⇔ | Medium |
| Transportation Manager | £34,900 | ⇔ | Low |
| Transportation Administrator | £20,800 | ⇔ | Medium |
| Warehouse Manager | £33,000 | ↑ | Medium |
| Warehouse Operative | £20,400 | ↑ | High |
| Stock Controller | £21,400 | ↑ | High |
| Stock Assistant | £18,800 | ↑ | High |
| Delivery Driver | £25,000 | ↑ | Medium |

The highly competitive market seen earlier in 2022 has remained across the North East. With many candidates having multiple opportunities available to them when considering a new role, the benefits and salary offered by each employer has taken on increasing importance.

This year, we saw a resistance in the manufacturing industry to increase salaries, which resulted in an increase in turnover as workers had a large number of opportunities across the marketplace with higher salaries offered.

Since the summer, the region has seen more stability as employers prioritise employee retention strategies and listen more closely to the needs of their workers.

**Kim MacDonald – Regional Manager**

## Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | **£40,100** | ↓ | **Low** |
| Business Development Executive | **£25,000** | ↑ | **High** |
| Account Manager | **£30,000** | ↑ | **Medium** |
| Sales Manager | **£37,100** | ↓ | **Medium** |
| Sales Executive | **£26,000** | ↑ | **Medium** |
| Sales Administrator | **£20,000** | ↑ | **High** |
| Sales Assistant | **£18,800** | ↑ | **Low** |
| Retail Assistant | **£18,800** | ↑ | **Low** |
| Customer Service Manager | **£33,900** | ↑ | **Low** |
| Customer Service Team Leader | **£22,000** | ↑ | **High** |
| Customer Service Advisor | **£19,000** | ↑ | **High** |
| Customer Service Assistant | **£18,800** | ↑ | **High** |

## Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | **£32,400** | ↑ | **Low** |
| Marketing Executive | **£25,000** | ↑ | **Low** |
| Marketing Assistant | **£20,800** | ↓ | **Low** |
| Digital Marketing Manager | **£33,900** | ↑ | **High** |
| Social Media Specialist | **£25,000** | ↑ | **Low** |
| PPC Specialist | **£26,500** | ↑ | **Low** |
| Digital Marketing Executive | **£25,100** | ↑ | **Medium** |
| Digital Marketing Assistant | **£19,800** | ↓ | **Medium** |
| Account Handler | **£28,500** | ⇔ | **Medium** |

## Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | **£40,100** | ↓ | **Medium** |
| HR Business Partner | **£44,400** | ⇔ | **Low** |
| HR Advisor | **£30,000** | ↑ | **Medium** |
| HR Administrator | **£21,100** | ↑ | **High** |
| Reward Specialist | **£41,600** | ↑ | **Medium** |
| Employee Relations Manager | **£30,000** | ⇔ | **Low** |
| Talent Acquisition Manager | **£31,600** | ⇔ | **Medium** |
| Diversity & Inclusion Manager | **£33,700** | ⇔ | **Low** |
| Learning & Development Manager | **£34,900** | ⇔ | **Medium** |
| Recruitment Coordinator | **£22,500** | ↑ | **Low** |
| Recruiter | **£25,500** | ↑ | **High** |

## IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | **£44,900** | ↑ | **Medium** |
| Information Security Manager | **£56,800** | ↓ | **High** |
| Information Security Analyst | **£40,100** | ⇔ | **High** |
| Cybersecurity Manager | **£44,900** | ⇔ | **High** |
| Cybersecurity Engineer | **£26,600** | ⇔ | **Medium** |
| IT Auditor | **£39,800** | ↑ | **High** |
| Full Stack Developer | **£45,000** | ↑ | **High** |
| Front End Developer | **£40,100** | ↑ | **High** |
| Back End Developer | **£54,900** | ↑ | **Low** |
| IT Network Engineer | **£40,100** | ↓ | **High** |
| Infrastructure Engineer | **£40,100** | ↓ | **High** |
| IT Support Engineer | **£26,900** | ↑ | **High** |
| Service Desk Analyst | **£21,800** | ↑ | **High** |
| IT Project Manager | **£44,900** | ⇔ | **Low** |
| IT Business Analyst | **£40,100** | ⇔ | **High** |

# North West
*Top 10*

- Support Workers
- Teaching Assistants
- Warehouse Operatives
- Care Assistants
- Customer Service Advisors
- Administrators
- Health Care Assistants
- Cleaners
- Management Accountants
- Production Operatives

### Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | £80,300 | ↑ | Medium |
| Head of Finance | £57,500 | ↑ | Medium |
| Financial Controller | £52,700 | ↑ | High |
| Finance Business Partner | £47,600 | ↑ | High |
| Finance Manager | £42,700 | ↑ | High |
| Management Accountant | £36,500 | ↑ | High |
| Financial Analyst | £35,000 | ↑ | High |
| Finance Assistant | £21,400 | ↑ | Medium |
| Accounts Assistant | £23,000 | ↑ | Medium |
| Bookkeeper | £24,000 | ↑ | Medium |
| Payroll Officer | £24,900 | ↑ | High |
| Credit Controller | £22,500 | ↑ | High |
| Accounts Payable Assistant | £22,000 | ↑ | High |

### Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | £26,000 | ↑ | Low |
| Office Administrator | £19,800 | ↑ | Low |
| Purchasing Administrator | £21,100 | ⇔ | Medium |
| Project Coordinator | £26,000 | ↓ | Low |
| Executive Assistant | £28,600 | ↑ | Low |
| Personal Assistant | £21,800 | ↑ | Low |
| Medical Secretary | £22,500 | ↑ | Medium |
| Legal Secretary | £21,100 | ↑ | Medium |
| Secretary | £21,100 | ↑ | Low |
| Receptionist | £19,000 | ↑ | Low |

### Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | £41,600 | ⇔ | Low |
| Manufacturing Engineer | £40,100 | ↑ | Medium |
| Mechanical Engineer | £37,100 | ↑ | High |
| Electrical Engineer | £37,500 | ↑ | Medium |
| Maintenance Engineer | £36,000 | ↑ | High |
| Installation Engineer | £32,400 | ↓ | Medium |
| CSCS Labourer | £23,400 | ↑ | Low |
| Assembly / Machine Operative | £20,400 | ↑ | Low |
| Warehouse Operative | £20,600 | ↑ | High |
| Production Operative | £20,000 | ↑ | Medium |
| Food Production Operative | £19,300 | ↑ | High |

### Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | £59,300 | ↑ | Low |
| Procurement Manager | £48,300 | ↑ | Medium |
| Supply Chain Manager | £50,100 | ↑ | Low |
| Supply Chain Planner | £29,400 | ↑ | Low |
| Buyer | £32,400 | ↑ | Medium |
| Logistics Manager | £35,000 | ↓ | Low |
| Logistics Coordinator | £25,000 | ↑ | Medium |
| Transportation Manager | £34,200 | ↓ | Low |
| Transportation Administrator | £21,100 | ↑ | Medium |
| Warehouse Manager | £32,400 | ↑ | Low |
| Warehouse Operative | £20,600 | ↑ | High |
| Stock Controller | £22,500 | ↑ | Low |
| Stock Assistant | £18,900 | ↑ | Medium |
| Delivery Driver | £23,400 | ↑ | Medium |

This year we have seen huge growth and investment in many locations across the North Wast, which has been reflected in the demand for temporary and permanent recruitment in the region.

Focused on being prepared to take advantage of the opportunities ahead, this year companies have been working to improve their recruitment processes, employment conditions, and development programmes.

There is still high demand in the North West for a range of candidates, including workers in the food manufacturing, textiles and garment trades, process operatives, and senior transport and logistics professionals.

Like other regions, the North West continues to face a long-standing challenge of bridging the skills gap, with a shortage of job seekers being seen across all industries and sectors. But all organisations must understand the importance of meeting candidates' expectations in such a candidate-short market. This includes offering remote and hybrid working where possible, championing diversity and inclusion, and supporting the mental health and wellbeing of their staff.

**Alison Hogg – Regional Manager**

> “Demand continues to be strong, particularly across the Corporate Services market where employers are keen to realise cost savings by engaging with highly skilled Finance and Procurement professionals to help outline the opportunities to do so. The majority of this has been done on a permanent basis, with the interim market slowing throughout the summer months and not enjoying the usual upturn in autumn.”
>
> **Jason Martin**
> ***Senior Manager, Public Sector***

## Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | £40,100 | ⇔ | Low |
| Business Development Executive | £25,500 | ↑ | High |
| Account Manager | £29,500 | ↑ | Medium |
| Sales Manager | £40,100 | ↓ | Low |
| Sales Executive | £26,900 | ↑ | Medium |
| Sales Administrator | £21,100 | ↑ | Medium |
| Sales Assistant | £18,800 | ↑ | Low |
| Retail Assistant | £18,800 | ↑ | Low |
| Customer Service Manager | £32,400 | ↑ | Low |
| Customer Service Team Leader | £23,900 | ↑ | Medium |
| Customer Service Advisor | £19,800 | ↑ | High |
| Customer Service Assistant | £19,000 | ↑ | Medium |

## Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | £37,500 | ⇔ | Low |
| Marketing Executive | £25,500 | ↑ | Medium |
| Marketing Assistant | £20,300 | ↑ | Low |
| Digital Marketing Manager | £37,600 | ↑ | Medium |
| Social Media Specialist | £26,600 | ↑ | Low |
| PPC Specialist | £30,000 | ↑ | Medium |
| Digital Marketing Executive | £26,600 | ↑ | Low |
| Digital Marketing Assistant | £19,800 | ↓ | Low |
| Account Handler | £29,000 | ↑ | Medium |

## Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | £39,600 | ↑ | Low |
| HR Business Partner | £42,700 | ⇔ | Medium |
| HR Advisor | £30,000 | ↓ | Medium |
| HR Administrator | £21,100 | ↑ | Medium |
| Reward Specialist | £41,700 | ↑ | Medium |
| Employee Relations Manager | £32,600 | ↑ | Low |
| Talent Acquisition Manager | £34,000 | ⇔ | Medium |
| Diversity & Inclusion Manager | £35,500 | ↓ | Low |
| Learning & Development Manager | £32,400 | ⇔ | Low |
| Recruitment Coordinator | £23,500 | ↑ | Low |
| Recruiter | £27,500 | ↓ | High |

## IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | £45,000 | ↑ | Medium |
| Information Security Manager | £54,900 | ↓ | High |
| Information Security Analyst | £47,000 | ↑ | High |
| Cybersecurity Manager | £54,900 | ↑ | High |
| Cybersecurity Engineer | £45,000 | ↓ | High |
| IT Auditor | £44,900 | ↑ | High |
| Full Stack Developer | £47,600 | ⇔ | High |
| Front End Developer | £44,900 | ↑ | High |
| Back End Developer | £50,000 | ⇔ | Medium |
| IT Network Engineer | £42,700 | ↓ | High |
| Infrastructure Engineer | £43,100 | ⇔ | High |
| IT Support Engineer | £25,000 | ↑ | Medium |
| Service Desk Analyst | £23,500 | ↑ | High |
| IT Project Manager | £50,000 | ↑ | Medium |
| IT Business Analyst | £43,600 | ↑ | High |

# Yorkshire & the Humber *Top 10*

- Support Workers
- Warehouse Operatives
- Teaching Assistants
- Care Assistants
- Customer Service Advisors
- Production Operatives
- Administrators
- Cleaners
- Health Care Assistants
- Quantity Surveyors

### Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | £77,700 | ⇔ | Medium |
| Head of Finance | £57,500 | ↑ | Medium |
| Financial Controller | £52,600 | ↑ | High |
| Finance Business Partner | £44,900 | ↑ | High |
| Finance Manager | £42,700 | ↑ | High |
| Management Accountant | £37,600 | ↑ | High |
| Financial Analyst | £33,900 | ↓ | High |
| Finance Assistant | £21,400 | ↑ | High |
| Accounts Assistant | £22,500 | ↑ | High |
| Bookkeeper | £23,500 | ↑ | High |
| Payroll Officer | £23,600 | ↑ | High |
| Credit Controller | £22,000 | ↑ | High |
| Accounts Payable Assistant | £21,100 | ↑ | High |

### Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | £26,000 | ↑ | Low |
| Office Administrator | £19,800 | ↑ | Low |
| Purchasing Administrator | £21,400 | ↑ | High |
| Project Coordinator | £25,000 | ↑ | Medium |
| Executive Assistant | £28,500 | ↑ | Low |
| Personal Assistant | £21,300 | ↑ | Low |
| Medical Secretary | £21,100 | ↑ | Low |
| Legal Secretary | £20,000 | ↑ | High |
| Secretary | £20,400 | ↑ | Low |
| Receptionist | £18,900 | ↑ | Low |

### Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | £41,100 | ↑ | Low |
| Manufacturing Engineer | £37,500 | ↑ | High |
| Mechanical Engineer | £36,000 | ↑ | Medium |
| Electrical Engineer | £36,000 | ↑ | High |
| Maintenance Engineer | £36,000 | ↑ | High |
| Installation Engineer | £32,400 | ↑ | Medium |
| CSCS Labourer | £23,200 | ↑ | Low |
| Assembly / Machine Operative | £20,700 | ↑ | Low |
| Warehouse Operative | £20,800 | ↑ | High |
| Production Operative | £19,900 | ↑ | Medium |
| Food Production Operative | £20,200 | ↑ | Low |

### Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | £59,900 | ↑ | Medium |
| Procurement Manager | £47,500 | ↑ | High |
| Supply Chain Manager | £45,000 | ↑ | Low |
| Supply Chain Planner | £30,000 | ↑ | Low |
| Buyer | £32,400 | ↓ | Medium |
| Logistics Manager | £30,400 | ↑ | Low |
| Logistics Coordinator | £24,100 | ⇔ | Low |
| Transportation Manager | £37,500 | ↓ | Low |
| Transportation Administrator | £21,100 | ↑ | Medium |
| Warehouse Manager | £32,400 | ↑ | Low |
| Warehouse Operative | £20,800 | ↑ | High |
| Stock Controller | £22,000 | ↑ | Low |
| Stock Assistant | £18,700 | ↑ | Low |
| Delivery Driver | £23,200 | ↑ | Medium |

The last six months has continued to demonstrate high demand for both skilled and unskilled workers in the Hull and East Yorkshire regions.

Wages have continued to rise as a response to candidate shortages in the area. There has been a noticeable rise in permanent hires being placed through agencies, particularly in the industrial sectors that have previously preferred initial temporary recruitment solutions over permanent hires. Demand has also increased for skilled workers across the renewable energy, engineering, and logistics industries. The region has seen a sharp rise in candidates seeking part-time administrative and customer service roles, and to attract top talent employers are increasingly willing to offer part-time schedules.

**Kim MacDonald – Operations Manager**

### Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | **£40,100** | ↓ | **Low** |
| Business Development Executive | **£25,200** | ↑ | **High** |
| Account Manager | **£28,000** | ↑ | **Medium** |
| Sales Manager | **£40,100** | ↑ | **Medium** |
| Sales Executive | **£26,300** | ↑ | **Medium** |
| Sales Administrator | **£20,800** | ↑ | **Medium** |
| Sales Assistant | **£18,800** | ↑ | **Low** |
| Retail Assistant | **£18,800** | ↑ | **Low** |
| Customer Service Manager | **£31,600** | ↑ | **Low** |
| Customer Service Team Leader | **£22,000** | ↑ | **Low** |
| Customer Service Advisor | **£19,500** | ↑ | **High** |
| Customer Service Assistant | **£18,800** | ↑ | **Medium** |

### Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | **£36,000** | ↑ | **Low** |
| Marketing Executive | **£25,000** | ↑ | **Low** |
| Marketing Assistant | **£20,800** | ↑ | **Low** |
| Digital Marketing Manager | **£35,000** | ↓ | **Medium** |
| Social Media Specialist | **£25,000** | ↑ | **Low** |
| PPC Specialist | **£30,000** | ↑ | **Medium** |
| Digital Marketing Executive | **£25,000** | ↑ | **Medium** |
| Digital Marketing Assistant | **£19,800** | ↓ | **Low** |
| Account Handler | **£27,500** | ↑ | **Medium** |

### Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | **£40,200** | ↑ | **Low** |
| HR Business Partner | **£42,700** | ↓ | **Low** |
| HR Advisor | **£29,500** | ↑ | **Medium** |
| HR Administrator | **£21,300** | ↑ | **Medium** |
| Reward Specialist | **£40,100** | ↓ | **Medium** |
| Employee Relations Manager | **£32,400** | ↑ | **Low** |
| Talent Acquisition Manager | **£33,900** | ⇔ | **Medium** |
| Diversity & Inclusion Manager | **£30,400** | ⇔ | **Low** |
| Learning & Development Manager | **£35,800** | ↑ | **Medium** |
| Recruitment Coordinator | **£22,500** | ↑ | **Low** |
| Recruiter | **£27,200** | ↑ | **Medium** |

### IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | **£44,900** | ↑ | **Medium** |
| Information Security Manager | **£57,500** | ↑ | **High** |
| Information Security Analyst | **£45,000** | ⇔ | **High** |
| Cybersecurity Manager | **£44,900** | ↓ | **High** |
| Cybersecurity Engineer | **£31,400** | ↑ | **Medium** |
| IT Auditor | **£42,600** | ⇔ | **High** |
| Full Stack Developer | **£44,900** | ⇔ | **High** |
| Front End Developer | **£40,100** | ↑ | **High** |
| Back End Developer | **£44,900** | ⇔ | **High** |
| IT Network Engineer | **£40,100** | ↓ | **High** |
| Infrastructure Engineer | **£42,700** | ↑ | **High** |
| IT Support Engineer | **£25,000** | ↑ | **Medium** |
| Service Desk Analyst | **£23,000** | ↑ | **High** |
| IT Project Manager | **£48,000** | ↑ | **Medium** |
| IT Business Analyst | **£42,700** | ↑ | **High** |

# East Midlands
## *Top 10*

- Support Workers
- Warehouse Operatives
- Care Assistants
- Production Operatives
- Teaching Assistants
- Customer Service Advisors
- Cleaners
- Health Care Assistants
- Administrators
- Forklift Drivers

### Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | **£80,300** | ↑ | **Medium** |
| Head of Finance | **£62,700** | ↑ | **Medium** |
| Financial Controller | **£55,000** | ⇔ | **High** |
| Finance Business Partner | **£49,100** | ↑ | **Medium** |
| Finance Manager | **£42,600** | ↓ | **Medium** |
| Management Accountant | **£37,600** | ⇔ | **High** |
| Financial Analyst | **£39,000** | ↓ | **Medium** |
| Finance Assistant | **£21,700** | ↑ | **Medium** |
| Accounts Assistant | **£23,000** | ↑ | **Medium** |
| Bookkeeper | **£24,000** | ↑ | **Medium** |
| Payroll Officer | **£23,500** | ↑ | **High** |
| Credit Controller | **£22,500** | ↑ | **High** |
| Accounts Payable Assistant | **£21,400** | ↑ | **High** |

### Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | **£26,000** | ↑ | **Low** |
| Office Administrator | **£20,100** | ↑ | **Low** |
| Purchasing Administrator | **£21,100** | ↑ | **Medium** |
| Project Coordinator | **£26,600** | ↑ | **Low** |
| Executive Assistant | **£26,300** | ↑ | **Low** |
| Personal Assistant | **£20,800** | ↑ | **Low** |
| Medical Secretary | **£20,900** | ↑ | **Medium** |
| Legal Secretary | **£20,000** | ↑ | **Medium** |
| Secretary | **£21,100** | ↑ | **Medium** |
| Receptionist | **£18,800** | ↑ | **Low** |

### Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | **£40,100** | ↑ | **Medium** |
| Manufacturing Engineer | **£37,100** | ↑ | **Medium** |
| Mechanical Engineer | **£33,700** | ↑ | **Medium** |
| Electrical Engineer | **£37,600** | ⇔ | **Medium** |
| Maintenance Engineer | **£36,500** | ↑ | **High** |
| Installation Engineer | **£36,500** | ↓ | **Medium** |
| CSCS Labourer | **£23,000** | ↑ | **Low** |
| Assembly / Machine Operative | **£20,000** | ↑ | **Medium** |
| Warehouse Operative | **£21,100** | ↑ | **High** |
| Production Operative | **£20,700** | ↑ | **Medium** |
| Food Production Operative | **£20,800** | ↑ | **High** |

### Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | **£65,300** | ⇔ | **Medium** |
| Procurement Manager | **£47,500** | ↓ | **Medium** |
| Supply Chain Manager | **£45,000** | ↓ | **Medium** |
| Supply Chain Planner | **£28,400** | ↑ | **Medium** |
| Buyer | **£32,400** | ↑ | **Medium** |
| Logistics Manager | **£42,100** | ↓ | **Medium** |
| Logistics Coordinator | **£24,000** | ↑ | **Medium** |
| Transportation Manager | **£37,600** | ↑ | **Low** |
| Transportation Administrator | **£21,300** | ↑ | **Medium** |
| Warehouse Manager | **£32,100** | ⇔ | **Low** |
| Warehouse Operative | **£21,100** | ↑ | **High** |
| Stock Controller | **£22,800** | ↑ | **Medium** |
| Stock Assistant | **£18,800** | ⇔ | **Medium** |
| Delivery Driver | **£24,300** | ↑ | **Low** |

The labour market in the East Midlands has grown more competitive as 2022 progresses. Permanent recruitment requirements have only increased, and this demand has led to changing recruitment behaviours. Like in other regions, companies are needing to more carefully consider their offer to candidates, with increasing attention being given to salary, the Employer Value Proposition they present, as well as wellbeing benefits and company culture.

As candidates often have multiple offers available, they are in a strong position to request things like hybrid or flexible working arrangements. As living costs increase across the country, it is likely that candidates will continue to look for ways to reduce expenses, making travel costs a key factor when decided which offer to accept.

Looking ahead to 2023, it is likely that within the East Midlands, it will remain a candidate-led market. As such, the need for employers looking to hire to be organised will continue. When candidates are attending multiple interviews, it can often be the most engaged and proactive company that they choose to work for, making time to hire a key focus for both temporary and permanent placements.

**Meg Rayner – Regional Manager**

### Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | £40,100 | ⇔ | Medium |
| Business Development Executive | £26,000 | ↑ | Medium |
| Account Manager | £27,500 | ↑ | Medium |
| Sales Manager | £40,100 | ⇔ | Medium |
| Sales Executive | £26,900 | ↑ | Medium |
| Sales Administrator | £20,500 | ↑ | Medium |
| Sales Assistant | £18,800 | ↑ | Low |
| Retail Assistant | £18,800 | ↑ | Low |
| Customer Service Manager | £31,600 | ↑ | Medium |
| Customer Service Team Leader | £22,000 | ↑ | Medium |
| Customer Service Advisor | £19,800 | ↑ | High |
| Customer Service Assistant | £18,800 | ↑ | Medium |

### Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | £39,000 | ↑ | Medium |
| Marketing Executive | £25,500 | ↑ | Medium |
| Marketing Assistant | £21,100 | ↑ | Low |
| Digital Marketing Manager | £37,500 | ↑ | Medium |
| Social Media Specialist | £25,300 | ↑ | Low |
| PPC Specialist | £27,400 | ↑ | Medium |
| Digital Marketing Executive | £25,000 | ⇔ | Medium |
| Digital Marketing Assistant | £19,800 | ↑ | Medium |
| Account Handler | £29,000 | ↓ | Medium |

### Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | £40,400 | ↑ | Medium |
| HR Business Partner | £42,700 | ↑ | Low |
| HR Advisor | £30,000 | ⇔ | Medium |
| HR Administrator | £21,700 | ↑ | Medium |
| Reward Specialist | £37,500 | ⇔ | Medium |
| Employee Relations Manager | £32,400 | ↓ | Low |
| Talent Acquisition Manager | £35,000 | ↑ | Medium |
| Diversity & Inclusion Manager | £32,300 | ↑ | Low |
| Learning & Development Manager | £32,900 | ⇔ | Low |
| Recruitment Coordinator | £22,500 | ↑ | Medium |
| Recruiter | £26,000 | ↑ | Medium |

### IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | £42,600 | ↑ | Medium |
| Information Security Manager | £50,000 | ↑ | High |
| Information Security Analyst | £40,100 | ↑ | High |
| Cybersecurity Manager | £44,900 | ⇔ | High |
| Cybersecurity Engineer | £30,000 | ⇔ | Medium |
| IT Auditor | £44,900 | ↑ | Medium |
| Full Stack Developer | £50,000 | ⇔ | High |
| Front End Developer | £42,600 | ↑ | High |
| Back End Developer | £44,900 | ↑ | Medium |
| IT Network Engineer | £45,000 | ⇔ | High |
| Infrastructure Engineer | £42,600 | ↑ | High |
| IT Support Engineer | £26,000 | ↑ | Medium |
| Service Desk Analyst | £23,100 | ↑ | High |
| IT Project Manager | £44,900 | ⇔ | Medium |
| IT Business Analyst | £44,900 | ⇔ | Medium |

# West Midlands
*Top 10*

- Support Workers
- Warehouse Operatives
- Care Assistants
- Teaching Assistants
- Administrators
- Customer Service Advisors
- Cleaners
- Health Care Assistants
- Production Operatives
- Maintenance Engineers

### Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | **£80,300** | ↑ | **Medium** |
| Head of Finance | **£60,000** | ↑ | **Medium** |
| Financial Controller | **£54,900** | ↑ | **Medium** |
| Finance Business Partner | **£50,100** | ⇔ | **High** |
| Finance Manager | **£45,000** | ↑ | **High** |
| Management Accountant | **£37,600** | ↑ | **High** |
| Financial Analyst | **£34,900** | ↑ | **Medium** |
| Finance Assistant | **£22,000** | ↑ | **Medium** |
| Accounts Assistant | **£23,000** | ↑ | **Medium** |
| Bookkeeper | **£23,500** | ↑ | **Medium** |
| Payroll Officer | **£26,000** | ↑ | **High** |
| Credit Controller | **£22,500** | ↑ | **High** |
| Accounts Payable Assistant | **£22,000** | ↑ | **Medium** |

### Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | **£25,000** | ↑ | **Low** |
| Office Administrator | **£20,000** | ↑ | **Low** |
| Purchasing Administrator | **£21,100** | ↑ | **Medium** |
| Project Coordinator | **£26,900** | ↑ | **Low** |
| Executive Assistant | **£27,700** | ↑ | **Low** |
| Personal Assistant | **£21,300** | ↑ | **Low** |
| Medical Secretary | **£22,800** | ↑ | **Low** |
| Legal Secretary | **£20,500** | ↑ | **Medium** |
| Secretary | **£20,800** | ↑ | **Low** |
| Receptionist | **£18,900** | ↑ | **Low** |

### Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | **£40,100** | ↑ | **Medium** |
| Manufacturing Engineer | **£40,100** | ↑ | **Medium** |
| Mechanical Engineer | **£36,500** | ↑ | **Medium** |
| Electrical Engineer | **£36,000** | ↑ | **Medium** |
| Maintenance Engineer | **£35,000** | ↑ | **High** |
| Installation Engineer | **£32,400** | ↓ | **Medium** |
| CSCS Labourer | **£23,100** | ↑ | **Low** |
| Assembly / Machine Operative | **£19,900** | ↑ | **Medium** |
| Warehouse Operative | **£20,800** | ↑ | **High** |
| Production Operative | **£20,200** | ↑ | **Medium** |
| Food Production Operative | **£19,800** | ↑ | **Medium** |

### Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | **£67,300** | ↑ | **Low** |
| Procurement Manager | **£49,100** | ↑ | **High** |
| Supply Chain Manager | **£47,600** | ↓ | **Medium** |
| Supply Chain Planner | **£30,000** | ↑ | **Medium** |
| Buyer | **£35,000** | ⇔ | **Medium** |
| Logistics Manager | **£36,800** | ↑ | **Medium** |
| Logistics Coordinator | **£25,000** | ↑ | **Medium** |
| Transportation Manager | **£34,900** | ↑ | **Low** |
| Transportation Administrator | **£20,800** | ↑ | **Medium** |
| Warehouse Manager | **£31,000** | ↑ | **Low** |
| Warehouse Operative | **£20,800** | ↑ | **High** |
| Stock Controller | **£22,600** | ↑ | **Medium** |
| Stock Assistant | **£18,800** | ↑ | **Medium** |
| Delivery Driver | **£23,700** | ↑ | **Medium** |

In the West Midlands, we have experienced candidate shortages across most job roles. Candidates have multiple options and employers continue to evaluate their Employee Value Proposition in order to secure talent. What has been most noticeable is employers identifying key talent for their organisations through temporary workers - this has been wonderful for both employers and employees to identify where there is good cultural fit on both sides.

Candidate expectations have certainly increased towards hybrid and flexible working. With the rise in cost of living, they look to minimise travel costs and salary is certainly an important factor.

Going into 2023, with the economy expected to slow in growth, we anticipate employers are likely to utilise agency support workers and fixed-term contracts for the greatest flexibility. It will continue to be a candidate-led market, therefore employers need to ensure they remain mindful of their time to hire when it comes to both temporary and permanent employees.

**Sara Mitchell – Regional Manager**

“

The Public Sector market remains buoyant across the Midlands with many clients allocating their remaining 2022/2023 budget to projects, resulting in a strong demand for interim staff.

Candidate shortages remain across all levels and candidate attraction is extremely difficult, especially with rate and IR35 restrictions still at the forefront of the recruitment process for many clients. Over the past few weeks, we have seen a move away from 100% remote working roles, which should start to help with local talent pools looking for roles that are within a commutable distance.”

**Adam Cotterill**
***Senior Business Manager, Public Sector***

### Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | **£40,100** | ↑ | **Medium** |
| Business Development Executive | **£26,600** | ↑ | **Medium** |
| Account Manager | **£30,000** | ↑ | **Medium** |
| Sales Manager | **£42,700** | ↓ | **Low** |
| Sales Executive | **£28,300** | ↑ | **Medium** |
| Sales Administrator | **£20,800** | ↑ | **Medium** |
| Sales Assistant | **£18,800** | ↑ | **Low** |
| Retail Assistant | **£18,800** | ↑ | **Medium** |
| Customer Service Manager | **£34,500** | ↑ | **Medium** |
| Customer Service Team Leader | **£23,000** | ⇔ | **Medium** |
| Customer Service Advisor | **£19,800** | ↑ | **Medium** |
| Customer Service Assistant | **£18,800** | ↑ | **Medium** |

### Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | **£37,600** | ↑ | **Low** |
| Marketing Executive | **£26,000** | ↑ | **Medium** |
| Marketing Assistant | **£21,100** | ↑ | **Medium** |
| Digital Marketing Manager | **£35,000** | ↑ | **Medium** |
| Social Media Specialist | **£26,600** | ⇔ | **Low** |
| PPC Specialist | **£30,000** | ⇔ | **Medium** |
| Digital Marketing Executive | **£26,600** | ↑ | **Medium** |
| Digital Marketing Assistant | **£19,800** | ↓ | **Low** |
| Account Handler | **£27,500** | ↓ | **Medium** |

### Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | **£40,100** | ↑ | **Low** |
| HR Business Partner | **£47,500** | ↑ | **Medium** |
| HR Advisor | **£30,000** | ↑ | **Medium** |
| HR Administrator | **£21,700** | ↑ | **Medium** |
| Reward Specialist | **£41,600** | ↑ | **Medium** |
| Employee Relations Manager | **£36,000** | ↓ | **Low** |
| Talent Acquisition Manager | **£34,900** | ↑ | **Medium** |
| Diversity & Inclusion Manager | **£37,600** | ↓ | **Low** |
| Learning & Development Manager | **£40,100** | ↓ | **Medium** |
| Recruitment Coordinator | **£23,000** | ↑ | **Medium** |
| Recruiter | **£26,600** | ↑ | **Medium** |

### IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | **£42,600** | ↑ | **Medium** |
| Information Security Manager | **£57,300** | ↑ | **High** |
| Information Security Analyst | **£44,400** | ↑ | **High** |
| Cybersecurity Manager | **£47,500** | ⇔ | **High** |
| Cybersecurity Engineer | **£45,000** | ⇔ | **High** |
| IT Auditor | **£52,600** | ↑ | **Medium** |
| Full Stack Developer | **£45,000** | ↑ | **High** |
| Front End Developer | **£42,600** | ↑ | **High** |
| Back End Developer | **£50,000** | ↑ | **High** |
| IT Network Engineer | **£42,700** | ⇔ | **High** |
| Infrastructure Engineer | **£42,700** | ↑ | **High** |
| IT Support Engineer | **£26,600** | ↑ | **Medium** |
| Service Desk Analyst | **£24,500** | ↑ | **High** |
| IT Project Manager | **£50,000** | ⇔ | **Medium** |
| IT Business Analyst | **£42,600** | ↑ | **High** |

# East of England *Top 10*

## Support Workers

## Warehouse Operatives

## Care Assistants

## Cleaners

## Administrators

## Health Care Assistants

## Customer Service Advisors

## Production Operatives

## Vehicle Technicians

## Labourers

### Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | £82,800 | ↑ | Medium |
| Head of Finance | £64,900 | ↑ | Medium |
| Financial Controller | £60,100 | ↑ | High |
| Finance Business Partner | £50,000 | ↑ | High |
| Finance Manager | £45,500 | ↑ | Medium |
| Management Accountant | £37,600 | ⇔ | High |
| Financial Analyst | £42,700 | ↑ | Medium |
| Finance Assistant | £22,500 | ↑ | Medium |
| Accounts Assistant | £24,000 | ↑ | Medium |
| Bookkeeper | £26,000 | ↑ | Medium |
| Payroll Officer | £25,700 | ↑ | High |
| Credit Controller | £24,000 | ↑ | High |
| Accounts Payable Assistant | £23,000 | ↑ | Medium |

### Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | £27,900 | ↑ | Low |
| Office Administrator | £20,800 | ↑ | Low |
| Purchasing Administrator | £21,600 | ↑ | Medium |
| Project Coordinator | £26,000 | ↑ | Medium |
| Executive Assistant | £29,500 | ↑ | Low |
| Personal Assistant | £23,000 | ↑ | Low |
| Medical Secretary | £23,000 | ↑ | Medium |
| Legal Secretary | £22,000 | ↑ | Medium |
| Secretary | £22,800 | ↑ | Low |
| Receptionist | £19,100 | ↑ | Low |

### Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | £41,700 | ↓ | Medium |
| Manufacturing Engineer | £40,600 | ↑ | High |
| Mechanical Engineer | £38,300 | ⇔ | Medium |
| Electrical Engineer | £37,100 | ↓ | High |
| Maintenance Engineer | £38,100 | ↑ | High |
| Installation Engineer | £34,000 | ↓ | Medium |
| CSCS Labourer | £23,900 | ↑ | Medium |
| Assembly / Machine Operative | £19,900 | ↑ | Medium |
| Warehouse Operative | £20,900 | ↑ | High |
| Production Operative | £20,400 | ↑ | Medium |
| Food Production Operative | £21,100 | ⇔ | Medium |

### Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | £69,900 | ⇔ | Low |
| Procurement Manager | £51,600 | ⇔ | Medium |
| Supply Chain Manager | £50,100 | ↓ | Medium |
| Supply Chain Planner | £32,100 | ↓ | Medium |
| Buyer | £33,000 | ↑ | Medium |
| Logistics Manager | £35,500 | ↓ | Medium |
| Logistics Coordinator | £26,600 | ↑ | Medium |
| Transportation Manager | £35,000 | ↑ | Low |
| Transportation Administrator | £22,500 | ↑ | Medium |
| Warehouse Manager | £33,500 | ⇔ | Low |
| Warehouse Operative | £20,900 | ↑ | High |
| Stock Controller | £22,500 | ↑ | Medium |
| Stock Assistant | £18,800 | ↑ | Medium |
| Delivery Driver | £24,500 | ↑ | Medium |

We've seen the region's labour market constrict even further since the spring. Permanent recruitment has continued to grow, and the ensuring demand has led to dramatic changes in remuneration. Many businesses are not only increasing their salary offers in order to appear more competitive, but they are also reviewing their entire Employee Value Proposition (EVP) and promoting culture and wellbeing more heavily.

The increase in permanent hires is more predominant in the blue-collar space, and the average time to hire has increased in part due to the reaction times of employers. Candidates are attending multiple interviews when looking for a new role and as a result, we have observed that the average time to offer and successfully secure a new hire is 48 hours. Businesses that have slower hiring times have experienced exponentially high dropout rates as candidates choose more proactive companies.

The ever-growing permanent recruitment market has had a detrimental effect on the temporary labour market within the region, with the knock-on results being even fewer candidates available while demand is unprecedented. Clients are opting to pay temporary workers a higher rate than their incumbent workers to compensate for the tenure offered and attract staff in to cover crucial peaks in trade.

**Meg Rayner – Regional Manager**

### Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | £40,100 | ↑ | Low |
| Business Development Executive | £26,600 | ↑ | Medium |
| Account Manager | £30,000 | ↑ | Medium |
| Sales Manager | £40,100 | ↑ | Medium |
| Sales Executive | £29,500 | ↑ | Medium |
| Sales Administrator | £22,000 | ↑ | High |
| Sales Assistant | £18,800 | ↑ | Low |
| Retail Assistant | £18,800 | ↑ | Medium |
| Customer Service Manager | £35,000 | ↑ | Medium |
| Customer Service Team Leader | £23,500 | ↑ | Medium |
| Customer Service Advisor | £20,300 | ↑ | Medium |
| Customer Service Assistant | £18,800 | ↑ | Medium |

### Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | £38,800 | ↑ | Medium |
| Marketing Executive | £27,500 | ↑ | Medium |
| Marketing Assistant | £22,000 | ⇔ | Low |
| Digital Marketing Manager | £39,600 | ↓ | Medium |
| Social Media Specialist | £25,700 | ↑ | Low |
| PPC Specialist | £32,900 | ⇔ | Medium |
| Digital Marketing Executive | £26,900 | ↑ | Medium |
| Digital Marketing Assistant | £19,800 | ↑ | High |
| Account Handler | £27,500 | ↑ | Medium |

### Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | £41,200 | ⇔ | Medium |
| HR Business Partner | £47,500 | ↑ | Medium |
| HR Advisor | £31,300 | ↑ | Medium |
| HR Administrator | £22,500 | ↑ | Medium |
| Reward Specialist | £41,700 | ↑ | Medium |
| Employee Relations Manager | £34,800 | ↑ | Medium |
| Talent Acquisition Manager | £35,000 | ↓ | Medium |
| Diversity & Inclusion Manager | £32,600 | ⇔ | Medium |
| Learning & Development Manager | £37,600 | ↑ | Medium |
| Recruitment Coordinator | £24,000 | ↑ | Medium |
| Recruiter | £26,600 | ↑ | Medium |

### IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | £44,900 | ↑ | Medium |
| Information Security Manager | £54,800 | ⇔ | High |
| Information Security Analyst | £44,900 | ⇔ | High |
| Cybersecurity Manager | £42,600 | ⇔ | high |
| Cybersecurity Engineer | £40,100 | ⇔ | High |
| IT Auditor | £54,900 | ↓ | Medium |
| Full Stack Developer | £50,000 | ↑ | Medium |
| Front End Developer | £44,900 | ↑ | High |
| Back End Developer | £54,900 | ↑ | Medium |
| IT Network Engineer | £44,900 | ⇔ | High |
| Infrastructure Engineer | £46,500 | ↓ | High |
| IT Support Engineer | £25,500 | ↑ | Medium |
| Service Desk Analyst | £24,800 | ⇔ | High |
| IT Project Manager | £50,000 | ↑ | Medium |
| IT Business Analyst | £47,000 | ⇔ | Medium |

# Greater London *Top 10*

Support Workers

Project Managers

Software Engineers

DevOps Engineers

Business Analyst

Java Developers

Data Engineers

Account Managers

Teaching Assistants

Business Development Managers

### Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | **£95,100** | ↑ | **High** |
| Head of Finance | **£67,500** | ↓ | **High** |
| Financial Controller | **£67,500** | ↑ | **High** |
| Finance Business Partner | **£57,500** | ⇔ | **High** |
| Finance Manager | **£52,700** | ↑ | **High** |
| Management Accountant | **£44,200** | ↑ | **High** |
| Financial Analyst | **£47,500** | ⇔ | **High** |
| Finance Assistant | **£25,500** | ↑ | **Medium** |
| Accounts Assistant | **£27,500** | ↑ | **Medium** |
| Bookkeeper | **£28,500** | ↑ | **Low** |
| Payroll Officer | **£29,000** | ↑ | **High** |
| Credit Controller | **£27,500** | ↑ | **High** |
| Accounts Payable Assistant | **£25,000** | ↑ | **Medium** |

### Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | **£32,400** | ↑ | **Low** |
| Office Administrator | **£22,500** | ↑ | **Low** |
| Purchasing Administrator | **£23,200** | ↑ | **Low** |
| Project Coordinator | **£30,000** | ↑ | **Medium** |
| Executive Assistant | **£42,200** | ↑ | **Medium** |
| Personal Assistant | **£31,000** | ↑ | **Low** |
| Medical Secretary | **£26,800** | ↑ | **Low** |
| Legal Secretary | **£29,100** | ↓ | **Medium** |
| Secretary | **£27,500** | ↑ | **Low** |
| Receptionist | **£22,300** | ↑ | **Low** |

### Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | **£41,700** | ↑ | **Low** |
| Manufacturing Engineer | **£40,100** | ↑ | **Low** |
| Mechanical Engineer | **£39,600** | ↑ | **High** |
| Electrical Engineer | **£39,600** | ↑ | **High** |
| Maintenance Engineer | **£38,100** | ↑ | **High** |
| Installation Engineer | **£34,900** | ⇔ | **High** |
| CSCS Labourer | **£23,900** | ↑ | **Low** |
| Assembly / Machine Operative | **£21,300** | ↑ | **Low** |
| Warehouse Operative | **£21,300** | ↑ | **Low** |
| Production Operative | **£19,800** | ↑ | **Low** |
| Food Production Operative | **£19,800** | ↑ | **Medium** |

### Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | **£71,000** | ↑ | **Medium** |
| Procurement Manager | **£57,500** | ↑ | **High** |
| Supply Chain Manager | **£50,000** | ↓ | **Medium** |
| Supply Chain Planner | **£37,000** | ↑ | **Medium** |
| Buyer | **£37,500** | ⇔ | **Medium** |
| Logistics Manager | **£40,100** | ↑ | **Low** |
| Logistics Coordinator | **£27,500** | ↑ | **Low** |
| Transportation Manager | **£37,500** | ↑ | **Low** |
| Transportation Administrator | **£22,400** | ↑ | **Low** |
| Warehouse Manager | **£34,900** | ↑ | **Low** |
| Warehouse Operative | **£21,300** | ↑ | **Low** |
| Stock Controller | **£24,500** | ↓ | **Low** |
| Stock Assistant | **£18,800** | ↑ | **Low** |
| Delivery Driver | **£25,000** | ↑ | **High** |

Across Greater London, the number of permanent vacancies remains at a similar level to that seen earlier in the year, with competition for top talent remaining high.

With candidate shortages continuing to be a challenge across industry sectors, salary and employee benefits, including work structures, remain top priorities for potential candidates when they consider new opportunities.

Businesses in the area continue to find recruitment advice and benchmarking within their sectors beneficial, in order to ensure they can offer the best possible remuneration and benefits when looking for new talent. Looking ahead, this is likely to continue as candidate shortages are expected to remain prevalent across Greater London.

**Scott Barham – Regional Director**

### Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | £45,000 | ⇔ | Medium |
| Business Development Executive | £30,000 | ⇔ | High |
| Account Manager | £35,200 | ↑ | Medium |
| Sales Manager | £45,000 | ↓ | Low |
| Sales Executive | £30,000 | ⇔ | Medium |
| Sales Administrator | £24,000 | ↑ | Medium |
| Sales Assistant | £19,500 | ↑ | Low |
| Retail Assistant | £20,500 | ↑ | High |
| Customer Service Manager | £40,100 | ↑ | Medium |
| Customer Service Team Leader | £26,000 | ⇔ | High |
| Customer Service Advisor | £21,400 | ↑ | Medium |
| Customer Service Assistant | £20,800 | ↑ | Medium |

### Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | £42,600 | ↑ | Medium |
| Marketing Executive | £29,000 | ↑ | Medium |
| Marketing Assistant | £23,500 | ↑ | Low |
| Digital Marketing Manager | £45,000 | ↑ | Medium |
| Social Media Specialist | £32,400 | ↑ | Low |
| PPC Specialist | £35,000 | ↑ | High |
| Digital Marketing Executive | £30,000 | ↑ | Medium |
| Digital Marketing Assistant | £22,000 | ↑ | Low |
| Account Handler | £30,000 | ↓ | Medium |

### Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | £46,500 | ↑ | Low |
| HR Business Partner | £55,000 | ↑ | Low |
| HR Advisor | £35,000 | ↑ | Low |
| HR Administrator | £26,000 | ↑ | Medium |
| Reward Specialist | £52,700 | ↑ | Medium |
| Employee Relations Manager | £44,200 | ↑ | Low |
| Talent Acquisition Manager | £42,700 | ⇔ | Low |
| Diversity & Inclusion Manager | £42,900 | ↓ | Low |
| Learning & Development Manager | £44,500 | ↑ | Low |
| Recruitment Coordinator | £31,000 | ↑ | Low |
| Recruiter | £30,500 | ↑ | High |

### IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | £50,000 | ↑ | Low |
| Information Security Manager | £70,000 | ↑ | High |
| Information Security Analyst | £55,000 | ⇔ | High |
| Cybersecurity Manager | £64,900 | ↓ | High |
| Cybersecurity Engineer | £55,000 | ↓ | High |
| IT Auditor | £64,900 | ⇔ | High |
| Full Stack Developer | £65,000 | ↑ | High |
| Front End Developer | £60,100 | ↑ | High |
| Back End Developer | £70,000 | ⇔ | High |
| IT Network Engineer | £59,100 | ↑ | High |
| Infrastructure Engineer | £52,700 | ↑ | High |
| IT Support Engineer | £30,000 | ↑ | Medium |
| Service Desk Analyst | £28,000 | ↑ | High |
| IT Project Manager | £60,000 | ↑ | High |
| IT Business Analyst | £57,500 | ↑ | High |

# South East
*Top 10*

- Support Workers
- Care Assistants
- Warehouse Operatives
- Health Care Assistants
- Cleaners
- Administrators
- Teaching Assistants
- Labourers
- Customer Service Advisors
- Registered Nurses

## Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | £82,800 | ↓ | Medium |
| Head of Finance | £64,100 | ↑ | Medium |
| Financial Controller | £57,500 | ↑ | Medium |
| Finance Business Partner | £50,000 | ⇔ | High |
| Finance Manager | £47,600 | ↑ | Medium |
| Management Accountant | £40,100 | ↑ | High |
| Financial Analyst | £40,100 | ↑ | High |
| Finance Assistant | £23,000 | ↑ | Medium |
| Accounts Assistant | £25,000 | ↑ | Medium |
| Bookkeeper | £26,600 | ↑ | Medium |
| Payroll Officer | £26,600 | ⇔ | Medium |
| Credit Controller | £24,000 | ⇔ | High |
| Accounts Payable Assistant | £23,500 | ↑ | High |

## Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | £27,500 | ↑ | Low |
| Office Administrator | £20,800 | ↑ | Low |
| Purchasing Administrator | £22,000 | ↑ | High |
| Project Coordinator | £26,600 | ↑ | Medium |
| Executive Assistant | £31,000 | ⇔ | Medium |
| Personal Assistant | £24,100 | ↑ | Low |
| Medical Secretary | £22,800 | ↑ | Low |
| Legal Secretary | £22,500 | ↑ | Medium |
| Secretary | £23,000 | ↑ | Medium |
| Receptionist | £19,600 | ↑ | Low |

## Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | £42,600 | ⇔ | Medium |
| Manufacturing Engineer | £40,100 | ↑ | High |
| Mechanical Engineer | £39,600 | ↑ | Medium |
| Electrical Engineer | £38,100 | ↑ | High |
| Maintenance Engineer | £36,000 | ↑ | High |
| Installation Engineer | £33,700 | ↓ | Medium |
| CSCS Labourer | £23,900 | ↑ | Medium |
| Assembly / Machine Operative | £19,800 | ↑ | Medium |
| Warehouse Operative | £20,800 | ↑ | High |
| Production Operative | £20,500 | ↑ | Medium |
| Food Production Operative | £20,400 | ↑ | High |

## Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | £75,100 | ↓ | Low |
| Procurement Manager | £49,000 | ↑ | Medium |
| Supply Chain Manager | £50,000 | ↓ | Medium |
| Supply Chain Planner | £32,400 | ↑ | Medium |
| Buyer | £32,400 | ↑ | Medium |
| Logistics Manager | £36,500 | ↑ | Medium |
| Logistics Coordinator | £26,000 | ↓ | Medium |
| Transportation Manager | £37,600 | ↓ | Low |
| Transportation Administrator | £22,000 | ↑ | Medium |
| Warehouse Manager | £31,000 | ⇔ | Low |
| Warehouse Operative | £20,800 | ↑ | High |
| Stock Controller | £23,500 | ↓ | Medium |
| Stock Assistant | £18,800 | ↑ | Medium |
| Delivery Driver | £24,600 | ↑ | Medium |

This year the South East has seen the highest employment rate estimates in the UK at 78.6%. Employment rates have remained high across all sectors, with logistics and distribution, retail, and customer service appearing particularly strong.

The greatest hurdle for employers this year has remained candidate attraction. With candidates continuing to attend multiple interviews when searching for a new position, increasing salary is not the only consideration for job seekers but the full benefits package and company USP are being more closely reviewed. Hybrid working, flexible hours and a good work/life balance are playing a key role in what positions candidates decide to accept, as well as location.

Looking ahead, technology, telecoms, and engineering roles are still facing long-standing skills shortages and demand in these sectors is not decreasing.

**Kim Gordon – Regional Manager**

## Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | **£40,100** | ⇔ | **Medium** |
| Business Development Executive | **£26,900** | ↑ | **High** |
| Account Manager | **£30,500** | ⇔ | **Medium** |
| Sales Manager | **£40,100** | ⇔ | **Medium** |
| Sales Executive | **£29,000** | ↑ | **Medium** |
| Sales Administrator | **£22,500** | ↑ | **High** |
| Sales Assistant | **£18,800** | ↑ | **Low** |
| Retail Assistant | **£18,800** | ↑ | **Low** |
| Customer Service Manager | **£35,000** | ⇔ | **Medium** |
| Customer Service Team Leader | **£24,800** | ↑ | **Medium** |
| Customer Service Advisor | **£20,500** | ↑ | **High** |
| Customer Service Assistant | **£18,800** | ↑ | **Medium** |

## Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | **£40,100** | ↑ | **Medium** |
| Marketing Executive | **£27,500** | ↑ | **Medium** |
| Marketing Assistant | **£22,000** | ↑ | **Low** |
| Digital Marketing Manager | **£40,100** | ↓ | **Medium** |
| Social Media Specialist | **£27,500** | ⇔ | **Low** |
| PPC Specialist | **£32,000** | ↑ | **High** |
| Digital Marketing Executive | **£27,500** | ↑ | **Medium** |
| Digital Marketing Assistant | **£19,800** | ↓ | **Medium** |
| Account Handler | **£27,500** | ↑ | **Medium** |

## Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | **£42,600** | ↑ | **Medium** |
| HR Business Partner | **£46,000** | ↑ | **Medium** |
| HR Advisor | **£32,100** | ↑ | **Medium** |
| HR Administrator | **£23,000** | ↑ | **Medium** |
| Reward Specialist | **£42,700** | ↑ | **Medium** |
| Employee Relations Manager | **£39,600** | ↓ | **Low** |
| Talent Acquisition Manager | **£35,000** | ⇔ | **Medium** |
| Diversity & Inclusion Manager | **£32,200** | ⇔ | **Low** |
| Learning & Development Manager | **£39,400** | ↑ | **Low** |
| Recruitment Coordinator | **£25,500** | ↑ | **Medium** |
| Recruiter | **£27,500** | ↑ | **Medium** |

## IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | **£44,900** | ↑ | **Medium** |
| Information Security Manager | **£57,300** | ↑ | **High** |
| Information Security Analyst | **£50,100** | ↑ | **High** |
| Cybersecurity Manager | **£54,900** | ⇔ | **High** |
| Cybersecurity Engineer | **£47,500** | ⇔ | **High** |
| IT Auditor | **£48,100** | ⇔ | **High** |
| Full Stack Developer | **£52,600** | ↑ | **High** |
| Front End Developer | **£47,600** | ↑ | **High** |
| Back End Developer | **£52,600** | ↑ | **High** |
| IT Network Engineer | **£45,000** | ⇔ | **High** |
| Infrastructure Engineer | **£44,900** | ↑ | **High** |
| IT Support Engineer | **£26,900** | ↑ | **Medium** |
| Service Desk Analyst | **£25,000** | ↑ | **High** |
| IT Project Manager | **£54,900** | ↑ | **Medium** |
| IT Business Analyst | **£44,900** | ↑ | **High** |

# South West
*Top 10*

- Support Workers
- Care Assistants
- Warehouse Operatives
- Health Care Assistants
- Cleaners
- Teaching Assistants
- Administrators
- Registered Nurses
- Production Operatives
- Customer Service Advisors

### Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | £75,600 | ↑ | Medium |
| Head of Finance | £57,500 | ↑ | Medium |
| Financial Controller | £52,700 | ↑ | Medium |
| Finance Business Partner | £45,000 | ↑ | Medium |
| Finance Manager | £42,700 | ↑ | Medium |
| Management Accountant | £37,600 | ↑ | High |
| Financial Analyst | £34,900 | ↓ | Medium |
| Finance Assistant | £22,000 | ↑ | Medium |
| Accounts Assistant | £23,500 | ↑ | Medium |
| Bookkeeper | £25,000 | ↑ | Medium |
| Payroll Officer | £25,000 | ⇔ | Medium |
| Credit Controller | £23,500 | ↑ | Medium |
| Accounts Payable Assistant | £22,000 | ↑ | Medium |

### Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | £26,600 | ↑ | Low |
| Office Administrator | £20,600 | ↑ | Low |
| Purchasing Administrator | £22,000 | ↑ | Medium |
| Project Coordinator | £25,000 | ⇔ | Medium |
| Executive Assistant | £30,000 | ↑ | Low |
| Personal Assistant | £23,000 | ↑ | Low |
| Medical Secretary | £20,800 | ↑ | Medium |
| Legal Secretary | £21,400 | ↑ | Medium |
| Secretary | £20,800 | ↑ | Medium |
| Receptionist | £19,000 | ↑ | Low |

### Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | £41,200 | ↑ | Medium |
| Manufacturing Engineer | £38,000 | ↑ | High |
| Mechanical Engineer | £35,000 | ⇔ | High |
| Electrical Engineer | £34,900 | ↓ | High |
| Maintenance Engineer | £34,400 | ↑ | High |
| Installation Engineer | £32,100 | ↑ | Medium |
| CSCS Labourer | £23,900 | ↑ | Low |
| Assembly / Machine Operative | £19,800 | ↑ | Medium |
| Warehouse Operative | £21,100 | ↑ | High |
| Production Operative | £20,300 | ↑ | Medium |
| Food Production Operative | £20,400 | ↑ | Medium |

### Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | £64,000 | ⇔ | Low |
| Procurement Manager | £44,900 | ↑ | Medium |
| Supply Chain Manager | £45,400 | ↑ | High |
| Supply Chain Planner | £30,100 | ⇔ | Medium |
| Buyer | £31,600 | ↓ | Medium |
| Logistics Manager | £35,000 | ↑ | Medium |
| Logistics Coordinator | £24,500 | ↑ | Low |
| Transportation Manager | £33,900 | ⇔ | Low |
| Transportation Administrator | £21,400 | ↑ | Medium |
| Warehouse Manager | £30,000 | ↓ | Medium |
| Warehouse Operative | £21,100 | ↑ | High |
| Stock Controller | £22,200 | ↑ | Medium |
| Stock Assistant | £19,400 | ↑ | Medium |
| Delivery Driver | £25,000 | ↑ | Medium |

2022 has seen the South West suffer from staff shortages in all sectors. Hospitality, particularly hard hit by the pandemic and related lockdowns, continues to see high demand including for chefs, kitchen porters, and waiting staff. The region has also seen consistently high demand across the year for HGV drivers, office, and administration workers, as well as sales and customer service roles.

Candidates in the region have an abundance of job opportunities available to them, but many businesses are finding that a gap in skills is having an impact on productivity. In order to fill this gap, employers are increasingly considering ways of upskilling and re-training existing employees. To attract candidates, remote and hybrid working opportunities are becoming increasingly standard when possible, and companies are also reviewing their annual leave allocations and salaries. This year has also seen many businesses review their Employee Value Proposition, and encouragingly, businesses are making diversity and inclusion, as well as employee wellbeing, central to their identity.

**Kim Gordon – Regional Manager**

## Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | £38,600 | ↑ | Medium |
| Business Development Executive | £26,000 | ↑ | Medium |
| Account Manager | £30,000 | ↑ | Medium |
| Sales Manager | £37,100 | ↑ | Medium |
| Sales Executive | £28,000 | ↑ | Medium |
| Sales Administrator | £21,100 | ↑ | Medium |
| Sales Assistant | £18,800 | ⇔ | Low |
| Retail Assistant | £18,800 | ↑ | Low |
| Customer Service Manager | £30,000 | ↑ | Medium |
| Customer Service Team Leader | £22,600 | ↑ | Medium |
| Customer Service Advisor | £19,800 | ↑ | Medium |
| Customer Service Assistant | £18,800 | ↑ | Medium |

## Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | £36,000 | ⇔ | Medium |
| Marketing Executive | £26,000 | ↑ | Medium |
| Marketing Assistant | £20,300 | ↑ | Low |
| Digital Marketing Manager | £35,000 | ⇔ | Low |
| Social Media Specialist | £24,400 | ⇔ | Low |
| PPC Specialist | £31,600 | ↑ | Medium |
| Digital Marketing Executive | £26,300 | ↑ | Medium |
| Digital Marketing Assistant | £19,800 | ↑ | High |
| Account Handler | £27,500 | ↑ | Medium |

## Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | £40,100 | ↓ | Medium |
| HR Business Partner | £45,000 | ↑ | Medium |
| HR Advisor | £30,000 | ↑ | Medium |
| HR Administrator | £21,400 | ↑ | Medium |
| Reward Specialist | £39,100 | ⇔ | Low |
| Employee Relations Manager | £35,000 | ⇔ | Medium |
| Talent Acquisition Manager | £33,000 | ↓ | Medium |
| Diversity & Inclusion Manager | £35,700 | ↓ | Medium |
| Learning & Development Manager | £35,000 | ↑ | Low |
| Recruitment Coordinator | £22,700 | ⇔ | Low |
| Recruiter | £26,600 | ↑ | High |

## IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | £42,600 | ↓ | Medium |
| Information Security Manager | £60,100 | ↑ | High |
| Information Security Analyst | £44,900 | ↓ | Medium |
| Cybersecurity Manager | £41,600 | ⇔ | Medium |
| Cybersecurity Engineer | £40,100 | ↑ | High |
| IT Auditor | £50,000 | ⇔ | Medium |
| Full Stack Developer | £47,600 | ⇔ | Medium |
| Front End Developer | £44,900 | ↑ | High |
| Back End Developer | £50,000 | ↑ | Medium |
| IT Network Engineer | £42,900 | ⇔ | High |
| Infrastructure Engineer | £42,600 | ↓ | High |
| IT Support Engineer | £24,500 | ↑ | Medium |
| Service Desk Analyst | £25,000 | ↑ | High |
| IT Project Manager | £50,000 | ↓ | Medium |
| IT Business Analyst | £47,500 | ↑ | High |

# Wales
## *Top 10*

- Support Workers
- Teaching Assistants
- Care Assistants
- Cleaners
- Warehouse Operatives
- Staff Nurses
- Production Operatives
- Health Care Assistants
- Registered Nurses
- Administrators

### Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | £75,000 | ⇔ | Low |
| Head of Finance | £55,200 | ⇔ | High |
| Financial Controller | £46,000 | ↑ | High |
| Finance Business Partner | £42,900 | ↑ | High |
| Finance Manager | £40,100 | ↑ | High |
| Management Accountant | £37,000 | ↑ | High |
| Financial Analyst | £34,900 | ↑ | High |
| Finance Assistant | £21,800 | ↑ | High |
| Accounts Assistant | £23,000 | ↑ | Medium |
| Bookkeeper | £23,000 | ↑ | Low |
| Payroll Officer | £23,700 | ↑ | High |
| Credit Controller | £22,000 | ↑ | High |
| Accounts Payable Assistant | £21,300 | ↑ | Medium |

### Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | £25,000 | ↑ | Low |
| Office Administrator | £19,800 | ↑ | Low |
| Purchasing Administrator | £21,000 | ↑ | Medium |
| Project Coordinator | £28,700 | ↓ | Medium |
| Executive Assistant | £27,000 | ↑ | High |
| Personal Assistant | £20,500 | ↑ | Low |
| Medical Secretary | £22,700 | ↑ | High |
| Legal Secretary | £19,600 | ⇔ | Medium |
| Secretary | £20,400 | ↑ | Low |
| Receptionist | £18,800 | ↑ | Low |

### Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | £40,100 | ↑ | Medium |
| Manufacturing Engineer | £34,900 | ⇔ | High |
| Mechanical Engineer | £34,900 | ⇔ | High |
| Electrical Engineer | £34,900 | ⇔ | High |
| Maintenance Engineer | £33,900 | ↑ | High |
| Installation Engineer | £33,700 | ↓ | Medium |
| CSCS Labourer | £22,800 | ↑ | Low |
| Assembly / Machine Operative | £20,200 | ↑ | Medium |
| Warehouse Operative | £20,800 | ↑ | High |
| Production Operative | £20,100 | ↑ | Medium |
| Food Production Operative | £19,800 | ↑ | Medium |

### Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | £55,800 | ⇔ | Low |
| Procurement Manager | £42,700 | ↑ | Medium |
| Supply Chain Manager | £50,100 | ⇔ | High |
| Supply Chain Planner | £26,000 | ↑ | Medium |
| Buyer | £32,400 | ↑ | Medium |
| Logistics Manager | £27,500 | ⇔ | Medium |
| Logistics Coordinator | £23,500 | ⇔ | Low |
| Transportation Manager | £32,900 | ⇔ | Low |
| Transportation Administrator | £20,800 | ⇔ | Medium |
| Warehouse Manager | £32,400 | ↓ | Medium |
| Warehouse Operative | £20,800 | ↑ | High |
| Stock Controller | £22,100 | ↑ | Medium |
| Stock Assistant | £18,800 | ↑ | Medium |
| Delivery Driver | £23,000 | ↑ | Medium |

With competition for talent being a key driver in South Wales, we are seeing more companies investing in their temporary workforce by offering permanent positions to the best candidates. Organisations that would have previously employed a greater number of temporary workers for specific business areas or projects are making more permanent offers this year.

Candidates continue to have a high number of permanent opportunities available across all industries and sectors as unemployment in South Wales remains low. Increasingly, good candidates know their value and with the cost of living remaining high, job seekers are understandably requesting salaries above the market rate. We have also seen candidates widening their priorities to focus more on work/life balance.

For companies, the skills gap continues to prove challenging, however more investment is being made into training in an attempt to upskill existing and new hires to close this gap. As well as offering flexible working opportunities, a competitive salary package, and employee wellbeing support are key offerings being used to attract and retain top talent.

**Alison Hogg – Operations Manager**

### Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | **£37,600** | ↓ | **Low** |
| Business Development Executive | **£25,000** | ↓ | **Medium** |
| Account Manager | **£28,900** | ↑ | **Medium** |
| Sales Manager | **£35,000** | ↓ | **Low** |
| Sales Executive | **£28,000** | ⇔ | **High** |
| Sales Administrator | **£20,800** | ↑ | **High** |
| Sales Assistant | **£18,800** | ↑ | **Low** |
| Retail Assistant | **£18,800** | ↑ | **Medium** |
| Customer Service Manager | **£28,400** | ↑ | **Medium** |
| Customer Service Team Leader | **£23,400** | ↑ | **Medium** |
| Customer Service Advisor | **£19,800** | ↑ | **High** |
| Customer Service Assistant | **£18,800** | ↓ | **High** |

### Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | **£37,600** | ⇔ | **High** |
| Marketing Executive | **£25,000** | ↓ | **Medium** |
| Marketing Assistant | **£20,000** | ↑ | **Low** |
| Digital Marketing Manager | **£35,500** | ↑ | **Medium** |
| Social Media Specialist | **£24,000** | ↓ | **Low** |
| PPC Specialist | **£28,400** | ↑ | **Medium** |
| Digital Marketing Executive | **£26,000** | ⇔ | **Medium** |
| Digital Marketing Assistant | **£20,100** | ↓ | **Medium** |
| Account Handler | **£22,100** | ↓ | **High** |

### Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | **£40,100** | ↓ | **Low** |
| HR Business Partner | **£42,600** | ↑ | **Medium** |
| HR Advisor | **£30,000** | ↑ | **Medium** |
| HR Administrator | **£21,300** | ↑ | **Medium** |
| Reward Specialist | **£28,600** | ↑ | **Medium** |
| Employee Relations Manager | **£42,600** | ⇔ | **Low** |
| Talent Acquisition Manager | **£30,000** | ↑ | **Medium** |
| Diversity & Inclusion Manager | **£32,100** | ⇔ | **Low** |
| Learning & Development Manager | **£37,500** | ⇔ | **Low** |
| Recruitment Coordinator | **£23,000** | ↑ | **Medium** |
| Recruiter | **£25,500** | ↑ | **High** |

### IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | **£42,600** | ↓ | **Medium** |
| Information Security Manager | **£60,000** | ⇔ | **High** |
| Information Security Analyst | **£37,500** | ⇔ | **High** |
| Cybersecurity Manager | **£38,500** | ⇔ | **Medium** |
| Cybersecurity Engineer | **£34,700** | ⇔ | **High** |
| IT Auditor | **£44,400** | ↓ | **Medium** |
| Full Stack Developer | **£44,900** | ↑ | **High** |
| Front End Developer | **£42,600** | ⇔ | **High** |
| Back End Developer | **£37,500** | ⇔ | **Medium** |
| IT Network Engineer | **£42,600** | ⇔ | **High** |
| Infrastructure Engineer | **£40,100** | ⇔ | **High** |
| IT Support Engineer | **£27,000** | ⇔ | **Low** |
| Service Desk Analyst | **£24,900** | ↑ | **High** |
| IT Project Manager | **£47,500** | ↑ | **High** |
| IT Business Analyst | **£39,000** | ↑ | **High** |

# Scotland
*Top 10*

- Support Workers
- Post Closing Specialists
- Care Assistants
- Cleaners
- Primary School Teachers
- Warehouse Operatives
- Customer Service Advisors
- Staff Nurses
- Registered Nurses
- Administrators

## Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | £75,000 | ⇔ | Low |
| Head of Finance | £57,700 | ⇔ | Low |
| Financial Controller | £52,700 | ↑ | Low |
| Finance Business Partner | £44,900 | ↓ | High |
| Finance Manager | £42,600 | ↑ | Medium |
| Management Accountant | £37,500 | ⇔ | High |
| Financial Analyst | £41,100 | ↓ | Medium |
| Finance Assistant | £22,000 | ↓ | Medium |
| Accounts Assistant | £24,000 | ↑ | Medium |
| Bookkeeper | £24,500 | ↑ | Medium |
| Payroll Officer | £24,900 | ↑ | High |
| Credit Controller | £22,500 | ↑ | High |
| Accounts Payable Assistant | £22,000 | ↑ | Medium |

## Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | £26,600 | ↑ | Low |
| Office Administrator | £20,000 | ↑ | Low |
| Purchasing Administrator | £21,000 | ⇔ | Low |
| Project Coordinator | £28,700 | ↑ | Medium |
| Executive Assistant | £27,500 | ↓ | Medium |
| Personal Assistant | £20,800 | ↓ | Low |
| Medical Secretary | £23,800 | ↓ | Low |
| Legal Secretary | £22,000 | ↑ | Medium |
| Secretary | £22,700 | ↑ | Medium |
| Receptionist | £19,400 | ↑ | Low |

## Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | £41,600 | ↓ | Low |
| Manufacturing Engineer | £37,500 | ↑ | High |
| Mechanical Engineer | £36,000 | ↑ | Medium |
| Electrical Engineer | £36,500 | ↓ | High |
| Maintenance Engineer | £35,500 | ↑ | High |
| Installation Engineer | £33,700 | ⇔ | Medium |
| CSCS Labourer | £22,800 | ↑ | Low |
| Assembly / Machine Operative | £20,800 | ↑ | Low |
| Warehouse Operative | £20,800 | ↑ | High |
| Production Operative | £19,900 | ↑ | High |
| Food Production Operative | £19,800 | ↑ | High |

## Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | £62,500 | ⇔ | High |
| Procurement Manager | £48,500 | ↓ | Low |
| Supply Chain Manager | £52,400 | ⇔ | High |
| Supply Chain Planner | £32,900 | ⇔ | Low |
| Buyer | £32,400 | ↑ | High |
| Logistics Manager | £33,000 | ↓ | Low |
| Logistics Coordinator | £25,500 | ⇔ | Medium |
| Transportation Manager | £36,200 | ⇔ | Low |
| Transportation Administrator | £21,100 | ↑ | Low |
| Warehouse Manager | £32,400 | ↓ | Low |
| Warehouse Operative | £20,800 | ↑ | High |
| Stock Controller | £21,800 | ↑ | High |
| Stock Assistant | £18,800 | ↑ | Medium |
| Delivery Driver | £25,000 | ↑ | High |

Across Scotland, manufacturing has continued to appear healthy throughout the course of 2022. While employers across the East coast, Central Belt and West coast demonstrate growth and there remain a high volume of roles available, the candidate pool remains sparse. With the continued output of the manufacturing sector, time will tell if the energy crisis impacts this industry or if it will be robust enough to only experience a minor effect.

As candidates in the region have numerous opportunities available to them, employers struggle to find reliable candidates, which is having an impact on productivity. As a result, the recruitment process is evolving to focus on candidate attitude as much as ability and prior experience. Reskilling and upskilling opportunities and support will allow companies to hire and retain those candidates who best fit the company culture and vision.

High street retail and hospitality appear to be the hardest hit this year and continue to struggle. Retailers, particularly individual, family-run businesses are being strongly impacted by the energy price rises, with some even reducing their opening hours to counteract this rising cost. As consumers are likely to rein in spending, the hospitality sector is also at high risk of reduced business.

**Kim MacDonald – Regional Manager**

"Our clients in the Engineering sector are being extremely cautious about expanding over the next few months and some are even considering a recruitment freeze. Equally on the candidate side, there is increasing reluctance among candidates to consider a career move and they are more likely to remain in their current employment during the challenging economic situation."

**Martin Bird**
***Business Manager, Engineering***

### Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | **£40,100** | ↓ | **Low** |
| Business Development Executive | **£26,600** | ↑ | **Medium** |
| Account Manager | **£30,000** | ↑ | **Low** |
| Sales Manager | **£35,000** | ⇔ | **Low** |
| Sales Executive | **£27,500** | ↑ | **Medium** |
| Sales Administrator | **£21,100** | ↑ | **Low** |
| Sales Assistant | **£18,800** | ↑ | **Low** |
| Retail Assistant | **£18,800** | ↑ | **Low** |
| Customer Service Manager | **£31,000** | ↓ | **Medium** |
| Customer Service Team Leader | **£23,000** | ⇔ | **Medium** |
| Customer Service Advisor | **£19,500** | ↑ | **High** |
| Customer Service Assistant | **£18,500** | ↑ | **Low** |

### Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | **£34,900** | ↑ | **Low** |
| Marketing Executive | **£26,500** | ↓ | **Low** |
| Marketing Assistant | **£20,500** | ↑ | **Low** |
| Digital Marketing Manager | **£35,000** | ⇔ | **Low** |
| Social Media Specialist | **£25,000** | ↑ | **Low** |
| PPC Specialist | **£28,400** | ↓ | **Medium** |
| Digital Marketing Executive | **£25,000** | ↑ | **Low** |
| Digital Marketing Assistant | **£18,000** | ↓ | **Low** |
| Account Handler | **£30,000** | ⇔ | **Low** |

### Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | **£40,100** | ↑ | **Low** |
| HR Business Partner | **£42,200** | ↑ | **Medium** |
| HR Advisor | **£30,200** | ↓ | **Low** |
| HR Administrator | **£21,800** | ↑ | **Low** |
| Reward Specialist | **£32,400** | ↓ | **Medium** |
| Employee Relations Manager | **£39,000** | ⇔ | **Medium** |
| Talent Acquisition Manager | **£36,500** | ⇔ | **Low** |
| Diversity & Inclusion Manager | **£35,700** | ⇔ | **Medium** |
| Learning & Development Manager | **£34,900** | ↑ | **Low** |
| Recruitment Coordinator | **£24,000** | ↑ | **Low** |
| Recruiter | **£27,500** | ↑ | **Medium** |

### IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | **£44,900** | ↑ | **Low** |
| Information Security Manager | **£59,900** | ↓ | **High** |
| Information Security Analyst | **£42,900** | ↓ | **High** |
| Cybersecurity Manager | - | - | - |
| Cybersecurity Engineer | **£38,500** | ⇔ | **High** |
| IT Auditor | **£55,000** | ↓ | **Medium** |
| Full Stack Developer | **£50,000** | ⇔ | **High** |
| Front End Developer | **£43,100** | ↑ | **High** |
| Back End Developer | **£50,000** | ⇔ | **Medium** |
| IT Network Engineer | **£44,900** | ↓ | **High** |
| Infrastructure Engineer | **£42,600** | ↓ | **High** |
| IT Support Engineer | **£26,800** | ↑ | **Medium** |
| Service Desk Analyst | **£25,000** | ↓ | **High** |
| IT Project Manager | **£53,600** | ↑ | **High** |
| IT Business Analyst | **£47,600** | ↑ | **High** |

# Northern Ireland
*Top 10*

- Support Workers
- Care Assistants
- Warehouse Operatives
- Administrators
- Customer Service Advisors
- Production Operatives
- Clerical Officers
- Sales Assistants
- Cleaners
- Quantity Surveyors

### Accountancy and Finance

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Finance Director | £75,100 | ⇔ | Low |
| Head of Finance | £54,800 | ⇔ | Medium |
| Financial Controller | £50,000 | ↑ | Low |
| Finance Business Partner | £44,900 | ↓ | High |
| Finance Manager | £40,100 | ↑ | Medium |
| Management Accountant | £37,600 | ↑ | Medium |
| Financial Analyst | £30,000 | ⇔ | Medium |
| Finance Assistant | £20,400 | ↑ | Medium |
| Accounts Assistant | £25,000 | ↑ | Low |
| Bookkeeper | £25,000 | ↓ | Low |
| Payroll Officer | £25,000 | ⇔ | Medium |
| Credit Controller | £22,500 | ↑ | Medium |
| Accounts Payable Assistant | £21,100 | ⇔ | Low |

### Administrative and Business Support

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Office Manager | £27,500 | ↑ | Low |
| Office Administrator | £20,300 | ↑ | Low |
| Purchasing Administrator | £21,100 | ↑ | Low |
| Project Coordinator | £27,400 | ↓ | Low |
| Executive Assistant | £25,000 | ⇔ | Medium |
| Personal Assistant | £23,400 | ↑ | Low |
| Medical Secretary | £23,000 | ↑ | Low |
| Legal Secretary | £20,800 | ↓ | Low |
| Secretary | £20,900 | ⇔ | Low |
| Receptionist | £19,100 | ↑ | Low |

### Manufacturing and Industrial

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Manufacturing Manager | £40,100 | ⇔ | Low |
| Manufacturing Engineer | £35,000 | ↓ | Medium |
| Mechanical Engineer | £35,000 | ↓ | Medium |
| Electrical Engineer | £34,900 | ↓ | Medium |
| Maintenance Engineer | £33,900 | ↑ | Medium |
| Installation Engineer | £27,400 | ⇔ | Low |
| CSCS Labourer | £20,800 | ↓ | Low |
| Assembly / Machine Operative | £19,900 | ↑ | Low |
| Warehouse Operative | £20,000 | ↑ | High |
| Production Operative | £20,000 | ↑ | Low |
| Food Production Operative | £19,100 | ↑ | Low |

### Supply Chain and Logistics

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Head of Procurement | £67,800 | ⇔ | Medium |
| Procurement Manager | £40,100 | ↓ | Low |
| Supply Chain Manager | £47,500 | ⇔ | Low |
| Supply Chain Planner | £30,000 | ⇔ | Low |
| Buyer | £31,600 | ⇔ | Low |
| Logistics Manager | £40,100 | ↓ | Low |
| Logistics Coordinator | £25,000 | ↓ | Low |
| Transportation Manager | £31,500 | ⇔ | Low |
| Transportation Administrator | £20,000 | ⇔ | Medium |
| Warehouse Manager | £32,000 | ↑ | Low |
| Warehouse Operative | £20,000 | ↑ | Medium |
| Stock Controller | £25,000 | ⇔ | Low |
| Stock Assistant | £19,700 | ↓ | Low |
| Delivery Driver | £24,300 | ↑ | High |

Confidence among business leaders in Northern Ireland remains steady, despite economic pressures. The employment market has proven to be stable, with the number of employees receiving pay through HMRC PAYE increasing 2.6% over the year to reach the highest number on record.

Across industries, optimism remains for the quarter ahead, with ONS business survey data showing that Northern Ireland is one of only two regions where a larger proportion of businesses surveyed are expecting demand to increase in November than the proportion that expect it to decrease. The manufacturing industry is especially confident due to export order projections for the next three to six months.

Northern Ireland continues to see skill shortages across key sectors, including Life Sciences, Energy, Technology, Logistics, and Manufacturing. To keep pace with hiring plans which remain above previous projections, the importance of a strong Employee Value Proposition (EVP) is increasing for businesses across the region. Higher importance is being placed on key incentives, including flexible working opportunities, training and development plans, a competitive salary package, and employee wellbeing support to attract in-demand candidates.

**Stephen Flanagan – Executive Director**

### Sales and Customer Service

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Business Development Manager | **£34,900** | ⇔ | **Low** |
| Business Development Executive | **£26,000** | ↓ | **Low** |
| Account Manager | **£33,000** | ⇔ | **Medium** |
| Sales Manager | **£34,900** | ↑ | **Low** |
| Sales Executive | **£30,000** | ⇔ | **Low** |
| Sales Administrator | **£20,500** | ↑ | **Low** |
| Sales Assistant | **£19,100** | ⇔ | **Medium** |
| Retail Assistant | **£18,800** | ↑ | **Medium** |
| Customer Service Manager | **£30,000** | ⇔ | **Low** |
| Customer Service Team Leader | **£20,000** | ⇔ | **Low** |
| Customer Service Advisor | **£19,100** | ↑ | **High** |
| Customer Service Assistant | **£18,600** | ↑ | **High** |

### Marketing

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| Marketing Manager | **£34,900** | ⇔ | **Low** |
| Marketing Executive | **£25,000** | ↑ | **Low** |
| Marketing Assistant | **£23,900** | ⇔ | **Low** |
| Digital Marketing Manager | **£32,400** | ⇔ | **Medium** |
| Social Media Specialist | **£30,000** | ⇔ | **Low** |
| PPC Specialist | **£30,000** | ⇔ | **Low** |
| Digital Marketing Executive | **£25,000** | ↑ | **Low** |
| Digital Marketing Assistant | **£22,800** | ⇔ | **Medium** |
| Account Handler | **£24,800** | ⇔ | **Medium** |

### Human Resources

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| HR Manager | **£35,000** | ↓ | **Low** |
| HR Business Partner | **£34,900** | ↑ | **Medium** |
| HR Advisor | **£27,700** | ↓ | **Low** |
| HR Administrator | **£21,100** | ↑ | **Low** |
| Reward Specialist | **£40,100** | ⇔ | **Low** |
| Employee Relations Manager | **£34,899** | ↓ | **Medium** |
| Talent Acquisition Manager | **£34,900** | ⇔ | **Low** |
| Diversity & Inclusion Manager | **£31,900** | ⇔ | **Low** |
| Learning & Development Manager | **£30,800** | ⇔ | **Low** |
| Recruitment Coordinator | **£25,000** | ⇔ | **Medium** |
| Recruiter | **£25,000** | ⇔ | **Medium** |

### IT

| Job Title | Median Salary | Trend | Talent Competitiveness Index |
|---|---|---|---|
| IT Manager | **£44,900** | ↓ | **Medium** |
| Information Security Manager | **£64,300** | ⇔ | **High** |
| Information Security Analyst | **£37,500** | ↓ | **Medium** |
| Cybersecurity Manager | **£44,900** | ⇔ | **High** |
| Cybersecurity Engineer | **£35,000** | ↑ | **High** |
| IT Auditor | **£34,900** | ⇔ | **High** |
| Full Stack Developer | **£44,900** | ↑ | **Low** |
| Front End Developer | **£37,500** | ↑ | **High** |
| Back End Developer | **£36,500** | ⇔ | **High** |
| IT Network Engineer | **£45,400** | ↑ | **High** |
| Infrastructure Engineer | **£40,100** | ⇔ | **High** |
| IT Support Engineer | **£26,900** | ↑ | **Medium** |
| Service Desk Analyst | **£25,000** | ↑ | **High** |
| IT Project Manager | **£42,600** | ⇔ | **High** |
| IT Business Analyst | **£37,300** | ↓ | **High** |

# In Conclusion

Despite the growing economic and political uncertainty, the UK labour market has demonstrated resilience and total employment is expected to have grown by 1.7% this year compared to 2021. However, there are signs that it is starting to cool. Looking towards 2023, we expect the economy to shrink over the next 12 months as employers grapple with five challenges: the economic impact of the war in Ukraine; record energy bills; a sinking pound; rising interest rates; and soaring inflation.

The onset of recession – albeit mild by historic standards – brings with it renewed fears of job insecurity, unemployment, and potential difficulties finding new job opportunities. We expect unemployment to rise, but to peak at just below 5% late next year, which will be a relatively modest increase by the standards of past recessions.

Almost every sector of the economy will see a contraction in employment as a result of the national and global macro-economic conditions. Accommodation & food is likely to be one of the sectors most impacted by the recession, and we forecast that the equivalent of almost half of the net jobs created in 2022 will be wiped out in 2023 as consumers are forced to cut back their spending on leisure activities.

Cost of living pressures will also cause employment in wholesale & retail to fall in 2023: the sector is expected to record the fastest and largest job decline in 2023, with 113,000 jobs lost in the year. Manufacturing employment is forecast to finish the year with 62,000 more jobs than in 2021, but most of the job gains in 2022 will be offset by an almost equal number of losses in 2023 as the recession hits domestic demand and weak international demand reduces exports.

The construction sector will see employment decline by 0.8% after adding almost 50,000 jobs this year. Employment in the public sector has grown moderately in 2022, and we expect it to be relatively protected in 2023, though with the Chancellor looking to make further public spending savings, the outlook may change. This could affect public administration, education, and health.

The weakness in employment will be witnessed in all regions of the UK. London, and the South East will be relatively well insulated thanks to their sectoral structure and the pain will fall mainly on the Northern regions, the Midlands and the devolved nations. More generally, a feature of our regional forecasts is that we expect a return to pre-pandemic patterns of regional growth. It is possible that the policy of levelling up will be a prominent feature of the new Prime Minister's agenda. However, our forecasts for next year and beyond show the gap between London and the South East and the rest of the UK widening rather than narrowing.

Whilst the current climate may result in some challenging times for organisations in the short to medium-term, having the right talent in place will be critical to weathering the storm. Reinforcing your employer value proposition, ensuring your staff feel supported, and being agile to changing market forces are key to prosperity in a time of economic difficulties and talent scarcity. As we look towards 2023, we will provide further analysis and predictions as the market evolves, recognising the rapid pace of change, with the aim of supporting your workforce strategy and talent demands.

**If you have any feedback or would like to discuss any challenges you may be facing in terms of recruiting and retaining staff, then please don't hesitate to get in touch via the following details:**

**Email:** LMO@adecco.co.uk

**Website:** www.adecco.co.uk

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