

This is the Bank of Scotland Report on Jobs. Compiled by Markit, the report is based on a monthly survey of over 100 recruitment and employment consultants, and provides up-to-date information on Scottish labour market trends and is seasonally adjusted.

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PERMANENT PLACEMENTS INCREASE AT STRONGEST RATE SINCE APRIL 2011

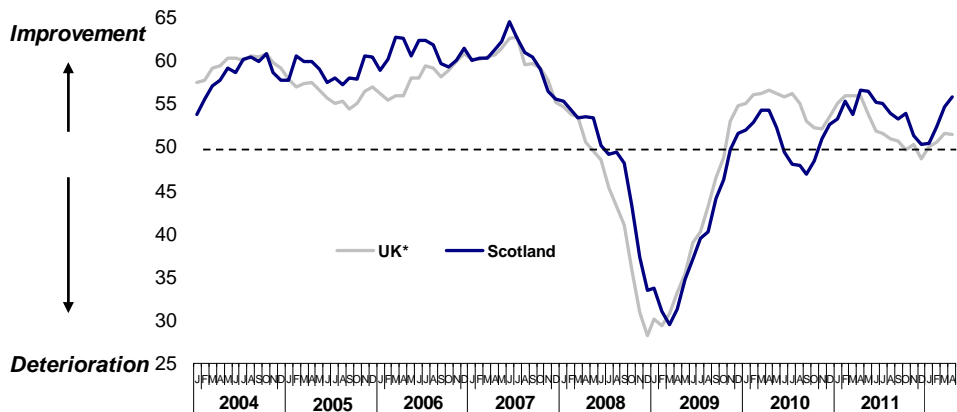
- **Marked growth of both permanent and temporary staff appointments**
- **Demand for permanent staff rises at fastest pace for nine months**
- **Edinburgh sees strongest rise in permanent appointments, Glasgow records fastest increase in temp staff billings**

The latest Bank of Scotland Report on Jobs indicated a strong improvement in Scottish labour market conditions in April. Both permanent and temporary staff placements rose markedly over the month, with the rates of increase the fastest since April and January 2011 respectively. Recruitment agencies cited greater client demand, with vacancy growth also at new highs. Concurrently, candidate availability fell further, while average pay rates increased, albeit modestly.

The Bank of Scotland Labour Market Barometer – a composite indicator designed to provide a single figure snapshot of labour market conditions – indicated a strong improvement in the Scottish jobs market in April. At 55.8, up from 54.6 in March, the Barometer was at its highest level since May 2011 and remained notably higher than the equivalent index for the UK as a whole (51.5).

Bank of Scotland Labour Market Barometer

Index, 50 = no change in labour market conditions on previous month



	Scot	UK*
Mar'11	53.8	55.9
Apr	56.6	55.9
May	56.5	53.8
Jun	55.2	51.9
Jul	55.0	51.6
Aug	53.9	50.9
Sep	53.3	50.7
Oct	53.9	49.7
Nov	51.4	50.3
Dec	50.3	48.6
Jan'12	50.4	50.0
Feb	52.4	50.6
Mar	54.6	51.5
Apr	55.8	51.5

50 = no change on previous month.
*KPMG/REC Report on Jobs

Donald MacRae, Chief Economist at Bank of Scotland, commented: "April's Barometer showed the strongest improvement in the Scottish jobs market for eleven months. The number of people appointed to jobs grew markedly over the month, as did the number of vacancies for both permanent and temporary jobs. This reinforces hopes that the slowdown in the Scottish economy experienced at the end of last year has not extended into 2012 and that we may yet see modest growth for the remainder of the year."



Regional analysis

- Edinburgh-based recruitment agencies reported the strongest rise in permanent appointments in April. Job consultancies in Glasgow recorded the fastest increase in temp staff billings.
- Permanent and temporary staff availability fell to the greatest extent in Glasgow and Dundee respectively.
- The fastest rates of pay inflation in both the permanent and temporary jobs market were reported in Edinburgh.

Wages and salaries

- Modest increase in permanent salaries in April, but rate of pay inflation at three-month low.
- Temp hourly pay increases further, but the latest rise was modest and the weakest in three months.

Employment

- Marked increase in permanent placements, with growth the strongest in a year.
- Temp staff billings rose further during April, with the rate of increase the fastest since January 2011.

Vacancies

- Scottish recruitment agencies reported a larger number of permanent job vacancies in April, with the latest rise marked and the strongest since last July.
- Vacancy growth in Scotland's temporary labour market quickened to a six-month high in April.

Availability

- The availability of permanent staff fell further, with the rate of decline remaining broadly unchanged from March.
- A first reduction in temp availability since June 2008 was recorded in April.

Sectors

- Seven employment sectors posted an increase in permanent vacancies, with IT & Computing leading the expansion. The only sector to register a lower number of available job roles was the Nursing/Medical/Care category.
- April data signalled temp vacancy growth in seven employment sectors, with the only exception Hotel & Catering. IT & Computing posted the strongest expansion in April, followed by Secretarial & Clerical.

Permanent Staff

1	IT & Computing
2	Secretarial & Clerical
3	Executive & Professional
4	Engineering & Construction
5	Hotel & Catering
6	Accounts & Financial
7	Blue Collar
8	Nursing/Medical/Care

Temporary/Contract Staff

1	IT & Computing
2	Secretarial & Clerical
3	Nursing/Medical/Care
4	Engineering & Construction
5	Accounts & Financial
6	Blue Collar
7	Executive & Professional
8	Hotel & Catering

(Ranked by strength of demand in Scotland in April 2012)

The Bank of Scotland Labour Market Barometer

A key tool in the Monthly Labour Market Report is the Bank of Scotland Labour Market Barometer. The Barometer is a composite indicator devised from four key measures: demand for staff; employment; availability for work (inverted); and pay in the permanent and temporary markets.

The Bank of Scotland Labour Market Barometer signalled the strongest improvement in Scottish jobs market conditions for 11 months during April. The Barometer climbed for the fourth month running to 55.8, and was above both its long-run series average and the equivalent index for the UK as a whole (51.5).

All four constituents of the Bank of Scotland Labour Market Barometer exerted a positive effect in April, with only overall pay making a weaker contribution than in March.

	Perm Place	Temp Billing	Overall Appoint	Perm Demand	Temp Demand	Overall Demand	Perm Avail	Temp Avail	Overall Avail	Perm Salary	Temp Pay	Overall Pay
11 Apr	62.9	57.7	62.6	62.2	59.3	62.0	50.0	57.5	50.4	52.0	55.1	52.2
May	58.1	53.1	57.8	59.7	57.3	59.5	46.8	54.5	47.2	55.8	54.2	55.7
Jun	56.3	55.9	56.2	58.1	55.7	58.0	46.9	55.4	47.4	53.9	55.3	54.0
Jul	57.1	58.7	57.2	59.9	58.6	59.8	50.8	53.5	50.9	53.8	54.2	53.8
Aug	56.4	58.7	56.6	58.8	60.0	58.9	53.8	52.7	53.8	53.7	55.0	53.8
Sep	53.0	55.0	53.1	57.9	60.5	58.1	52.3	56.7	52.6	54.6	52.0	54.5
Oct	57.9	53.6	57.6	54.2	58.6	54.4	50.8	57.4	51.2	54.5	54.0	54.5
Nov	51.5	46.6	51.2	52.5	55.2	52.6	48.2	57.1	48.7	50.4	50.5	50.4
Dec	47.4	49.5	47.5	50.9	53.0	51.1	47.8	52.8	48.1	50.8	50.9	50.8
12 Jan	52.3	55.4	52.5	50.1	50.9	50.2	49.1	56.7	49.6	48.2	52.4	48.4
Feb	56.4	56.5	56.4	53.8	52.2	53.7	52.7	55.6	52.8	52.2	53.2	52.2
Mar	53.3	57.0	53.5	58.3	54.1	58.1	46.7	50.0	46.9	53.8	54.7	53.8
Apr	59.9	60.6	60.0	58.9	56.5	58.7	46.6	46.6	46.6	51.3	52.7	51.3

Notes for Editors

The Labour Market Barometer from Bank of Scotland is an average of survey indices relating to the demand for staff, permanent placements, temporary billings, staff availability, salaries awarded to permanent staff and average hourly rates for temp/contract staff. (The index for staff availability is inverted in the amalgamation process.)

This report, compiled by Markit, is based on a monthly survey of over 100 recruitment and employment consultants, and provides up-to-date information on Scottish labour market trends and is seasonally adjusted.

The information in this report is directly comparable with the KPMG/REC *Report on Jobs* survey for the UK, which uses an identical methodology. The KPMG/REC index for the UK has a strong track record of accurately anticipating changes in unemployment, employment and average earnings.

Markit do not revise underlying survey data after first publication, but seasonal adjustment factors may be revised from time to time as appropriate which will affect the seasonally adjusted data series. Historical data relating to the underlying (unadjusted) numbers, first published seasonally adjusted series and subsequently revised data are available to subscribers from Markit. Please contact economics@markit.com.

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