



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

January 2014

January 2014:

Rise in job opportunities adds to pressure on employers to increase pay

A consistent rise in new vacancies, increased confidence amongst workers, skills shortages in key sectors and a rising cost of living will put pressure on employers to increase pay.

Data released for January by reed.co.uk finds that whilst the number of new jobs available has increased across all industry sectors, average salaries have remained largely stagnant. In 2014, this situation looks likely to change.

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

"The latest Reed Job Index data shows another encouraging increase in new jobs, but salaries continue to lag.

"Whilst employers have gone out of their way to hold on to valued staff during the downturn, the improving economic situation is creating a new set of pressures on pay.

"A wider choice of opportunities is giving candidates a renewed confidence, whilst skills shortages are becoming ever more apparent in key industries, such as engineering. These factors are combining to give employees the upper hand when it comes to negotiating salaries and adding pressure on employers to increase their rates of pay.

"It will be the employers who are fastest off the starting blocks who will win the new race for talent."

The Reed Job Index, which is compiled every month using data from over 160,000 vacancies advertised on reed.co.uk, now stands 29% higher than in January 2013. The construction and property sector saw the largest increase, with job opportunities up 74 per cent year-on-year. Overall, the Reed Job Index for January 2014 stands at 178, up from 138 in January last year.

Despite this growth, average salaries have remained static and in some regions have fallen over the past year. The overall Salary Index figure for January 2014 was only 1% higher than the figure for January 2010 and 1% above the 2013 average. Recent figures from the ONS show average weekly earnings are growing annually at just 0.9%.

More than 6.2 million jobseekers visited reed.co.uk during January, making over 4 million job applications, as the continued increase in the availability of new jobs and a recovering economy gives workers more confidence to consider new opportunities.

Key facts – January 2014:

- **One in five of the workforce looked for a new job in January**
- **January record for new job opportunities, rising 29 percent year-on-year**
- **Skills shortages put further pressure on pay rates**

Sector and region snapshot:

Top 5 sectors year-on-year

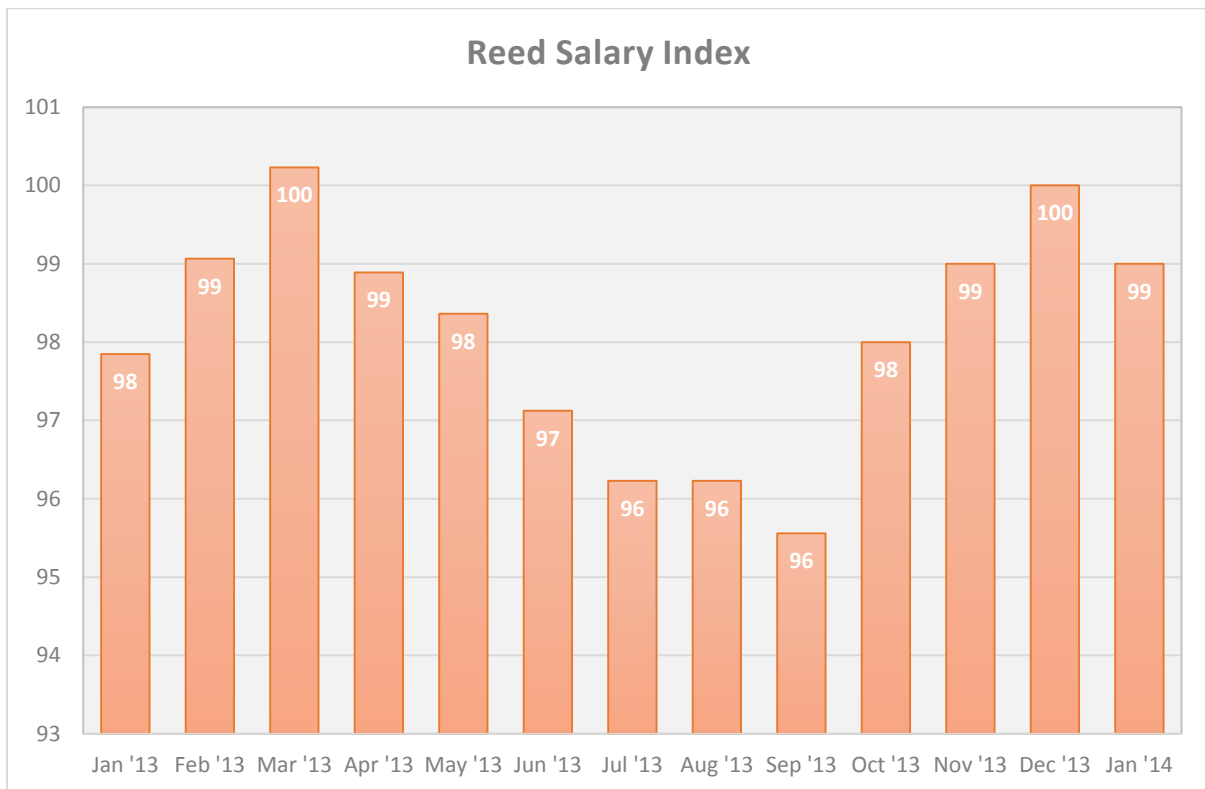
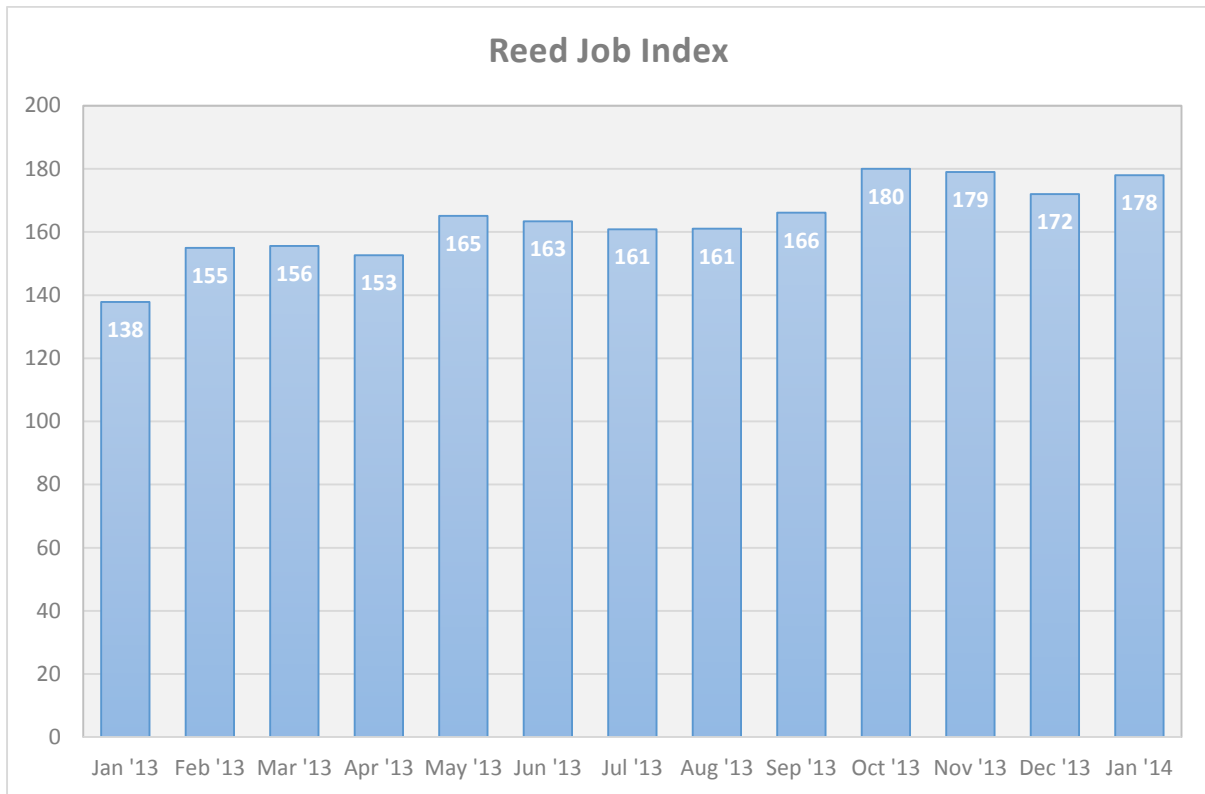
1. Leisure & Tourism **131.8%**
2. Construction & Property **74.4%**
3. Legal **64.7%**
4. Security & Safety **55.3%**
5. Education **53.2%**

Top 5 regions year-on-year

1. Wales **37.7%**
2. Scotland **34.2%**
3. West Midlands (Region) **32.1%**
4. North West **31.2%**
5. London **30.9%**

Notes

- Each month the Reed Job Index tracks the number of new job opportunities and the salaries on offer compared to the previous month and against a baseline of 100 set in December 2009. The Reed Job Index is based on data from the UK's largest job board, reed.co.uk, which every day lists over 160,000 job opportunities from 10,000 recruiters across 37 career sectors throughout the UK.
- The Reed Job Index is compiled by data drawn from online job vacancies and jobseeker activity on reed.co.uk.
- reed.co.uk is the UK's largest commercial job board, with over 160,000 job opportunities from more than 10,000 recruiters at any one time.
- reed.co.uk is part of Reed Global, the international recruitment group of companies



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

Reed Job Index: January 2014

Sector	Dec '09	Sep '13	Oct '13	Nov '13	Dec '13	Jan '14
reed.co.uk	100	166	180	179	172	178
Accountancy	100	153	163	159	153	164
Accountancy (Qualified)	100	134	149	150	148	149
Admin, Secretarial & PA	100	188	200	205	196	197
Banking	100	78	86	82	77	82
Charity & Voluntary	100	220	248	276	258	259
Construction & Property	100	249	255	255	251	264
Customer Service	100	183	187	185	170	174
Education	100	192	245	259	254	243
Energy	100	125	121	115	102	117
Engineering	100	202	218	214	208	216
Estate Agency	100	203	212	217	225	238
Financial Services	100	113	125	124	115	118
General Insurance	100	116	128	125	126	120
Health & Medicine	100	153	164	179	178	178
Hospitality & Catering	100	177	173	176	156	165
Human Resources	100	154	162	171	170	179
IT & Telecoms	100	201	214	224	218	221
Legal	100	199	223	237	243	246
Leisure & Tourism	100	179	237	209	214	247
Manufacturing	100	184	193	195	193	190
Marketing & PR	100	175	174	171	170	193
Media, Digital & Creative	100	168	170	163	168	184
Motoring & Automotive	100	272	295	310	295	303
Purchasing	100	146	154	149	142	164
Recruitment Consultancy	100	117	130	128	117	131
Retail	100	202	237	202	181	173
Sales	100	159	167	159	151	169
Scientific	100	122	139	130	131	141
Security & Safety	100	225	219	211	205	197
Social Care	100	126	131	141	131	151
Strategy & Consultancy	100	224	260	226	250	262
Training	100	103	102	97	99	109
Transport & Logistics	100	359	383	390	351	280

Reed Salary Index: January 2014

Sector	Dec '09	Sep '13	Oct '13	Nov '13	Dec '13	Jan '14
reed.co.uk	100	96	98	99	100	99
Accountancy	100	102	97	97	103	105
Accountancy (Qualified)	100	93	90	88	95	98
Admin, Secretarial & PA	100	104	101	102	105	107
Banking	100	108	101	109	125	117
Charity & Voluntary	100	94	81	85	88	89
Construction & Property	100	90	88	91	92	91
Customer Service	100	99	99	100	103	103
Education	100	102	98	100	107	105
Energy	100	81	74	72	80	73
Engineering	100	95	95	95	96	94
Estate Agency	100	102	97	99	105	104
Financial Services	100	95	99	99	96	95
General Insurance	100	103	110	106	100	103
Health & Medicine	100	88	90	92	95	92
Hospitality & Catering	100	104	103	105	105	111
Human Resources	100	99	98	96	99	104
IT & Telecoms	100	96	94	95	102	100
Legal	100	85	82	81	85	87
Leisure & Tourism	100	94	122	126	120	119
Manufacturing	100	82	87	84	85	88
Marketing & PR	100	98	95	95	102	103
Media, Digital & Creative	100	99	93	92	100	99
Motoring & Automotive	100	88	94	89	86	89
Purchasing	100	96	92	90	99	102
Recruitment Consultancy	100	123	133	128	116	104
Retail	100	100	100	107	106	111
Sales	100	103	100	99	104	106
Scientific	100	98	95	92	100	100
Security & Safety	100	79	80	78	87	86
Social Care	100	65	69	69	75	69
Strategy & Consultancy	100	117	115	106	113	112
Training	100	107	116	106	106	109
Transport & Logistics	100	89	89	84	88	92

Regional Job Index: January 2014

Region	Dec '09	Sep '13	Oct '13	Nov '13	Dec '13	Jan '14
National	100	166	180	179	172	178
East Anglia	100	173	194	191	179	184
East Midlands	100	191	208	206	196	196
London	100	170	184	189	182	187
North East England	100	167	179	182	170	166
North West England	100	162	175	175	171	184
Northern Ireland	100	123	161	127	110	118
Scotland	100	185	192	194	182	180
South East (excl. London)	100	163	174	173	166	171
South West England	100	160	185	177	172	179
Wales	100	127	138	139	132	157
West Midlands (Region)	100	194	217	209	202	213
Yorkshire & Humberside	100	180	196	197	188	202

Regional Salary Index: January 2014

Region	Dec '09	Sep '13	Oct '13	Nov '13	Dec '13	Jan '14
National	100	96	98	99	100	99
East Anglia	100	102	101	100	101	102
East Midlands	100	95	94	95	95	96
London	100	97	95	96	97	97
North East England	100	95	96	96	95	94
North West England	100	96	97	95	97	97
Northern Ireland	100	105	98	90	96	102
Scotland	100	100	97	94	99	99
South East (excl. London)	100	99	99	99	100	101
South West England	100	96	97	95	96	96
Wales	100	97	100	100	95	95
West Midlands (Region)	100	99	97	99	101	99
Yorkshire & Humberside	100	98	99	100	101	100