REC JOBS OUTLOOK RESEARCH

METHODOLOGY NOTE

ComRes interviewed 601 UK employees and owners involved in hiring by telephone between September 1st and November 22nd 2016. Data were weighted to be representative of UK adults in employment by region, broad industry sector and public / private split. ComRes is a member of the British Polling Council and abides by its rules.

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Jobs Outlook - Combined

Jobs Outlook - Combined

Jobs Outlook - Combined

Base: All who recruit permanent members of staff in each job function

Jobs Outlook - Combined

Jobs Outlook - Combined

Jobs Outlook - Combined

Base: All who recruit temporary agency workers

Jobs Outlook - Combined

Sector
Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601 100.0%	200 100.0%	200 100.0%	201 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	320 100.0%	152 100.0%	129 100.0%	495 100.0%	106 100.0%
Private	495 82.4%	165 82.4%	165 82.4%	166 82.4%	105 79.7%	124 85.5% f	99 73.7%	187 79.3%	88 86.7% f	80 89.6% dfg	292 91.1% kl	111 73.1%	92 71.8%	495 100.0% n	- -
Public	106 17.6%	35 17.6%	35 17.6%	35 17.6%	27 20.3% i	21 14.5%	35 26.3% ehi	49 20.7% i	13 13.3%	9 10.4%	29 8.9%	41 26.9% j	36 28.2% j	- -	106 100.0% m

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

S1. Which region is your organisation based in?
Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601 100.0%	200 100.0%	200 100.0%	201 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	320 100.0%	152 100.0%	129 100.0%	495 100.0%	106 100.0%
South West	50 8.4%	17 8.4%	17 8.4%	17 8.4%	- -	- -	50 37.5% deghi	50 21.4% dehi	- -	- -	39 12.1% kl	9 5.9%	3 2.2%	45 9.1%	6 5.4%
South East	84 14.0%	28 14.0%	28 14.0%	28 14.0%	- -	- -	84 62.5% deghi	84 35.7% dehi	- -	- -	39 12.3%	23 15.3%	21 16.6%	54 11.0%	30 28.1% m
London	101 16.8%	34 16.8%	34 16.8%	34 16.8%	- -	- -	- -	101 42.9% defi	101 100.0% defgi	- -	42 13.2%	31 20.3% j	28 21.7% j	88 17.7%	13 12.7%
East of England	55 9.2%	18 9.2%	18 9.2%	18 9.2%	- -	55 38.2% dfghi	- -	- -	- -	- -	33 10.4% k	7 4.8%	15 11.4% k	48 9.8%	7 6.5%
West Midlands	49 8.2%	16 8.2%	16 8.2%	16 8.2%	- -	49 34.0% dfghi	- -	- -	- -	- -	28 8.8%	7 4.6%	14 11.0% k	41 8.3%	8 7.9%
East Midlands	40 6.7%	13 6.7%	13 6.7%	13 6.7%	- -	40 27.8% dfghi	- -	- -	- -	- -	20 6.3%	12 8.2%	8 6.0%	34 7.0%	6 5.5%
North West	64 10.7%	21 10.7%	21 10.7%	22 10.7%	64 48.9% efghi	- -	- -	- -	- -	- -	25 7.7%	24 15.7% j	16 12.1%	51 10.3%	14 12.8%
North East	20 3.4%	7 3.4%	7 3.4%	7 3.4%	20 15.5% efghi	- -	- -	- -	- -	- -	10 3.1%	7 4.4%	4 2.8%	16 3.3%	4 4.1%
Yorkshire & The Humber	47 7.8%	16 7.8%	16 7.8%	16 7.8%	47 35.6% efghi	- -	- -	- -	- -	- -	30 9.3%	12 7.9%	5 3.9%	38 7.7%	9 8.5%
Scotland	49 8.1%	16 8.1%	16 8.1%	16 8.1%	- -	- -	- -	- -	- -	49 54.7% defgh	33 10.3%	9 6.1%	6 4.9%	42 8.5%	7 6.2%
Wales	25 4.2%	8 4.2%	8 4.2%	8 4.2%	- -	- -	- -	- -	- -	25 28.4% defgh	14 4.4%	6 3.8%	5 4.2%	23 4.7%	2 1.8%
Northern Ireland	15 2.5%	5 2.5%	5 2.5%	5 2.5%	- -	- -	- -	- -	- -	15 16.9% defgh	6 2.0%	5 3.0%	4 3.1%	14 2.9%	1 .8%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

S1. Which region is your organisation based in?
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601 100.0%	200 100.0%	200 100.0%	201 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	320 100.0%	152 100.0%	129 100.0%	495 100.0%	106 100.0%
Channel Islands	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
None of the above	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

S2. Which department do you work in, in your organisation?
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601	200	200	201	132	145	135	236	101	89	320	152	129	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HR	232	102	65	66	47	53	51	106	55	26	51	92	89	173	59
	38.6%	50.9%	32.3%	32.6%	35.5%	36.3%	38.1%	45.1%	54.4%	29.8%	15.8%	60.6%	69.4%	34.9%	56.1%
		bc						i	defi			j	j		m
Other	369	98	135	135	85	92	83	129	46	62	270	60	39	322	46
	61.4%	49.1%	67.7%	67.4%	64.5%	63.7%	61.9%	54.9%	45.6%	70.2%	84.2%	39.4%	30.6%	65.1%	43.9%
			a	a	h	h	h			gh	kl			n	

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

S3. Which of the following best describes your level of seniority?
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601 100.0%	200 100.0%	200 100.0%	201 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	320 100.0%	152 100.0%	129 100.0%	495 100.0%	106 100.0%
Senior management/ board level	292 48.5%	81 40.7%	114 56.8% a	97 48.1%	66 50.4%	66 45.3%	69 51.4%	115 48.9%	46 45.7%	45 50.1%	191 59.5% kl	62 41.0%	39 30.0%	257 51.8%	35 33.2% n
Management	201 33.5%	71 35.3%	54 27.2%	76 37.9% b	43 32.9%	56 38.4%	40 29.9%	70 29.8%	30 29.7%	32 35.9%	112 35.1%	52 34.0%	37 28.7%	163 32.9%	38 36.3%
Non-Managerial	108 18.0%	48 24.0% bc	32 16.0%	28 14.0%	22 16.7%	24 16.4%	25 18.7%	50 21.3%	25 24.7%	12 14.0%	17 5.4%	38 25.0% j	53 41.2% jk	76 15.3%	32 30.5% m

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

S4. Which of the following, if any, are you involved in as part of your role?
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601	200	200	201	132	145	135	236	101	89	320	152	129	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	601	200	200	201	132	145	135	236	101	89	320	152	129	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Training of employees	469	155	156	158	93	121	112	191	78	65	263	119	87	392	77
	78.0%	77.5%	78.0%	78.6%	70.6%	83.5%	83.4%	80.9%	77.6%	72.6%	82.0%	78.2%	68.0%	79.2%	72.4%
						di	di	d			l				
Assessment of employees	478	155	172	151	99	118	115	193	78	68	274	124	80	401	77
	79.6%	77.7%	85.9%	75.1%	75.2%	81.5%	85.7%	81.9%	76.8%	76.7%	85.7%	81.7%	62.0%	81.0%	72.9%
			ac				d				l	l			
Supporting employees (e.g. with questions or grievances)	524	175	180	169	113	129	124	207	83	76	292	142	91	434	91
	87.2%	87.6%	90.0%	84.2%	85.6%	89.0%	91.9%	87.9%	82.6%	84.9%	91.1%	93.2%	70.7%	87.6%	85.7%
							h				l	l			
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

D1. How many people are employed or engaged by your organisation at all locations?
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601	200	200	201	132	145	135	236	101	89	320	152	129	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0-9	198	58	84	56	36	55	55	68	13	38	198	-	-	181	17
	32.9%	28.8%	41.8%	28.1%	27.3%	38.3%	40.9%	28.9%	13.0%	42.9%	61.7%	-	-	36.5%	16.1%
			ac		h	h	dgh	h		dgh	kl			n	
10-49	123	32	39	52	29	26	23	52	29	15	123	-	-	111	12
	20.4%	15.9%	19.5%	25.8%	21.8%	18.1%	17.2%	22.2%	28.9%	17.4%	38.3%	-	-	22.4%	10.9%
				a					f		kl			n	
50-249	152	57	42	53	43	27	32	63	31	20	-	152	-	111	41
	25.3%	28.3%	21.1%	26.5%	32.5%	18.4%	23.9%	26.7%	30.5%	22.1%	-	100.0%	-	22.4%	38.7%
					e				e			jl			m
250+	129	54	35	40	24	37	24	52	28	16	-	-	129	92	36
	21.4%	26.9%	17.7%	19.7%	18.5%	25.3%	18.0%	22.1%	27.6%	17.7%	-	-	100.0%	18.7%	34.3%
		b											jk		m

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

ComRes

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?
Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601 100.0%	200 100.0%	200 100.0%	201 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	320 100.0%	152 100.0%	129 100.0%	495 100.0%	106 100.0%
Agriculture, forestry & fishing	10 1.7%	4 2.2%	3 1.5%	3 1.4%	2 1.2%	2 1.4%	2 1.8%	6 2.3%	3 3.1%	1 1.1%	6 1.9%	2 1.2%	2 1.6%	9 1.7%	2 1.5%
Production	52 8.6%	16 8.1%	18 8.8%	18 8.9%	16 11.9% h	14 9.8%	12 8.7%	16 6.7%	4 4.2%	6 6.7%	17 5.4%	22 14.2% j	13 10.2%	37 7.4%	15 14.2% m
Construction	37 6.2%	12 6.1%	12 5.9%	13 6.5%	8 6.4%	7 4.7%	5 3.9%	12 4.9%	6 6.1%	10 11.6% efg	18 5.6%	12 7.6%	8 5.8%	30 6.1%	7 6.2%
Motor trades	29 4.9%	10 5.1%	9 4.7%	10 4.9%	8 6.3% g	11 7.7% gh	4 3.1%	5 2.2%	1 1.1%	5 5.3%	16 4.9%	7 4.3%	7 5.6%	24 4.9%	5 5.0%
Wholesale	23 3.9%	6 3.2%	7 3.6%	10 4.8%	8 6.2%	4 3.0%	6 4.4%	8 3.4%	2 2.1%	3 3.0%	11 3.5%	8 5.4%	4 3.1%	18 3.6%	5 5.1%
Retail	35 5.8%	13 6.3%	13 6.3%	10 5.0%	8 6.3%	8 5.4%	8 6.2%	10 4.4%	2 2.1%	9 9.7% h	24 7.6%	7 4.6%	4 2.9%	27 5.5%	8 7.5%
Transport & storage (inc. postal)	26 4.3%	6 3.1%	10 5.1%	9 4.6%	4 3.0%	7 5.0%	6 4.8%	11 4.7%	5 4.6%	4 4.1%	13 4.1%	4 2.5%	9 7.0%	20 4.0%	6 5.9%
Accommodation & food services	40 6.7%	16 7.9%	12 5.8%	13 6.3%	7 5.4%	11 7.3%	7 5.3%	14 5.9%	7 6.7%	9 9.6%	21 6.7%	9 5.8%	10 7.7%	38 7.7% n	2 2.0%
Information & communication	23 3.9%	6 3.1%	8 4.0%	9 4.4%	4 3.4%	3 2.1%	11 8.5% ei	15 6.3% i	3 3.4%	1 .9%	12 3.7%	7 4.3%	5 3.8%	19 3.8%	5 4.3%
Finance & insurance	22 3.6%	9 4.4%	7 3.4%	6 2.9%	6 4.9%	4 2.7%	3 2.1%	9 4.0%	7 6.5%	2 2.0%	17 5.2%	3 2.0%	2 1.5%	19 3.8%	3 2.6%
Property	12 1.9%	4 2.0%	4 2.2%	3 1.6%	2 1.4%	4 2.9%	2 1.3%	5 2.1%	3 3.1%	1 .9%	10 3.0%	1 .7%	1 .7%	11 2.2%	1 .7%
Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	7 5.7%	15 10.2%	9 6.7%	20 8.3%	11 10.4%	9 10.5%	31 9.7%	14 9.0%	6 4.8%	44 8.8%	7 6.9%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
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Weighted Total	601 100.0%	200 100.0%	200 100.0%	201 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	320 100.0%	152 100.0%	129 100.0%	495 100.0%	106 100.0%
Business administration and support services	50 8.4%	16 8.2%	17 8.4%	17 8.4%	9 6.8%	16 10.8% i	14 10.0% i	24 10.1% i	10 10.3% i	2 2.0%	37 11.4% l	12 7.8% l	2 1.4%	43 8.7%	7 7.0%
Public administration and defence	28 4.7%	10 5.1%	9 4.6%	9 4.3%	6 4.2%	7 4.7%	4 3.3%	11 4.8%	7 6.7%	4 4.9%	15 4.7%	6 3.8%	7 5.5%	23 4.6%	5 4.8%
Education	54 9.0%	17 8.7%	18 9.0%	19 9.4%	10 7.5%	18 12.5%	11 8.1%	22 9.2%	11 10.7%	5 5.1%	21 6.5%	20 12.9% j	14 10.8%	48 9.7%	6 5.8%
Health	75 12.4%	25 12.4%	25 12.5%	25 12.3%	20 15.1%	14 9.8%	16 12.1%	27 11.4%	11 10.4%	14 15.5%	38 12.0%	14 9.4%	22 17.1%	62 12.5%	13 11.9%
Arts, entertainment, recreation and other services	34 5.6%	11 5.6%	11 5.6%	11 5.6%	6 4.3% e	- -	13 9.8% e	22 9.2% e	9 8.4% e	6 7.0% e	13 4.1%	7 4.6%	13 10.5% j	24 4.9%	9 8.7%
Other	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS															
Net: Agriculture, forestry & fishing/ Production	62 10.3%	21 10.3%	21 10.3%	21 10.3%	17 13.1%	16 11.2%	14 10.4%	21 9.1%	7 7.3%	7 7.8%	23 7.3%	23 15.4% j	15 11.7%	45 9.2%	17 15.7% m
Net: Construction/Property	49 8.1%	16 8.1%	16 8.1%	16 8.1%	10 7.7%	11 7.6%	7 5.2%	16 7.0%	9 9.3%	11 12.4%	28 8.6%	13 8.3%	8 6.5%	41 8.3%	7 6.9%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154 25.6%	51 25.6%	51 25.6%	51 25.6%	36 27.2%	41 28.3% h	32 23.8%	49 20.7%	17 16.6%	28 31.7% gh	86 26.8%	34 22.6%	34 26.3%	127 25.6%	27 25.5%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
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Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601	200	200	201	132	145	135	236	101	89	320	152	129	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Net: Information & communication/ Finance & insurance/Business administration and support services	95	32	32	32	20	23	28	48	20	4	65	21	9	80	15
	15.8%	15.8%	15.8%	15.8%	15.1%	15.6%	20.6%	20.4%	20.2%	5.0%	20.3%	14.1%	6.7%	16.2%	13.9%
					i	i	i	i	i		l	l			
Net: Professional, scientific & technical	51	17	17	17	7	15	9	20	11	9	31	14	6	44	7
	8.5%	8.5%	8.5%	8.5%	5.7%	10.2%	6.7%	8.3%	10.4%	10.5%	9.7%	9.0%	4.8%	8.8%	6.9%
Net: Public administration and defence/ Education/Health	157	52	52	52	35	39	32	60	28	23	74	40	43	133	24
	26.1%	26.1%	26.1%	26.1%	26.8%	27.0%	23.5%	25.3%	27.8%	25.6%	23.2%	26.0%	33.5%	26.9%	22.5%
													j		
Net: Arts, entertainment, recreation and other services/Other	34	11	11	11	6	-	13	22	9	6	13	7	13	24	9
	5.6%	5.6%	5.6%	5.6%	4.3%	-	9.8%	9.2%	8.4%	7.0%	4.1%	4.6%	10.5%	4.9%	8.7%
					e		e	e	e	e			j		

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q1. How much capacity, if any, is there in your organisation to take on more work without creating more jobs in the organisation?
Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601	200	200	201	132	145	135	236	101	89	320	152	129	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
None – we would have to take on new staff	192	66	68	58	43	44	49	77	27	28	117	41	34	157	34
	31.9%	32.8%	34.0%	29.0%	32.7%	30.4%	36.6%	32.6%	27.2%	31.6%	36.4% kl	27.3%	26.2%	31.8%	32.6%
A little – we might have to take on staff if demand grew this year	288	94	88	106	59	69	63	111	48	49	143	73	72	237	51
	47.9%	47.1%	44.0%	52.7%	45.1%	47.4%	46.6%	47.1%	47.7%	55.1%	44.6%	48.2%	55.7% j	47.9%	47.9%
A fair amount – we could take on a lot more work now	98	35	34	29	25	23	19	42	23	8	46	32	20	80	18
	16.4%	17.6%	16.9%	14.6%	19.3% i	15.6%	14.1%	17.8%	22.8% i	9.2%	14.4%	21.2%	15.4%	16.2%	16.9%
Considerable – we have a great deal of spare capacity	23	5	10	8	4	9	4	6	2	4	14	5	3	20	3
	3.8%	2.5%	5.2%	3.8%	2.9%	6.6%	2.7%	2.5%	2.3%	4.1%	4.5%	3.3%	2.7%	4.1%	2.6%
NETS															
Net: None + A little	480	160	156	164	102	113	112	188	76	77	260	115	105	395	85
	79.8%	79.9%	78.0%	81.6%	77.8%	77.8%	83.2%	79.6%	74.9%	86.7% h	81.1%	75.5%	81.9%	79.7%	80.5%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q2. Have you made any of the following changes to your workforce in the past year?
Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601 100.0%	200 100.0%	200 100.0%	201 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	320 100.0%	152 100.0%	129 100.0%	495 100.0%	106 100.0%
Redundancies	84 14.0%	33 16.3%	21 10.3%	31 15.5%	16 12.4%	23 15.8%	18 13.1% i	39 16.7%	22 21.6% i	6 6.5% i	24 7.3%	25 16.2% j	36 28.2% jk	68 13.7%	16 15.5%
Reduced hours	70 11.7%	21 10.5%	20 10.1%	29 14.4%	22 16.5%	15 10.6%	14 10.8%	25 10.7%	11 10.7%	8 8.8%	28 8.7%	13 8.8%	29 22.5% jk	61 12.3%	9 8.8%
Reduced pay / earnings	38 6.4%	13 6.7%	11 5.6%	14 6.8%	9 7.0%	10 6.6%	9 6.5%	15 6.2%	6 5.9%	5 5.2%	16 5.0%	5 3.2%	17 13.3% jk	33 6.6%	6 5.3%
Headcount freeze	62 10.3%	23 11.3%	20 10.1%	19 9.5%	14 10.3%	11 7.5%	15 11.5%	30 12.7%	14 14.3%	8 8.7%	21 6.5%	19 12.8% j	22 17.0% j	52 10.5%	10 9.8%
Increased staffing	309 51.4%	103 51.4%	99 49.5%	107 53.2%	75 57.0%	68 47.1%	71 52.7%	125 53.2%	54 53.8%	40 45.2%	133 41.4%	97 64.0% j	79 61.2% j	252 50.9%	57 53.7%
Increased pay/ earnings	334 55.5%	114 56.8%	99 49.6%	121 60.1% b	75 57.2%	78 54.2%	81 60.1%	137 58.2%	56 55.6%	43 48.2%	168 52.5%	97 64.0% j	68 53.0%	276 55.6%	58 55.0%
None of the above	130 21.6%	40 20.1%	56 28.2% c	33 16.6%	20 14.8%	38 26.0% d	29 21.8%	46 19.4%	16 16.2%	27 30.4% dgh	102 31.9% kl	17 10.9%	11 8.6%	109 22.0%	21 19.7%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q3. Do you think economic conditions in the country as a whole are getting:
Base: All respondents

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601 100.0%	200 100.0%	200 100.0%	201 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	320 100.0%	152 100.0%	129 100.0%	495 100.0%	106 100.0%
A lot better (5)	26 4.3%	10 5.1%	10 4.9%	6 3.0%	5 4.1%	4 2.9%	4 3.1%	11 4.5%	6 6.3%	6 6.5%	12 3.8%	5 3.3%	9 6.7%	18 3.6%	8 7.5%
A little better (4)	156 25.9%	53 26.5%	41 20.7%	62 30.6% b	34 25.6%	31 21.5%	35 26.3%	65 27.4%	29 28.9%	27 29.9%	79 24.6%	40 26.4%	37 28.8%	130 26.3%	26 24.4%
No change (3)	220 36.5%	70 35.0%	72 36.1%	77 38.5%	56 42.5%	54 37.2%	49 36.5%	79 33.6%	30 29.8%	30 34.2%	122 38.2% l	63 41.5% l	34 26.4%	176 35.6%	43 40.8%
A little worse (2)	120 20.0%	37 18.7%	47 23.7%	36 17.8%	26 19.7%	36 24.6%	25 18.6%	43 18.4%	18 18.0%	16 17.5%	69 21.7%	23 15.0%	28 21.9%	104 21.0%	17 15.8%
A lot worse (1)	50 8.3%	13 6.4%	24 11.8%	14 6.7%	4 3.0%	11 7.5%	11 8.3%	26 11.0% d	15 14.5% d	9 10.6% d	28 8.6%	14 9.2%	9 6.7%	49 9.9% n	1 .7%
Don't know	29 4.8%	17 8.3% bc	6 2.8%	7 3.4%	7 5.1%	9 6.3%	10 7.1% i	12 5.1%	2 2.4%	1 1.2%	10 3.1%	7 4.5%	12 9.5% j	18 3.6%	11 10.7% m
NETS															
Net: Better	182 30.3%	63 31.6%	51 25.6%	68 33.6%	39 29.6%	35 24.4%	40 29.5%	75 31.9%	36 35.2%	32 36.4% e	91 28.4%	45 29.8%	46 35.5%	148 29.9%	34 31.9%
Net: Better/ No change	401 66.8%	133 66.5%	123 61.7%	145 72.1% b	95 72.1%	89 61.7%	89 66.0%	154 65.6%	66 65.0%	63 70.6%	213 66.7%	108 71.3%	80 61.9%	325 65.5%	77 72.8%
Net: Worse	171 28.4%	50 25.1%	71 35.5% ac	49 24.5%	30 22.7%	46 32.0%	36 26.9%	69 29.3%	33 32.5%	25 28.2%	97 30.3%	37 24.2%	37 28.6%	153 30.9% n	17 16.5%
Mean score	3.0	3.1 b	2.8	3.1 b	3.1	2.9	3.0	3.0	2.9	3.0	2.9	3.0	3.1	2.9	3.2 m

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q4. In view of the economic conditions, do you/does your organisation expect confidence in hiring and investment decisions to get:
Base: All respondents

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total		601 100.0%	200 100.0%	200 100.0%	201 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	320 100.0%	152 100.0%	129 100.0%	495 100.0%	106 100.0%
A lot better	(5)	34 5.7%	15 7.6%	10 5.1%	9 4.3%	6 4.3%	8 5.4%	7 4.9%	17 7.1%	10 10.0%	4 4.2%	16 4.9%	6 3.9%	12 9.7%	28 5.7%	6 5.3%
A little better	(4)	192 31.9%	66 32.8%	51 25.6%	75 37.1% b	49 37.4% e	36 25.0%	40 29.8%	73 31.0%	33 32.6%	33 37.1% e	101 31.4%	54 35.5%	37 28.7%	161 32.6%	30 28.5%
No change	(3)	225 37.5%	59 29.5%	91 45.3% a	76 37.7%	47 36.0%	56 38.8%	53 39.4%	89 37.6%	35 35.1%	33 37.5%	129 40.3%	55 35.9%	42 32.4%	184 37.2%	41 39.0%
A little worse	(2)	86 14.3%	31 15.4%	24 12.0%	31 15.6%	18 13.5%	29 19.9% gh	18 13.1%	27 11.3%	9 8.9%	13 14.5%	45 13.9%	21 13.7%	21 16.1%	70 14.0%	16 15.6%
A lot worse	(1)	20 3.4%	8 4.1%	8 4.0%	4 1.9%	2 1.5%	5 3.4%	10 7.3% di	12 5.2%	2 2.4%	1 1.0%	12 3.7%	4 2.6%	4 3.3%	19 3.9%	1 .9%
Don't know		44 7.3%	21 10.6% c	16 8.0% c	7 3.3%	10 7.2%	11 7.5%	7 5.4%	18 7.8%	11 11.1%	5 5.7%	18 5.7%	13 8.4%	13 9.9%	33 6.6%	11 10.7%
NETS																
Net: Better		225 37.5%	81 40.4% b	61 30.7%	83 41.5% b	55 41.8% e	44 30.5%	47 34.7%	90 38.1%	43 42.5%	37 41.3%	116 36.3%	60 39.4%	49 38.3%	190 38.3%	36 33.8%
Net: Better/ No change		451 75.0%	140 69.9%	152 76.0%	159 79.2% a	102 77.7%	100 69.2%	100 74.2%	178 75.7%	78 77.6%	70 78.8%	245 76.6%	115 75.4%	91 70.7%	374 75.5%	77 72.9%
Net: Worse		106 17.7%	39 19.5%	32 16.0%	35 17.5%	20 15.0%	34 23.3% h	27 20.4%	39 16.5%	11 11.3%	14 15.5%	57 17.7%	25 16.3%	25 19.4%	89 17.9%	17 16.4%
Mean score		3.2	3.3	3.2	3.3	3.3 e	3.1	3.1	3.3	3.4 ef	3.3	3.2	3.3	3.3	3.2	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

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Jobs Outlook - Combined

Q5_SUM. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

SUMMARY TABLE
Base: All respondents

	Permanent members of staff	Temporary or contract workers
Unweighted Total	601	601
Weighted Total	601 100.0%	601 100.0%
Advertise externally in newspapers/trade/ professional press	206 34.3%	100 16.6%
Recruitment agencies/ Search firms	243 40.4%	131 21.8%
Online job boards (e.g. Monster)	223 37.0%	110 18.3%
Internal Referrals	297 49.4%	180 30.0%
Talent pools and staff banks	56 9.3%	36 6.0%
Advertise on our own website	271 45.1%	152 25.3%
Social media and professional networking sites (e.g. Linked In)	247 41.2%	129 21.5%
Former employees and word of mouth	360 59.8%	213 35.4%
Jobcentre Plus / Universal Jobmatch	164 27.2%	79 13.1%
People approach us	287 47.7%	171 28.4%
Other	23 3.8%	17 2.9%
We have never recruited any of this kind of staff	91 15.1%	276 45.9%

COMRES

Jobs Outlook - Combined

Q5_SUM. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

SUMMARY TABLE
Base: All who have recruited this type of staff before

	Permanent members of staff	Temporary or contract workers
Unweighted Total	516	323
Weighted Total	510 100.0%	325 100.0%
Advertise externally in newspapers/trade/ professional press	206 40.4%	100 30.7%
Recruitment agencies/ Search firms	243 47.6%	131 40.3%
Online job boards (e.g. Monster)	223 43.6%	110 33.9%
Internal Referrals	297 58.2%	180 55.4%
Talent pools and staff banks	56 10.9%	36 11.1%
Advertise on our own website	271 53.1%	152 46.7%
Social media and professional networking sites (e.g. Linked In)	247 48.5%	129 39.8%
Former employees and word of mouth	360 70.5%	213 65.4%
Jobcentre Plus / Universal Jobmatch	164 32.0%	79 24.2%
People approach us	287 56.2%	171 52.6%
Other	23 4.5%	17 5.3%

COMRES

Jobs Outlook - Combined

Q5_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Permanent members of staff
Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601 100.0%	200 100.0%	200 100.0%	201 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	320 100.0%	152 100.0%	129 100.0%	495 100.0%	106 100.0%
Former employees and word of mouth	360 59.8%	111 55.5%	112 56.2%	136 67.8% ab	90 68.1% fgi	88 60.7%	75 55.7%	134 56.7%	59 58.1%	49 54.6%	186 58.1%	102 66.9%	72 56.0%	288 58.2%	71 67.5%
Internal Referrals	297 49.4%	101 50.3%	90 45.2%	106 52.7%	64 48.6%	74 51.1%	65 48.0%	120 50.8%	55 54.6%	39 44.1%	123 38.3%	93 60.9% j	82 63.4% j	240 48.5%	57 53.6%
People approach us	287 47.7%	85 42.3%	84 41.9%	118 58.9% ab	70 53.5%	63 43.3%	63 47.0%	114 48.4%	51 50.3%	40 44.5%	133 41.6%	84 55.3% j	70 54.0% j	229 46.2%	58 54.7%
Advertise on our own website	271 45.1%	97 48.4%	82 40.9%	92 46.0%	56 42.6%	68 47.0%	60 44.6%	110 46.8%	50 49.7%	36 41.0%	89 27.9%	88 57.9% j	94 72.8% jk	215 43.3%	56 53.3%
Social media and professional networking sites (e.g. Linked In)	247 41.2%	86 42.8%	75 37.6%	87 43.2%	47 35.6%	57 39.2%	53 39.1%	105 44.6%	52 51.9% d	39 43.6%	100 31.3%	75 49.4% j	72 55.9% j	204 41.2%	43 40.8%
Recruitment agencies/ Search firms	243 40.4%	79 39.4%	71 35.5%	93 46.4% b	52 39.1% i	63 43.4% i	56 41.7% i	107 45.4% i	51 50.3% i	22 24.5%	86 26.7%	79 51.8% j	79 61.3% j	193 39.0%	50 47.0%
Online job boards (e.g. Monster)	223 37.0%	72 36.1%	67 33.6%	83 41.4%	47 36.0%	65 44.6% i	49 36.0%	84 35.8%	36 35.4%	26 29.6%	78 24.4%	68 44.5% j	77 59.6% jk	178 36.0%	44 42.0%
Advertise externally in newspapers/ trade/ professional press	206 34.3%	66 33.0%	69 34.6%	71 35.3%	45 34.0%	61 41.8% gh	45 33.7%	70 29.8%	25 24.6%	31 34.3%	81 25.2%	63 41.2% j	63 48.8% j	165 33.4%	41 38.7%
Jobcentre Plus / Universal Jobmatch	164 27.2%	53 26.4%	55 27.3%	56 27.9%	38 29.2%	43 29.7%	37 27.3%	56 23.7%	19 18.9%	26 29.6%	65 20.3%	52 34.1% j	47 36.3% j	126 25.5%	37 35.1% m

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q5_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Permanent members of staff
Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601	200	200	201	132	145	135	236	101	89	320	152	129	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	56	25	13	17	8	14	13	29	16	5	9	15	33	43	13
	9.3%	12.7%	6.5%	8.6%	6.1%	9.7%	9.3%	12.1%	15.9%	5.7%	2.7%	9.6%	25.3%	8.7%	11.9%
		b							di			j	jk		
Other	23	5	8	10	7	4	6	10	4	3	15	6	2	22	1
	3.8%	2.3%	4.2%	4.9%	5.0%	2.7%	4.2%	4.1%	3.9%	3.1%	4.8%	3.7%	1.5%	4.4%	.9%
We have never recruited any of this kind of staff	91	41	37	13	16	16	22	43	21	16	70	11	10	75	15
	15.1%	20.3%	18.5%	6.5%	11.8%	11.2%	16.7%	18.3%	20.5%	17.8%	22.0%	7.1%	7.4%	15.2%	14.4%
		c	c								kl				

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Temporary or contract workers
Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601 100.0%	200 100.0%	200 100.0%	201 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	320 100.0%	152 100.0%	129 100.0%	495 100.0%	106 100.0%
Former employees and word of mouth	213 35.4%	55 27.4%	75 37.4% a	83 41.4% a	54 41.1%	48 33.2%	48 35.9%	81 34.3%	32 32.1%	30 33.6%	98 30.5%	71 46.5% jl	44 34.5%	163 33.0%	49 46.7% m
Internal Referrals	180 30.0%	58 28.9%	59 29.6%	63 31.4%	40 30.6%	39 26.7%	46 34.3%	77 32.7%	31 30.5%	24 27.3%	68 21.3%	64 41.8% j	48 37.6% j	139 28.0%	41 39.1% m
People approach us	171 28.4%	43 21.3%	55 27.5%	73 36.4% a	48 36.6% ehi	33 22.7%	45 33.4% e	69 29.3%	24 23.8%	21 23.4%	72 22.6%	57 37.5% j	42 32.3% j	137 27.6%	34 32.3%
Advertise on our own website	152 25.3%	51 25.3%	46 23.1%	55 27.3%	39 29.5%	31 21.4%	36 26.7%	64 27.1%	28 27.7%	18 20.3%	45 14.0%	52 34.1% j	55 42.8% j	121 24.4%	31 29.1%
Recruitment agencies/ Search firms	131 21.8%	39 19.7%	35 17.3%	57 28.4% ab	27 20.8%	29 19.7%	34 25.2%	61 26.0% i	27 27.1%	14 15.5%	35 11.0%	50 33.0% j	46 35.4% j	100 20.1%	31 29.6% m
Social media and professional networking sites (e.g. Linked In)	129 21.5%	45 22.7%	40 19.9%	44 22.0%	29 21.7%	22 14.9%	32 23.5%	55 23.5% e	24 23.4%	24 26.9% e	49 15.3%	46 30.3% j	34 26.6% j	109 21.9%	21 19.6%
Online job boards (e.g. Monster)	110 18.3%	33 16.7%	32 16.0%	45 22.3%	27 20.7%	24 16.5%	28 20.8%	45 19.0%	17 16.7%	14 16.0%	35 11.1%	35 23.0% j	40 31.0% j	87 17.6%	23 22.0%
Advertise externally in newspapers/ trade/ professional press	100 16.6%	27 13.5%	41 20.4%	32 15.8%	24 18.0%	24 16.3%	22 16.1%	35 14.8%	13 13.0%	18 19.9%	37 11.6%	35 23.0% j	27 21.3% j	78 15.8%	21 20.2%
Jobcentre Plus / Universal Jobmatch	79 13.1%	21 10.5%	25 12.6%	32 16.1%	20 14.9%	13 9.1%	24 17.7% eh	30 12.9%	6 6.4%	15 17.3% h	25 7.7%	29 19.3% j	25 19.1% j	60 12.1%	19 17.6%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q5_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Temporary or contract workers
Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	200	200	201	137	146	136	224	88	94	317	157	127	493	108
Weighted Total	601	200	200	201	132	145	135	236	101	89	320	152	129	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	36	16	7	13	8	4	11	20	9	4	8	11	17	30	6
	6.0%	8.2%	3.4%	6.4%	6.2%	3.0%	8.2%	8.4%	8.7%	4.3%	2.6%	7.1%	13.3%	6.1%	5.6%
		b						e				j	j		
Other	17	2	4	11	5	4	1	4	3	4	7	7	3	15	2
	2.9%	.9%	2.2%	5.4%	4.0%	2.7%	.6%	1.6%	3.0%	4.6%	2.1%	4.9%	2.3%	3.1%	1.8%
				a						f					
We have never recruited any of this kind of staff	276	104	90	83	54	69	53	107	54	46	174	49	54	236	40
	45.9%	51.8%	44.9%	41.1%	41.4%	47.6%	39.2%	45.3%	53.5%	51.4%	54.2%	32.0%	41.8%	47.6%	37.9%
		c								f	kl				

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Permanent members of staff
Base: All who have recruited this type of staff before

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	516	163	165	188	122	130	113	184	71	80	253	145	118	423	93
Weighted Total	510 100.0%	159 100.0%	163 100.0%	188 100.0%	116 100.0%	129 100.0%	112 100.0%	192 100.0%	80 100.0%	73 100.0%	250 100.0%	141 100.0%	119 100.0%	420 100.0%	91 100.0%
Former employees and word of mouth	360 70.5%	111 69.7%	112 68.9%	136 72.5%	90 77.2%	88 68.4%	75 66.8%	134 69.4%	59 73.1%	49 66.3%	186 74.4% l	102 72.0% l	72 60.4%	288 68.7%	71 78.8%
Internal Referrals	297 58.2%	101 63.1%	90 55.4%	106 56.4%	64 55.1%	74 57.6%	65 57.7%	120 62.2%	55 68.6%	39 53.6%	123 49.1%	93 65.6% j	82 68.4% j	240 57.2%	57 62.6%
People approach us	287 56.2%	85 53.1%	84 51.4%	118 63.0% b	70 60.7%	63 48.7%	63 56.5%	114 59.3%	51 63.2%	40 54.1%	133 53.3%	84 59.6%	70 58.3%	229 54.6%	58 63.9%
Advertise on our own website	271 53.1%	97 60.7% c	82 50.2%	92 49.2%	56 48.4%	68 53.0%	60 53.6%	110 57.3%	50 62.5%	36 49.9%	89 35.7%	88 62.4% j	94 78.6% jk	215 51.1%	56 62.3%
Social media and professional networking sites (e.g. Linked In)	247 48.5%	86 53.7%	75 46.1%	87 46.2%	47 40.3%	57 44.1%	53 46.9%	105 54.6% d	52 65.3% def	39 53.0%	100 40.2%	75 53.1% j	72 60.4% j	204 48.7%	43 47.6%
Recruitment agencies/ Search firms	243 47.6%	79 49.5%	71 43.5%	93 49.6%	52 44.4% i	63 48.8% i	56 50.0% i	107 55.6% i	51 63.3% di	22 29.8%	86 34.2%	79 55.7% j	79 66.2% j	193 46.1%	50 54.9%
Online job boards (e.g. Monster)	223 43.6%	72 45.3%	67 41.2%	83 44.3%	47 40.8%	65 50.2% i	49 43.2%	84 43.8%	36 44.6%	26 36.0%	78 31.3%	68 47.9% j	77 64.3% jk	178 42.4%	44 49.1%
Advertise externally in newspapers/ trade/ professional press	206 40.4%	66 41.5%	69 42.4%	71 37.8%	45 38.6%	61 47.1% h	45 40.5%	70 36.5%	25 31.0%	31 41.7%	81 32.3%	63 44.3% j	63 52.7% j	165 39.4%	41 45.2%
Jobcentre Plus / Universal Jobmatch	164 32.0%	53 33.1%	55 33.5%	56 29.8%	38 33.1%	43 33.4%	37 32.8%	56 29.0%	19 23.8%	26 35.9%	65 26.0%	52 36.7% j	47 39.3% j	126 30.1%	37 41.0% m

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Permanent members of staff
Base: All who have recruited this type of staff before

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	516	163	165	188	122	130	113	184	71	80	253	145	118	423	93
Weighted Total	510	159	163	188	116	129	112	192	80	73	250	141	119	420	91
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	56	25	13	17	8	14	13	29	16	5	9	15	33	43	13
	10.9%	16.0%	7.9%	9.2%	6.9%	10.9%	11.2%	14.9%	20.0%	7.0%	3.4%	10.3%	27.4%	10.3%	13.9%
		b						d	di			j	jk		
Other	23	5	8	10	7	4	6	10	4	3	15	6	2	22	1
	4.5%	2.9%	5.1%	5.3%	5.7%	3.0%	5.1%	5.0%	4.9%	3.8%	6.1%	4.0%	1.7%	5.2%	1.1%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Temporary or contract workers
Base: All who have recruited this type of staff before

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	323	95	111	117	79	76	79	120	41	48	145	106	72	256	67
Weighted Total	325 100.0%	96 100.0%	110 100.0%	118 100.0%	77 100.0%	76 100.0%	82 100.0%	129 100.0%	47 100.0%	43 100.0%	147 100.0%	103 100.0%	75 100.0%	259 100.0%	66 100.0%
Former employees and word of mouth	213 65.4%	55 56.9%	75 67.7%	83 70.2% a	54 70.0%	48 63.3%	48 59.0%	81 62.7%	32 69.1%	30 69.2%	98 66.5%	71 68.4%	44 59.3%	163 63.0%	49 75.2%
Internal Referrals	180 55.4%	58 60.0%	59 53.7%	63 53.2%	40 52.3%	39 50.9%	46 56.4%	77 59.7%	31 65.5%	24 56.1%	68 46.5%	64 61.4% j	48 64.6% j	139 53.5%	41 63.0%
People approach us	171 52.6%	43 44.3%	55 49.8%	73 61.8% a	48 62.4% e	33 43.4%	45 54.9%	69 53.6%	24 51.2%	21 48.1%	72 49.2%	57 55.2%	42 55.4%	137 52.7%	34 52.0%
Advertise on our own website	152 46.7%	51 52.5%	46 42.0%	55 46.4%	39 50.4%	31 40.9%	36 43.9%	64 49.6%	28 59.5%	18 41.8%	45 30.6%	52 50.2% j	55 73.5% jk	121 46.6%	31 46.9%
Recruitment agencies/ Search firms	131 40.3%	39 40.9%	35 31.3%	57 48.1% b	27 35.5%	29 37.6%	34 41.4%	61 47.5%	27 58.2% dei	14 31.9%	35 24.0%	50 48.4% j	46 60.9% j	100 38.4%	31 47.6%
Social media and professional networking sites (e.g. Linked In)	129 39.8%	45 47.2%	40 36.1%	44 37.3%	29 37.0%	22 28.4%	32 38.7%	55 43.0% e	24 50.4% e	24 55.5% de	49 33.5%	46 44.5%	34 45.7%	109 41.9%	21 31.6%
Online job boards (e.g. Monster)	110 33.9%	33 34.7%	32 29.0%	45 37.9%	27 35.3%	24 31.5%	28 34.2%	45 34.8%	17 35.9%	14 32.9%	35 24.1%	35 33.8%	40 53.2% jk	87 33.5%	23 35.5%
Advertise externally in newspapers/ trade/ professional press	100 30.7%	27 28.1%	41 37.1%	32 26.8%	24 30.6%	24 31.1%	22 26.5%	35 27.0%	13 27.9%	18 41.0%	37 25.4%	35 33.9%	27 36.6%	78 30.2%	21 32.6%
Jobcentre Plus / Universal Jobmatch	79 24.2%	21 21.8%	25 22.9%	32 27.3%	20 25.5%	13 17.4%	24 29.1%	30 23.5%	6 13.8%	15 35.7% eh	25 16.8%	29 28.4% j	25 32.8% j	60 23.1%	19 28.3%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q5_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Temporary or contract workers
Base: All who have recruited this type of staff before

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	323	95	111	117	79	76	79	120	41	48	145	106	72	256	67
Weighted Total	325	96	110	118	77	76	82	129	47	43	147	103	75	259	66
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	36	16	7	13	8	4	11	20	9	4	8	11	17	30	6
	11.1%	17.0%	6.1%	10.9%	10.5%	5.8%	13.4%	15.3%	18.7%	8.7%	5.6%	10.4%	22.8%	11.6%	9.1%
		b						e	e				jk		
Other	17	2	4	11	5	4	1	4	3	4	7	7	3	15	2
	5.3%	2.0%	4.0%	9.1%	6.8%	5.2%	1.0%	3.0%	6.4%	9.5%	4.7%	7.1%	3.9%	5.9%	3.0%
				a						f					

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q6. How satisfied or dissatisfied are you with the quality of candidates presented to you by your recruitment agencies?
Base: All who use recruitment agencies

			WAVE					REGION					SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		271	88	76	107	62	70	62	110	48	29	93	95	83	213	58
Weighted Total		269 100.0%	86 100.0%	76 100.0%	107 100.0%	59 100.0%	68 100.0%	62 100.0%	117 100.0%	56 100.0%	25 100.0%	92 100.0%	92 100.0%	85 100.0%	212 100.0%	58 100.0%
Very satisfied	(5)	42 15.5%	12 14.1%	14 18.5%	15 14.4%	8 13.1%	10 14.2%	8 12.2%	20 17.3%	13 23.0%	4 15.8%	13 13.7%	17 18.0%	12 14.6%	35 16.7%	6 11.1%
Fairly satisfied	(4)	154 57.2%	54 63.1%	42 55.3%	58 53.9%	36 60.6%	35 51.7%	41 66.4%	70 59.3%	29 51.4%	14 54.6%	50 54.5%	51 55.8%	52 61.7%	120 56.8%	34 58.9%
Neither satisfied nor dissatisfied	(3)	40 15.0%	14 15.7%	10 13.7%	16 15.4%	9 14.5%	13 19.4%	6 9.8%	16 13.6%	10 17.7%	3 11.2%	13 13.9%	17 18.4%	11 12.6%	28 13.1%	13 21.9%
Fairly dissatisfied	(2)	19 7.2%	2 2.1%	7 8.7%	11 10.2% a	6 10.1%	7 10.4%	2 2.9%	4 3.2%	2 3.6%	3 10.4%	9 9.3%	6 6.3%	5 5.9%	17 7.8%	3 4.9%
Very dissatisfied	(1)	5 1.8%	1 1.2%	3 3.9%	1 .8%	1 1.7%	1 1.5%	2 3.0%	3 2.4%	1 1.8%	- -	4 4.3% k	- -	1 1.0%	5 2.3%	- -
Don't know		9 3.3%	3 3.7%	- -	6 5.3% b	- -	2 2.8%	4 5.8%	5 4.2%	1 2.4%	2 8.0%	4 4.3%	1 1.5%	4 4.2%	7 3.3%	2 3.3%
NETS																
Net: Satisfied		196 72.7%	66 77.2%	56 73.8%	73 68.3%	43 73.7%	44 65.8%	48 78.5%	90 76.6%	41 74.5%	18 70.4%	63 68.2%	68 73.8%	65 76.3%	155 73.4%	40 69.9%
Net: Dissatisfied		24 9.0%	3 3.3%	10 12.6% a	12 11.0% a	7 11.8%	8 11.9%	4 5.9%	7 5.6%	3 5.4%	3 10.4%	13 13.6%	6 6.3%	6 6.9%	21 10.1%	3 4.9%
Mean score		3.8	3.9	3.8	3.7	3.7	3.7	3.9	3.9	3.9	3.8	3.7	3.9	3.9	3.8	3.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q7. How satisfied or dissatisfied are you overall with the recruitment agencies you have used in the last 2 years?
Base: All who use recruitment agencies

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		271	88	76	107	62	70	62	110	48	29	93	95	83	213	58
Weighted Total		269	86	76	107	59	68	62	117	56	25	92	92	85	212	58
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied	(5)	55	17	16	22	12	14	11	22	11	6	15	20	20	47	8
		20.4%	19.4%	21.1%	20.7%	20.7%	21.1%	17.6%	18.8%	20.0%	25.3%	16.4%	21.7%	23.4%	22.1%	14.3%
Fairly satisfied	(4)	145	54	40	51	35	33	36	66	30	12	45	51	49	106	39
		54.0%	62.7% c	52.9%	47.7%	58.8%	48.8%	58.1%	56.3%	54.3%	46.0%	48.8%	55.3%	58.1%	50.1%	68.1% m
Neither satisfied nor dissatisfied	(3)	38	7	10	21	9	8	9	18	9	3	19	13	6	31	7
		14.2%	7.9%	13.2%	19.9% a	15.4%	12.5%	13.9%	15.3%	16.9%	10.3%	20.6% l	14.5%	6.9%	14.5%	12.7%
Fairly dissatisfied	(2)	18	3	6	9	2	6	4	6	2	4	6	7	5	15	3
		6.7%	3.9%	7.6%	8.2%	3.4%	9.3%	5.9%	5.1%	4.2%	14.4%	6.7%	7.4%	5.9%	7.2%	4.9%
Very dissatisfied	(1)	2	1	1	-	1	1	-	-	-	-	2	-	-	2	-
		.8%	1.2%	1.3%	-	1.7%	1.5%	-	-	-	-	2.2%	-	-	1.0%	-
Don't know		11	4	3	4	-	5	3	5	3	1	5	1	5	11	-
		4.0%	4.8%	4.0%	3.5%	-	6.8% d	4.5%	4.5%	4.5%	4.0%	5.4%	1.1%	5.7%	5.1%	-
NETS																
Net: Satisfied		200	71	57	73	47	47	47	88	41	18	60	71	69	153	48
		74.4%	82.2% c	73.9%	68.4%	79.5%	69.9%	75.7%	75.1%	74.4%	71.3%	65.2%	77.0%	81.5% j	72.2%	82.4%
Net: Dissatisfied		20	4	7	9	3	7	4	6	2	4	8	7	5	17	3
		7.4%	5.2%	8.9%	8.2%	5.1%	10.9%	5.9%	5.1%	4.2%	14.4%	8.9%	7.4%	5.9%	8.1%	4.9%
Mean score		3.9	4.0	3.9	3.8	3.9	3.8	3.9	3.9	3.9	3.9	3.7	3.9	4.1 j	3.9	3.9

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q8_1. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?

Permanent members of staff
Base: All who recruit permanent members of staff

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	516	163	165	188	122	130	113	184	71	80	253	145	118	423	93
Weighted Total	510 100.0%	159 100.0%	163 100.0%	188 100.0%	116 100.0%	129 100.0%	112 100.0%	192 100.0%	80 100.0%	73 100.0%	250 100.0%	141 100.0%	119 100.0%	420 100.0%	91 100.0%
Accounting and financial services	230 45.0%	77 48.1%	71 43.7%	82 43.5%	45 39.2%	64 49.6%	51 45.4%	91 47.1%	40 49.6%	30 40.6%	80 32.2%	80 56.6% j	69 58.2% j	180 42.9%	50 54.9% m
Construction	62 12.1%	23 14.5%	17 10.2%	22 11.7%	11 9.2%	12 9.7%	14 12.4%	27 14.1%	13 16.6%	11 15.7%	31 12.3%	17 12.0%	14 11.9%	50 12.0%	11 12.6%
Drivers	91 17.9%	33 20.8%	21 12.9%	37 19.8%	20 17.1%	29 22.6%	18 15.8%	27 14.1%	9 11.8%	15 20.8%	33 13.2%	24 16.9%	35 29.0% jk	73 17.4%	18 20.0%
Education	61 11.9%	20 12.6%	14 8.7%	26 14.1%	15 13.3%	13 10.1%	16 13.9%	22 11.3%	6 7.7%	11 14.4%	20 8.0%	23 16.5% j	17 14.5%	45 10.6%	16 17.6%
Engineering & technical	159 31.2%	57 35.9%	42 26.0%	60 31.7%	33 28.8%	43 33.7%	35 31.0%	63 32.5%	28 34.6%	20 27.1%	55 21.9%	58 40.9% j	46 39.0% j	124 29.5%	35 38.8%
Executive recruitment / interim management	167 32.6%	57 35.6%	49 30.2%	61 32.3%	31 27.0%	44 34.2%	37 32.6%	72 37.2%	35 43.6% di	20 27.0%	46 18.3%	59 41.7% j	62 52.0% j	130 31.1%	36 39.8%
Health & social care	81 15.9%	32 20.0% c	28 16.9%	22 11.7%	19 16.6%	24 19.0%	15 12.9%	23 12.2%	9 11.1%	14 19.5%	29 11.7%	21 15.2%	31 25.9% jk	69 16.4%	12 13.7%
Hospitality	77 15.0%	38 23.8% bc	17 10.2%	22 11.8%	12 10.1%	17 12.9%	22 20.0% d	35 18.0%	12 15.2%	14 18.8%	18 7.1%	26 18.5% j	33 27.5% j	59 14.1%	18 19.5%
Industrial	76 14.9%	26 16.1%	25 15.3%	25 13.6%	22 18.8% fgh	25 19.8% fgh	8 7.5%	13 7.0%	5 6.2%	15 21.0% fgh	26 10.5%	31 21.9% j	19 15.9%	59 14.0%	17 19.3%
Legal & HR	156 30.6%	52 32.8%	43 26.6%	60 32.2%	27 23.1%	36 28.3%	34 29.9%	72 37.5% d	39 48.2% defi	21 28.2%	35 14.0%	58 41.3% j	63 52.7% j	119 28.2%	38 41.5% m
Life sciences	19 3.8%	7 4.6%	7 4.4%	5 2.5%	4 3.0%	3 2.4%	5 4.2%	9 4.5%	4 4.8%	4 5.7%	4 1.7%	7 5.1%	8 6.6% j	16 3.7%	4 4.2%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q8_1. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?

Permanent members of staff
Base: All who recruit permanent members of staff

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	516	163	165	188	122	130	113	184	71	80	253	145	118	423	93
Weighted Total	510 100.0%	159 100.0%	163 100.0%	188 100.0%	116 100.0%	129 100.0%	112 100.0%	192 100.0%	80 100.0%	73 100.0%	250 100.0%	141 100.0%	119 100.0%	420 100.0%	91 100.0%
Marketing, media & creative	178 34.8%	56 34.9%	52 32.1%	70 37.2%	32 27.3%	47 36.4%	43 38.7% i	81 42.0% di	37 46.6% di	18 25.1%	63 25.4%	59 41.9% j	55 46.3% j	138 33.0%	39 43.4%
Office professionals	281 55.1%	89 55.6%	84 51.6%	108 57.6%	62 53.5%	76 59.1%	54 48.6%	108 56.3%	54 67.1% fi	35 47.3%	104 41.5%	84 59.5% j	93 78.3% jk	226 53.9%	55 60.7%
Sales & retail	191 37.4%	59 36.9%	51 31.6%	80 42.8% b	31 26.9%	52 40.3% d	51 45.6% d	82 42.4% d	30 37.8%	26 35.7%	85 34.0%	57 40.7%	48 40.3%	149 35.4%	42 46.3% m
Technology	162 31.8%	57 35.5%	43 26.1%	63 33.5%	35 30.1%	45 35.1%	33 29.6%	64 33.2%	31 38.2%	18 24.8%	55 22.1%	56 39.4% j	51 43.1% j	127 30.3%	35 38.7%
None	26 5.1%	10 6.1%	8 5.1%	8 4.3%	5 4.0%	5 3.7%	8 6.9%	10 5.3%	2 2.9%	7 8.9%	23 9.3% kl	3 2.0%	- -	24 5.7%	2 2.1%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q8_2. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?

Temporary agency workers
Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total	131 100.0%	39 100.0%	35 100.0%	57 100.0%	27 100.0%	29 100.0%	34 100.0%	61 100.0%	27 100.0%	14 100.0%	35 100.0%	50 100.0%	46 100.0%	100 100.0%	31 100.0%
Accounting and financial services	40 30.5%	14 34.4%	11 30.5%	16 27.8%	8 27.8%	13 43.9%	11 31.8%	15 24.3%	4 15.1%	5 35.4%	6 16.7%	14 27.4%	20 44.6% j	31 31.1%	9 28.5%
Construction	7 5.4%	2 5.3%	- -	5 8.7%	3 9.9%	1 3.5%	- -	1 1.6%	1 3.5%	2 17.0%	1 2.9%	4 8.8%	2 3.6%	5 5.3%	2 5.6%
Drivers	22 16.7%	8 20.8%	4 11.6%	10 16.9%	4 14.1%	7 23.4%	5 16.1%	8 12.3%	2 7.7%	4 27.1%	3 8.8%	9 17.1%	10 22.4%	17 16.7%	5 16.7%
Education	8 5.8%	5 12.5% c	2 5.4%	1 1.5%	4 15.9% g	1 3.6%	1 2.5%	2 3.6%	1 5.0%	- -	- -	6 11.7% j	2 3.9%	5 5.3%	2 7.4%
Engineering & technical	27 20.8%	9 23.8%	8 21.8%	10 18.0%	8 27.7%	4 15.3%	8 24.9%	12 19.5%	4 12.8%	3 24.1%	2 5.8%	14 27.8% j	11 24.6% j	18 17.6%	10 31.0%
Executive recruitment / interim management	21 15.8%	8 19.3%	6 16.2%	7 13.1%	4 12.9%	6 19.3%	5 13.6%	8 13.2%	3 12.7%	4 25.4%	3 8.3%	8 15.3%	10 21.9%	12 12.2%	8 27.2% m
Health & social care	9 6.9%	3 8.0%	2 5.6%	4 7.0%	4 13.5%	1 3.6%	2 5.8%	3 5.4%	1 5.0%	1 7.3%	3 8.6%	1 1.9%	5 11.2%	7 6.7%	2 7.5%
Hospitality	15 11.5%	6 16.0%	2 6.2%	7 11.5%	2 6.3%	3 11.5%	4 10.5%	7 11.5%	4 12.8%	3 21.6%	1 2.9%	5 10.3%	9 19.3% j	13 12.7%	2 7.5%
Industrial	35 26.4%	10 26.4%	10 27.8%	15 25.5%	11 41.8% g	10 34.7% g	8 23.5%	9 14.8%	1 4.0%	4 29.9%	6 16.4%	18 35.4%	11 24.3%	24 24.0%	11 34.0%
Legal & HR	26 19.6%	14 36.5% c	6 18.8%	5 8.3%	7 24.5%	6 19.5%	3 8.2%	9 14.8%	6 23.1%	4 31.0%	2 5.0%	11 21.5% j	13 28.7% j	18 17.6%	8 25.8%
Life sciences	5 3.5%	2 4.5%	3 8.3% c	- -	2 6.2%	1 3.6%	1 3.0%	1 1.6%	- -	1 6.5%	- -	2 3.9%	3 5.9%	5 4.6%	- -

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q8_2. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?

Temporary agency workers
Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total	131 100.0%	39 100.0%	35 100.0%	57 100.0%	27 100.0%	29 100.0%	34 100.0%	61 100.0%	27 100.0%	14 100.0%	35 100.0%	50 100.0%	46 100.0%	100 100.0%	31 100.0%
Marketing, media & creative	22 17.2%	9 22.8%	7 19.4%	7 11.9%	5 16.5%	3 9.5%	5 16.0%	11 17.3%	5 18.9%	5 33.7%	2 5.0%	9 17.7%	12 25.9% j	19 18.8%	4 11.9%
Office professionals	58 44.2%	19 48.7%	17 49.3%	22 38.1%	11 39.0%	13 45.7%	14 41.3%	29 47.1%	15 54.3%	5 38.7%	14 38.7%	20 39.8%	24 53.4%	48 48.4%	10 30.9%
Sales & retail	19 14.8%	7 17.7%	4 11.6%	8 14.6%	4 14.9%	4 13.2%	5 13.9%	7 11.1%	2 7.7%	5 33.8%	3 8.7%	7 14.7%	9 19.4%	17 16.6%	3 8.8%
Technology	27 20.7%	9 23.6%	9 24.8%	9 16.3%	7 25.3%	5 18.4%	6 19.0%	11 17.8%	4 16.2%	4 29.6%	4 10.4%	11 22.7%	12 26.6%	20 20.2%	7 22.4%
None	19 14.9%	6 15.2%	6 16.6%	8 13.5%	3 10.7%	3 8.9%	6 18.7%	12 20.1%	6 21.9%	2 12.3%	11 30.7% kl	5 9.5%	4 8.5%	15 15.2%	4 13.9%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q9_SUM. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:

SUMMARY TABLE
Base: All who recruit permanent members of staff in any job function

	Total	Increase greatly	Increase slightly	Stay the same	Decrease slightly	Decrease greatly	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	No response
Three months	484	-	-	-	-	-	-	-	-	-	484
	100.0%	-	-	-	-	-	-	-	-	-	100.0%
Four to twelve months	484	-	-	-	-	-	-	-	-	-	484
	100.0%	-	-	-	-	-	-	-	-	-	100.0%

Jobs Outlook - Combined

Q9_SUM. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:

SUMMARY TABLE
Base: All who recruit permanent members of staff in any job function

	Total	Mean
Three months	484 100.0%	-
Four to twelve months	484 100.0%	-

Jobs Outlook - Combined

Q9_1. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:

Three months
Base: All who recruit permanent members of staff in any job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	489	153	156	180	117	125	105	174	69	73	229	142	118	398	91
Weighted Total	484	150	155	180	111	124	104	182	78	67	227	138	119	396	89
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same (3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease slightly (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response	484	150	155	180	111	124	104	182	78	67	227	138	119	396	89
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q9_2. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:

Four to twelve months
Base: All who recruit permanent members of staff in any job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	489	153	156	180	117	125	105	174	69	73	229	142	118	398	91
Weighted Total	484	150	155	180	111	124	104	182	78	67	227	138	119	396	89
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same (3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease slightly (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response	484	150	155	180	111	124	104	182	78	67	227	138	119	396	89
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

SUMMARY TABLE
Base: All who recruit permanent members of staff in each job function

	Total	Increase greatly	Increase slightly	Stay the same	Decrease slightly	Decrease greatly	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	230 100.0%	3 1.3%	33 14.3%	179 78.1%	7 2.8%	1 .4%	7 3.1%	36 15.5%	8 3.3%	215 93.7%	3.1
Construction	62 100.0%	1 2.4%	17 27.5%	41 66.9%	1 1.5%	1 1.7%	- -	19 29.9%	2 3.2%	60 96.8%	3.3
Drivers	91 100.0%	1 .9%	26 28.0%	62 68.3%	3 2.8%	-	- -	26 28.8%	3 2.8%	89 97.2%	3.3
Education	61 100.0%	- -	13 21.7%	44 72.1%	1 2.3%	-	2 3.9%	13 21.7%	1 2.3%	57 93.8%	3.2
Engineering & technical	159 100.0%	6 3.6%	49 30.6%	100 62.6%	2 1.1%	-	3 2.1%	54 34.2%	2 1.1%	154 96.8%	3.4
Executive recruitment / interim management	167 100.0%	- -	21 12.3%	133 80.1%	4 2.2%	-	9 5.3%	21 12.3%	4 2.2%	154 92.5%	3.1
Health & social care	81 100.0%	3 3.1%	20 25.2%	50 61.3%	3 4.1%	1 1.2%	4 5.1%	23 28.3%	4 5.3%	73 89.6%	3.3
Hospitality	77 100.0%	1 1.1%	26 33.3%	43 55.8%	2 2.8%	2 3.2%	3 3.8%	26 34.5%	5 6.0%	69 90.2%	3.3
Industrial	76 100.0%	2 2.7%	23 29.9%	50 66.2%	1 1.2%	-	- -	25 32.6%	1 1.2%	75 98.8%	3.3
Legal & HR	156 100.0%	- -	17 10.8%	127 81.3%	3 1.7%	-	10 6.1%	17 10.8%	3 1.7%	144 92.2%	3.1
Life sciences	19 100.0%	- -	4 21.8%	12 60.6%	-	-	3 17.6%	4 21.8%	- -	16 82.4%	3.3
Marketing, media & creative	178 100.0%	1 .6%	48 27.0%	121 68.1%	-	-	8 4.4%	49 27.5%	- -	170 95.6%	3.3
Office professionals	281 100.0%	3 1.0%	54 19.2%	207 73.8%	7 2.4%	-	10 3.5%	57 20.3%	7 2.4%	264 94.1%	3.2
Sales & retail	191 100.0%	8 4.3%	49 25.5%	126 66.1%	3 1.4%	-	5 2.6%	57 29.8%	3 1.4%	183 95.9%	3.3
Technology	162 100.0%	5 2.9%	38 23.3%	112 69.1%	2 1.1%	-	6 3.6%	42 26.2%	2 1.1%	155 95.3%	3.3
Average (response based including bases)	1990 100.0%	33 1.7%	436 21.9%	1409 70.8%	37 1.9%	5 .3%	70 3.5%	469 23.6%	43 2.2%	1878 94.3%	3.2

Jobs Outlook - Combined

Q10_SUM. Average across all sectors (response based)

SUMMARY TABLE
Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	2019	706	575	738	429	545	429	739	310	306	696	680	643	1586	433
Weighted Total	1990 100.0%	682 100.0%	565 100.0%	744 100.0%	399 100.0%	531 100.0%	435 100.0%	788 100.0%	352 100.0%	272 100.0%	685 100.0%	661 100.0%	645 100.0%	1564 100.0%	427 100.0%
Increase greatly (5)	33 1.7%	7 1.0%	12 2.2%	14 1.9%	3 .7%	8 1.5%	7 1.6%	18 2.2%	11 3.0% d	4 1.6%	10 1.4%	10 1.5%	14 2.1%	28 1.8%	5 1.3%
Increase slightly (4)	436 21.9%	165 24.2% b	109 19.2%	163 21.9%	93 23.3%	103 19.4%	82 18.7%	175 22.2%	93 26.5% ef	65 24.0%	147 21.5%	148 22.5%	141 21.8%	349 22.3%	87 20.4%
Stay same (3)	1409 70.8%	467 68.5%	416 73.6% a	526 70.7%	299 74.9% gh	375 70.6%	320 73.4% h	546 69.4%	227 64.3%	188 69.2%	516 75.4% l	477 72.2% l	415 64.4%	1110 71.0%	298 69.9%
Decrease slightly (2)	37 1.9%	10 1.5%	6 1.0%	22 2.9% b	4 .9%	17 3.2% d	6 1.5%	14 1.7%	7 2.1%	3 1.1%	8 1.1%	7 1.1%	22 3.5% jk	25 1.6%	13 3.0%
Decrease greatly (1)	5 .3%	3 .5%	1 .2%	1 .1%	- -	3 .6%	1 .2%	2 .3%	1 .4%	- -	2 .3%	3 .5%	- -	3 .2%	2 .6%
Don't know	70 3.5%	29 4.3%	22 3.9%	19 2.5%	1 .2%	25 4.7% d	20 4.5% d	33 4.2% d	13 3.7% d	11 4.2% d	2 .3%	15 2.3% j	53 8.2% jk	49 3.1%	21 4.9%
NETS															
Net: Increase	469 23.6%	172 25.2%	121 21.4%	176 23.7%	96 24.0%	111 20.9%	88 20.3%	193 24.4%	104 29.5% ef	69 25.5%	157 22.9%	158 24.0%	154 23.9%	377 24.1%	92 21.7%
Net: Decrease	43 2.2%	14 2.0%	7 1.2%	23 3.1% b	4 .9%	20 3.8% di	7 1.7%	16 2.0%	9 2.5%	3 1.1%	10 1.4%	11 1.6%	22 3.5% jk	28 1.8%	15 3.5% m
Net: Increase + Stay the same	1878 94.3%	639 93.7%	537 95.0%	702 94.4%	395 98.9% efghi	486 91.5%	408 93.7%	739 93.8%	331 93.9%	258 94.7%	673 98.2% kl	636 96.1% l	570 88.3%	1487 95.1% n	391 91.6%
Mean score	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3 e	3.3 ef	3.3 e	3.2	3.2	3.2	3.2	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q10_1. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Accounting and financial services
Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	233	80	70	83	48	65	51	87	36	33	82	81	70	181	52
Weighted Total	230 100.0%	77 100.0%	71 100.0%	82 100.0%	45 100.0%	64 100.0%	51 100.0%	91 100.0%	40 100.0%	30 100.0%	80 100.0%	80 100.0%	69 100.0%	180 100.0%	50 100.0%
Increase greatly (5)	3 1.3%	- -	1 1.3%	2 2.5%	- -	1 1.4%	- -	2 2.2%	2 5.0%	- -	1 1.1%	- -	2 2.9%	3 1.6%	- -
Increase slightly (4)	33 14.3%	15 19.7% c	11 15.2%	7 8.4%	5 10.6%	6 8.7%	8 15.2%	15 16.5%	7 18.1%	7 25.1% e	11 13.9%	11 13.2%	11 15.9%	27 15.3%	5 10.7%
Stay same (3)	179 78.1%	58 75.7%	56 78.2%	66 80.3%	40 87.9% i	52 81.4%	39 75.7%	68 75.0%	30 74.1%	19 65.6%	67 83.7% l	64 79.5%	49 70.0%	141 78.4%	38 77.2%
Decrease slightly (2)	7 2.8%	1 1.4%	- -	5 6.6% b	- -	3 4.2%	2 3.4%	3 3.1%	1 2.8%	1 3.4%	1 1.3%	3 3.5%	3 3.9%	4 2.2%	3 5.2%
Decrease greatly (1)	1 .4%	- -	1 1.4%	- -	- -	- -	1 2.0%	1 1.1%	- -	- -	- -	1 1.3%	- -	- -	1 2.1%
Don't know	7 3.1%	2 3.2%	3 3.9%	2 2.2%	1 1.5%	3 4.2%	2 3.7%	2 2.1%	- -	2 6.0%	- -	2 2.5%	5 7.3% j	5 2.6%	2 4.8%
NETS															
Net: Increase	36 15.5%	15 19.7%	12 16.5%	9 10.8%	5 10.6%	6 10.2%	8 15.2%	17 18.7%	9 23.1%	7 25.1%	12 15.0%	11 13.2%	13 18.8%	30 16.9%	5 10.7%
Net: Decrease	8 3.3%	1 1.4%	1 1.4%	5 6.6%	- -	3 4.2%	3 5.4%	4 4.2%	1 2.8%	1 3.4%	1 1.3%	4 4.8%	3 3.9%	4 2.2%	4 7.3%
Net: Increase + Stay the same	215 93.7%	73 95.4%	67 94.7%	74 91.1%	45 98.5%	58 91.6%	46 90.9%	85 93.7%	39 97.2%	27 90.7%	79 98.7% l	74 92.7%	62 88.8%	171 95.2%	44 87.9%
Mean score	3.1	3.2	3.2	3.1	3.1	3.1	3.1	3.2	3.3	3.2	3.1	3.1	3.2	3.2 n	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_2. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Construction
Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total	65	25	18	22	12	13	14	26	12	14	32	19	14	53	12
Weighted Total	62	23	17	22	11	12	14	27	13	11	31	17	14	50	11
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly (5)	1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
	2.4%	6.3%	-	-	-	-	-	5.4%	11.0%	-	-	-	10.3%	2.9%	-
Increase slightly (4)	17	6	4	8	4	2	4	5	1	7	6	7	4	13	4
	27.5%	25.8%	21.1%	34.3%	34.9%	13.8%	26.5%	18.6%	10.3%	56.7%	19.3%	42.4%	27.6%	25.3%	37.2%
Stay same (3)	41	15	12	14	7	10	9	20	10	5	23	10	9	34	7
	66.9%	63.4%	73.2%	65.7%	65.1%	77.8%	66.6%	72.5%	78.6%	43.3%	74.2%	57.6%	62.1%	67.8%	62.8%
Decrease slightly (2)	1	-	1	-	-	-	1	1	-	-	1	-	-	1	-
	1.5%	-	5.7%	-	-	-	6.8%	3.5%	-	-	3.1%	-	-	1.9%	-
Decrease greatly (1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
	1.7%	4.5%	-	-	-	8.4%	-	-	-	-	3.4%	-	-	2.1%	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Increase	19	7	4	8	4	2	4	7	3	7	6	7	5	14	4
	29.9%	32.1%	21.1%	34.3%	34.9%	13.8%	26.5%	24.0%	21.4%	56.7%	19.3%	42.4%	37.9%	28.3%	37.2%
Net: Decrease	2	1	1	-	-	1	1	1	-	-	2	-	-	2	-
	3.2%	4.5%	5.7%	-	-	8.4%	6.8%	3.5%	-	-	6.5%	-	-	4.0%	-
Net: Increase + Stay the same	60	22	16	22	11	11	13	26	13	11	29	17	14	48	11
	96.8%	95.5%	94.3%	100.0%	100.0%	91.6%	93.2%	96.5%	100.0%	100.0%	93.5%	100.0%	100.0%	96.0%	100.0%
Mean score	3.3	3.3	3.2	3.3	3.3	3.0	3.2	3.3	3.3	3.6	3.1	3.4	3.5	3.3	3.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_3. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Drivers
Base: All who recruit permanent members of staff in each job function

			WAVE					REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	*f	*g	*h	*i	j	*k	l	m	*n
Unweighted Total		95	35	22	38	21	30	19	27	8	17	34	26	35	75	20
Weighted Total		91 100.0%	33 100.0%	21 100.0%	37 100.0%	20 100.0%	29 100.0%	18 100.0%	27 100.0%	9 100.0%	15 100.0%	33 100.0%	24 100.0%	35 100.0%	73 100.0%	18 100.0%
Increase greatly	(5)	1 .9%	- -	1 3.7%	- -	- -	- -	- -	- -	- -	1 5.1%	- -	1 3.3%	- -	- -	1 4.3%
Increase slightly	(4)	26 28.0%	10 30.9%	6 28.9%	9 24.9%	6 30.0%	7 25.2%	3 14.2%	6 22.1%	4 37.0%	6 41.1%	6 19.3%	11 47.3%	8 23.0%	20 27.7%	5 29.2%
Stay same	(3)	62 68.3%	23 69.1%	12 59.5%	27 72.6%	13 65.5%	21 71.6%	15 85.8%	21 77.9%	6 63.0%	7 48.6%	26 78.0%	12 49.4%	25 72.1%	51 69.8%	11 62.2%
Decrease slightly	(2)	3 2.8%	- -	2 8.0%	1 2.5%	1 4.5%	1 3.2%	- -	- -	- -	1 5.1%	1 2.7%	- -	2 4.9%	2 2.5%	1 4.3%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS																
Net: Increase		26 28.8%	10 30.9%	7 32.6%	9 24.9%	6 30.0%	7 25.2%	3 14.2%	6 22.1%	4 37.0%	7 46.2%	6 19.3%	12 50.6%	8 23.0%	20 27.7%	6 33.5%
Net: Decrease		3 2.8%	- -	2 8.0%	1 2.5%	1 4.5%	1 3.2%	- -	- -	- -	1 5.1%	1 2.7%	- -	2 4.9%	2 2.5%	1 4.3%
Net: Increase + Stay the same		89 97.2%	33 100.0%	19 92.0%	36 97.5%	19 95.5%	28 96.8%	18 100.0%	27 100.0%	9 100.0%	14 94.9%	32 97.3%	24 100.0%	33 95.1%	71 97.5%	17 95.7%
Mean score		3.3	3.3	3.3	3.2	3.3	3.2	3.1	3.2	3.4	3.5	3.2	3.5	3.2	3.3	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q10_4. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Education
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		61	22	15	24	18	13	14	19	5	11	21	23	17	47	14
Weighted Total		61	20	14	26	15	13	16	22	6	11	20	23	17	45	16
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	13	4	1	8	2	1	4	6	2	4	5	5	4	8	5
		21.7%	18.0%	8.8%	31.4%	11.3%	9.6%	22.8%	27.2%	38.5%	40.3%	23.2%	20.3%	21.8%	18.4%	30.8%
Stay same	(3)	44	13	13	18	14	11	12	13	1	6	15	17	11	34	10
		72.1%	63.3%	91.2%	68.6%	88.7%	82.5%	77.2%	60.1%	16.8%	59.7%	76.8%	73.8%	64.3%	76.2%	60.5%
Decrease slightly	(2)	1	1	-	-	-	-	-	1	1	-	-	1	-	-	1
		2.3%	6.9%	-	-	-	-	-	6.3%	22.4%	-	-	5.9%	-	-	8.6%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	-	-	-	1	-	1	1	-	-	-	2	2	-
		3.9%	11.9%	-	-	-	7.9%	-	6.3%	22.3%	-	-	-	13.9%	5.4%	-
NETS																
Net: Increase		13	4	1	8	2	1	4	6	2	4	5	5	4	8	5
		21.7%	18.0%	8.8%	31.4%	11.3%	9.6%	22.8%	27.2%	38.5%	40.3%	23.2%	20.3%	21.8%	18.4%	30.8%
Net: Decrease		1	1	-	-	-	-	-	1	1	-	-	1	-	-	1
		2.3%	6.9%	-	-	-	-	-	6.3%	22.4%	-	-	5.9%	-	-	8.6%
Net: Increase + Stay the same		57	16	14	26	15	12	16	19	3	11	20	22	15	42	15
		93.8%	81.2%	100.0%	100.0%	100.0%	92.1%	100.0%	87.4%	55.3%	100.0%	100.0%	94.1%	86.1%	94.6%	91.4%
Mean score		3.2	3.1	3.1	3.3	3.1	3.1	3.2	3.2	3.2	3.4	3.2	3.1	3.3	3.2	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_5. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Engineering & technical
Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	165	60	44	61	36	46	35	60	25	23	55	61	49	127	38
Weighted Total	159	57	42	60	33	43	35	63	28	20	55	58	46	124	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly (5)	6	1	3	2	1	2	1	3	2	-	1	2	3	5	1
	3.6%	1.3%	7.0%	3.4%	2.7%	4.1%	2.9%	4.9%	7.4%	-	1.8%	3.5%	5.8%	3.9%	2.6%
Increase slightly (4)	49	19	9	20	11	15	8	16	9	6	15	22	12	39	10
	30.6%	34.0%	20.8%	34.2%	31.9%	35.0%	21.8%	26.2%	31.8%	32.3%	26.6%	38.8%	25.0%	31.2%	28.3%
Stay same (3)	100	35	30	34	22	23	25	42	17	13	39	33	27	78	22
	62.6%	61.9%	70.4%	57.8%	65.4%	52.9%	72.9%	67.6%	60.8%	63.7%	71.6%	57.6%	58.3%	62.7%	62.4%
Decrease slightly (2)	2	-	-	2	-	2	-	-	-	-	-	-	2	1	1
	1.1%	-	-	3.0%	-	4.1%	-	-	-	-	-	-	3.8%	.7%	2.4%
Decrease greatly (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	3	2	1	1	-	2	1	1	-	1	-	-	3	2	2
	2.1%	2.7%	1.9%	1.6%	-	3.8%	2.4%	1.3%	-	4.0%	-	-	7.1% jk	1.4%	4.3%
NETS															
Net: Increase	54	20	12	22	12	17	9	19	11	6	16	25	14	44	11
	34.2%	35.4%	27.7%	37.6%	34.6%	39.1%	24.7%	31.1%	39.2%	32.3%	28.4%	42.4%	30.8%	35.1%	30.9%
Net: Decrease	2	-	-	2	-	2	-	-	-	-	-	-	2	1	1
	1.1%	-	-	3.0%	-	4.1%	-	-	-	-	-	-	3.8%	.7%	2.4%
Net: Increase + Stay the same	154	56	42	57	33	40	34	62	28	19	55	58	41	121	33
	96.8%	97.3%	98.1%	95.4%	100.0%	92.1%	97.6%	98.7%	100.0%	96.0%	100.0% l	100.0% l	89.1%	97.8%	93.2%
Mean score	3.4	3.4	3.4	3.4	3.4	3.4	3.3	3.4	3.5	3.3	3.3	3.5	3.4	3.4	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Executive recruitment / interim management
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		170	59	50	61	34	46	36	67	31	23	47	61	62	133	37
Weighted Total		167	57	49	61	31	44	37	72	35	20	46	59	62	130	36
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	21	10	6	5	4	4	3	10	7	3	8	8	5	18	3
		12.3%	17.3%	11.5%	8.4%	14.2%	8.0%	7.3%	13.3%	19.6%	15.6%	17.0%	13.2%	8.1%	13.4%	8.4%
Stay same	(3)	133	44	39	51	27	34	33	58	25	15	37	48	48	103	31
		80.1%	77.2%	78.7%	84.1%	85.8%	77.6%	89.9%	80.5%	70.6%	75.4%	81.0%	81.7%	78.0%	78.8%	85.0%
								h								
Decrease slightly	(2)	4	-	1	3	-	3	-	1	1	-	-	-	4	3	1
		2.2%	-	2.1%	4.5%	-	6.1%	-	1.4%	2.9%	-	-	-	6.0%	2.2%	2.4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	3	4	2	-	4	1	3	2	2	1	3	5	7	2
		5.3%	5.5%	7.7%	3.1%	-	8.2%	2.8%	4.8%	6.9%	9.0%	2.0%	5.1%	7.8%	5.6%	4.2%
NETS																
Net: Increase		21	10	6	5	4	4	3	10	7	3	8	8	5	18	3
		12.3%	17.3%	11.5%	8.4%	14.2%	8.0%	7.3%	13.3%	19.6%	15.6%	17.0%	13.2%	8.1%	13.4%	8.4%
Net: Decrease		4	-	1	3	-	3	-	1	1	-	-	-	4	3	1
		2.2%	-	2.1%	4.5%	-	6.1%	-	1.4%	2.9%	-	-	-	6.0%	2.2%	2.4%
Net: Increase + Stay the same		154	54	44	56	31	38	36	67	32	18	45	56	53	120	34
		92.5%	94.5%	90.2%	92.5%	100.0%	85.6%	97.2%	93.8%	90.2%	91.0%	98.0%	94.9%	86.2%	92.2%	93.4%
						e						l				
Mean score		3.1	3.2	3.1	3.0	3.1	3.0	3.1	3.1	3.2	3.2	3.2	3.1	3.0	3.1	3.1
			c													

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q10_7. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Health & social care
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	l	m	*n
Unweighted Total		84	33	28	23	21	24	16	23	7	16	31	23	30	72	12
Weighted Total		81	32	28	22	19	24	15	23	9	14	29	21	31	69	12
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	1	1	1	-	2	-	-	-	1	2	1	-	3	-
		3.1%	2.7%	2.8%	4.2%	-	7.3%	-	-	-	5.4%	5.6%	4.3%	-	3.7%	-
Increase slightly	(4)	20	9	7	4	7	6	5	7	1	1	7	4	9	17	3
		25.2%	29.5%	25.8%	18.2%	34.9%	25.7%	37.1%	28.9%	15.5%	4.9%	23.0%	19.9%	30.8%	25.1%	25.5%
Stay same	(3)	50	18	17	15	13	14	7	12	5	11	18	15	17	43	7
		61.3%	56.0%	61.5%	68.9%	65.1%	59.0%	49.4%	51.0%	53.6%	77.2%	61.4%	71.2%	54.4%	62.1%	56.9%
Decrease slightly	(2)	3	1	1	1	-	-	2	3	1	-	2	-	1	2	1
		4.1%	4.3%	3.6%	4.5%	-	-	13.5%	14.2%	15.5%	-	6.7%	-	4.5%	2.8%	11.1%
Decrease greatly	(1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		1.2%	-	-	4.3%	-	3.9%	-	-	-	-	3.2%	-	-	1.4%	-
Don't know		4	2	2	-	-	1	-	1	1	2	-	1	3	3	1
		5.1%	7.5%	6.4%	-	-	4.2%	-	5.8%	15.4%	12.4%	-	4.5%	10.4%	4.9%	6.5%
NETS																
Net: Increase		23	10	8	5	7	8	5	7	1	1	8	5	9	20	3
		28.3%	32.1%	28.6%	22.4%	34.9%	33.0%	37.1%	28.9%	15.5%	10.3%	28.6%	24.2%	30.8%	28.8%	25.5%
Net: Decrease		4	1	1	2	-	1	2	3	1	-	3	-	1	3	1
		5.3%	4.3%	3.6%	8.8%	-	3.9%	13.5%	14.2%	15.5%	-	10.0%	-	4.5%	4.2%	11.1%
Net: Increase + Stay the same		73	28	25	20	19	22	13	19	6	12	26	20	26	63	10
		89.6%	88.2%	90.0%	91.2%	100.0%	92.0%	86.5%	79.9%	69.1%	87.6%	90.0%	95.5%	85.2%	90.9%	82.4%
Mean score		3.3	3.3	3.3	3.1	3.3	3.3	3.2	3.2	3.0	3.2	3.2	3.3	3.3	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q10_8. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Hospitality
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		72	36	16	20	12	16	19	29	10	15	18	25	29	57	15
Weighted Total		77	38	17	22	12	17	22	35	12	14	18	26	33	59	18
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		1.1%	-	-	3.9%	-	-	3.8%	2.5%	-	-	-	-	2.6%	1.5%	-
Increase slightly	(4)	26	14	6	6	3	7	8	14	6	2	4	11	10	19	7
		33.3%	35.9%	36.1%	26.9%	24.0%	43.3%	35.2%	39.8%	48.2%	13.0%	24.6%	42.9%	30.5%	31.5%	39.6%
Stay same	(3)	43	19	11	13	8	7	12	17	5	11	12	12	19	35	7
		55.8%	49.4%	63.9%	60.7%	67.8%	44.2%	52.6%	48.3%	40.4%	78.5%	68.9%	44.1%	58.0%	59.9%	42.0%
Decrease slightly	(2)	2	2	-	-	1	-	-	-	-	1	1	1	-	2	-
		2.8%	5.6%	-	-	8.2%	-	-	-	-	8.5%	6.6%	3.7%	-	3.6%	-
Decrease greatly	(1)	2	2	-	-	-	1	-	1	1	-	-	2	-	1	1
		3.2%	6.4%	-	-	-	6.4%	-	4.0%	11.3%	-	-	9.4%	-	1.8%	7.8%
Don't know		3	1	-	2	-	1	2	2	-	-	-	-	3	1	2
		3.8%	2.7%	-	8.5%	-	6.2%	8.4%	5.4%	-	-	-	-	8.9%	1.7%	10.7%
NETS																
Net: Increase		26	14	6	7	3	7	9	15	6	2	4	11	11	19	7
		34.5%	35.9%	36.1%	30.8%	24.0%	43.3%	39.0%	42.3%	48.2%	13.0%	24.6%	42.9%	33.1%	32.9%	39.6%
Net: Decrease		5	5	-	-	1	1	-	1	1	1	1	3	-	3	1
		6.0%	12.1%	-	-	8.2%	6.4%	-	4.0%	11.3%	8.5%	6.6%	13.0%	-	5.4%	7.8%
Net: Increase + Stay the same		69	32	17	20	11	15	21	31	11	13	17	23	30	55	14
		90.2%	85.2%	100.0%	91.5%	91.8%	87.4%	91.6%	90.6%	88.7%	91.5%	93.4%	87.0%	91.1%	92.9%	81.5%
Mean score		3.3	3.2	3.4	3.4	3.2	3.3	3.5	3.4	3.3	3.0	3.2	3.2	3.4	3.3	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q10_9. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Industrial
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	k	*l	m	*n
Unweighted Total		83	29	27	27	24	27	10	14	4	18	28	34	21	63	20
Weighted Total		76 100.0%	26 100.0%	25 100.0%	25 100.0%	22 100.0%	25 100.0%	8 100.0%	13 100.0%	5 100.0%	15 100.0%	26 100.0%	31 100.0%	19 100.0%	59 100.0%	17 100.0%
Increase greatly	(5)	2 2.7%	1 4.4%	- -	1 3.6%	- -	1 3.6%	- -	- -	- -	1 7.3%	1 4.3%	1 3.0%	- -	2 3.5%	- -
Increase slightly	(4)	23 29.9%	9 36.8%	7 27.6%	6 25.1%	8 38.8%	5 21.6%	3 29.6%	5 37.0%	2 49.7%	4 24.7%	7 24.7%	9 30.0%	7 37.1%	19 31.8%	4 23.5%
Stay same	(3)	50 66.2%	15 58.8%	17 68.8%	18 71.2%	12 57.1%	19 74.7%	6 70.4%	8 63.0%	3 50.3%	10 68.0%	18 67.7%	21 67.0%	12 62.9%	37 63.2%	13 76.5%
Decrease slightly	(2)	1 1.2%	- -	1 3.6%	- -	1 4.1%	- -	- -	- -	- -	- -	1 3.4%	- -	- -	1 1.5%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS																
Net: Increase		25 32.6%	11 41.2%	7 27.6%	7 28.8%	8 38.8%	6 25.3%	3 29.6%	5 37.0%	2 49.7%	5 32.0%	8 29.0%	10 33.0%	7 37.1%	21 35.3%	4 23.5%
Net: Decrease		1 1.2%	- -	1 3.6%	- -	1 4.1%	- -	- -	- -	- -	- -	1 3.4%	- -	- -	1 1.5%	- -
Net: Increase + Stay the same		75 98.8%	26 100.0%	24 96.4%	25 100.0%	21 95.9%	25 100.0%	8 100.0%	13 100.0%	5 100.0%	15 100.0%	25 96.6%	31 100.0%	19 100.0%	58 98.5%	17 100.0%
Mean score		3.3	3.5	3.2	3.3	3.3	3.3	3.3	3.4	3.5	3.4	3.3	3.4	3.4	3.4	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Legal & HR
Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total	160	56	44	60	30	38	34	68	34	24	36	60	64	123	37
Weighted Total	156	52	43	60	27	36	34	72	39	21	35	58	63	119	38
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly (4)	17	6	4	7	3	4	3	10	7	1	1	5	11	13	4
	10.8%	11.8%	9.0%	11.3%	10.2%	10.4%	8.4%	13.4%	17.8%	3.5%	2.8%	8.9%	17.1%	11.1%	10.1%
													j		
Stay same (3)	127	42	37	48	24	27	27	57	30	18	34	51	42	97	30
	81.3%	80.7%	84.5%	79.6%	89.8%	74.8%	80.6%	79.6%	78.7%	88.0%	97.2%	87.7%	66.6%	82.2%	78.6%
											l	l			
Decrease slightly (2)	3	-	-	3	-	3	-	-	-	-	-	-	3	2	1
	1.7%	-	-	4.5%	-	7.4%	-	-	-	-	-	-	4.3%	1.6%	2.3%
						g									
Decrease greatly (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	10	4	3	3	-	3	4	5	1	2	-	2	8	6	3
	6.1%	7.5%	6.4%	4.7%	-	7.4%	11.1%	7.0%	3.5%	8.6%	-	3.4%	12.0%	5.2%	9.1%
													j		
NETS															
Net: Increase	17	6	4	7	3	4	3	10	7	1	1	5	11	13	4
	10.8%	11.8%	9.0%	11.3%	10.2%	10.4%	8.4%	13.4%	17.8%	3.5%	2.8%	8.9%	17.1%	11.1%	10.1%
													j		
Net: Decrease	3	-	-	3	-	3	-	-	-	-	-	-	3	2	1
	1.7%	-	-	4.5%	-	7.4%	-	-	-	-	-	-	4.3%	1.6%	2.3%
						g									
Net: Increase + Stay the same	144	48	41	55	27	31	30	67	37	19	35	56	53	111	33
	92.2%	92.5%	93.6%	90.9%	100.0%	85.2%	88.9%	93.0%	96.5%	91.4%	100.0%	96.6%	83.7%	93.3%	88.7%
					e						l	l			
Mean score	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.1	3.2	3.0	3.0	3.1	3.1	3.1	3.1

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q10_11. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Life sciences
Base: All who recruit permanent members of staff in each job function

			WAVE					REGION					SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		19	7	8	4	4	3	4	7	3	5	5	6	8	16	3
Weighted Total		19	7	7	5	4	3	5	9	4	4	4	7	8	16	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	4	2	1	1	1	1	-	1	1	1	2	1	1	4	-
		21.8%	32.8%	10.7%	21.6%	29.4%	33.8%	-	16.0%	35.9%	18.5%	41.4%	19.2%	13.3%	27.2%	-
Stay same	(3)	12	3	5	4	2	1	4	5	1	3	3	5	4	8	4
		60.6%	34.7%	75.3%	78.4%	70.6%	33.1%	78.8%	56.3%	28.4%	81.5%	58.6%	66.7%	56.1%	50.8%	100.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	2	1	-	-	1	1	2	1	-	-	1	2	3	-
		17.6%	32.4%	14.0%	-	-	33.1%	21.2%	27.7%	35.7%	-	-	14.1%	30.5%	21.9%	-
NETS																
Net: Increase		4	2	1	1	1	1	-	1	1	1	2	1	1	4	-
		21.8%	32.8%	10.7%	21.6%	29.4%	33.8%	-	16.0%	35.9%	18.5%	41.4%	19.2%	13.3%	27.2%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		16	5	6	5	4	2	4	6	2	4	4	6	5	12	4
		82.4%	67.6%	86.0%	100.0%	100.0%	66.9%	78.8%	72.3%	64.3%	100.0%	100.0%	85.9%	69.5%	78.1%	100.0%
Mean score		3.3	3.5	3.1	3.2	3.3	3.5	3.0	3.2	3.6	3.2	3.4	3.2	3.2	3.3	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q10_12. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Marketing, media & creative
Base: All who recruit permanent members of staff in each job function

			WAVE				REGION					SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		176	57	52	67	33	48	42	75	33	20	64	59	53	137	39
Weighted Total		178 100.0%	56 100.0%	52 100.0%	70 100.0%	32 100.0%	47 100.0%	43 100.0%	81 100.0%	37 100.0%	18 100.0%	63 100.0%	59 100.0%	55 100.0%	138 100.0%	39 100.0%
Increase greatly	(5)	1 .6%	- -	- -	1 1.5%	- -	- -	- -	1 1.3%	1 2.7%	- -	1 1.6%	- -	- -	1 .7%	- -
Increase slightly	(4)	48 27.0%	15 26.8%	14 25.9%	19 27.9%	10 32.9%	9 18.4%	13 30.6%	23 28.3%	10 25.6%	6 32.8%	22 33.9%	15 25.1%	12 21.0%	39 28.4%	9 21.9%
Stay same	(3)	121 68.1%	38 67.6%	37 70.6%	47 66.6%	21 67.1%	36 75.9%	27 62.8%	53 65.2%	25 68.0%	12 62.8%	41 64.5%	43 73.2%	37 66.8%	94 67.8%	27 69.4%
Decrease slightly	(2)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		8 4.4%	3 5.6%	2 3.5%	3 4.0%	- -	3 5.7%	3 6.7%	4 5.3%	1 3.7%	1 4.4%	- -	1 1.7%	7 12.2% jk	4 3.1%	3 8.7%
NETS																
Net: Increase		49 27.5%	15 26.8%	14 25.9%	20 29.3%	10 32.9%	9 18.4%	13 30.6%	24 29.5%	11 28.3%	6 32.8%	23 35.5%	15 25.1%	12 21.0%	40 29.1%	9 21.9%
Net: Decrease		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Net: Increase + Stay the same		170 95.6%	52 94.4%	51 96.5%	67 96.0%	32 100.0%	44 94.3%	41 93.3%	77 94.7%	36 96.3%	18 95.6%	63 100.0% l	58 98.3% l	48 87.8%	134 96.9%	36 91.3%
Mean score		3.3	3.3	3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.4	3.3	3.2	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q10_13. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Office professionals
Base: All who recruit permanent members of staff in each job function

			WAVE					REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		283	91	85	107	66	77	55	102	47	38	105	86	92	227	56
Weighted Total		281	89	84	108	62	76	54	108	54	35	104	84	93	226	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	-	2	1	1	1	1	1	-	-	1	-	2	2	1
		1.0%	-	2.2%	.9%	1.6%	1.3%	1.7%	.9%	-	-	.9%	-	2.1%	.9%	1.7%
Increase slightly	(4)	54	15	12	27	15	15	6	16	10	8	17	14	24	44	10
		19.2%	17.2%	14.6%	24.5%	25.0%	19.2%	11.8%	14.9%	18.0%	22.6%	16.0%	16.6%	25.2%	19.3%	19.1%
Stay same	(3)	207	66	67	74	45	55	43	82	39	26	85	66	56	169	39
		73.8%	74.7%	79.6%	68.5%	71.9%	72.4%	78.1%	75.7%	73.1%	74.6%	82.1%	78.6%	60.2%	74.6%	70.4%
												l	l			
Decrease slightly	(2)	7	3	-	4	1	3	1	3	2	-	1	1	5	5	2
		2.4%	3.6%	-	3.4%	1.6%	3.6%	1.5%	2.9%	4.4%	-	1.0%	1.1%	5.3%	2.0%	4.1%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		10	4	3	3	-	3	4	6	2	1	-	3	7	7	3
		3.5%	4.4%	3.6%	2.6%	-	3.5%	6.8%	5.6%	4.5%	2.8%	-	3.6%	7.2%	3.2%	4.7%
								d						j		
NETS																
Net: Increase		57	15	14	28	16	16	7	17	10	8	18	14	25	46	11
		20.3%	17.2%	16.8%	25.4%	26.6%	20.5%	13.5%	15.8%	18.0%	22.6%	16.9%	16.6%	27.3%	20.1%	20.8%
Net: Decrease		7	3	-	4	1	3	1	3	2	-	1	1	5	5	2
		2.4%	3.6%	-	3.4%	1.6%	3.6%	1.5%	2.9%	4.4%	-	1.0%	1.1%	5.3%	2.0%	4.1%
Net: Increase + Stay the same		264	82	81	102	61	71	50	99	49	34	103	80	82	214	50
		94.1%	92.0%	96.4%	94.0%	98.4%	92.9%	91.7%	91.4%	91.1%	97.2%	99.0%	95.3%	87.5%	94.8%	91.2%
												l				
Mean score		3.2	3.1	3.2	3.2	3.3	3.2	3.1	3.1	3.1	3.2	3.2	3.2	3.3	3.2	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q10_14. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Sales & retail
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		189	58	52	79	33	52	48	76	28	28	83	59	47	147	42
Weighted Total		191	59	51	80	31	52	51	82	30	26	85	57	48	149	42
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	8	2	3	3	1	1	3	5	2	1	2	3	3	5	3
		4.3%	3.1%	6.0%	4.0%	3.4%	2.0%	6.1%	6.4%	7.0%	3.1%	2.4%	5.5%	5.9%	3.5%	6.8%
Increase slightly	(4)	49	17	10	21	8	14	11	22	11	5	23	14	12	39	10
		25.5%	29.7%	19.8%	26.2%	24.7%	26.3%	21.5%	27.0%	36.3%	20.5%	27.4%	24.0%	24.0%	26.2%	23.3%
Stay same	(3)	126	39	36	52	22	33	34	51	17	19	58	39	29	99	27
		66.1%	65.6%	69.8%	64.2%	71.9%	64.1%	66.9%	63.1%	56.7%	72.7%	68.7%	67.1%	60.5%	66.9%	63.4%
Decrease slightly	(2)	3	1	-	2	-	2	1	1	-	-	-	1	2	2	1
		1.4%	1.7%	-	2.2%	-	3.4%	1.9%	1.2%	-	-	-	1.7%	3.7%	1.3%	2.1%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	-	2	3	-	2	2	2	-	1	1	1	3	3	2
		2.6%	-	4.3%	3.5%	-	4.2%	3.7%	2.3%	-	3.7%	1.5%	1.7%	5.9%	2.1%	4.5%
NETS																
Net: Increase		57	19	13	24	9	15	14	27	13	6	25	17	14	44	13
		29.8%	32.8%	25.9%	30.1%	28.1%	28.3%	27.6%	33.4%	43.3%	23.6%	29.9%	29.6%	29.9%	29.7%	30.1%
Net: Decrease		3	1	-	2	-	2	1	1	-	-	-	1	2	2	1
		1.4%	1.7%	-	2.2%	-	3.4%	1.9%	1.2%	-	-	-	1.7%	3.7%	1.3%	2.1%
Net: Increase + Stay the same		183	58	49	76	31	48	48	79	30	25	84	56	43	144	39
		95.9%	98.3%	95.7%	94.3%	100.0%	92.3%	94.4%	96.5%	100.0%	96.3%	98.5%	96.6%	90.4%	96.6%	93.5%
													l			
Mean score		3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.4	3.5	3.3	3.3	3.3	3.3	3.3	3.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q10_15. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Technology
Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	164	58	44	62	37	47	32	59	27	21	55	57	52	128	36
Weighted Total	162 100.0%	57 100.0%	43 100.0%	63 100.0%	35 100.0%	45 100.0%	33 100.0%	64 100.0%	31 100.0%	18 100.0%	55 100.0%	56 100.0%	51 100.0%	127 100.0%	35 100.0%
Increase greatly (5)	5 2.9%	1 1.3%	2 4.8%	2 2.9%	- -	1 1.7%	1 3.0%	3 4.8%	2 6.7%	1 4.6%	1 1.5%	2 3.7%	2 3.5%	5 3.7%	- -
Increase slightly (4)	38 23.3%	12 21.4%	12 27.6%	14 22.1%	6 17.5%	8 17.6%	5 13.7%	20 30.5%	15 48.8%	4 23.2%	15 26.8%	11 18.9%	12 24.3%	31 24.0%	7 20.8%
Stay same (3)	112 69.1%	41 71.7%	27 63.4%	44 70.7%	29 82.5% g	32 70.8%	27 80.2%	39 61.0%	12 40.1%	12 67.8%	40 71.7%	42 75.6%	30 59.4%	87 68.2%	25 72.4%
Decrease slightly (2)	2 1.1%	- -	- -	2 2.8%	- -	2 3.9%	- -	- -	- -	- -	- -	- -	2 3.5%	1 .7%	1 2.5%
Decrease greatly (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	6 3.6%	3 5.5%	2 4.2%	1 1.5%	- -	3 5.9%	1 3.0%	2 3.7%	1 4.5%	1 4.4%	- -	1 1.8%	5 9.4% j	4 3.4%	2 4.3%
NETS															
Net: Increase	42 26.2%	13 22.8%	14 32.4%	16 25.0%	6 17.5%	9 19.3%	6 16.8%	23 35.3%	17 55.4%	5 27.7%	16 28.3%	13 22.6%	14 27.7%	35 27.6%	7 20.8%
Net: Decrease	2 1.1%	- -	- -	2 2.8%	- -	2 3.9%	- -	- -	- -	- -	- -	- -	2 3.5%	1 .7%	1 2.5%
Net: Increase + Stay the same	155 95.3%	54 94.5%	41 95.8%	60 95.7%	35 100.0%	41 90.1%	32 97.0%	62 96.3%	29 95.5%	17 95.6%	55 100.0% l	55 98.2% l	45 87.1%	122 95.9%	33 93.2%
Mean score	3.3	3.3	3.4	3.3	3.2	3.2	3.2	3.4 de	3.7	3.3	3.3	3.3	3.3	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q11_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

SUMMARY TABLE
Base: All who recruit permanent members of staff in each job function

	Total	Increase greatly	Increase slightly	Stay the same	Decrease slightly	Decrease greatly	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	230	1	36	172	5	-	15	37	5	209	3.2
	100.0%	.5%	15.8%	74.9%	2.3%	-	6.5%	16.3%	2.3%	91.2%	
Construction	62	1	20	34	1	2	4	21	3	55	3.3
	100.0%	1.5%	32.2%	55.4%	1.6%	2.9%	6.4%	33.7%	4.5%	89.1%	
Drivers	91	-	24	60	2	-	5	24	2	85	3.3
	100.0%	-	26.7%	65.8%	1.9%	-	5.6%	26.7%	1.9%	92.5%	
Education	61	-	13	43	1	-	3	13	1	56	3.2
	100.0%	-	21.9%	70.4%	2.3%	-	5.5%	21.9%	2.3%	92.3%	
Engineering & technical	159	5	51	90	3	-	10	56	3	146	3.4
	100.0%	3.0%	32.2%	56.8%	1.7%	-	6.4%	35.1%	1.7%	91.9%	
Executive recruitment / interim management	167	-	27	121	3	-	16	27	3	147	3.2
	100.0%	-	16.0%	72.4%	1.6%	-	9.9%	16.0%	1.6%	88.5%	
Health & social care	81	3	20	46	4	-	8	23	4	69	3.3
	100.0%	3.2%	24.8%	57.1%	4.5%	-	10.4%	28.0%	4.5%	85.1%	
Hospitality	77	3	17	45	1	1	9	21	3	65	3.3
	100.0%	4.1%	22.8%	58.3%	1.5%	1.8%	11.5%	26.9%	3.3%	85.2%	
Industrial	76	4	22	45	-	-	5	26	-	71	3.4
	100.0%	4.8%	29.5%	59.0%	-	-	6.8%	34.3%	-	93.2%	
Legal & HR	156	-	17	120	3	-	16	17	3	137	3.1
	100.0%	-	10.8%	77.1%	1.7%	-	10.4%	10.8%	1.7%	87.9%	
Life sciences	19	-	1	14	-	-	4	1	-	15	3.1
	100.0%	-	7.1%	69.9%	-	-	23.0%	7.1%	-	77.0%	
Marketing, media & creative	178	2	53	107	-	-	16	55	-	162	3.4
	100.0%	1.2%	29.6%	60.1%	-	-	9.1%	30.8%	-	90.9%	
Office professionals	281	2	71	181	5	1	22	73	5	254	3.3
	100.0%	.7%	25.3%	64.4%	1.6%	.3%	7.7%	26.0%	2.0%	90.4%	
Sales & retail	191	6	64	103	4	-	13	70	4	173	3.4
	100.0%	3.4%	33.5%	53.8%	2.3%	-	7.0%	36.8%	2.3%	90.7%	
Technology	162	4	46	94	3	-	16	49	3	144	3.3
	100.0%	2.2%	28.3%	58.0%	1.7%	-	9.8%	30.5%	1.7%	88.5%	
Average (response based including bases)	1990	30	483	1275	34	4	164	514	38	1788	3.3
	100.0%	1.5%	24.3%	64.0%	1.7%	.2%	8.2%	25.8%	1.9%	89.8%	

COMRES

Jobs Outlook - Combined

Q11_SUM. Average across all sectors (response based)

SUMMARY TABLE
Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	2019	706	575	738	429	545	429	739	310	306	696	680	643	1586	433
Weighted Total	1990	682	565	744	399	531	435	788	352	272	685	661	645	1564	427
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly (5)	30	7	7	16	4	12	4	11	7	3	9	14	8	27	3
	1.5%	1.0%	1.3%	2.2%	.9%	2.3%	.9%	1.4%	2.1%	1.1%	1.3%	2.1%	1.2%	1.7%	.7%
Increase slightly (4)	483	161	153	169	92	120	89	212	123	59	185	158	140	415	68
	24.3%	23.7%	27.0%	22.8%	23.0%	22.7%	20.4%	26.9%	34.9%	21.8%	27.0%	24.0%	21.8%	26.5%	16.0%
							f	defgi			l			n	
Stay same (3)	1275	407	364	504	279	330	286	477	191	189	471	435	368	975	300
	64.0%	59.7%	64.3%	67.8%	69.9%	62.1%	65.7%	60.5%	54.1%	69.3%	68.9%	65.8%	57.1%	62.3%	70.3%
				a	egh	h	h			egh	l	l			m
Decrease slightly (2)	34	6	3	25	2	21	7	9	2	2	8	6	21	22	12
	1.7%	.9%	.5%	3.4%	.5%	3.9%	1.6%	1.2%	.7%	.7%	1.1%	.9%	3.2%	1.4%	2.9%
				ab		dfghi							jk		m
Decrease greatly (1)	4	2	1	1	-	2	-	1	1	1	2	1	1	3	1
	.2%	.4%	.1%	.1%	-	.4%	-	.2%	.4%	.3%	.3%	.2%	.1%	.2%	.3%
Don't know	164	98	38	28	22	46	50	77	27	19	10	47	107	122	42
	8.2%	14.4%	6.7%	3.8%	5.6%	8.6%	11.5%	9.8%	7.8%	6.8%	1.5%	7.1%	16.6%	7.8%	9.8%
		bc	c				di	d				j	jk		
NETS															
Net: Increase	514	168	160	185	96	133	92	223	130	62	193	172	148	442	71
	25.8%	24.7%	28.3%	24.9%	24.0%	25.0%	21.2%	28.3%	37.0%	22.9%	28.2%	26.1%	23.0%	28.3%	16.7%
							f	defgi			l			n	
Net: Decrease	38	8	4	26	2	23	7	11	4	3	10	7	21	24	14
	1.9%	1.2%	.6%	3.6%	.5%	4.3%	1.6%	1.4%	1.1%	1.0%	1.4%	1.1%	3.3%	1.6%	3.2%
				ab		dfghi							jk		m
Net: Increase + Stay the same	1788	575	523	689	375	463	378	700	321	251	665	607	516	1417	371
	89.8%	84.4%	92.6%	92.7%	93.9%	87.1%	86.9%	88.8%	91.1%	92.2%	97.1%	91.8%	80.1%	90.6%	87.0%
			a	a	efg					ef	kl	l		n	
Mean score	3.3	3.3	3.3	3.2	3.3	3.2	3.2	3.3	3.4	3.2	3.3	3.3	3.2	3.3	3.2
			c					ef	defgi						n

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q11_1. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Accounting and financial services
Base: All who recruit permanent members of staff in each job function

			WAVE				REGION					SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		233	80	70	83	48	65	51	87	36	33	82	81	70	181	52
Weighted Total		230	77	71	82	45	64	51	91	40	30	80	80	69	180	50
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		.5%	-	-	1.3%	-	-	-	1.2%	2.7%	-	-	-	1.5%	.6%	-
Increase slightly	(4)	36	14	14	9	4	9	8	18	10	4	16	11	10	33	3
		15.8%	17.8%	19.2%	11.0%	9.6%	14.5%	16.4%	20.2%	25.0%	14.9%	19.7%	13.5%	14.0%	18.6%	5.7%
															n	
Stay same	(3)	172	55	54	64	40	47	35	63	27	23	64	63	45	132	40
		74.9%	71.1%	75.6%	77.8%	86.9%	74.4%	69.2%	69.0%	68.7%	75.7%	79.2%	78.6%	65.6%	73.3%	80.7%
						fgh										
Decrease slightly	(2)	5	-	-	5	-	4	2	2	-	-	-	3	3	3	3
		2.3%	-	-	6.6%	-	5.7%	3.4%	1.9%	-	-	-	3.4%	3.9%	1.6%	5.2%
					ab											
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		15	9	4	3	2	3	6	7	1	3	1	4	10	11	4
		6.5%	11.1%	5.2%	3.3%	3.5%	5.4%	11.0%	7.8%	3.7%	9.4%	1.1%	4.6%	15.0%	6.0%	8.4%
														jk		
NETS																
Net: Increase		37	14	14	10	4	9	8	19	11	4	16	11	11	35	3
		16.3%	17.8%	19.2%	12.3%	9.6%	14.5%	16.4%	21.4%	27.6%	14.9%	19.7%	13.5%	15.5%	19.2%	5.7%
										d					n	
Net: Decrease		5	-	-	5	-	4	2	2	-	-	-	3	3	3	3
		2.3%	-	-	6.6%	-	5.7%	3.4%	1.9%	-	-	-	3.4%	3.9%	1.6%	5.2%
					ab											
Net: Increase + Stay the same		209	68	68	74	44	57	44	82	38	27	80	74	56	166	43
		91.2%	88.9%	94.8%	90.2%	96.5%	88.8%	85.6%	90.3%	96.3%	90.6%	98.9%	92.1%	81.1%	92.5%	86.4%
												kl	l			
Mean score		3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.2	3.3	3.2	3.2	3.1	3.2	3.2	3.0
										de						n

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_2. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Construction
Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total	65	25	18	22	12	13	14	26	12	14	32	19	14	53	12
Weighted Total	62	23	17	22	11	12	14	27	13	11	31	17	14	50	11
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly (5)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
	1.5%	-	-	4.2%	-	7.4%	-	-	-	-	-	5.4%	-	1.8%	-
Increase slightly (4)	20	9	5	6	5	3	4	9	6	3	8	7	5	17	3
	32.2%	39.1%	28.5%	27.7%	43.4%	22.9%	25.3%	33.4%	41.8%	28.9%	27.0%	39.0%	35.3%	34.3%	23.0%
Stay same (3)	34	11	9	14	5	8	9	14	5	7	18	9	7	26	8
	55.4%	47.1%	55.2%	64.3%	50.2%	61.2%	61.8%	51.0%	39.8%	64.4%	58.0%	55.6%	49.5%	52.2%	69.5%
Decrease slightly (2)	1	-	1	-	-	-	-	1	1	-	1	-	-	1	-
	1.6%	-	5.9%	-	-	-	-	3.6%	7.4%	-	3.2%	-	-	2.0%	-
Decrease greatly (1)	2	1	1	-	-	1	-	-	-	1	2	-	-	2	-
	2.9%	4.5%	4.6%	-	-	8.4%	-	-	-	6.7%	5.9%	-	-	3.6%	-
Don't know	4	2	1	1	1	-	2	3	1	-	2	-	2	3	1
	6.4%	9.3%	5.7%	3.9%	6.4%	-	12.9%	12.0%	11.0%	-	5.9%	-	15.2%	6.2%	7.4%
NETS															
Net: Increase	21	9	5	7	5	4	4	9	6	3	8	8	5	18	3
	33.7%	39.1%	28.5%	31.8%	43.4%	30.3%	25.3%	33.4%	41.8%	28.9%	27.0%	44.4%	35.3%	36.1%	23.0%
Net: Decrease	3	1	2	-	-	1	-	1	1	1	3	-	-	3	-
	4.5%	4.5%	10.5%	-	-	8.4%	-	3.6%	7.4%	6.7%	9.1%	-	-	5.6%	-
Net: Increase + Stay the same	55	20	14	21	10	11	12	23	11	11	26	17	12	45	11
	89.1%	86.2%	83.8%	96.1%	93.6%	91.6%	87.1%	84.4%	81.6%	93.3%	85.0%	100.0%	84.8%	88.3%	92.6%
Mean score	3.3	3.3	3.1	3.4	3.5	3.2	3.3	3.3	3.4	3.2	3.1	3.5	3.4	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q11_3. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Drivers
Base: All who recruit permanent members of staff in each job function

			WAVE					REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	*f	*g	*h	*i	j	*k	l	m	*n
Unweighted Total		95	35	22	38	21	30	19	27	8	17	34	26	35	75	20
Weighted Total		91	33	21	37	20	29	18	27	9	15	33	24	35	73	18
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	24	7	6	11	2	8	4	8	3	7	4	10	11	20	4
		26.7%	22.6%	27.8%	29.8%	9.0%	25.9%	23.8%	28.2%	36.4%	48.6%	11.9%	40.9%	31.0%	27.5%	23.3%
Stay same	(3)	60	21	14	24	18	19	13	17	5	6	29	13	19	47	13
		65.8%	64.5%	68.5%	65.5%	91.0%	64.7%	71.6%	63.4%	48.1%	39.6%	88.1%	52.5%	53.8%	64.2%	72.4%
												l				
Decrease slightly	(2)	2	-	1	1	-	1	-	-	-	1	-	-	2	1	1
		1.9%	-	3.7%	2.5%	-	3.2%	-	-	-	5.1%	-	-	4.9%	1.3%	4.3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	4	-	1	-	2	1	2	1	1	-	2	4	5	-
		5.6%	13.0%	-	2.2%	-	6.2%	4.6%	8.4%	15.5%	6.7%	-	6.6%	10.2%	7.0%	-
NETS																
Net: Increase		24	7	6	11	2	8	4	8	3	7	4	10	11	20	4
		26.7%	22.6%	27.8%	29.8%	9.0%	25.9%	23.8%	28.2%	36.4%	48.6%	11.9%	40.9%	31.0%	27.5%	23.3%
Net: Decrease		2	-	1	1	-	1	-	-	-	1	-	-	2	1	1
		1.9%	-	3.7%	2.5%	-	3.2%	-	-	-	5.1%	-	-	4.9%	1.3%	4.3%
Net: Increase + Stay the same		85	29	20	35	20	26	17	25	8	13	33	22	29	67	17
		92.5%	87.0%	96.3%	95.3%	100.0%	90.6%	95.4%	91.6%	84.5%	88.2%	100.0%	93.4%	84.9%	91.8%	95.7%
												l				
Mean score		3.3	3.3	3.2	3.3	3.1	3.2	3.2	3.3	3.4	3.5	3.1	3.4	3.3	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_4. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Education
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		61	22	15	24	18	13	14	19	5	11	21	23	17	47	14
Weighted Total		61	20	14	26	15	13	16	22	6	11	20	23	17	45	16
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	13	5	2	6	2	4	2	4	2	3	4	5	5	12	1
		21.9%	27.1%	15.6%	21.4%	14.3%	33.3%	10.7%	18.6%	38.5%	25.8%	18.5%	21.0%	27.2%	27.0%	7.8%
Stay same	(3)	43	11	11	21	13	7	14	15	1	8	15	17	10	29	13
		70.4%	54.1%	77.9%	78.6%	85.7%	51.7%	89.3%	68.8%	16.8%	74.2%	77.0%	73.1%	58.9%	65.6%	83.6%
Decrease slightly	(2)	1	1	-	-	-	-	-	1	1	-	-	1	-	-	1
		2.3%	6.9%	-	-	-	-	-	6.3%	22.4%	-	-	5.9%	-	-	8.6%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	2	1	-	-	2	-	1	1	-	1	-	2	3	-
		5.5%	11.9%	6.5%	-	-	15.0%	-	6.3%	22.3%	-	4.6%	-	13.9%	7.4%	-
NETS																
Net: Increase		13	5	2	6	2	4	2	4	2	3	4	5	5	12	1
		21.9%	27.1%	15.6%	21.4%	14.3%	33.3%	10.7%	18.6%	38.5%	25.8%	18.5%	21.0%	27.2%	27.0%	7.8%
Net: Decrease		1	1	-	-	-	-	-	1	1	-	-	1	-	-	1
		2.3%	6.9%	-	-	-	-	-	6.3%	22.4%	-	-	5.9%	-	-	8.6%
Net: Increase + Stay the same		56	16	13	26	15	11	16	19	3	11	19	22	15	41	15
		92.3%	81.2%	93.5%	100.0%	100.0%	85.0%	100.0%	87.4%	55.3%	100.0%	95.4%	94.1%	86.1%	92.6%	91.4%
Mean score		3.2	3.2	3.2	3.2	3.1	3.4	3.1	3.1	3.2	3.3	3.2	3.2	3.3	3.3	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q11_5. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Engineering & technical
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		165	60	44	61	36	46	35	60	25	23	55	61	49	127	38
Weighted Total		159 100.0%	57 100.0%	42 100.0%	60 100.0%	33 100.0%	43 100.0%	35 100.0%	63 100.0%	28 100.0%	20 100.0%	55 100.0%	58 100.0%	46 100.0%	124 100.0%	35 100.0%
Increase greatly	(5)	5 3.0%	1 1.3%	1 2.4%	3 4.9%	- -	3 6.2%	- -	2 3.3%	2 7.4%	- -	1 1.8%	2 3.4%	2 3.8%	5 3.8%	- -
Increase slightly	(4)	51 32.2%	20 35.5%	13 30.0%	18 30.5%	11 32.1%	10 23.8%	12 35.2%	23 37.0%	11 39.2%	7 35.3%	12 22.0%	23 39.1% j	16 35.4%	38 30.4%	13 38.3%
Stay same	(3)	90 56.8%	30 52.9%	26 61.4%	34 57.1%	20 60.4%	25 58.2%	21 60.1%	33 52.6%	12 43.3%	12 60.6%	42 76.1% kl	28 49.2%	20 43.2%	73 58.8%	17 49.7%
Decrease slightly	(2)	3 1.7%	- -	- -	3 4.5%	- -	3 6.2%	- -	- -	- -	- -	- -	- -	3 5.8%	2 1.5%	1 2.4%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		10 6.4%	6 10.2%	3 6.2%	2 2.9%	3 7.5%	2 5.6%	2 4.7%	4 7.1%	3 10.2%	1 4.0%	- -	5 8.2% j	5 11.7% j	7 5.5%	3 9.5%
NETS																
Net: Increase		56 35.1%	21 36.9%	14 32.4%	21 35.4%	11 32.1%	13 30.0%	12 35.2%	25 40.3%	13 46.6%	7 35.3%	13 23.9%	25 42.5% j	18 39.2%	42 34.2%	13 38.3%
Net: Decrease		3 1.7%	- -	- -	3 4.5%	- -	3 6.2%	- -	- -	- -	- -	- -	- -	3 5.8%	2 1.5%	1 2.4%
Net: Increase + Stay the same		146 91.9%	51 89.8%	40 93.8%	55 92.5%	31 92.5%	38 88.2%	33 95.3%	58 92.9%	25 89.8%	19 96.0%	55 100.0% kl	53 91.8%	38 82.5%	115 93.0%	31 88.0%
Mean score		3.4	3.4	3.4	3.4	3.3	3.3	3.4	3.5	3.6	3.4	3.3	3.5 j	3.4	3.4	3.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q11_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Executive recruitment / interim management
Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total	170	59	50	61	34	46	36	67	31	23	47	61	62	133	37
Weighted Total	167 100.0%	57 100.0%	49 100.0%	61 100.0%	31 100.0%	44 100.0%	37 100.0%	72 100.0%	35 100.0%	20 100.0%	46 100.0%	59 100.0%	62 100.0%	130 100.0%	36 100.0%
Increase greatly (5)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Increase slightly (4)	27 16.0%	10 17.0%	9 17.9%	8 13.6%	4 14.1%	5 11.8%	3 9.2%	14 20.1%	11 31.6% ef	3 13.7%	8 18.0%	9 14.9%	10 15.7%	24 18.0%	3 8.9%
Stay same (3)	121 72.4%	37 65.5%	35 70.6%	49 80.4%	24 77.8%	33 74.2%	29 80.2% h	49 69.0%	20 57.4%	14 72.2%	37 82.0% l	45 75.6%	39 62.4%	92 70.5%	29 79.4%
Decrease slightly (2)	3 1.6%	- -	- -	3 4.5%	- -	3 6.1% g	- -	- -	- -	- -	- -	- -	3 4.4%	2 1.4%	1 2.4%
Decrease greatly (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	16 9.9%	10 17.5% c	6 11.5% c	1 1.5%	3 8.0%	3 7.8%	4 10.6%	8 10.8%	4 11.0%	3 14.1%	- -	6 9.5% j	11 17.5% j	13 10.1%	3 9.3%
NETS															
Net: Increase	27 16.0%	10 17.0%	9 17.9%	8 13.6%	4 14.1%	5 11.8%	3 9.2%	14 20.1%	11 31.6% ef	3 13.7%	8 18.0%	9 14.9%	10 15.7%	24 18.0%	3 8.9%
Net: Decrease	3 1.6%	- -	- -	3 4.5%	- -	3 6.1% g	- -	- -	- -	- -	- -	- -	3 4.4%	2 1.4%	1 2.4%
Net: Increase + Stay the same	147 88.5%	47 82.5%	44 88.5%	57 94.0%	29 92.0%	38 86.0%	33 89.4%	64 89.2%	31 89.0%	17 85.9%	46 100.0% kl	53 90.5%	48 78.1%	116 88.5%	32 88.3%
Mean score	3.2	3.2	3.2	3.1	3.2	3.1	3.1	3.2	3.4	3.2	3.2	3.2	3.1	3.2	3.1

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q11_7. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Health & social care
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	l	m	*n
Unweighted Total		84	33	28	23	21	24	16	23	7	16	31	23	30	72	12
Weighted Total		81	32	28	22	19	24	15	23	9	14	29	21	31	69	12
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	2	-	1	-	2	1	1	-	-	2	1	-	3	-
		3.2%	5.3%	-	4.2%	-	7.3%	5.6%	3.5%	-	-	5.8%	4.3%	-	3.8%	-
Increase slightly	(4)	20	10	8	3	6	5	5	8	4	2	5	8	7	17	3
		24.8%	30.1%	27.6%	13.6%	29.1%	18.5%	31.5%	35.7%	42.6%	12.0%	15.9%	38.4%	23.9%	24.5%	26.6%
Stay same	(3)	46	16	15	16	14	12	6	10	4	11	17	10	19	40	6
		57.1%	48.9%	53.5%	73.4%	70.9%	48.7%	43.9%	43.2%	42.0%	75.5%	60.0%	45.5%	62.3%	58.2%	50.5%
Decrease slightly	(2)	4	1	1	2	-	1	3	3	-	-	3	1	-	3	1
		4.5%	2.5%	3.6%	8.8%	-	3.9%	19.0%	11.8%	-	-	10.0%	3.7%	-	4.2%	6.4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	4	4	-	-	5	-	1	1	2	2	2	4	6	2
		10.4%	13.2%	15.3%	-	-	21.6%	-	5.8%	15.4%	12.4%	8.4%	8.1%	13.7%	9.3%	16.5%
NETS																
Net: Increase		23	11	8	4	6	6	5	9	4	2	6	9	7	20	3
		28.0%	35.4%	27.6%	17.8%	29.1%	25.8%	37.2%	39.2%	42.6%	12.0%	21.6%	42.7%	23.9%	28.3%	26.6%
Net: Decrease		4	1	1	2	-	1	3	3	-	-	3	1	-	3	1
		4.5%	2.5%	3.6%	8.8%	-	3.9%	19.0%	11.8%	-	-	10.0%	3.7%	-	4.2%	6.4%
Net: Increase + Stay the same		69	27	22	20	19	18	12	19	8	12	24	19	27	60	10
		85.1%	84.3%	81.1%	91.2%	100.0%	74.5%	81.0%	82.4%	84.6%	87.6%	81.6%	88.2%	86.3%	86.5%	77.1%
Mean score		3.3	3.4	3.3	3.1	3.3	3.4	3.2	3.3	3.5	3.1	3.2	3.5	3.3	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q11_8. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Hospitality
Base: All who recruit permanent members of staff in each job function

			WAVE				REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		72	36	16	20	12	16	19	29	10	15	18	25	29	57	15
Weighted Total		77	38	17	22	12	17	22	35	12	14	18	26	33	59	18
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	1	-	2	1	1	-	-	-	1	-	2	1	3	-
		4.1%	2.8%	-	9.4%	9.1%	6.4%	-	-	-	7.4%	-	8.2%	3.1%	5.3%	-
Increase slightly	(4)	17	8	5	4	2	6	3	8	4	2	3	8	6	13	4
		22.8%	22.2%	29.9%	18.5%	14.9%	38.2%	14.0%	22.0%	36.6%	13.0%	17.8%	31.6%	18.5%	22.7%	23.1%
Stay same	(3)	45	20	10	14	9	5	15	21	6	10	12	14	19	36	9
		58.3%	53.2%	62.6%	63.6%	76.0%	30.9%	64.8%	60.3%	52.0%	71.1%	68.6%	52.1%	57.6%	60.3%	51.3%
Decrease slightly	(2)	1	1	-	-	-	-	-	-	-	1	1	-	-	1	-
		1.5%	3.1%	-	-	-	-	-	-	-	8.5%	6.6%	-	-	2.0%	-
Decrease greatly	(1)	1	1	-	-	-	-	-	1	1	-	-	1	-	-	1
		1.8%	3.6%	-	-	-	-	-	4.0%	11.3%	-	-	5.3%	-	-	7.8%
Don't know		9	6	1	2	-	4	5	5	-	-	1	1	7	6	3
		11.5%	15.0%	7.5%	8.5%	-	24.5%	21.2%	13.7%	-	-	7.0%	2.9%	20.8%	9.6%	17.7%
NETS																
Net: Increase		21	10	5	6	3	7	3	8	4	3	3	10	7	17	4
		26.9%	25.0%	29.9%	27.9%	24.0%	44.6%	14.0%	22.0%	36.6%	20.4%	17.8%	39.7%	21.6%	28.0%	23.1%
Net: Decrease		3	3	-	-	-	-	-	1	1	1	1	1	-	1	1
		3.3%	6.7%	-	-	-	-	-	4.0%	11.3%	8.5%	6.6%	5.3%	-	2.0%	7.8%
Net: Increase + Stay the same		65	30	15	20	12	13	18	28	11	13	15	24	26	52	13
		85.2%	78.3%	92.5%	91.5%	100.0%	75.5%	78.8%	82.3%	88.7%	91.5%	86.4%	91.8%	79.2%	88.4%	74.5%
Mean score		3.3	3.2	3.3	3.4	3.3	3.7	3.2	3.2	3.1	3.2	3.1	3.4	3.3	3.3	3.1

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q11_9. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Industrial
Base: All who recruit permanent members of staff in each job function

			WAVE					REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	k	*l	m	*n
Unweighted Total		83	29	27	27	24	27	10	14	4	18	28	34	21	63	20
Weighted Total		76	26	25	25	22	25	8	13	5	15	26	31	19	59	17
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	2	1	1	1	2	-	-	-	1	2	2	-	4	-
		4.8%	6.8%	3.9%	3.6%	2.9%	7.4%	-	-	-	7.3%	7.9%	5.0%	-	6.2%	-
Increase slightly	(4)	22	10	6	6	6	7	3	6	2	4	7	8	7	19	3
		29.5%	38.2%	24.7%	25.2%	27.4%	27.0%	37.6%	42.1%	49.7%	25.5%	27.7%	26.9%	36.1%	32.6%	19.1%
Stay same	(3)	45	12	16	17	13	16	4	5	1	10	17	18	10	33	12
		59.0%	45.2%	64.0%	67.9%	61.4%	61.5%	52.7%	40.9%	20.8%	67.2%	64.3%	59.5%	50.6%	55.6%	70.4%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	3	2	1	2	1	1	2	1	-	-	3	3	3	2
		6.8%	9.8%	7.3%	3.2%	8.4%	4.1%	9.7%	17.0%	29.5%	-	-	8.6%	13.3%	5.7%	10.5%
NETS																
Net: Increase		26	12	7	7	7	9	3	6	2	5	9	10	7	23	3
		34.3%	45.1%	28.6%	28.9%	30.2%	34.4%	37.6%	42.1%	49.7%	32.8%	35.7%	31.9%	36.1%	38.8%	19.1%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		71	23	23	25	20	24	8	11	4	15	26	28	16	55	16
		93.2%	90.2%	92.7%	96.8%	91.6%	95.9%	90.3%	83.0%	70.5%	100.0%	100.0%	91.4%	86.7%	94.3%	89.5%
Mean score		3.4	3.6	3.4	3.3	3.4	3.4	3.4	3.5	3.7	3.4	3.4	3.4	3.4	3.5	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Legal & HR
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		160	56	44	60	30	38	34	68	34	24	36	60	64	123	37
Weighted Total		156	52	43	60	27	36	34	72	39	21	35	58	63	119	38
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	17	7	5	5	4	3	3	9	5	1	3	6	8	16	1
		10.8%	13.3%	11.4%	8.1%	14.0%	9.4%	10.2%	12.3%	14.1%	3.5%	8.2%	10.6%	12.3%	13.4%	2.5%
Stay same	(3)	120	36	35	49	21	26	26	56	30	17	32	48	41	89	32
		77.1%	69.7%	80.1%	81.4%	80.0%	70.9%	76.3%	77.5%	78.5%	83.1%	91.8% l	81.8% l	64.6%	75.0%	83.8%
Decrease slightly	(2)	3	-	-	3	-	3	-	-	-	-	-	-	3	2	1
		1.7%	-	-	4.5%	-	7.4% g	-	-	-	-	-	-	4.3%	1.6%	2.3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		16	9	4	4	2	4	5	7	3	3	-	4	12	12	4
		10.4%	17.1%	8.5%	6.0%	5.9%	12.3%	13.5%	10.2%	7.3%	13.5%	-	7.7%	18.7% j	10.1%	11.5%
NETS																
Net: Increase		17	7	5	5	4	3	3	9	5	1	3	6	8	16	1
		10.8%	13.3%	11.4%	8.1%	14.0%	9.4%	10.2%	12.3%	14.1%	3.5%	8.2%	10.6%	12.3%	13.4%	2.5%
Net: Decrease		3	-	-	3	-	3	-	-	-	-	-	-	3	2	1
		1.7%	-	-	4.5%	-	7.4% g	-	-	-	-	-	-	4.3%	1.6%	2.3%
Net: Increase + Stay the same		137	43	40	54	25	29	29	65	36	18	35	54	48	105	32
		87.9%	82.9%	91.5%	89.5%	94.1%	80.2%	86.5%	89.8%	92.7%	86.5%	100.0% l	92.3% l	77.0%	88.4%	86.2%
Mean score		3.1	3.2	3.1	3.0	3.1	3.0	3.1	3.1	3.2	3.0	3.1	3.1	3.1	3.1	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q11_11. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Life sciences
Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	19	7	8	4	4	3	4	7	3	5	5	6	8	16	3
Weighted Total	19	7	7	5	4	3	5	9	4	4	4	7	8	16	4
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly (4)	1	1	-	-	-	-	-	1	1	-	-	1	-	1	-
	7.1%	18.7%	-	-	-	-	-	16.0%	35.9%	-	-	19.2%	-	8.9%	-
Stay same (3)	14	3	6	5	4	1	4	5	1	4	4	5	4	10	4
	69.9%	34.7%	86.0%	100.0%	100.0%	33.1%	78.8%	56.3%	28.4%	100.0%	100.0%	66.7%	56.1%	62.5%	100.0%
Decrease slightly (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	3	1	-	-	2	1	2	1	-	-	1	3	4	-
	23.0%	46.6%	14.0%	-	-	66.9%	21.2%	27.7%	35.7%	-	-	14.1%	43.9%	28.7%	-
NETS															
Net: Increase	1	1	-	-	-	-	-	1	1	-	-	1	-	1	-
	7.1%	18.7%	-	-	-	-	-	16.0%	35.9%	-	-	19.2%	-	8.9%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	15	4	6	5	4	1	4	6	2	4	4	6	4	11	4
	77.0%	53.4%	86.0%	100.0%	100.0%	33.1%	78.8%	72.3%	64.3%	100.0%	100.0%	85.9%	56.1%	71.3%	100.0%
Mean score	3.1	3.3	3.0	3.0	3.0	3.0	3.0	3.2	3.6	3.0	3.0	3.2	3.0	3.1	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q11_12. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Marketing, media & creative
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		176	57	52	67	33	48	42	75	33	20	64	59	53	137	39
Weighted Total		178	56	52	70	32	47	43	81	37	18	63	59	55	138	39
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	-	-	2	1	1	-	-	-	-	1	1	-	2	-
		1.2%	-	-	3.0%	3.2%	2.3%	-	-	-	-	1.6%	1.8%	-	1.5%	-
Increase slightly	(4)	53	11	19	23	12	8	12	28	16	4	31	15	7	45	7
		29.6%	19.8%	35.9%	32.7%	38.5%	17.1%	28.0%	34.7%	42.5%	23.4%	48.3%	25.3%	12.7%	32.6%	18.9%
						e			e	e		kl				
Stay same	(3)	107	34	32	41	17	33	25	45	20	12	32	39	36	80	27
		60.1%	61.0%	60.6%	59.1%	52.3%	71.0%	56.8%	55.5%	53.9%	66.7%	50.1%	66.4%	64.9%	57.5%	69.4%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		16	11	2	4	2	4	7	8	1	2	-	4	12	12	5
		9.1%	19.3%	3.5%	5.2%	6.0%	9.6%	15.1%	9.8%	3.7%	9.9%	-	6.4%	22.4%	8.3%	11.7%
			bc										j	jk		
NETS																
Net: Increase		55	11	19	25	13	9	12	28	16	4	32	16	7	47	7
		30.8%	19.8%	35.9%	35.7%	41.7%	19.4%	28.0%	34.7%	42.5%	23.4%	49.9%	27.2%	12.7%	34.2%	18.9%
						e				e		kl				
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		162	45	51	66	30	42	37	73	36	17	63	55	43	127	35
		90.9%	80.7%	96.5%	94.8%	94.0%	90.4%	84.9%	90.2%	96.3%	90.1%	100.0%	93.6%	77.6%	91.7%	88.3%
				a	a							kl	l			
Mean score		3.4	3.2	3.4	3.4	3.5	3.2	3.3	3.4	3.4	3.3	3.5	3.3	3.2	3.4	3.2
												kl				

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q11_13. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Office professionals
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		283	91	85	107	66	77	55	102	47	38	105	86	92	227	56
Weighted Total		281	89	84	108	62	76	54	108	54	35	104	84	93	226	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	-	1	1	-	-	1	2	1	-	-	-	2	1	1
		.7%	-	1.1%	.9%	-	-	1.7%	1.8%	1.8%	-	-	-	2.1%	.4%	1.7%
Increase slightly	(4)	71	18	23	30	15	25	11	24	13	7	29	18	24	64	7
		25.3%	20.7%	27.1%	27.6%	24.9%	32.8%	19.9%	21.9%	23.9%	19.9%	28.1%	21.2%	25.8%	28.2%	13.2%
															n	
Stay same	(3)	181	57	56	68	42	44	34	70	36	26	73	59	49	142	39
		64.4%	64.6%	66.1%	63.0%	67.5%	57.5%	61.7%	64.4%	67.1%	74.4%	70.1%	70.7%	52.5%	62.6%	71.8%
												l	l			
Decrease slightly	(2)	5	1	-	4	1	3	1	1	-	-	1	-	4	4	1
		1.6%	.9%	-	3.4%	1.6%	3.6%	1.5%	.8%	-	-	1.0%	-	3.8%	1.6%	1.6%
Decrease greatly	(1)	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		.3%	-	-	.9%	-	1.3%	-	-	-	-	-	-	1.0%	.4%	-
Don't know		22	12	5	4	4	4	8	12	4	2	1	7	14	15	6
		7.7%	13.8%	5.7%	4.1%	6.0%	4.9%	15.1%	11.2%	7.2%	5.7%	.8%	8.2%	14.8%	6.7%	11.8%
			c					e					j	j		
NETS																
Net: Increase		73	18	24	31	15	25	12	26	14	7	29	18	26	65	8
		26.0%	20.7%	28.2%	28.5%	24.9%	32.8%	21.6%	23.7%	25.8%	19.9%	28.1%	21.2%	27.9%	28.7%	14.8%
															n	
Net: Decrease		5	1	-	5	1	4	1	1	-	-	1	-	4	5	1
		2.0%	.9%	-	4.3%	1.6%	4.8%	1.5%	.8%	-	-	1.0%	-	4.8%	2.1%	1.6%
														k		
Net: Increase + Stay the same		254	76	79	99	57	69	45	95	50	33	102	77	75	206	48
		90.4%	85.3%	94.3%	91.5%	92.4%	90.3%	83.4%	88.1%	92.8%	94.3%	98.2%	91.8%	80.4%	91.3%	86.6%
												kl	l			
Mean score		3.3	3.2	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.2	3.3	3.2	3.3	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q11_14. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Sales & retail
Base: All who recruit permanent members of staff in each job function

			WAVE					REGION					SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		189	58	52	79	33	52	48	76	28	28	83	59	47	147	42
Weighted Total		191	59	51	80	31	52	51	82	30	26	85	57	48	149	42
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	6	1	2	3	1	2	1	3	2	-	1	4	1	4	2
		3.4%	1.7%	4.1%	4.0%	3.4%	4.0%	2.0%	4.0%	7.3%	-	1.3%	7.4%	2.1%	2.9%	4.9%
Increase slightly	(4)	64	15	24	25	11	15	14	31	17	7	36	17	11	55	9
		33.5%	25.9%	45.8%	31.1%	34.4%	29.0%	28.2%	38.6%	56.1%	25.3%	42.5%	29.0%	23.0%	36.8%	21.7%
				a								l				
Stay same	(3)	103	34	23	46	16	30	28	40	11	18	45	32	26	78	24
		53.8%	57.8%	44.4%	57.0%	50.2%	57.7%	55.5%	48.5%	36.7%	67.1%	53.0%	55.2%	53.7%	52.7%	57.7%
Decrease slightly	(2)	4	2	-	3	1	2	2	2	-	-	2	1	2	2	3
		2.3%	3.0%	-	3.4%	3.0%	3.4%	3.4%	2.1%	-	-	2.0%	1.6%	3.7%	1.2%	6.2%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		13	7	3	4	3	3	6	6	-	2	1	4	8	9	4
		7.0%	11.6%	5.6%	4.5%	9.0%	5.8%	10.9%	6.8%	-	7.6%	1.2%	6.8%	17.5%	6.3%	9.5%
														j		
NETS																
Net: Increase		70	16	26	28	12	17	15	35	19	7	37	21	12	59	11
		36.8%	27.7%	49.9%	35.2%	37.8%	33.1%	30.2%	42.5%	63.3%	25.3%	43.8%	36.4%	25.1%	39.7%	26.6%
				a								l				
Net: Decrease		4	2	-	3	1	2	2	2	-	-	2	1	2	2	3
		2.3%	3.0%	-	3.4%	3.0%	3.4%	3.4%	2.1%	-	-	2.0%	1.6%	3.7%	1.2%	6.2%
Net: Increase + Stay the same		173	50	49	74	28	47	44	74	30	24	82	53	38	137	35
		90.7%	85.4%	94.4%	92.1%	88.1%	90.8%	85.7%	91.0%	100.0%	92.4%	96.7%	91.6%	78.8%	92.5%	84.3%
												l				
Mean score		3.4	3.3	3.6	3.4	3.4	3.4	3.3	3.5	3.7	3.3	3.4	3.5	3.3	3.4	3.3
				a												

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_15. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Technology
Base: All who recruit permanent members of staff in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		164	58	44	62	37	47	32	59	27	21	55	57	52	128	36
Weighted Total		162	57	43	63	35	45	33	64	31	18	55	56	51	127	35
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	1	2	1	-	1	1	2	1	1	2	1	1	4	-
		2.2%	1.3%	4.7%	1.3%	-	1.7%	3.0%	3.2%	3.4%	4.6%	3.3%	1.9%	1.5%	2.8%	-
Increase slightly	(4)	46	15	16	15	8	12	3	20	17	6	19	13	14	41	5
		28.3%	26.4%	37.2%	23.9%	23.8%	26.1%	10.5%	31.3%	53.8%	31.6%	33.8%	23.7%	27.3%	31.9%	15.2%
									f							
Stay same	(3)	94	31	22	42	23	25	24	34	10	11	34	35	25	69	25
		58.0%	54.0%	51.7%	66.0%	67.1%	56.3%	72.4%	54.0%	33.9%	59.4%	60.9%	63.6%	48.9%	54.2%	72.0%
Decrease slightly	(2)	3	-	-	3	-	3	-	-	-	-	-	-	3	2	1
		1.7%	-	-	4.3%	-	6.0%	-	-	-	-	-	-	5.3%	1.4%	2.5%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		16	10	3	3	3	4	5	7	3	1	1	6	9	12	4
		9.8%	18.3%	6.4%	4.5%	9.1%	9.9%	14.1%	11.6%	8.9%	4.4%	2.0%	10.9%	17.1%	9.6%	10.4%
			c											j		
NETS																
Net: Increase		49	16	18	16	8	13	4	22	18	7	20	14	15	44	5
		30.5%	27.8%	41.9%	25.2%	23.8%	27.8%	13.5%	34.4%	57.2%	36.2%	37.1%	25.6%	28.8%	34.7%	15.2%
									f						n	
Net: Decrease		3	-	-	3	-	3	-	-	-	-	-	-	3	2	1
		1.7%	-	-	4.3%	-	6.0%	-	-	-	-	-	-	5.3%	1.4%	2.5%
Net: Increase + Stay the same		144	46	40	57	32	38	29	57	28	17	54	50	40	113	31
		88.5%	81.7%	93.6%	91.2%	90.9%	84.1%	85.9%	88.4%	91.1%	95.6%	98.0%	89.1%	77.7%	88.9%	87.2%
												l				
Mean score		3.3	3.4	3.5	3.2	3.3	3.3	3.2	3.4	3.7	3.4	3.4	3.3	3.3	3.4	3.1
				c												n

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q12. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for permanent roles?
Base: All who recruit permanent members of staff in each job function

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	489	153	156	180	117	125	105	174	69	73	229	142	118	398	91
Weighted Total	484 100.0%	150 100.0%	155 100.0%	180 100.0%	111 100.0%	124 100.0%	104 100.0%	182 100.0%	78 100.0%	67 100.0%	227 100.0%	138 100.0%	119 100.0%	396 100.0%	89 100.0%
Accounting and financial services	20 8.5%	3 4.4%	11 15.8% ac	5 5.9%	3 6.3%	5 7.3%	3 5.5%	5 5.3%	2 5.1%	7 24.2% defgh	6 8.1%	6 8.0%	7 9.5%	15 8.4%	4 8.9%
Construction	19 30.9%	8 33.0%	4 21.5%	8 35.8%	5 43.0%	5 37.1%	3 20.2%	5 18.0%	2 15.6%	5 43.6%	12 38.0%	3 18.9%	4 30.0%	15 29.5%	4 36.9%
Drivers	10 11.0%	1 2.4%	4 17.9%	5 14.7%	1 4.8%	3 9.0%	2 9.5%	2 6.2%	- -	5 31.3%	4 11.5%	2 8.1%	4 12.5%	6 7.9%	4 23.5%
Education	14 22.5%	4 21.7%	3 20.1%	6 24.5%	3 20.2%	3 21.9%	3 16.1%	5 22.5%	2 38.6%	3 26.9%	5 23.8%	7 30.1%	2 10.9%	11 23.5%	3 19.8%
Engineering & technical	61 38.1%	17 30.2%	18 41.7%	26 43.2%	16 47.2%	21 48.9%	12 34.4%	19 30.6%	7 25.8%	5 23.1%	22 39.5%	22 38.6%	17 35.8%	46 36.8%	15 42.9%
Executive recruitment / interim management	17 10.2%	3 5.6%	9 18.2% a	5 8.1%	1 3.0%	2 4.6%	6 16.0%	10 14.5%	5 13.0%	4 18.7%	7 16.0%	5 8.4%	5 7.6%	13 9.9%	4 11.3%
Health & social care	30 36.4%	8 26.6%	10 37.7%	11 49.0%	9 44.5%	9 35.9%	5 36.7%	9 40.3%	4 46.3%	3 19.6%	15 51.6%	3 13.4%	12 37.9%	25 36.8%	4 34.0%
Hospitality	23 29.6%	8 21.7%	4 23.1%	11 48.1%	4 35.0%	2 11.7%	9 38.5%	10 28.1%	1 9.1%	7 50.5%	6 35.5%	7 25.1%	10 30.1%	18 30.4%	5 27.2%
Industrial	15 19.3%	6 22.1%	4 14.6%	5 21.1%	6 25.5%	3 11.5%	1 8.0%	2 13.2%	1 22.1%	4 28.6%	8 29.9%	5 17.1%	2 8.2%	12 20.4%	3 15.6%
Legal & HR	10 6.2%	1 2.6%	5 10.8%	4 6.1%	1 3.7%	2 5.3%	2 5.1%	4 5.7%	2 6.2%	3 13.1%	3 8.8%	4 6.7%	3 4.4%	8 6.6%	2 5.2%
Life sciences	3 17.2%	2 32.4%	1 12.9%	- -	- -	1 33.1%	- -	1 15.9%	1 35.7%	1 22.4%	- -	- -	3 42.4%	3 21.4%	- -
Marketing, media & creative	21 11.7%	2 2.8%	11 21.3% a	8 11.6%	5 14.8%	4 8.2%	4 9.2%	7 8.9%	3 8.5%	5 27.5%	11 17.8%	5 8.3%	5 8.4%	19 13.6%	2 4.8%
Office professionals	30 10.7%	4 4.4%	12 14.1% a	14 13.3% a	11 17.4% fgh	9 12.3%	3 4.9%	5 4.4%	2 3.9%	5 15.1% g	11 10.4%	10 11.7%	10 10.2%	24 10.8%	6 10.4%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q12. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for permanent roles?
Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	489	153	156	180	117	125	105	174	69	73	229	142	118	398	91
Weighted Total	484 100.0%	150 100.0%	155 100.0%	180 100.0%	111 100.0%	124 100.0%	104 100.0%	182 100.0%	78 100.0%	67 100.0%	227 100.0%	138 100.0%	119 100.0%	396 100.0%	89 100.0%
Sales & retail	33 17.2%	7 11.8%	9 17.8%	17 20.7%	6 19.5%	8 15.6%	11 22.4%	17 20.5%	5 17.3%	2 7.4%	18 21.7%	8 14.0%	6 13.1%	23 15.5%	10 23.3%
Technology	37 22.7%	13 23.5%	13 30.8%	10 16.6%	9 24.4%	10 23.2%	4 11.3%	15 23.7%	11 37.0%	3 14.8%	14 24.7%	12 20.9%	12 22.5%	30 23.6%	7 19.4%
None	253 52.3%	89 59.4%	77 49.6%	88 48.7%	50 45.1%	64 52.0%	61 58.6% d	108 59.3% d	47 60.1% d	31 45.8%	123 54.3%	74 53.7%	56 46.7%	210 53.0%	43 49.0%
Net: Any	231 47.7%	61 40.6%	78 50.4%	92 51.3%	61 54.9% fgh	59 48.0%	43 41.4%	74 40.7%	31 39.9%	36 54.2%	104 45.7%	64 46.3%	63 53.3%	186 47.0%	45 51.0%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

SUMMARY TABLE
Base: All who recruit temporary agency workers in each job function

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	40	-	-	36	3	-	2	-	3	36	2.9
	100.0%	-	-	89.2%	6.5%	-	4.3%	-	6.5%	89.2%	
Construction	7	-	3	3	2	-	-	3	2	5	3.1
	100.0%	-	38.0%	38.9%	23.1%	-	-	38.0%	23.1%	76.9%	
Drivers	22	-	6	15	1	-	-	6	1	21	3.2
	100.0%	-	27.2%	69.0%	3.7%	-	-	27.2%	3.7%	96.3%	
Education	8	-	1	5	1	-	-	1	1	6	3.0
	100.0%	-	13.4%	68.5%	18.1%	-	-	13.4%	18.1%	81.9%	
Engineering & technical	27	-	9	15	1	-	2	9	1	24	3.3
	100.0%	-	33.5%	55.7%	3.2%	-	7.6%	33.5%	3.2%	89.2%	
Executive recruitment / interim management	21	-	-	17	1	1	2	-	2	17	2.8
	100.0%	-	-	80.8%	4.2%	6.7%	8.4%	-	10.8%	80.8%	
Health & social care	9	-	1	8	-	-	-	1	-	9	3.1
	100.0%	-	11.2%	88.8%	-	-	-	11.2%	-	100.0%	
Hospitality	15	-	2	10	2	1	-	2	3	12	2.8
	100.0%	-	13.6%	64.0%	13.2%	9.2%	-	13.6%	22.4%	77.6%	
Industrial	35	2	12	19	2	-	-	14	2	32	3.4
	100.0%	4.5%	35.1%	53.5%	6.9%	-	-	39.5%	6.9%	93.1%	
Legal & HR	26	-	-	20	1	1	3	-	2	20	2.8
	100.0%	-	-	78.8%	3.4%	5.4%	12.5%	-	8.7%	78.8%	
Life sciences	5	-	-	4	-	-	1	-	-	4	3.0
	100.0%	-	-	78.2%	-	-	21.8%	-	-	78.2%	
Marketing, media & creative	22	1	-	19	1	-	2	1	1	20	3.0
	100.0%	3.8%	-	84.8%	3.6%	-	7.7%	3.8%	3.6%	88.6%	
Office professionals	58	-	7	42	4	1	4	7	5	49	3.0
	100.0%	-	11.6%	72.6%	6.2%	2.4%	7.3%	11.6%	8.5%	84.2%	
Sales & retail	19	-	2	17	1	-	-	2	1	18	3.0
	100.0%	-	9.0%	86.5%	4.5%	-	-	9.0%	4.5%	95.5%	
Technology	27	-	6	16	2	-	3	6	2	22	3.1
	100.0%	-	20.9%	58.6%	9.1%	-	11.4%	20.9%	9.1%	79.5%	
Average (response based including bases)	340	2	48	244	21	6	19	50	27	295	3.1
	100.0%	.7%	14.1%	71.8%	6.2%	1.6%	5.5%	14.8%	7.8%	86.6%	

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q14_SUM. Average across all sectors

SUMMARY TABLE
Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	361	138	92	131	92	81	85	131	46	57	49	147	165	272	89
Weighted Total	340 100.0%	126 100.0%	89 100.0%	125 100.0%	81 100.0%	77 100.0%	78 100.0%	132 100.0%	54 100.0%	50 100.0%	49 100.0%	138 100.0%	153 100.0%	257 100.0%	83 100.0%
Greatly increase (5)	2 .7%	1 .5%	- -	2 1.4%	- -	1 1.2%	1 1.1%	1 .7%	- -	1 1.3%	- -	2 1.1%	1 .6%	2 .9%	- -
Slightly increase (4)	48 14.1%	12 9.7%	8 9.0%	28 22.3% ab	10 12.5%	8 9.9%	16 21.0%	24 18.2%	8 14.1%	6 12.5%	12 25.3% l	22 16.2% l	13 8.7%	42 16.3% n	6 7.3%
Stay the same (3)	244 71.8%	87 68.8%	73 81.9% ac	85 67.6%	69 85.3% efgh	53 69.7%	48 61.3%	80 60.4%	32 59.1%	42 83.4% fgh	36 74.7%	97 70.5%	110 72.1%	186 72.4%	58 70.1%
Slightly decrease (2)	21 6.2%	10 8.1% b	- -	11 8.7% b	2 2.2%	10 12.5% di	6 7.6%	8 6.3%	2 4.4%	1 2.9%	- -	5 3.3%	16 10.8% jk	13 5.0%	8 9.9%
Greatly decrease (1)	6 1.6%	6 4.4% bc	- -	- -	- -	- -	- -	6 4.2% d	6 10.1% defi	- -	- -	1 1.0%	4 2.7%	- -	6 6.7% m
Don't know	19 5.5%	11 8.5% c	8 9.1% c	- -	- -	5 6.6% di	7 9.1% di	14 10.4% di	7 12.3% di	- -	- -	11 7.8% j	8 5.2%	14 5.3%	5 6.1%
NETS															
Net: Increase	50 14.8%	13 10.2%	8 9.0%	30 23.7% ab	10 12.5%	9 11.1%	17 22.1%	25 18.8%	8 14.1%	7 13.8%	12 25.3% l	24 17.4% l	14 9.2%	44 17.3% n	6 7.3%
Net: Decrease	27 7.8%	16 12.5% b	- -	11 8.7% b	2 2.2%	10 12.5% di	6 7.6%	14 10.4% d	8 14.6% di	1 2.9%	- -	6 4.3%	21 13.5% jk	13 5.0%	14 16.5% m
Net: Increase + Stay the same	295 86.6%	100 79.0%	81 90.9% a	114 91.3% a	79 97.8% efgh	62 80.9%	65 83.4%	105 79.2%	40 73.2%	48 97.1% efgh	49 100.0% kl	121 87.8%	124 81.3%	230 89.6% n	64 77.4%
Mean score	3.1	2.9	3.1 a	3.2 a	3.1 h	3.0	3.2 h	3.1	2.9	3.1	3.3 l	3.1 l	2.9	3.1 n	2.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_1. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Accounting and financial services
Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	44	16	11	17	9	13	12	16	4	6	6	15	23	34	10
Weighted Total	40	14	11	16	8	13	11	15	4	5	6	14	20	31	9
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same (3)	36	12	10	14	8	10	9	13	4	5	6	13	17	28	7
	89.2%	88.6%	90.4%	88.8%	100.0%	80.0%	83.0%	87.7%	100.0%	100.0%	100.0%	92.7%	83.7%	91.2%	82.3%
Slightly decrease (2)	3	1	-	2	-	2	1	1	-	-	-	-	3	2	1
	6.5%	6.0%	-	11.2%	-	14.2%	7.6%	5.5%	-	-	-	-	12.8%	5.6%	9.6%
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	2	1	1	-	-	1	1	1	-	-	-	1	1	1	1
	4.3%	5.3%	9.6%	-	-	5.8%	9.4%	6.8%	-	-	-	7.3%	3.6%	3.2%	8.1%
NETS															
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	3	1	-	2	-	2	1	1	-	-	-	-	3	2	1
	6.5%	6.0%	-	11.2%	-	14.2%	7.6%	5.5%	-	-	-	-	12.8%	5.6%	9.6%
Net: Increase + Stay the same	36	12	10	14	8	10	9	13	4	5	6	13	17	28	7
	89.2%	88.6%	90.4%	88.8%	100.0%	80.0%	83.0%	87.7%	100.0%	100.0%	100.0%	92.7%	83.7%	91.2%	82.3%
Mean score	2.9	2.9	3.0	2.9	3.0	2.8	2.9	2.9	3.0	3.0	3.0	3.0	2.9	2.9	2.9

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q14_2. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Construction
Base: All who recruit temporary agency workers in each job function

		Total	WAVE		REGION						SIZE			SECTOR	
			September 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m
Unweighted Total		8	3	5	3	1	-	1	1	3	1	5	2	6	2
Weighted Total		7 100.0%	2 100.0%	5 100.0%	3 100.0%	1 100.0%	-	1 100.0%	1 100.0%	2 100.0%	1 100.0%	4 100.0%	2 100.0%	5 100.0%	2 100.0%
Greatly increase	(5)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Slightly increase	(4)	3 38.0%	1 30.6%	2 41.1%	- -	- -	-	1 100.0%	1 100.0%	2 73.1%	-	2 46.3%	1 39.0%	2 32.6%	1 54.2%
Stay the same	(3)	3 38.9%	1 38.8%	2 39.0%	2 63.6%	1 100.0%	-	- -	- -	- -	1 100.0%	2 39.3%	-	2 36.7%	1 45.8%
Slightly decrease	(2)	2 23.1%	1 30.6%	1 19.9%	1 36.4%	-	-	-	-	1 26.9%	-	1 14.4%	1 61.0%	2 30.7%	-
Greatly decrease	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS															
Net: Increase		3 38.0%	1 30.6%	2 41.1%	- -	- -	-	1 100.0%	1 100.0%	2 73.1%	-	2 46.3%	1 39.0%	2 32.6%	1 54.2%
Net: Decrease		2 23.1%	1 30.6%	1 19.9%	1 36.4%	-	-	-	-	1 26.9%	-	1 14.4%	1 61.0%	2 30.7%	-
Net: Increase + Stay the same		5 76.9%	1 69.4%	4 80.1%	2 63.6%	1 100.0%	-	1 100.0%	1 100.0%	2 73.1%	1 100.0%	4 85.6%	1 39.0%	4 69.3%	2 100.0%
Mean score		3.1	3.0	3.2	2.6	3.0	-	4.0	4.0	3.5	3.0	3.3	2.8	3.0	3.5

Columns Tested: a,b - c,d,e,f,g,h - i,j,k - l,m

Jobs Outlook - Combined

Q14_3. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Drivers
Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	23	9	4	10	4	7	6	8	2	4	3	9	11	17	6
Weighted Total	22	8	4	10	4	7	5	8	2	4	3	9	10	17	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	6	1	1	4	1	1	1	3	2	1	1	3	2	5	1
	27.2%	13.4%	23.1%	40.7%	25.5%	13.9%	15.6%	39.0%	100.0%	29.0%	32.1%	35.5%	18.8%	30.7%	16.3%
Stay the same (3)	15	6	3	6	3	6	4	4	-	3	2	6	7	11	4
	69.0%	76.6%	76.9%	59.3%	74.5%	86.1%	69.4%	50.1%	-	71.0%	67.9%	64.5%	73.2%	64.4%	83.7%
Slightly decrease (2)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
	3.7%	10.0%	-	-	-	-	15.0%	10.9%	-	-	-	-	8.0%	4.9%	-
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Increase	6	1	1	4	1	1	1	3	2	1	1	3	2	5	1
	27.2%	13.4%	23.1%	40.7%	25.5%	13.9%	15.6%	39.0%	100.0%	29.0%	32.1%	35.5%	18.8%	30.7%	16.3%
Net: Decrease	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
	3.7%	10.0%	-	-	-	-	15.0%	10.9%	-	-	-	-	8.0%	4.9%	-
Net: Increase + Stay the same	21	7	4	10	4	7	5	7	2	4	3	9	9	16	5
	96.3%	90.0%	100.0%	100.0%	100.0%	100.0%	85.0%	89.1%	100.0%	100.0%	100.0%	100.0%	92.0%	95.1%	100.0%
Mean score	3.2	3.0	3.2	3.4	3.3	3.1	3.0	3.3	4.0	3.3	3.3	3.4	3.1	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q14_4. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Education
Base: All who recruit temporary agency workers in each job function

			WAVE					REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		8	5	2	1	5	1	1	2	1	-	-	6	2	6	2
Weighted Total		8	5	2	1	4	1	1	2	1	-	-	6	2	5	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		13.4%	20.9%	-	-	-	100.0%	-	-	-	-	-	-	57.8%	19.2%	-
Stay the same	(3)	5	3	2	1	4	-	1	1	-	-	-	4	1	4	1
		68.5%	51.0%	100.0%	100.0%	100.0%	-	100.0%	38.2%	-	-	-	76.4%	42.2%	80.8%	40.0%
Slightly decrease	(2)	1	1	-	-	-	-	-	1	1	-	-	1	-	-	1
		18.1%	28.1%	-	-	-	-	-	61.8%	100.0%	-	-	23.6%	-	-	60.0%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		13.4%	20.9%	-	-	-	100.0%	-	-	-	-	-	-	57.8%	19.2%	-
Net: Decrease		1	1	-	-	-	-	-	1	1	-	-	1	-	-	1
		18.1%	28.1%	-	-	-	-	-	61.8%	100.0%	-	-	23.6%	-	-	60.0%
Net: Increase + Stay the same		6	4	2	1	4	1	1	1	-	-	-	4	2	5	1
		81.9%	71.9%	100.0%	100.0%	100.0%	100.0%	100.0%	38.2%	-	-	-	76.4%	100.0%	100.0%	40.0%
Mean score		3.0	2.9	3.0	3.0	3.0	4.0	3.0	2.4	2.0	-	-	2.8	3.6	3.2	2.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q14_5. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Engineering & technical
Base: All who recruit temporary agency workers in each job function

			WAVE					REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		30	11	8	11	9	5	9	12	3	4	2	15	13	19	11
Weighted Total		27	9	8	10	8	4	8	12	4	3	2	14	11	18	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	9	3	1	5	2	-	6	7	1	1	2	5	2	8	1
		33.5%	34.5%	13.0%	47.6%	22.8%	-	67.4%	56.5%	30.3%	19.0%	100.0%	34.1%	20.6%	47.4%	8.3%
Stay the same	(3)	15	4	7	5	6	3	3	4	1	3	-	8	7	8	7
		55.7%	43.4%	87.0%	44.1%	77.2%	63.7%	32.6%	32.1%	31.1%	81.0%	-	56.2%	65.3%	44.8%	75.4%
Slightly decrease	(2)	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
		3.2%	-	-	8.4%	-	19.7%	-	-	-	-	-	-	7.7%	-	8.9%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	-	-	-	1	-	1	1	-	-	1	1	1	1
		7.6%	22.2%	-	-	-	16.6%	-	11.3%	38.7%	-	-	9.7%	6.4%	7.7%	7.5%
NETS																
Net: Increase		9	3	1	5	2	-	6	7	1	1	2	5	2	8	1
		33.5%	34.5%	13.0%	47.6%	22.8%	-	67.4%	56.5%	30.3%	19.0%	100.0%	34.1%	20.6%	47.4%	8.3%
Net: Decrease		1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
		3.2%	-	-	8.4%	-	19.7%	-	-	-	-	-	-	7.7%	-	8.9%
Net: Increase + Stay the same		24	7	8	9	8	3	8	11	2	3	2	13	10	16	8
		89.2%	77.8%	100.0%	91.6%	100.0%	63.7%	100.0%	88.7%	61.3%	100.0%	100.0%	90.3%	85.9%	92.3%	83.7%
Mean score		3.3	3.4	3.1	3.4	3.2	2.8	3.7	3.6	3.5	3.2	4.0	3.4	3.1	3.5	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q14_6. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Executive recruitment / interim management
Base: All who recruit temporary agency workers in each job function

			WAVE					REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		22	8	6	8	4	6	5	8	3	4	3	8	11	13	9
Weighted Total		21	8	6	7	4	6	5	8	3	4	3	8	10	12	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	17	5	5	7	4	4	4	6	2	4	3	7	7	11	6
		80.8%	72.3%	82.0%	88.5%	100.0%	71.2%	78.1%	70.5%	60.3%	100.0%	100.0%	86.9%	70.4%	91.7%	65.1%
Slightly decrease	(2)	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
		4.2%	-	-	11.5%	-	15.6%	-	-	-	-	-	-	8.6%	-	10.1%
Greatly decrease	(1)	1	1	-	-	-	-	-	1	1	-	-	-	1	-	1
		6.7%	18.2%	-	-	-	-	-	17.1%	39.7%	-	-	-	13.8%	-	16.2%
Don't know		2	1	1	-	-	1	1	1	-	-	-	1	1	1	1
		8.4%	9.5%	18.0%	-	-	13.1%	21.9%	12.5%	-	-	-	13.1%	7.2%	8.3%	8.5%
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		2	1	-	1	-	1	-	1	1	-	-	-	2	-	2
		10.8%	18.2%	-	11.5%	-	15.6%	-	17.1%	39.7%	-	-	-	22.4%	-	26.4%
Net: Increase + Stay the same		17	5	5	7	4	4	4	6	2	4	3	7	7	11	6
		80.8%	72.3%	82.0%	88.5%	100.0%	71.2%	78.1%	70.5%	60.3%	100.0%	100.0%	86.9%	70.4%	91.7%	65.1%
Mean score		2.8	2.6	3.0	2.9	3.0	2.8	3.0	2.6	2.2	3.0	3.0	3.0	2.6	3.0	2.5

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_7. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Health & social care
Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	9	3	2	4	4	1	2	3	1	1	3	1	5	7	2
Weighted Total	9 100.0%	3 100.0%	2 100.0%	4 100.0%	4 100.0%	1 100.0%	2 100.0%	3 100.0%	1 100.0%	1 100.0%	3 100.0%	1 100.0%	5 100.0%	7 100.0%	2 100.0%
Greatly increase (5)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Slightly increase (4)	1 11.2%	- -	- -	1 25.4%	- -	- -	- -	- -	- -	1 100.0%	1 33.5%	- -	- -	1 15.1%	- -
Stay the same (3)	8 88.8%	3 100.0%	2 100.0%	3 74.6%	4 100.0%	1 100.0%	2 100.0%	3 100.0%	1 100.0%	- -	2 66.5%	1 100.0%	5 100.0%	6 84.9%	2 100.0%
Slightly decrease (2)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Greatly decrease (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS															
Net: Increase	1 11.2%	- -	- -	1 25.4%	- -	- -	- -	- -	- -	1 100.0%	1 33.5%	- -	- -	1 15.1%	- -
Net: Decrease	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Net: Increase + Stay the same	9 100.0%	3 100.0%	2 100.0%	4 100.0%	4 100.0%	1 100.0%	2 100.0%	3 100.0%	1 100.0%	1 100.0%	3 100.0%	1 100.0%	5 100.0%	7 100.0%	2 100.0%
Mean score	3.1	3.0	3.0	3.3	3.0	3.0	3.0	3.0	3.0	4.0	3.3	3.0	3.0	3.2	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_8. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Hospitality
Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	15	6	2	7	2	3	4	7	3	3	1	5	9	13	2
Weighted Total	15	6	2	7	2	3	4	7	4	3	1	5	9	13	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	2	-	1	1	-	1	-	-	-	1	-	-	2	2	-
	13.6%	-	48.1%	15.4%	-	31.3%	-	-	-	33.9%	-	-	23.1%	16.1%	-
Stay the same (3)	10	4	1	5	2	2	3	4	1	2	1	3	6	9	1
	64.0%	62.7%	51.9%	69.2%	100.0%	68.7%	72.6%	52.2%	31.6%	66.1%	100.0%	53.8%	65.9%	68.3%	41.1%
Slightly decrease (2)	2	1	-	1	-	-	1	2	1	-	-	1	1	2	-
	13.2%	15.4%	-	15.5%	-	-	27.4%	28.2%	29.0%	-	-	19.6%	11.0%	15.7%	-
Greatly decrease (1)	1	1	-	-	-	-	-	1	1	-	-	1	-	-	1
	9.2%	21.9%	-	-	-	-	-	19.6%	39.4%	-	-	26.6%	-	-	58.9%
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Increase	2	-	1	1	-	1	-	-	-	1	-	-	2	2	-
	13.6%	-	48.1%	15.4%	-	31.3%	-	-	-	33.9%	-	-	23.1%	16.1%	-
Net: Decrease	3	2	-	1	-	-	1	3	2	-	-	2	1	2	1
	22.4%	37.3%	-	15.5%	-	-	27.4%	47.8%	68.4%	-	-	46.2%	11.0%	15.7%	58.9%
Net: Increase + Stay the same	12	4	2	6	2	3	3	4	1	3	1	3	8	11	1
	77.6%	62.7%	100.0%	84.5%	100.0%	100.0%	72.6%	52.2%	31.6%	100.0%	100.0%	53.8%	89.0%	84.3%	41.1%
Mean score	2.8	2.4	3.5	3.0	3.0	3.3	2.7	2.3	1.9	3.3	3.0	2.3	3.1	3.0	1.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_9. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Industrial
Base: All who recruit temporary agency workers in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		38	12	10	16	12	11	9	10	1	5	6	20	12	26	12
Weighted Total		35	10	10	15	11	10	8	9	1	4	6	18	11	24	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	1	-	1	-	1	-	-	-	1	-	2	-	2	-
		4.5%	6.0%	-	6.3%	-	9.3%	-	-	-	15.3%	-	8.8%	-	6.5%	-
Slightly increase	(4)	12	2	3	7	5	2	3	4	1	1	3	6	3	9	3
		35.1%	17.1%	32.1%	49.9%	44.2%	18.8%	41.5%	48.6%	100.0%	18.9%	50.9%	35.7%	25.8%	39.5%	25.0%
Stay the same	(3)	19	6	7	6	6	6	4	4	-	2	3	9	7	11	7
		53.5%	53.9%	67.9%	43.8%	55.8%	64.1%	48.2%	42.4%	-	46.5%	49.1%	51.1%	59.8%	47.2%	67.8%
Slightly decrease	(2)	2	2	-	-	-	1	1	1	-	1	-	1	2	2	1
		6.9%	22.9%	-	-	-	7.8%	10.3%	9.0%	-	19.4%	-	4.5%	14.3%	6.8%	7.2%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		14	2	3	8	5	3	3	4	1	1	3	8	3	11	3
		39.5%	23.1%	32.1%	56.2%	44.2%	28.1%	41.5%	48.6%	100.0%	34.2%	50.9%	44.4%	25.8%	46.0%	25.0%
Net: Decrease		2	2	-	-	-	1	1	1	-	1	-	1	2	2	1
		6.9%	22.9%	-	-	-	7.8%	10.3%	9.0%	-	19.4%	-	4.5%	14.3%	6.8%	7.2%
Net: Increase + Stay the same		32	8	10	15	11	9	7	8	1	3	6	17	9	22	10
		93.1%	77.1%	100.0%	100.0%	100.0%	92.2%	89.7%	91.0%	100.0%	80.6%	100.0%	95.5%	85.7%	93.2%	92.8%
Mean score		3.4	3.1	3.3	3.6	3.4	3.3	3.3	3.4	4.0	3.3	3.5	3.5	3.1	3.5	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q14_10. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Legal & HR
Base: All who recruit temporary agency workers in each job function

			WAVE					REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		27	15	7	5	8	6	3	8	5	5	2	11	14	19	8
Weighted Total		26	14	6	5	7	6	3	9	6	4	2	11	13	18	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	20	11	5	4	7	4	2	5	3	4	2	10	9	15	5
		78.8%	75.2%	84.5%	81.9%	100.0%	71.6%	63.6%	57.6%	54.9%	100.0%	100.0%	90.7%	66.1%	85.9%	63.2%
Slightly decrease	(2)	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
		3.4%	-	-	18.1%	-	15.4%	-	-	-	-	-	-	6.6%	-	10.7%
Greatly decrease	(1)	1	1	-	-	-	-	-	1	1	-	-	-	1	-	1
		5.4%	9.6%	-	-	-	-	-	15.2%	21.8%	-	-	-	10.5%	-	17.1%
Don't know		3	2	1	-	-	1	1	2	1	-	-	1	2	2	1
		12.5%	15.2%	15.5%	-	-	13.0%	36.4%	27.2%	23.2%	-	-	9.3%	16.7%	14.1%	9.0%
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		2	1	-	1	-	1	-	1	1	-	-	-	2	-	2
		8.7%	9.6%	-	18.1%	-	15.4%	-	15.2%	21.8%	-	-	-	17.1%	-	27.8%
Net: Increase + Stay the same		20	11	5	4	7	4	2	5	3	4	2	10	9	15	5
		78.8%	75.2%	84.5%	81.9%	100.0%	71.6%	63.6%	57.6%	54.9%	100.0%	100.0%	90.7%	66.1%	85.9%	63.2%
Mean score		2.8	2.8	3.0	2.8	3.0	2.8	3.0	2.6	2.4	3.0	3.0	3.0	2.7	3.0	2.5

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_11. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Life sciences
Base: All who recruit temporary agency workers in each job function

		WAVE		REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m
Unweighted Total	5	2	3	2	1	1	1	-	1	-	2	3	5	-
Weighted Total	5	2	3	2	1	1	1	-	1	-	2	3	5	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	-	100.0%	100.0%	100.0%	-
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same (3)	4	2	2	2	1	-	-	-	1	-	1	3	4	-
	78.2%	100.0%	64.7%	100.0%	100.0%	-	-	-	100.0%	-	48.3%	100.0%	78.2%	-
Slightly decrease (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	-	1	-	-	1	1	-	-	-	1	-	1	-
	21.8%	-	35.3%	-	-	100.0%	100.0%	-	-	-	51.7%	-	21.8%	-
NETS														
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	4	2	2	2	1	-	-	-	1	-	1	3	4	-
	78.2%	100.0%	64.7%	100.0%	100.0%	-	-	-	100.0%	-	48.3%	100.0%	78.2%	-
Mean score	3.0	3.0	3.0	3.0	3.0	-	-	-	3.0	-	3.0	3.0	3.0	-

Columns Tested: a,b - c,d,e,f,g,h - i,j,k - l,m

COMRES

Jobs Outlook - Combined

Q14_12. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Marketing, media & creative
Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	23	10	7	6	5	3	6	10	4	5	2	9	12	19	4
Weighted Total	22	9	7	7	5	3	5	11	5	5	2	9	12	19	4
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
	3.8%	-	-	12.7%	-	-	15.9%	8.1%	-	-	-	-	7.3%	4.6%	-
Slightly increase (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same (3)	19	7	6	6	5	2	3	8	5	5	2	8	9	16	3
	84.8%	82.8%	85.0%	87.3%	100.0%	73.2%	50.4%	74.6%	100.0%	100.0%	100.0%	88.7%	79.7%	85.7%	80.5%
Slightly decrease (2)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
	3.6%	9.1%	-	-	-	-	15.1%	7.7%	-	-	-	-	6.9%	4.4%	-
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	2	1	1	-	-	1	1	1	-	-	-	1	1	1	1
	7.7%	8.0%	15.0%	-	-	26.8%	18.6%	9.5%	-	-	-	11.3%	6.1%	5.4%	19.5%
NETS															
Net: Increase	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
	3.8%	-	-	12.7%	-	-	15.9%	8.1%	-	-	-	-	7.3%	4.6%	-
Net: Decrease	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
	3.6%	9.1%	-	-	-	-	15.1%	7.7%	-	-	-	-	6.9%	4.4%	-
Net: Increase + Stay the same	20	7	6	7	5	2	4	9	5	5	2	8	10	17	3
	88.6%	82.8%	85.0%	100.0%	100.0%	73.2%	66.3%	82.7%	100.0%	100.0%	100.0%	88.7%	87.0%	90.3%	80.5%
Mean score	3.0	2.9	3.0	3.3	3.0	3.0	3.2	3.1	3.0	3.0	3.0	3.0	3.1	3.1	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_13. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Office professionals
Base: All who recruit temporary agency workers in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		58	19	17	22	12	13	15	27	12	6	13	21	24	48	10
Weighted Total		58	19	17	22	11	13	14	29	15	5	14	20	24	48	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	7	3	1	3	2	1	2	3	1	-	3	3	-	6	1
		11.6%	14.6%	5.8%	13.5%	22.5%	7.1%	14.4%	11.7%	9.3%	-	24.8%	16.7%	-	12.2%	8.3%
Stay the same	(3)	42	12	14	16	8	9	10	20	10	5	10	15	17	36	6
		72.6%	62.5%	82.2%	73.9%	77.5%	66.3%	72.5%	68.5%	64.6%	100.0%	75.2%	73.0%	70.7%	74.9%	61.0%
Slightly decrease	(2)	4	1	-	3	-	3	1	1	-	-	-	-	4	3	1
		6.2%	4.3%	-	12.6%	-	21.1%	5.9%	2.8%	-	-	-	-	14.6%	5.6%	8.9%
Greatly decrease	(1)	1	1	-	-	-	-	-	1	1	-	-	-	1	-	1
		2.4%	7.2%	-	-	-	-	-	4.8%	9.3%	-	-	-	5.7%	-	14.3%
Don't know		4	2	2	-	-	1	1	4	3	-	-	2	2	4	1
		7.3%	11.4%	12.0%	-	-	5.6%	7.2%	12.2%	16.8%	-	-	10.2%	9.0%	7.3%	7.5%
NETS																
Net: Increase		7	3	1	3	2	1	2	3	1	-	3	3	-	6	1
		11.6%	14.6%	5.8%	13.5%	22.5%	7.1%	14.4%	11.7%	9.3%	-	24.8%	16.7%	-	12.2%	8.3%
Net: Decrease		5	2	-	3	-	3	1	2	1	-	-	-	5	3	2
		8.5%	11.5%	-	12.6%	-	21.1%	5.9%	7.6%	9.3%	-	-	-	20.3%	5.6%	23.2%
Net: Increase + Stay the same		49	15	15	19	11	10	12	23	11	5	14	18	17	42	7
		84.2%	77.1%	88.0%	87.4%	100.0%	73.4%	86.9%	80.2%	73.9%	100.0%	100.0%	89.8%	70.7%	87.1%	69.3%
Mean score		3.0	3.0	3.1	3.0	3.2	2.9	3.1	3.0	2.9	3.0	3.2	3.2	2.7	3.1	2.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_14. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Sales & retail
Base: All who recruit temporary agency workers in each job function

			WAVE					REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		21	8	4	9	5	4	5	7	2	5	3	8	10	18	3
Weighted Total		19	7	4	8	4	4	5	7	2	5	3	7	9	17	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	1	1	1	-	-	-	1	1	2	-
		9.0%	11.8%	-	11.1%	-	24.5%	17.5%	12.1%	-	-	-	12.5%	9.3%	10.6%	-
Stay the same	(3)	17	6	4	7	4	2	4	6	2	5	3	6	7	15	2
		86.5%	88.2%	100.0%	78.6%	100.0%	52.6%	82.5%	87.9%	100.0%	100.0%	100.0%	87.5%	81.0%	89.4%	68.8%
Slightly decrease	(2)	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
		4.5%	-	-	10.3%	-	22.9%	-	-	-	-	-	-	9.7%	-	31.2%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	-	1	-	1	1	1	-	-	-	1	1	2	-
		9.0%	11.8%	-	11.1%	-	24.5%	17.5%	12.1%	-	-	-	12.5%	9.3%	10.6%	-
Net: Decrease		1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
		4.5%	-	-	10.3%	-	22.9%	-	-	-	-	-	-	9.7%	-	31.2%
Net: Increase + Stay the same		18	7	4	7	4	3	5	7	2	5	3	7	8	17	2
		95.5%	100.0%	100.0%	89.7%	100.0%	77.1%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	90.3%	100.0%	68.8%
Mean score		3.0	3.1	3.0	3.0	3.0	3.0	3.2	3.1	3.0	3.0	3.0	3.1	3.0	3.1	2.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_15. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Technology
Base: All who recruit temporary agency workers in each job function

			WAVE						REGION					SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		30	11	9	10	8	6	7	11	4	5	4	12	14	22	8
Weighted Total		27	9	9	9	7	5	6	11	4	4	4	11	12	20	7
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	1	1	4	-	1	4	5	1	-	2	2	2	6	-
		20.9%	8.9%	11.5%	41.6%	-	17.8%	57.2%	43.6%	24.0%	-	53.6%	18.0%	13.8%	28.2%	-
Stay the same	(3)	16	5	7	5	6	3	1	3	2	4	2	6	8	10	5
		58.6%	51.3%	76.7%	49.2%	88.5%	52.0%	14.5%	27.1%	45.5%	100.0%	46.4%	54.2%	66.3%	52.1%	77.4%
Slightly decrease	(2)	2	2	-	1	1	1	1	1	-	-	-	1	2	2	1
		9.1%	17.4%	-	9.2%	11.5%	16.4%	12.7%	7.5%	-	-	-	7.0%	13.9%	8.0%	12.3%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	2	1	-	-	1	1	2	1	-	-	2	1	2	1
		11.4%	22.4%	11.8%	-	-	13.8%	15.6%	21.7%	30.6%	-	-	20.8%	6.0%	11.7%	10.3%
NETS																
Net: Increase		6	1	1	4	-	1	4	5	1	-	2	2	2	6	-
		20.9%	8.9%	11.5%	41.6%	-	17.8%	57.2%	43.6%	24.0%	-	53.6%	18.0%	13.8%	28.2%	-
Net: Decrease		2	2	-	1	1	1	1	1	-	-	-	1	2	2	1
		9.1%	17.4%	-	9.2%	11.5%	16.4%	12.7%	7.5%	-	-	-	7.0%	13.9%	8.0%	12.3%
Net: Increase + Stay the same		22	6	8	8	6	4	5	8	3	4	4	8	10	16	5
		79.5%	60.2%	88.2%	90.8%	88.5%	69.8%	71.7%	70.8%	69.4%	100.0%	100.0%	72.2%	80.2%	80.3%	77.4%
Mean score		3.1	2.9	3.1	3.3	2.9	3.0	3.5	3.5	3.3	3.0	3.5	3.1	3.0	3.2	2.9

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q15_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

SUMMARY TABLE
Base: All who recruit temporary agency workers in each job function

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	40 100.0%	- -	2 5.0%	31 77.5%	3 6.7%	1 2.2%	3 8.6%	2 5.0%	4 8.8%	33 82.6%	2.9
Construction	7 100.0%	- -	2 33.6%	5 66.4%	- -	- -	- -	2 33.6%	- -	7 100.0%	3.3
Drivers	22 100.0%	- -	4 18.8%	15 68.3%	2 8.3%	- -	1 4.6%	4 18.8%	2 8.3%	19 87.1%	3.1
Education	8 100.0%	- -	- -	6 81.9%	1 18.1%	- -	- -	- -	1 18.1%	6 81.9%	2.8
Engineering & technical	27 100.0%	- -	10 35.3%	14 51.4%	- -	1 3.2%	3 10.2%	10 35.3%	1 3.2%	24 86.7%	3.3
Executive recruitment / interim management	21 100.0%	- -	1 4.2%	16 78.4%	- -	1 4.2%	3 13.3%	1 4.2%	1 4.2%	17 82.5%	3.0
Health & social care	9 100.0%	- -	2 21.9%	6 62.8%	- -	1 15.2%	- -	2 21.9%	1 15.2%	8 84.8%	2.9
Hospitality	15 100.0%	3 18.2%	2 14.5%	7 44.5%	1 6.8%	2 16.0%	- -	5 32.7%	3 22.8%	12 77.2%	3.1
Industrial	35 100.0%	2 4.5%	11 32.4%	20 58.4%	2 4.6%	- -	- -	13 36.9%	2 4.6%	33 95.4%	3.4
Legal & HR	26 100.0%	- -	- -	20 77.5%	- -	1 3.4%	5 19.1%	- -	1 3.4%	20 77.5%	2.9
Life sciences	5 100.0%	- -	- -	4 78.2%	- -	- -	1 21.8%	- -	- -	4 78.2%	3.0
Marketing, media & creative	22 100.0%	- -	1 3.8%	18 80.3%	1 3.6%	- -	3 12.2%	1 3.8%	1 3.6%	19 84.1%	3.0
Office professionals	58 100.0%	1 1.7%	12 20.7%	36 61.7%	2 3.0%	2 3.9%	5 9.1%	13 22.4%	4 6.9%	49 84.1%	3.1
Sales & retail	19 100.0%	1 4.8%	1 4.3%	14 73.3%	1 4.5%	1 4.5%	2 8.8%	2 9.0%	2 8.9%	16 82.3%	3.0
Technology	27 100.0%	- -	5 17.5%	17 62.0%	2 6.0%	1 3.2%	3 11.4%	5 17.5%	2 9.1%	22 79.5%	3.1
Average (response based including bases)	340 100.0%	6 1.8%	53 15.5%	228 67.0%	14 4.0%	11 3.3%	29 8.4%	59 17.3%	25 7.3%	287 84.3%	3.1

COMRES

Jobs Outlook - Combined

Q15_SUM. Average across all sectors

SUMMARY TABLE
Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	361	138	92	131	92	81	85	131	46	57	49	147	165	272	89
Weighted Total	340 100.0%	126 100.0%	89 100.0%	125 100.0%	81 100.0%	77 100.0%	78 100.0%	132 100.0%	54 100.0%	50 100.0%	49 100.0%	138 100.0%	153 100.0%	257 100.0%	83 100.0%
Greatly increase (5)	6 1.8%	1 .5%	- -	6 4.4% ab	- -	3 3.7%	2 2.2%	2 1.3%	- -	2 3.3%	- -	2 1.8%	4 2.4%	6 2.4%	- -
Slightly increase (4)	53 15.5%	20 16.0%	7 8.1%	25 20.3% b	13 16.5%	9 11.2%	20 25.4% ei	28 20.8% i	8 14.4%	3 6.4%	11 22.0%	22 15.7%	20 13.3%	47 18.2% n	6 7.1%
Stay the same (3)	228 67.0%	74 58.3%	72 80.6% ac	83 66.1%	63 78.0% fgh	50 65.7%	44 56.0%	77 58.2%	33 61.3%	37 74.6% fg	38 78.0% l	98 70.8% l	92 60.0%	167 65.1%	60 72.9%
Slightly decrease (2)	14 4.0%	7 5.6%	1 1.0%	5 4.4%	2 2.2%	3 3.6%	6 7.4%	8 6.2%	2 4.4%	1 1.6%	- -	4 2.9%	10 6.2%	12 4.7%	1 1.7%
Greatly decrease (1)	11 3.3%	4 3.3%	1 1.2%	6 4.8%	- -	7 9.2% dfi	- -	4 3.1%	4 7.6% dfi	- -	- -	1 1.0%	10 6.4% k	1 .4%	10 12.3% m
Don't know	29 8.4%	21 16.3% c	8 9.1% c	- -	3 3.4%	5 6.6%	7 9.1%	14 10.4%	7 12.3% d	7 14.2% d	- -	11 7.8% j	18 11.6% j	24 9.2%	5 6.1%
NETS															
Net: Increase	59 17.3%	21 16.5%	7 8.1%	31 24.7% b	13 16.5%	11 14.9%	21 27.6% ei	29 22.1% i	8 14.4%	5 9.7%	11 22.0%	24 17.5%	24 15.7%	53 20.6% n	6 7.1%
Net: Decrease	25 7.3%	11 8.9% b	2 2.2%	12 9.2% b	2 2.2%	10 12.8% di	6 7.4%	12 9.3% d	7 12.0% di	1 1.6%	- -	5 3.9%	19 12.6% jk	13 5.1%	12 13.9% m
Net: Increase + Stay the same	287 84.3%	94 74.8%	79 88.7% a	114 90.8% a	77 94.4% efghi	62 80.6%	65 83.5%	106 80.3%	41 75.7%	42 84.2%	49 100.0% kl	122 88.3% l	116 75.7%	220 85.7%	66 80.0%
Mean score	3.1	3.1	3.1	3.2	3.1 h	3.0	3.2 eh	3.1	2.9	3.1	3.2	3.2 l	3.0	3.2 n	2.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q15_1. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Accounting and financial services
Base: All who recruit temporary agency workers in each job function

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	44	16	11	17	9	13	12	16	4	6	6	15	23	34	10
Weighted Total	40	14	11	16	8	13	11	15	4	5	6	14	20	31	9
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	2	-	-	2	-	1	-	1	1	-	-	1	1	2	-
	5.0%	-	-	12.7%	-	7.6%	-	7.1%	25.7%	-	-	6.9%	5.2%	6.5%	-
Stay the same (3)	31	10	9	12	7	8	9	12	3	4	6	12	13	24	7
	77.5%	76.1%	81.6%	76.1%	91.0%	65.0%	83.0%	80.6%	74.3%	79.3%	100.0%	85.7%	65.5%	76.2%	82.3%
Slightly decrease (2)	3	1	1	1	-	2	1	1	-	-	-	-	3	3	-
	6.7%	6.0%	8.8%	5.8%	-	14.7%	7.6%	5.5%	-	-	-	-	13.1%	8.6%	-
Greatly decrease (1)	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
	2.2%	-	-	5.4%	-	6.9%	-	-	-	-	-	-	4.2%	-	9.6%
Don't know	3	2	1	-	1	1	1	1	-	1	-	1	2	3	1
	8.6%	17.8%	9.6%	-	9.0%	5.8%	9.4%	6.8%	-	20.7%	-	7.3%	11.9%	8.7%	8.1%
NETS															
Net: Increase	2	-	-	2	-	1	-	1	1	-	-	1	1	2	-
	5.0%	-	-	12.7%	-	7.6%	-	7.1%	25.7%	-	-	6.9%	5.2%	6.5%	-
Net: Decrease	4	1	1	2	-	3	1	1	-	-	-	-	4	3	1
	8.8%	6.0%	8.8%	11.2%	-	21.6%	7.6%	5.5%	-	-	-	-	17.3%	8.6%	9.6%
Net: Increase + Stay the same	33	10	9	14	7	9	9	13	4	4	6	13	14	26	7
	82.6%	76.1%	81.6%	88.8%	91.0%	72.6%	83.0%	87.7%	100.0%	79.3%	100.0%	92.7%	70.8%	82.7%	82.3%
Mean score	2.9	2.9	2.9	3.0	3.0	2.8	2.9	3.0	3.3	3.0	3.0	3.1	2.8	3.0	2.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_2. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Construction
Base: All who recruit temporary agency workers in each job function

			WAVE		REGION						SIZE			SECTOR	
		Total	September 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m
Unweighted Total		8	3	5	3	1	-	1	1	3	1	5	2	6	2
Weighted Total		7 100.0%	2 100.0%	5 100.0%	3 100.0%	1 100.0%	- -	1 100.0%	1 100.0%	2 100.0%	1 100.0%	4 100.0%	2 100.0%	5 100.0%	2 100.0%
Greatly increase	(5)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Slightly increase	(4)	2 33.6%	1 69.4%	1 18.6%	2 63.6%	- -	- -	- -	- -	1 26.9%	- -	2 39.3%	1 39.0%	2 29.5%	1 45.8%
Stay the same	(3)	5 66.4%	1 30.6%	4 81.4%	1 36.4%	1 100.0%	- -	1 100.0%	1 100.0%	2 73.1%	1 100.0%	3 60.7%	1 61.0%	4 70.5%	1 54.2%
Slightly decrease	(2)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Greatly decrease	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS															
Net: Increase		2 33.6%	1 69.4%	1 18.6%	2 63.6%	- -	- -	- -	- -	1 26.9%	- -	2 39.3%	1 39.0%	2 29.5%	1 45.8%
Net: Decrease		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Net: Increase + Stay the same		7 100.0%	2 100.0%	5 100.0%	3 100.0%	1 100.0%	- -	1 100.0%	1 100.0%	2 100.0%	1 100.0%	4 100.0%	2 100.0%	5 100.0%	2 100.0%
Mean score		3.3	3.7	3.2	3.6	3.0	-	3.0	3.0	3.3	3.0	3.4	3.4	3.3	3.5

Columns Tested: a,b - c,d,e,f,g,h - i,j,k - l,m

Jobs Outlook - Combined

Q15_3. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Drivers
Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	23	9	4	10	4	7	6	8	2	4	3	9	11	17	6
Weighted Total	22	8	4	10	4	7	5	8	2	4	3	9	10	17	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	4	2	1	1	-	2	1	2	1	-	-	2	2	3	1
	18.8%	28.3%	23.1%	8.8%	-	32.1%	15.6%	25.9%	52.5%	-	-	22.8%	21.0%	19.5%	16.3%
Stay the same (3)	15	4	3	8	3	5	4	5	1	3	3	7	5	11	4
	68.3%	49.3%	76.9%	80.9%	74.5%	67.9%	69.4%	63.3%	47.5%	72.9%	100.0%	77.2%	51.3%	63.5%	83.7%
Slightly decrease (2)	2	1	-	1	1	-	1	1	-	-	-	-	2	2	-
	8.3%	10.0%	-	10.3%	25.5%	-	15.0%	10.9%	-	-	-	-	17.7%	10.9%	-
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
	4.6%	12.4%	-	-	-	-	-	-	-	27.1%	-	-	9.9%	6.1%	-
NETS															
Net: Increase	4	2	1	1	-	2	1	2	1	-	-	2	2	3	1
	18.8%	28.3%	23.1%	8.8%	-	32.1%	15.6%	25.9%	52.5%	-	-	22.8%	21.0%	19.5%	16.3%
Net: Decrease	2	1	-	1	1	-	1	1	-	-	-	-	2	2	-
	8.3%	10.0%	-	10.3%	25.5%	-	15.0%	10.9%	-	-	-	-	17.7%	10.9%	-
Net: Increase + Stay the same	19	6	4	9	3	7	5	7	2	3	3	9	7	14	5
	87.1%	77.6%	100.0%	89.7%	74.5%	100.0%	85.0%	89.1%	100.0%	72.9%	100.0%	100.0%	72.4%	83.0%	100.0%
Mean score	3.1	3.2	3.2	3.0	2.7	3.3	3.0	3.2	3.5	3.0	3.0	3.2	3.0	3.1	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_4. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Education
Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	8	5	2	1	5	1	1	2	1	-	-	6	2	6	2
Weighted Total	8	5	2	1	4	1	1	2	1	-	-	6	2	5	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same (3)	6	4	2	1	4	1	1	1	-	-	-	4	2	5	1
	81.9%	71.9%	100.0%	100.0%	100.0%	100.0%	100.0%	38.2%	-	-	-	76.4%	100.0%	100.0%	40.0%
Slightly decrease (2)	1	1	-	-	-	-	-	1	1	-	-	1	-	-	1
	18.1%	28.1%	-	-	-	-	-	61.8%	100.0%	-	-	23.6%	-	-	60.0%
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	1	1	-	-	-	-	-	1	1	-	-	1	-	-	1
	18.1%	28.1%	-	-	-	-	-	61.8%	100.0%	-	-	23.6%	-	-	60.0%
Net: Increase + Stay the same	6	4	2	1	4	1	1	1	-	-	-	4	2	5	1
	81.9%	71.9%	100.0%	100.0%	100.0%	100.0%	100.0%	38.2%	-	-	-	76.4%	100.0%	100.0%	40.0%
Mean score	2.8	2.7	3.0	3.0	3.0	3.0	3.0	2.4	2.0	-	-	2.8	3.0	3.0	2.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_5. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Engineering & technical
Base: All who recruit temporary agency workers in each job function

			WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	30	11	8	11	9	5	9	12	3	4	2	15	13	19	11
Weighted Total	27	9	8	10	8	4	8	12	4	3	2	14	11	18	10
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	10	4	1	5	2	-	6	7	1	1	1	6	2	8	2
	35.3%	41.2%	13.0%	46.2%	31.1%	-	65.7%	55.3%	30.3%	19.0%	50.0%	44.9%	20.6%	45.2%	17.4%
Stay the same (3)	14	3	7	5	5	3	3	4	1	3	1	6	7	8	6
	51.4%	29.4%	87.0%	45.5%	59.9%	63.7%	34.3%	33.3%	31.1%	81.0%	50.0%	45.3%	59.3%	43.2%	66.3%
Slightly decrease (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease (1)	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
	3.2%	-	-	8.4%	-	19.7%	-	-	-	-	-	-	7.7%	-	8.9%
Don't know	3	3	-	-	1	1	-	1	1	-	-	1	1	2	1
	10.2%	29.4%	-	-	9.0%	16.6%	-	11.3%	38.7%	-	-	9.7%	12.5%	11.6%	7.5%
NETS															
Net: Increase	10	4	1	5	2	-	6	7	1	1	1	6	2	8	2
	35.3%	41.2%	13.0%	46.2%	31.1%	-	65.7%	55.3%	30.3%	19.0%	50.0%	44.9%	20.6%	45.2%	17.4%
Net: Decrease	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
	3.2%	-	-	8.4%	-	19.7%	-	-	-	-	-	-	7.7%	-	8.9%
Net: Increase + Stay the same	24	7	8	9	7	3	8	11	2	3	2	13	9	15	8
	86.7%	70.6%	100.0%	91.6%	91.0%	63.7%	100.0%	88.7%	61.3%	100.0%	100.0%	90.3%	79.8%	88.4%	83.7%
Mean score	3.3	3.6	3.1	3.3	3.3	2.5	3.7	3.6	3.5	3.2	3.5	3.5	3.1	3.5	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q15_6. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Executive recruitment / interim management
Base: All who recruit temporary agency workers in each job function

| | | | WAVE | | | REGION | | | | | SIZE | | | SECTOR | |
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	22	8	6	8	4	6	5	8	3	4	3	8	11	13	9
Weighted Total	21	8	6	7	4	6	5	8	3	4	3	8	10	12	8
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
	4.2%	-	-	11.6%	-	-	18.7%	10.7%	-	-	-	-	8.6%	7.1%	-
Stay the same (3)	16	6	5	6	4	4	3	6	3	2	3	7	7	9	7
	78.4%	77.1%	82.0%	76.9%	100.0%	71.2%	59.4%	76.9%	100.0%	71.1%	100.0%	86.9%	65.5%	76.3%	81.4%
Slightly decrease (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease (1)	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
	4.2%	-	-	11.5%	-	15.6%	-	-	-	-	-	-	8.6%	-	10.1%
Don't know	3	2	1	-	-	1	1	1	-	1	-	1	2	2	1
	13.3%	22.9%	18.0%	-	-	13.1%	21.9%	12.5%	-	28.9%	-	13.1%	17.3%	16.6%	8.5%
NETS															
Net: Increase	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
	4.2%	-	-	11.6%	-	-	18.7%	10.7%	-	-	-	-	8.6%	7.1%	-
Net: Decrease	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
	4.2%	-	-	11.5%	-	15.6%	-	-	-	-	-	-	8.6%	-	10.1%
Net: Increase + Stay the same	17	6	5	7	4	4	4	7	3	2	3	7	7	10	7
	82.5%	77.1%	82.0%	88.5%	100.0%	71.2%	78.1%	87.5%	100.0%	71.1%	100.0%	86.9%	74.1%	83.4%	81.4%
Mean score	3.0	3.0	3.0	2.9	3.0	2.6	3.2	3.1	3.0	3.0	3.0	3.0	2.9	3.1	2.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q15_7. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Health & social care
Base: All who recruit temporary agency workers in each job function

			WAVE					REGION					SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		9	3	2	4	4	1	2	3	1	1	3	1	5	7	2
Weighted Total		9	3	2	4	4	1	2	3	1	1	3	1	5	7	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	-	2	-	-	1	1	-	1	1	-	1	2	-
		21.9%	-	-	49.9%	-	-	49.9%	29.3%	-	100.0%	33.5%	-	19.2%	29.6%	-
Stay the same	(3)	6	2	2	2	4	1	1	1	-	-	2	1	3	5	1
		62.8%	56.3%	100.0%	50.1%	100.0%	100.0%	50.1%	29.4%	-	-	66.5%	100.0%	53.8%	70.4%	41.2%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	1	-	-	-	-	-	1	1	-	-	-	1	-	1
		15.2%	43.8%	-	-	-	-	-	41.3%	100.0%	-	-	-	27.1%	-	58.8%
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	-	-	2	-	-	1	1	-	1	1	-	1	2	-
		21.9%	-	-	49.9%	-	-	49.9%	29.3%	-	100.0%	33.5%	-	19.2%	29.6%	-
Net: Decrease		1	1	-	-	-	-	-	1	1	-	-	-	1	-	1
		15.2%	43.8%	-	-	-	-	-	41.3%	100.0%	-	-	-	27.1%	-	58.8%
Net: Increase + Stay the same		8	2	2	4	4	1	2	2	-	1	3	1	4	7	1
		84.8%	56.3%	100.0%	100.0%	100.0%	100.0%	100.0%	58.7%	-	100.0%	100.0%	100.0%	72.9%	100.0%	41.2%
Mean score		2.9	2.1	3.0	3.5	3.0	3.0	3.5	2.5	1.0	4.0	3.3	3.0	2.7	3.3	1.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q15_8. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Hospitality
Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	15	6	2	7	2	3	4	7	3	3	1	5	9	13	2
Weighted Total	15	6	2	7	2	3	4	7	4	3	1	5	9	13	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	3	-	-	3	-	-	2	2	-	1	-	-	3	3	-
	18.2%	-	-	41.4%	-	-	48.3%	24.3%	-	33.9%	-	-	30.9%	21.5%	-
Slightly increase (4)	2	2	-	-	1	1	-	-	-	-	-	1	1	2	-
	14.5%	34.6%	-	-	56.3%	37.3%	-	-	-	-	-	18.6%	13.8%	17.2%	-
Stay the same (3)	7	3	1	3	1	1	2	3	1	2	1	2	4	6	1
	44.5%	43.5%	51.9%	43.1%	43.7%	31.3%	51.7%	41.7%	31.6%	66.1%	100.0%	35.2%	43.6%	45.2%	41.1%
Slightly decrease (2)	1	-	-	1	-	-	-	1	1	-	-	1	-	1	-
	6.8%	-	-	15.5%	-	-	-	14.4%	29.0%	-	-	19.6%	-	8.0%	-
Greatly decrease (1)	2	1	1	-	-	1	-	1	1	-	-	1	1	1	1
	16.0%	21.9%	48.1%	-	-	31.3%	-	19.6%	39.4%	-	-	26.6%	11.6%	8.1%	58.9%
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Increase	5	2	-	3	1	1	2	2	-	1	-	1	4	5	-
	32.7%	34.6%	-	41.4%	56.3%	37.3%	48.3%	24.3%	-	33.9%	-	18.6%	44.7%	38.7%	-
Net: Decrease	3	1	1	1	-	1	-	2	2	-	-	2	1	2	1
	22.8%	21.9%	48.1%	15.5%	-	31.3%	-	34.0%	68.4%	-	-	46.2%	11.6%	16.1%	58.9%
Net: Increase + Stay the same	12	5	1	6	2	2	4	5	1	3	1	3	8	11	1
	77.2%	78.1%	51.9%	84.5%	100.0%	68.7%	100.0%	66.0%	31.6%	100.0%	100.0%	53.8%	88.4%	83.9%	41.1%
Mean score	3.1	2.9	2.0	3.7	3.6	2.7	4.0	3.0	1.9	3.7	3.0	2.5	3.5	3.4	1.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_9. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Industrial

Base: All who recruit temporary agency workers in each job function

			WAVE					REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		38	12	10	16	12	11	9	10	1	5	6	20	12	26	12
Weighted Total		35	10	10	15	11	10	8	9	1	4	6	18	11	24	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	1	-	1	-	1	-	-	-	1	-	2	-	2	-
		4.5%	6.0%	-	6.3%	-	9.3%	-	-	-	15.3%	-	8.8%	-	6.5%	-
Slightly increase	(4)	11	4	2	6	5	1	3	4	1	1	3	4	4	9	2
		32.4%	35.7%	20.7%	37.9%	43.3%	9.1%	42.0%	49.1%	100.0%	21.9%	50.9%	25.2%	34.4%	39.7%	16.2%
Stay the same	(3)	20	5	8	7	6	8	4	4	-	2	3	11	6	11	9
		58.4%	50.4%	79.3%	50.4%	56.7%	81.6%	47.7%	41.9%	-	44.0%	49.1%	61.6%	58.2%	47.2%	83.8%
Slightly decrease	(2)	2	1	-	1	-	-	1	1	-	1	-	1	1	2	-
		4.6%	7.9%	-	5.4%	-	-	10.3%	9.0%	-	18.9%	-	4.4%	7.4%	6.7%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		13	4	2	6	5	2	3	4	1	2	3	6	4	11	2
		36.9%	41.7%	20.7%	44.2%	43.3%	18.4%	42.0%	49.1%	100.0%	37.1%	50.9%	34.0%	34.4%	46.1%	16.2%
Net: Decrease		2	1	-	1	-	-	1	1	-	1	-	1	1	2	-
		4.6%	7.9%	-	5.4%	-	-	10.3%	9.0%	-	18.9%	-	4.4%	7.4%	6.7%	-
Net: Increase + Stay the same		33	10	10	14	11	10	7	8	1	3	6	17	10	22	11
		95.4%	92.1%	100.0%	94.6%	100.0%	100.0%	89.7%	91.0%	100.0%	81.1%	100.0%	95.6%	92.6%	93.3%	100.0%
Mean score		3.4	3.4	3.2	3.5	3.4	3.3	3.3	3.4	4.0	3.3	3.5	3.4	3.3	3.5	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_10. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Legal & HR
Base: All who recruit temporary agency workers in each job function

			WAVE					REGION					SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	27	15	7	5	8	6	3	8	5	5	2	11	14	19	8
Weighted Total	26	14	6	5	7	6	3	9	6	4	2	11	13	18	8
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same (3)	20	10	5	4	6	4	2	7	5	3	2	10	8	13	6
	77.5%	73.0%	84.5%	81.9%	89.8%	71.6%	63.6%	72.8%	76.8%	76.3%	100.0%	90.7%	63.7%	76.3%	80.3%
Slightly decrease (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease (1)	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
	3.4%	-	-	18.1%	-	15.4%	-	-	-	-	-	-	6.6%	-	10.7%
Don't know	5	4	1	-	1	1	1	2	1	1	-	1	4	4	1
	19.1%	27.0%	15.5%	-	10.2%	13.0%	36.4%	27.2%	23.2%	23.7%	-	9.3%	29.7%	23.7%	9.0%
NETS															
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
	3.4%	-	-	18.1%	-	15.4%	-	-	-	-	-	-	6.6%	-	10.7%
Net: Increase + Stay the same	20	10	5	4	6	4	2	7	5	3	2	10	8	13	6
	77.5%	73.0%	84.5%	81.9%	89.8%	71.6%	63.6%	72.8%	76.8%	76.3%	100.0%	90.7%	63.7%	76.3%	80.3%
Mean score	2.9	3.0	3.0	2.6	3.0	2.6	3.0	3.0	3.0	3.0	3.0	3.0	2.8	3.0	2.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q15_11. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Life sciences
Base: All who recruit temporary agency workers in each job function

| | | WAVE | | REGION | | | | | | SIZE | | | SECTOR | |
	Total	September 2016	October 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m
Unweighted Total	5	2	3	2	1	1	1	-	1	-	2	3	5	-
Weighted Total	5	2	3	2	1	1	1	-	1	-	2	3	5	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	-	100.0%	100.0%	100.0%	-
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same (3)	4	2	2	2	1	-	-	-	1	-	1	3	4	-
	78.2%	100.0%	64.7%	100.0%	100.0%	-	-	-	100.0%	-	48.3%	100.0%	78.2%	-
Slightly decrease (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	-	1	-	-	1	1	-	-	-	1	-	1	-
	21.8%	-	35.3%	-	-	100.0%	100.0%	-	-	-	51.7%	-	21.8%	-
NETS														
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	4	2	2	2	1	-	-	-	1	-	1	3	4	-
	78.2%	100.0%	64.7%	100.0%	100.0%	-	-	-	100.0%	-	48.3%	100.0%	78.2%	-
Mean score	3.0	3.0	3.0	3.0	3.0	-	-	-	3.0	-	3.0	3.0	3.0	-

Columns Tested: a,b - c,d,e,f,g,h - i,j,k - l,m

Jobs Outlook - Combined

Q15_12. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Marketing, media & creative
Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	23	10	7	6	5	3	6	10	4	5	2	9	12	19	4
Weighted Total	22	9	7	7	5	3	5	11	5	5	2	9	12	19	4
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
	3.8%	-	-	12.7%	-	-	15.9%	8.1%	-	-	-	-	7.3%	4.6%	-
Stay the same (3)	18	6	6	6	5	2	3	8	5	4	2	8	8	15	3
	80.3%	71.6%	85.0%	87.3%	100.0%	73.2%	50.4%	74.6%	100.0%	78.2%	100.0%	88.7%	71.1%	80.3%	80.5%
Slightly decrease (2)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
	3.6%	9.1%	-	-	-	-	15.1%	7.7%	-	-	-	-	6.9%	4.4%	-
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	3	2	1	-	-	1	1	1	-	1	-	1	2	2	1
	12.2%	19.3%	15.0%	-	-	26.8%	18.6%	9.5%	-	21.8%	-	11.3%	14.7%	10.8%	19.5%
NETS															
Net: Increase	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
	3.8%	-	-	12.7%	-	-	15.9%	8.1%	-	-	-	-	7.3%	4.6%	-
Net: Decrease	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
	3.6%	9.1%	-	-	-	-	15.1%	7.7%	-	-	-	-	6.9%	4.4%	-
Net: Increase + Stay the same	19	6	6	7	5	2	4	9	5	4	2	8	9	16	3
	84.1%	71.6%	85.0%	100.0%	100.0%	73.2%	66.3%	82.7%	100.0%	78.2%	100.0%	88.7%	78.4%	84.9%	80.5%
Mean score	3.0	2.9	3.0	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_13. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Office professionals

Base: All who recruit temporary agency workers in each job function

			WAVE						REGION				SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		58	19	17	22	12	13	15	27	12	6	13	21	24	48	10
Weighted Total		58	19	17	22	11	13	14	29	15	5	14	20	24	48	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		1.7%	-	-	4.4%	-	7.4%	-	-	-	-	-	-	4.0%	2.0%	-
Slightly increase	(4)	12	5	2	5	3	3	3	5	2	-	5	3	4	11	1
		20.7%	26.0%	13.8%	21.5%	31.5%	26.1%	20.0%	18.2%	16.4%	-	34.4%	16.7%	16.4%	23.2%	8.3%
Stay the same	(3)	36	9	13	14	7	6	9	18	9	4	9	15	12	30	6
		61.7%	45.8%	74.3%	65.9%	68.5%	47.3%	66.9%	62.0%	57.5%	81.0%	65.6%	73.1%	50.1%	61.8%	61.0%
Slightly decrease	(2)	2	1	-	1	-	1	1	1	-	-	-	-	2	2	-
		3.0%	4.3%	-	4.2%	-	7.1%	5.9%	2.8%	-	-	-	-	7.1%	3.6%	-
Greatly decrease	(1)	2	1	-	1	-	1	-	1	1	-	-	-	2	-	2
		3.9%	7.2%	-	4.0%	-	6.6%	-	4.8%	9.3%	-	-	-	9.2%	-	23.2%
Don't know		5	3	2	-	-	1	1	4	3	1	-	2	3	5	1
		9.1%	16.7%	12.0%	-	-	5.6%	7.2%	12.2%	16.8%	19.0%	-	10.2%	13.2%	9.4%	7.5%
NETS																
Net: Increase		13	5	2	6	3	4	3	5	2	-	5	3	5	12	1
		22.4%	26.0%	13.8%	25.9%	31.5%	33.5%	20.0%	18.2%	16.4%	-	34.4%	16.7%	20.4%	25.2%	8.3%
Net: Decrease		4	2	-	2	-	2	1	2	1	-	-	-	4	2	2
		6.9%	11.5%	-	8.2%	-	13.7%	5.9%	7.6%	9.3%	-	-	-	16.3%	3.6%	23.2%
Net: Increase + Stay the same		49	14	15	20	11	11	12	23	11	4	14	18	17	42	7
		84.1%	71.8%	88.0%	91.8%	100.0%	80.8%	86.9%	80.2%	73.9%	81.0%	100.0%	89.8%	70.5%	87.0%	69.3%
Mean score		3.1	3.1	3.2	3.2	3.3	3.2	3.2	3.1	3.0	3.0	3.3	3.2	3.0	3.3	2.6

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_14. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Sales & retail
Base: All who recruit temporary agency workers in each job function

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		21	8	4	9	5	4	5	7	2	5	3	8	10	18	3
Weighted Total		19	7	4	8	4	4	5	7	2	5	3	7	9	17	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		4.8%	-	-	11.1%	-	24.5%	-	-	-	-	-	12.5%	-	5.6%	-
Slightly increase	(4)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		4.3%	11.8%	-	-	-	-	17.5%	12.1%	-	-	-	-	9.3%	5.0%	-
Stay the same	(3)	14	4	4	6	3	2	3	5	2	4	3	6	5	12	2
		73.3%	63.9%	100.0%	68.3%	83.3%	52.6%	64.1%	75.2%	100.0%	78.3%	100.0%	87.5%	52.1%	74.0%	68.8%
Slightly decrease	(2)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		4.5%	-	-	10.3%	-	-	18.3%	12.7%	-	-	-	-	9.7%	5.2%	-
Greatly decrease	(1)	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
		4.5%	-	-	10.3%	-	22.9%	-	-	-	-	-	-	9.7%	-	31.2%
Don't know		2	2	-	-	1	-	-	-	-	1	-	-	2	2	-
		8.8%	24.3%	-	-	16.7%	-	-	-	-	21.7%	-	-	19.1%	10.2%	-
NETS																
Net: Increase		2	1	-	1	-	1	1	1	-	-	-	1	1	2	-
		9.0%	11.8%	-	11.1%	-	24.5%	17.5%	12.1%	-	-	-	12.5%	9.3%	10.6%	-
Net: Decrease		2	-	-	2	-	1	1	1	-	-	-	-	2	1	1
		8.9%	-	-	20.7%	-	22.9%	18.3%	12.7%	-	-	-	-	19.4%	5.2%	31.2%
Net: Increase + Stay the same		16	5	4	7	3	3	4	6	2	4	3	7	5	14	2
		82.3%	75.7%	100.0%	79.3%	83.3%	77.1%	81.7%	87.3%	100.0%	78.3%	100.0%	100.0%	61.4%	84.5%	68.8%
Mean score		3.0	3.2	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.3	2.8	3.1	2.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_15. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Technology

Base: All who recruit temporary agency workers in each job function

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		30	11	9	10	8	6	7	11	4	5	4	12	14	22	8
Weighted Total		27	9	9	9	7	5	6	11	4	4	4	11	12	20	7
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	1	1	3	-	-	4	5	1	-	1	2	2	5	-
		17.5%	8.9%	11.5%	31.6%	-	-	57.2%	43.6%	24.0%	-	28.1%	18.0%	13.8%	23.6%	-
Stay the same	(3)	17	5	7	6	6	4	1	3	2	4	3	6	8	11	5
		62.0%	51.3%	76.7%	59.2%	88.5%	69.8%	14.5%	27.1%	45.5%	100.0%	71.9%	54.2%	66.3%	56.7%	77.4%
Slightly decrease	(2)	2	2	-	-	1	-	1	1	-	-	-	1	1	2	-
		6.0%	17.4%	-	-	11.5%	-	12.7%	7.5%	-	-	-	7.0%	6.8%	8.0%	-
Greatly decrease	(1)	1	-	-	1	-	1	-	-	-	-	-	-	1	-	1
		3.2%	-	-	9.2%	-	16.4%	-	-	-	-	-	-	7.1%	-	12.3%
Don't know		3	2	1	-	-	1	1	2	1	-	-	2	1	2	1
		11.4%	22.4%	11.8%	-	-	13.8%	15.6%	21.7%	30.6%	-	-	20.8%	6.0%	11.7%	10.3%
NETS																
Net: Increase		5	1	1	3	-	-	4	5	1	-	1	2	2	5	-
		17.5%	8.9%	11.5%	31.6%	-	-	57.2%	43.6%	24.0%	-	28.1%	18.0%	13.8%	23.6%	-
Net: Decrease		2	2	-	1	1	1	1	1	-	-	-	1	2	2	1
		9.1%	17.4%	-	9.2%	11.5%	16.4%	12.7%	7.5%	-	-	-	7.0%	13.9%	8.0%	12.3%
Net: Increase + Stay the same		22	6	8	8	6	4	5	8	3	4	4	8	10	16	5
		79.5%	60.2%	88.2%	90.8%	88.5%	69.8%	71.7%	70.8%	69.4%	100.0%	100.0%	72.2%	80.2%	80.3%	77.4%
Mean score		3.1	2.9	3.1	3.1	2.9	2.6	3.5	3.5	3.3	3.0	3.3	3.1	2.9	3.2	2.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q16. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for temporary agency worker roles?
Base: All who recruit temporary agency workers in each job function

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	c	*d	*e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	116	36	29	51	27	27	30	48	18	14	24	49	43	87	29
Weighted Total	111 100.0%	33 100.0%	29 100.0%	49 100.0%	24 100.0%	26 100.0%	28 100.0%	49 100.0%	21 100.0%	12 100.0%	24 100.0%	45 100.0%	42 100.0%	85 100.0%	27 100.0%
Accounting and financial services	5 11.5%	1 7.5%	2 17.7%	2 10.8%	- -	2 15.6%	3 24.6%	3 17.8%	- -	- -	- -	- -	5 22.6%	4 11.8%	1 10.5%
Construction	3 38.8%	1 30.6%	- -	2 42.3%	- -	1 100.0%	- -	- -	- -	2 73.1%	1 100.0%	1 24.7%	1 39.0%	3 51.7%	- -
Drivers	4 18.2%	- -	2 47.3%	2 21.5%	2 50.5%	1 13.9%	- -	- -	- -	1 29.0%	- -	2 24.0%	2 18.8%	4 23.9%	- -
Education	2 29.3%	1 28.1%	- -	1 100.0%	- -	- -	1 100.0%	2 100.0%	1 100.0%	- -	- -	2 38.2%	- -	1 16.0%	1 60.0%
Engineering & technical	9 33.9%	3 28.0%	4 50.0%	3 27.6%	1 12.2%	1 23.5%	6 69.7%	6 49.2%	- -	1 42.5%	2 100.0%	4 26.3%	4 31.4%	6 36.8%	3 28.7%
Executive recruitment / interim management	2 9.2%	- -	1 16.7%	1 12.9%	- -	- -	1 20.3%	1 11.6%	- -	1 27.4%	- -	1 12.5%	1 9.4%	- -	2 22.4%
Health & social care	1 11.2%	- -	- -	1 25.4%	- -	- -	- -	- -	- -	1 100.0%	1 33.5%	- -	- -	1 15.1%	- -
Hospitality	6 37.0%	- -	- -	6 84.5%	- -	- -	3 72.6%	3 36.5%	- -	3 100.0%	1 100.0%	2 35.2%	3 30.9%	5 36.3%	1 41.1%
Industrial	7 20.3%	1 6.5%	- -	6 43.6%	3 24.2%	3 28.3%	1 8.5%	1 7.5%	- -	1 18.9%	2 32.7%	5 29.0%	- -	6 25.7%	1 8.2%
Legal & HR	1 3.8%	- -	- -	1 20.2%	- -	- -	- -	- -	- -	1 22.5%	- -	1 8.9%	- -	- -	1 11.9%
Life sciences	1 22.1%	1 57.8%	- -	- -	- -	1 100.0%	- -	- -	- -	- -	- -	- -	1 38.3%	1 22.1%	- -
Marketing, media & creative	1 4.3%	- -	- -	1 14.2%	- -	- -	- -	- -	- -	1 20.7%	- -	1 10.8%	- -	- -	1 25.9%
Office professionals	3 5.5%	- -	1 7.4%	2 8.9%	1 9.1%	2 17.0%	- -	- -	- -	- -	2 16.3%	- -	1 4.0%	3 6.6%	- -
Sales & retail	2 10.1%	- -	- -	2 23.4%	- -	- -	- -	1 14.6%	1 47.5%	1 20.6%	1 32.3%	1 13.0%	- -	1 6.0%	1 34.8%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q16. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for temporary agency worker roles?
Base: All who recruit temporary agency workers in each job function

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	c	*d	*e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	116	36	29	51	27	27	30	48	18	14	24	49	43	87	29
Weighted Total	111 100.0%	33 100.0%	29 100.0%	49 100.0%	24 100.0%	26 100.0%	28 100.0%	49 100.0%	21 100.0%	12 100.0%	24 100.0%	45 100.0%	42 100.0%	85 100.0%	27 100.0%
Technology	5 20.1%	2 16.7%	2 23.3%	2 20.6%	2 22.3%	1 17.8%	2 30.9%	3 27.3%	1 22.2%	- -	1 25.5%	3 24.5%	2 14.3%	4 17.5%	2 27.4%
None	76 67.8%	27 81.3% c	21 72.4%	28 55.8%	17 70.6%	17 65.7%	17 60.1%	35 70.7%	18 84.3%	7 54.7%	15 62.5%	29 64.9%	31 74.0%	57 66.9%	19 70.6%
Net: Any	36 32.2%	6 18.7%	8 27.6%	22 44.2% a	7 29.4%	9 34.3%	11 39.9%	14 29.3%	3 15.7%	5 45.3%	9 37.5%	16 35.1%	11 26.0%	28 33.1%	8 29.4%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_SUM. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

SUMMARY TABLE
Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	N/A	Net: Not important	Net: Important	Mean
Price/Costs of the workers	131 100.0%	9 6.7%	7 5.1%	23 17.2%	35 26.6%	57 43.2%	2 1.2%	15 11.8%	91 69.8%	4.0
Quality of service	131 100.0%	2 1.8%	3 2.2%	11 8.7%	24 18.7%	90 68.6%	- -	5 4.0%	114 87.3%	4.5
Brand image of the agency	131 100.0%	24 18.5%	21 16.0%	51 38.7%	23 17.9%	12 8.8%	- -	45 34.5%	35 26.8%	2.8
Expertise of the agency, in terms of regions and sectors covered	131 100.0%	5 3.7%	4 2.9%	20 15.1%	40 30.3%	63 48.1%	- -	9 6.5%	103 78.3%	4.2
Management information provided	131 100.0%	13 10.1%	17 13.0%	37 28.3%	36 27.1%	24 18.5%	4 3.0%	30 23.1%	60 45.7%	3.3
Membership of a trade of professional organisation	131 100.0%	26 19.9%	16 12.2%	43 32.8%	28 21.5%	16 12.6%	1 1.1%	42 32.0%	45 34.1%	2.9
Other	131 100.0%	1 .7%	- -	- -	5 3.6%	11 8.5%	114 87.3%	1 .7%	16 12.1%	4.5

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q17_1. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Price/Costs of the workers
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131	39	35	57	27	29	34	61	27	14	35	50	46	100	31
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	9	4	3	2	-	1	5	8	3	-	3	4	1	8	1
		6.7%	9.6%	9.4%	3.0%	-	4.4%	13.9%	12.3%	10.3%	-	9.1%	8.2%	3.2%	7.9%	2.8%
								d	d							
2	(2)	7	3	2	2	1	1	1	4	3	1	1	4	2	6	1
		5.1%	6.8%	6.0%	3.4%	3.5%	3.6%	2.0%	6.1%	11.2%	7.0%	2.8%	7.3%	4.5%	5.7%	3.1%
3	(3)	23	5	8	10	7	8	4	7	3	1	6	8	9	19	3
		17.2%	12.5%	23.0%	17.0%	23.8%	27.7%	11.1%	11.8%	12.7%	6.5%	17.8%	15.1%	19.1%	19.2%	10.9%
4	(4)	35	12	8	15	7	7	8	18	9	2	8	17	9	26	9
		26.6%	30.9%	22.0%	26.3%	26.5%	26.2%	24.4%	28.8%	34.3%	17.5%	23.1%	34.7%	20.3%	25.6%	29.6%
5 Very important	(5)	57	15	14	28	12	11	16	24	9	10	17	17	23	40	17
		43.2%	38.2%	39.6%	48.8%	43.5%	38.1%	46.2%	39.6%	31.4%	69.0%	47.1%	33.0%	51.3%	39.9%	53.7%
N/A		2	1	-	1	1	-	1	1	-	-	-	1	1	2	-
		1.2%	1.9%	-	1.5%	2.7%	-	2.5%	1.4%	-	-	-	1.7%	1.6%	1.6%	-
NETS																
Net: Not important		15	6	5	4	1	2	5	11	6	1	4	8	4	14	2
		11.8%	16.4%	15.4%	6.5%	3.5%	8.0%	15.9%	18.4%	21.5%	7.0%	12.0%	15.4%	7.7%	13.7%	5.9%
Net: Important		91	27	21	43	19	18	24	42	18	12	25	34	33	65	26
		69.8%	69.2%	61.6%	75.1%	70.0%	64.4%	70.5%	68.4%	65.7%	86.5%	70.2%	67.8%	71.6%	65.5%	83.3%
Mean score		4.0	3.8	3.8	4.2	4.1	3.9	3.9	3.8	3.7	4.5	4.0	3.8	4.1	3.9	4.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_2. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Quality of service
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131	39	35	57	27	29	34	61	27	14	35	50	46	100	31
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	2	2	-	-	-	1	-	1	1	-	-	1	1	2	-
		1.8%	6.0%	-	-	-	3.6%	-	2.2%	5.0%	-	-	2.7%	2.2%	2.4%	-
2	(2)	3	-	2	1	2	-	-	1	1	-	1	-	2	3	-
		2.2%	-	5.5%	1.8%	6.9%	-	-	1.7%	3.8%	-	2.9%	-	4.2%	2.9%	-
3	(3)	11	4	1	7	5	3	2	3	1	1	3	6	2	9	3
		8.7%	9.0%	2.7%	12.0%	16.7%	9.7%	6.1%	5.0%	3.6%	7.0%	8.7%	12.6%	4.3%	8.8%	8.3%
4	(4)	24	7	8	10	5	6	10	13	4	-	9	8	8	20	5
		18.7%	16.9%	22.7%	17.4%	18.6%	20.5%	29.2%	22.0%	13.1%	-	24.3%	15.7%	17.6%	20.0%	14.4%
5 Very important	(5)	90	27	24	39	16	19	22	42	20	13	23	35	33	66	24
		68.6%	68.1%	69.0%	68.8%	57.8%	66.2%	64.7%	69.1%	74.5%	93.0%	64.2%	69.0%	71.7%	65.9%	77.2%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		5	2	2	1	2	1	-	2	2	-	1	1	3	5	-
		4.0%	6.0%	5.5%	1.8%	6.9%	3.6%	-	3.9%	8.7%	-	2.9%	2.7%	6.4%	5.3%	-
Net: Important		114	33	32	49	21	25	32	56	24	13	31	42	41	86	29
		87.3%	84.9%	91.8%	86.2%	76.4%	86.7%	93.9%	91.1%	87.6%	93.0%	88.5%	84.6%	89.3%	85.9%	91.7%
								d								
Mean score		4.5	4.4	4.6	4.5	4.3	4.5	4.6	4.5	4.5	4.9	4.5	4.5	4.5	4.4	4.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_3. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Brand image of the agency
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131 100.0%	39 100.0%	35 100.0%	57 100.0%	27 100.0%	29 100.0%	34 100.0%	61 100.0%	27 100.0%	14 100.0%	35 100.0%	50 100.0%	46 100.0%	100 100.0%	31 100.0%
1 Not at all important	(1)	24 18.5%	7 18.5%	8 22.4%	9 16.0%	4 15.5%	5 17.1%	8 23.8%	11 18.7%	3 12.4%	4 26.2%	7 18.7%	14 28.5%	3 7.2% l	16 16.2%	8 25.6%
2	(2)	21 16.0%	6 16.3%	5 13.9%	10 17.2%	3 12.4%	7 23.6%	7 19.2%	9 14.5%	2 8.8%	2 14.2%	10 29.1% l	6 12.6%	4 9.8%	18 18.4%	3 8.5%
3	(3)	51 38.7%	13 33.3%	14 40.2%	24 41.6%	13 47.8%	9 32.2%	14 41.0%	24 39.3%	10 37.2%	4 31.9%	13 37.2%	21 42.1%	17 36.2%	36 36.3%	15 46.4%
4	(4)	23 17.9%	7 18.0%	7 20.4%	9 16.4%	5 16.6%	7 24.1%	4 10.7%	10 16.8%	7 24.4%	2 13.0%	3 8.2%	6 13.0%	14 30.9% jk	20 19.7%	4 12.3%
5 Very important	(5)	12 8.8%	5 13.9%	1 3.1%	5 8.8%	2 7.7%	1 3.1%	2 5.3%	7 10.7%	5 17.3%	2 14.7%	2 6.8%	2 3.8%	7 15.9% k	9 9.3%	2 7.2%
N/A		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS																
Net: Not important		45 34.5%	14 34.8%	13 36.3%	19 33.2%	8 27.9%	12 40.7%	15 43.0%	20 33.2%	6 21.1%	6 40.4%	17 47.7% l	21 41.1% l	8 17.0%	35 34.6%	11 34.1%
Net: Important		35 26.8%	13 31.8%	8 23.6%	14 25.2%	7 24.3%	8 27.1%	5 16.0%	17 27.5%	11 41.7%	4 27.7%	5 15.1%	8 16.7%	21 46.8% jk	29 29.0%	6 19.5%
Mean score		2.8	2.9	2.7	2.8	2.9	2.7	2.5	2.9	3.3	2.8	2.6	2.5	3.4 jk	2.9	2.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_4. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Expertise of the agency, in terms of regions and sectors covered
Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131	39	35	57	27	29	34	61	27	14	35	50	46	100	31
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	5	4	-	1	2	2	-	1	1	-	-	4	1	3	2
		3.7%	10.0%	-	1.5%	6.1%	6.3%	-	2.2%	5.0%	-	-	7.6%	2.2%	3.2%	5.3%
2	(2)	4	-	-	4	-	-	1	2	1	2	2	2	-	4	-
		2.9%	-	-	6.6%	-	-	2.5%	3.0%	3.6%	13.7%	5.7%	3.5%	-	3.8%	-
3	(3)	20	2	6	12	7	5	7	8	1	1	7	8	5	15	5
		15.1%	4.3%	16.8%	21.6%	24.5%	15.8%	19.5%	12.4%	3.7%	6.9%	19.4%	15.1%	11.8%	15.3%	14.5%
					a											
4	(4)	40	11	10	19	11	7	10	19	9	2	10	18	12	30	10
		30.3%	28.3%	27.5%	33.3%	41.9%	24.1%	29.2%	30.8%	32.8%	17.6%	29.4%	35.3%	25.5%	30.0%	31.3%
5 Very important	(5)	63	23	19	21	8	15	17	32	15	9	16	19	28	48	15
		48.1%	57.4%	55.7%	37.0%	27.6%	53.8%	48.7%	51.5%	54.9%	61.9%	45.5%	38.6%	60.4%	47.8%	49.0%
			c				d		d					k		
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		9	4	-	5	2	2	1	3	2	2	2	6	1	7	2
		6.5%	10.0%	-	8.1%	6.1%	6.3%	2.5%	5.2%	8.6%	13.7%	5.7%	11.0%	2.2%	6.9%	5.3%
Net: Important		103	34	29	40	19	22	26	50	24	11	26	37	39	77	25
		78.3%	85.7%	83.2%	70.3%	69.4%	77.9%	78.0%	82.3%	87.7%	79.5%	74.9%	73.9%	85.9%	77.8%	80.3%
Mean score		4.2	4.2	4.4	4.0	3.8	4.2	4.2	4.3	4.3	4.3	4.1	3.9	4.4	4.2	4.2
				c										k		

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_5. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Management information provided
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131	39	35	57	27	29	34	61	27	14	35	50	46	100	31
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	13	5	3	5	2	1	3	9	6	2	5	4	4	12	1
		10.1%	13.8%	8.4%	8.6%	6.7%	3.3%	8.8%	14.4%	21.2%	11.9%	14.1%	8.5%	8.8%	12.3%	3.0%
2	(2)	17	5	6	5	5	6	3	5	1	2	5	7	5	11	6
		13.0%	12.7%	18.7%	9.6%	17.0%	19.3%	10.2%	7.4%	4.0%	16.5%	15.2%	14.1%	10.0%	10.7%	20.1%
3	(3)	37	8	12	17	8	4	15	21	7	4	7	16	14	29	8
		28.3%	21.3%	34.0%	29.8%	29.5%	14.1%	43.1%	34.7%	24.2%	27.2%	20.2%	31.2%	31.4%	28.9%	26.5%
								e	e							
4	(4)	36	11	6	19	10	8	9	14	4	4	10	15	11	26	9
		27.1%	27.4%	17.0%	33.1%	35.7%	28.0%	27.2%	22.3%	16.3%	29.7%	27.7%	30.2%	23.3%	26.6%	28.9%
5 Very important	(5)	24	7	8	10	3	9	2	10	8	2	8	6	10	18	6
		18.5%	17.2%	21.9%	17.4%	11.1%	32.8%	5.7%	16.1%	28.9%	14.7%	22.8%	12.6%	21.7%	18.3%	19.1%
							df									
N/A		4	3	-	1	-	1	2	3	1	-	-	2	2	3	1
		3.0%	7.7%	-	1.5%	-	2.5%	5.0%	5.2%	5.4%	-	-	3.4%	4.8%	3.2%	2.3%
NETS																
Net: Not important		30	10	9	10	7	6	6	13	7	4	10	11	9	23	7
		23.1%	26.5%	27.1%	18.2%	23.8%	22.6%	19.0%	21.8%	25.2%	28.4%	29.3%	22.6%	18.8%	23.0%	23.2%
Net: Important		60	18	13	29	13	17	11	24	12	6	18	21	21	45	15
		45.7%	44.6%	38.9%	50.5%	46.8%	60.7%	33.0%	38.4%	45.2%	44.3%	50.5%	42.8%	45.0%	44.9%	48.0%
							fg									
Mean score		3.3	3.2	3.3	3.4	3.3	3.7	3.1	3.2	3.3	3.2	3.3	3.3	3.4	3.3	3.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_6. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Membership of a trade of professional organisation
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131 100.0%	39 100.0%	35 100.0%	57 100.0%	27 100.0%	29 100.0%	34 100.0%	61 100.0%	27 100.0%	14 100.0%	35 100.0%	50 100.0%	46 100.0%	100 100.0%	31 100.0%
1 Not at all important	(1)	26 19.9%	9 23.7%	8 24.2%	8 14.6%	6 20.2%	3 11.5%	10 28.6%	15 23.8%	5 17.8%	3 18.9%	6 17.9%	16 31.0%	4 9.2% l	20 19.6%	6 20.7%
2	(2)	16 12.2%	4 11.2%	5 14.1%	7 11.7%	3 9.6%	2 6.8%	7 19.9%	10 16.2%	3 11.7%	1 10.4%	5 14.3%	6 12.4%	5 10.2%	12 12.2%	4 12.1%
3	(3)	43 32.8%	14 35.4%	10 28.9%	19 33.3%	10 35.0%	11 39.7%	11 33.1%	17 28.5%	6 22.8%	5 33.0%	16 46.3%	14 28.6%	12 26.9%	31 31.3%	12 37.5%
4	(4)	28 21.5%	7 18.0%	8 22.5%	13 23.3%	9 32.3%	7 25.1%	4 13.0%	10 17.1%	6 22.3%	2 12.2%	5 14.3%	9 18.8%	14 30.1%	21 21.2%	7 22.4%
5 Very important	(5)	16 12.6%	3 8.1%	4 10.3%	10 17.0%	1 2.9%	5 17.0%	2 5.4%	7 11.9%	5 20.0%	4 25.6%	3 7.2%	5 9.2%	9 20.4%	14 14.2%	2 7.3%
N/A		1 1.1%	1 3.7%	- -	- -	- -	- -	- -	1 2.4%	1 5.4%	- -	- -	- -	1 3.2%	1 1.5%	- -
NETS																
Net: Not important		42 32.0%	14 34.9%	13 38.2%	15 26.3%	8 29.8%	5 18.2%	16 48.5% e	25 40.0% e	8 29.5%	4 29.2%	11 32.2%	22 43.4% l	9 19.4%	32 31.8%	10 32.7%
Net: Important		45 34.1%	10 26.0%	11 32.9%	23 40.4%	10 35.2%	12 42.1% f	6 18.4%	18 29.0%	12 42.2%	5 37.8%	8 21.5%	14 28.0%	23 50.5% jk	35 35.4%	9 29.7%
Mean score		2.9	2.7	2.8	3.2	2.9	3.3 f	2.5	2.8	3.2	3.2	2.8	2.6	3.4 jk	3.0	2.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q17_7. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Other
Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131	39	35	57	27	29	34	61	27	14	35	50	46	100	31
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		.7%	-	-	1.5%	-	-	2.5%	1.4%	-	-	-	1.7%	-	.9%	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	5	-	1	4	1	3	1	1	-	-	2	2	1	5	-
		3.6%	-	2.8%	6.6%	3.4%	10.0%	2.9%	1.6%	-	-	5.4%	3.7%	2.1%	4.8%	-
5 Very important	(5)	11	-	4	7	2	1	3	5	2	3	6	4	2	7	4
		8.5%	-	12.6%	11.8%	6.5%	3.5%	8.2%	7.8%	7.3%	25.2%	15.7%	7.4%	3.9%	7.4%	11.8%
				a	a											
N/A		114	39	29	46	25	25	29	55	25	10	28	44	43	87	28
		87.3%	100.0%	84.7%	80.0%	90.1%	86.5%	86.4%	89.2%	92.7%	74.8%	78.9%	87.1%	93.9%	87.0%	88.2%
			bc											j		
NETS																
Net: Not important		1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		.7%	-	-	1.5%	-	-	2.5%	1.4%	-	-	-	1.7%	-	.9%	-
Net: Important		16	-	5	11	3	4	4	6	2	3	7	6	3	12	4
		12.1%	-	15.3%	18.5%	9.9%	13.5%	11.1%	9.4%	7.3%	25.2%	21.1%	11.2%	6.1%	12.2%	11.8%
				a	a							l				
Mean score		4.5	-	4.8	4.4	4.7	4.3	4.0	4.3	5.0	5.0	4.7	4.2	4.6	4.4	5.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q18_SUM. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

SUMMARY TABLE
Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	Net: Not important	Net: Important	Mean
Meeting peaks in demand at certain times of year (seasonality)	131	18	12	19	33	50	29	83	3.7
	100.0%	13.4%	8.9%	14.3%	24.9%	38.4%	22.4%	63.4%	
Responding to growth, as new customers are won	131	22	9	35	34	31	31	65	3.3
	100.0%	16.5%	7.1%	26.7%	26.0%	23.7%	23.6%	49.7%	
Managing fast changing organisational requirements	131	22	13	36	30	30	34	60	3.3
	100.0%	16.5%	9.8%	27.7%	23.2%	22.8%	26.2%	46.0%	
Covering short term staff leave or absences	131	18	11	33	30	39	29	69	3.5
	100.0%	14.0%	8.1%	25.0%	22.9%	30.0%	22.1%	53.0%	
Helping to keep running costs down	131	26	14	30	29	32	40	61	3.2
	100.0%	19.8%	10.8%	23.2%	21.9%	24.4%	30.6%	46.2%	
Managing uncertainty during economic downturn or at other times	131	26	16	51	24	14	42	38	2.9
	100.0%	19.9%	12.5%	38.7%	18.5%	10.4%	32.3%	28.9%	
Providing short term access to key strategic skills	131	18	13	38	40	22	31	62	3.3
	100.0%	14.0%	9.8%	28.9%	30.3%	17.1%	23.8%	47.3%	

Jobs Outlook - Combined

Q18_1. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Meeting peaks in demand at certain times of year (seasonality)
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131	39	35	57	27	29	34	61	27	14	35	50	46	100	31
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	18	6	8	4	5	4	5	7	2	1	9	5	4	15	3
		13.4%	15.3%	22.5%	6.6%	16.8%	14.6%	15.9%	12.1%	7.4%	10.1%	24.7%	9.4%	9.2%	15.0%	8.3%
				c												
2	(2)	12	2	5	5	3	2	2	5	3	1	4	4	3	8	4
		8.9%	5.1%	14.0%	8.6%	12.3%	6.7%	6.0%	8.9%	12.5%	7.0%	12.5%	8.8%	6.4%	8.0%	12.0%
3	(3)	19	4	4	10	5	3	8	11	3	1	6	8	5	13	5
		14.3%	11.1%	11.5%	18.2%	17.2%	9.1%	23.0%	17.3%	10.3%	5.8%	16.8%	15.4%	11.2%	13.4%	17.2%
4	(4)	33	9	9	14	6	8	7	16	9	2	8	12	13	24	8
		24.9%	23.7%	26.1%	25.1%	23.3%	27.8%	21.8%	26.8%	33.0%	13.9%	23.1%	23.5%	27.9%	24.4%	26.5%
5 Very important	(5)	50	18	9	24	8	12	11	21	10	9	8	22	21	39	11
		38.4%	44.7%	26.0%	41.6%	30.4%	41.8%	33.3%	34.9%	36.8%	63.2%	23.0%	43.0%	45.4%	39.2%	36.0%
														j		
NETS																
Net: Not important		29	8	13	9	8	6	7	13	5	2	13	9	7	23	6
		22.4%	20.4%	36.5%	15.2%	29.1%	21.3%	21.9%	21.0%	19.9%	17.1%	37.2%	18.1%	15.5%	23.0%	20.3%
				c								kl				
Net: Important		83	27	18	38	15	20	19	38	19	11	16	33	33	63	20
		63.4%	68.4%	52.1%	66.7%	53.7%	69.6%	55.1%	61.6%	69.7%	77.1%	46.0%	66.5%	73.2%	63.6%	62.5%
														j		
Mean score		3.7	3.8	3.2	3.9	3.4	3.8	3.5	3.6	3.8	4.1	3.1	3.8	3.9	3.6	3.7
					b								j	j		

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Prepared by ComRes

COMRES

Jobs Outlook - Combined

Q18_2. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Responding to growth, as new customers are won
Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131 100.0%	39 100.0%	35 100.0%	57 100.0%	27 100.0%	29 100.0%	34 100.0%	61 100.0%	27 100.0%	14 100.0%	35 100.0%	50 100.0%	46 100.0%	100 100.0%	31 100.0%
1 Not at all important	(1)	22 16.5%	8 21.3%	9 25.1% c	4 7.9%	4 13.5%	2 7.6%	9 26.7% e	14 22.8%	5 17.8%	2 12.9%	10 28.2%	7 13.0%	5 11.2%	18 18.1%	4 11.2%
2	(2)	9 7.1%	1 1.9%	1 3.2%	8 13.2% a	1 2.7%	3 9.5%	2 5.7%	4 6.4%	2 7.2%	2 14.3%	4 11.4%	2 3.8%	3 7.5%	7 6.6%	3 8.9%
3	(3)	35 26.7%	12 30.3%	8 23.3%	15 26.2%	9 32.5%	9 32.5%	6 19.1%	13 22.0%	7 25.7%	3 23.6%	6 16.5%	17 34.6%	12 25.8%	24 24.4%	11 33.7%
4	(4)	34 26.0%	9 22.3%	11 30.9%	15 25.7%	9 32.9%	8 27.4%	8 25.0%	14 23.3%	6 21.3%	3 21.7%	9 26.3%	14 27.3%	11 24.5%	27 27.6%	7 21.2%
5 Very important	(5)	31 23.7%	10 24.3%	6 17.5%	15 27.1%	5 18.4%	7 23.0%	8 23.5%	16 25.5%	8 28.0%	4 27.5%	6 17.7%	11 21.3%	14 31.0%	23 23.3%	8 25.0%
NETS																
Net: Not important		31 23.6%	9 23.2%	10 28.3%	12 21.1%	4 16.2%	5 17.1%	11 32.5%	18 29.1%	7 25.0%	4 27.2%	14 39.6% kl	8 16.8%	9 18.7%	25 24.7%	6 20.1%
Net: Important		65 49.7%	18 46.6%	17 48.4%	30 52.7%	14 51.3%	14 50.4%	16 48.5%	30 48.8%	13 49.3%	7 49.3%	15 43.9%	24 48.6%	25 55.5%	51 50.8%	14 46.2%
Mean score		3.3	3.3	3.1	3.5	3.4	3.5	3.1	3.2	3.3	3.4	2.9	3.4	3.6 j	3.3	3.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q18_3. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Managing fast changing organisational requirements
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131 100.0%	39 100.0%	35 100.0%	57 100.0%	27 100.0%	29 100.0%	34 100.0%	61 100.0%	27 100.0%	14 100.0%	35 100.0%	50 100.0%	46 100.0%	100 100.0%	31 100.0%
1 Not at all important	(1)	22 16.5%	6 16.2%	10 28.0% c	6 9.7%	5 19.5%	1 3.3%	9 26.7% e	14 23.7% e	5 19.9%	1 5.5%	11 30.6% l	7 14.6%	3 7.6%	16 16.1%	5 17.6%
2	(2)	13 9.8%	2 5.9%	2 5.7%	8 14.9%	1 3.2%	4 13.1%	4 11.1%	7 11.8%	3 12.7%	1 7.0%	4 12.0%	5 9.3%	4 8.6%	9 9.1%	4 11.9%
3	(3)	36 27.7%	8 19.6%	13 37.9%	15 27.1%	11 39.3%	8 29.4%	8 24.7%	14 23.4%	6 21.7%	3 20.5%	8 24.0%	17 32.9%	11 24.9%	31 31.6%	5 15.4%
4	(4)	30 23.2%	11 28.9%	6 17.1%	13 23.0%	6 20.1%	10 34.9%	6 16.7%	11 17.2%	5 17.8%	4 32.1%	6 16.9%	13 25.2%	12 25.9%	19 19.2%	11 36.0% m
5 Very important	(5)	30 22.8%	12 29.4%	4 11.2%	14 25.3%	5 17.9%	5 19.3%	7 20.8%	15 24.0%	8 28.0%	5 34.9%	6 16.5%	9 18.0%	15 33.0%	24 24.0%	6 19.2%
NETS																
Net: Not important		34 26.2%	9 22.1%	12 33.7%	14 24.5%	6 22.7%	5 16.4%	13 37.8%	22 35.5%	9 32.6%	2 12.5%	15 42.6% l	12 23.9%	7 16.2%	25 25.2%	9 29.4%
Net: Important		60 46.0%	23 58.3% b	10 28.3%	28 48.3%	10 38.0%	15 54.1%	13 37.5%	25 41.2%	13 45.7%	9 67.0%	12 33.4%	22 43.2%	27 58.9% j	43 43.2%	17 55.2%
Mean score		3.3	3.5 b	2.8	3.4 b	3.1	3.5	2.9	3.1	3.2	3.8	2.8	3.2	3.7 j	3.3	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

COMRES

Jobs Outlook - Combined

Q18_4. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Covering short term staff leave or absences
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131 100.0%	39 100.0%	35 100.0%	57 100.0%	27 100.0%	29 100.0%	34 100.0%	61 100.0%	27 100.0%	14 100.0%	35 100.0%	50 100.0%	46 100.0%	100 100.0%	31 100.0%
1 Not at all important	(1)	18 14.0%	6 14.7%	9 25.3% c	4 6.6%	5 16.8%	6 20.2%	5 13.3%	7 10.7%	2 7.4%	1 10.1%	10 27.4% kl	4 8.5%	4 9.6%	13 13.2%	5 16.3%
2	(2)	11 8.1%	2 5.1%	3 8.3%	6 10.1%	1 5.4%	3 9.5%	2 5.9%	5 9.0%	3 12.7%	1 7.0%	4 12.2%	4 8.8%	2 4.2%	9 8.8%	2 5.8%
3	(3)	33 25.0%	10 25.6%	7 21.1%	15 26.9%	7 26.4%	10 33.6%	8 22.7%	13 20.6%	5 18.0%	3 24.0%	8 24.1%	12 23.1%	13 27.8%	28 28.5%	4 13.8%
4	(4)	30 22.9%	12 29.5%	7 19.9%	12 20.2%	6 23.4%	3 9.0%	9 27.3%	17 28.4% e	8 29.9%	4 26.3%	6 17.0%	14 28.7%	10 21.2%	23 22.6%	7 23.9%
5 Very important	(5)	39 30.0%	10 25.1%	9 25.5%	21 36.2%	8 28.1%	8 27.8%	10 30.8%	19 31.4%	9 32.1%	4 32.6%	7 19.3%	16 31.0%	17 37.2%	27 26.8%	13 40.1%
NETS																
Net: Not important		29 22.1%	8 19.7%	12 33.6%	10 16.7%	6 22.1%	8 29.6%	7 19.2%	12 19.6%	5 20.1%	2 17.1%	14 39.7% kl	9 17.2%	6 13.8%	22 22.0%	7 22.1%
Net: Important		69 53.0%	22 54.6%	16 45.4%	32 56.4%	14 51.5%	10 36.8%	20 58.1%	37 59.8% e	17 61.9%	8 58.9%	13 36.3%	30 59.6% j	27 58.5%	49 49.5%	20 64.1%
Mean score		3.5	3.5	3.1	3.7	3.4	3.1	3.6	3.6	3.7	3.6	2.9	3.6 j	3.7 j	3.4	3.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q18_5. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Helping to keep running costs down
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131	39	35	57	27	29	34	61	27	14	35	50	46	100	31
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	26	9	10	6	7	3	10	14	4	2	9	13	4	20	6
		19.8%	23.0%	30.4% c	11.1%	25.8%	10.2%	28.5%	23.1%	16.4%	12.9%	25.1%	25.2%	9.7% l	19.6%	20.4%
2	(2)	14	2	2	10	2	4	3	6	3	3	4	8	3	11	3
		10.8%	4.4%	5.7%	18.2% a	6.9%	12.5%	8.0%	9.5%	11.4%	20.6%	11.2%	15.0%	5.8%	10.7%	11.1%
3	(3)	30	9	9	12	8	7	8	14	6	1	6	13	11	23	7
		23.2%	23.1%	25.8%	21.8%	29.8%	24.0%	23.1%	22.8%	22.6%	10.4%	18.0%	25.2%	25.1%	23.0%	23.9%
4	(4)	29	5	8	16	4	8	8	15	7	2	10	7	11	22	7
		21.9%	12.9%	23.2%	27.3%	14.1%	27.0%	24.8%	24.6%	24.3%	14.4%	29.0%	13.9%	25.1%	21.9%	21.7%
5 Very important	(5)	32	14	5	12	6	7	5	12	7	6	6	10	16	25	7
		24.4%	36.6% b	15.0%	21.6%	23.4%	26.3%	15.6%	19.9%	25.3%	41.7%	16.7%	20.7%	34.2%	24.8%	22.9%
NETS																
Net: Not important		40	11	12	17	9	6	12	20	8	5	13	20	7	30	10
		30.6%	27.4%	36.1%	29.4%	32.7%	22.6%	36.5%	32.6%	27.8%	33.5%	36.3% l	40.2% l	15.6%	30.3%	31.5%
Net: Important		61	19	13	28	10	15	14	27	14	8	16	17	27	47	14
		46.2%	49.5%	38.1%	48.8%	37.5%	53.3%	40.5%	44.5%	49.6%	56.1%	45.7%	34.6%	59.4% k	46.7%	44.6%
Mean score		3.2	3.4	2.9	3.3	3.0	3.5	2.9	3.1	3.3	3.5	3.0	2.9	3.7 jk	3.2	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

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Jobs Outlook - Combined

Q18_6. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Managing uncertainty during economic downturn or at other times
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131 100.0%	39 100.0%	35 100.0%	57 100.0%	27 100.0%	29 100.0%	34 100.0%	61 100.0%	27 100.0%	14 100.0%	35 100.0%	50 100.0%	46 100.0%	100 100.0%	31 100.0%
1 Not at all important	(1)	26 19.9%	9 22.5%	12 33.4% c	6 9.9%	4 16.1%	1 3.3%	9 26.8% e	17 27.8% e	8 29.1%	4 26.5%	12 33.5% k	7 14.9%	7 14.9%	20 20.5%	6 17.8%
2	(2)	16 12.5%	2 4.6%	3 8.5%	12 20.3% a	4 13.0%	5 16.7%	2 5.1%	6 9.7%	4 15.4%	2 14.8%	4 11.3%	8 15.0%	5 10.6%	14 13.6%	3 8.9%
3	(3)	51 38.7%	14 34.6%	14 40.7%	23 40.3%	13 47.2%	13 46.9%	15 44.1%	22 36.3%	7 26.6%	2 15.7%	15 41.3%	21 42.0%	15 33.1%	39 38.7%	12 38.7%
4	(4)	24 18.5%	11 27.8% b	3 9.1%	10 17.7%	3 9.1%	7 23.5%	7 21.6%	13 21.7%	6 21.7%	2 12.7%	3 8.9%	10 19.7%	11 24.6%	16 15.9%	8 26.7%
5 Very important	(5)	14 10.4%	4 10.5%	3 8.3%	7 11.7%	4 14.6%	3 9.5%	1 2.4%	3 4.6%	2 7.3%	4 30.3%	2 5.0%	4 8.5%	8 16.7%	11 11.3%	2 7.8%
NETS																
Net: Not important		42 32.3%	11 27.1%	14 41.9%	17 30.2%	8 29.1%	6 20.1%	11 31.9%	23 37.5%	12 44.4%	6 41.4%	16 44.8%	15 29.8%	12 25.5%	34 34.1%	8 26.7%
Net: Important		38 28.9%	15 38.3% b	6 17.4%	17 29.5%	6 23.7%	9 33.0%	8 24.0%	16 26.2%	8 29.0%	6 43.0%	5 14.0%	14 28.1%	19 41.4% j	27 27.2%	11 34.6%
Mean score		2.9	3.0	2.5	3.0 b	2.9	3.2 g	2.7	2.7	2.6	3.1	2.4	2.9	3.2 j	2.8	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

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Jobs Outlook - Combined

Q18_7. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Providing short term access to key strategic skills
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total		131 100.0%	39 100.0%	35 100.0%	57 100.0%	27 100.0%	29 100.0%	34 100.0%	61 100.0%	27 100.0%	14 100.0%	35 100.0%	50 100.0%	46 100.0%	100 100.0%	31 100.0%
1 Not at all important	(1)	18 14.0%	10 24.9% c	6 17.0%	3 4.8%	3 10.1%	2 7.4%	7 20.1%	12 19.1%	5 17.8%	2 12.9%	8 22.8%	6 12.3%	4 9.2%	16 15.9%	3 8.1%
2	(2)	13 9.8%	3 6.7%	3 7.7%	7 13.1%	5 19.8% g	3 10.1%	3 8.0%	3 4.4%	- -	2 12.8%	3 8.2%	9 18.1%	1 1.8% l	8 8.2%	5 14.7%
3	(3)	38 28.9%	8 21.2%	14 40.8%	15 27.0%	6 21.2%	9 30.7%	11 31.4%	19 31.0%	8 30.6%	4 30.9%	12 34.7%	11 21.6%	15 32.4%	30 30.0%	8 25.3%
4	(4)	40 30.3%	12 30.8%	7 20.4%	20 35.8%	9 33.0%	11 37.6%	7 21.8%	16 26.7%	9 32.8%	4 25.6%	9 26.5%	13 25.9%	17 38.0%	29 29.1%	11 34.1%
5 Very important	(5)	22 17.1%	6 16.4%	5 14.1%	11 19.3%	4 15.9%	4 14.1%	6 18.7%	11 18.8%	5 18.8%	2 17.9%	3 7.8%	11 22.1%	9 18.7%	17 16.9%	6 17.8%
NETS																
Net: Not important		31 23.8%	12 31.6%	9 24.7%	10 17.8%	8 30.0%	5 17.5%	10 28.1%	14 23.5%	5 17.8%	4 25.6%	11 31.0% l	15 30.4% l	5 11.0%	24 24.1%	7 22.8%
Net: Important		62 47.3%	19 47.2%	12 34.5%	31 55.2%	13 48.8%	15 51.7%	14 40.5%	28 45.5%	14 51.6%	6 43.5%	12 34.3%	24 48.0%	26 56.6% j	46 45.9%	16 51.8%
Mean score		3.3	3.1	3.1	3.5	3.2	3.4	3.1	3.2	3.3	3.2	2.9	3.3	3.6 j	3.2	3.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

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Jobs Outlook - Combined

Q19. In terms of temporary agency workers' pay rates, would you say that:
Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR	
		September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	136	42	35	59	30	30	37	60	23	16	35	54	47	102	34
Weighted Total	131	39	35	57	27	29	34	61	27	14	35	50	46	100	31
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Temporary agency workers earn more than they would if they were permanent	29	7	12	11	4	5	11	17	6	3	8	11	10	23	6
	22.1%	16.9%	33.5%	18.7%	13.0%	17.0%	33.5%	27.7%	20.6%	25.3%	21.3%	22.8%	21.8%	23.4%	17.9%
Temporary agency workers earn less than they would if they were permanent	22	5	5	11	7	6	4	7	3	2	7	9	5	16	5
	16.5%	12.9%	15.4%	19.8%	24.4%	20.5%	10.7%	11.1%	11.7%	16.6%	20.6%	17.9%	11.9%	16.5%	16.7%
Temporary agency workers earn about the same as they would if they were permanent	72	25	17	30	14	16	18	35	17	8	20	26	26	53	20
	55.1%	63.7%	48.3%	53.2%	49.4%	55.9%	53.4%	56.5%	60.4%	58.1%	58.1%	52.1%	56.1%	52.7%	62.6%
Not applicable/Don't know	8	3	1	5	4	2	1	3	2	-	-	4	5	7	1
	6.3%	6.5%	2.7%	8.4%	13.2%	6.5%	2.4%	4.6%	7.3%	-	-	7.2%	10.2%	7.4%	2.9%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

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Jobs Outlook - Combined

Q20. Approximately what percentage of the temporary workers you use go on to become permanent members of your staff each year?
Base: All who recruit temporary workers

		WAVE			REGION						SIZE			SECTOR	
	Total	September 2016	October 2016	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	323	95	111	117	79	76	79	120	41	48	145	106	72	256	67
Weighted Total	325 100.0%	96 100.0%	110 100.0%	118 100.0%	77 100.0%	76 100.0%	82 100.0%	129 100.0%	47 100.0%	43 100.0%	147 100.0%	103 100.0%	75 100.0%	259 100.0%	66 100.0%
0	91 28.0%	17 17.2%	36 32.5% a	39 32.5% a	19 25.1%	23 29.9%	28 34.2% h	35 27.3%	7 15.2%	14 31.8%	66 45.0% kl	19 18.8% l	6 7.5%	77 29.8%	14 20.9%
1-9	36 11.2%	10 10.9%	12 11.3%	13 11.2%	8 10.8%	9 12.4%	8 10.0%	13 10.4%	5 11.0%	5 11.8%	11 7.3%	16 15.8% j	9 12.3%	25 9.8%	11 16.7%
10-19	25 7.7%	6 6.6%	7 6.3%	12 10.1%	5 6.8%	5 6.5%	8 9.4%	13 10.3%	6 12.0%	2 3.9%	11 7.3%	9 8.5%	6 7.5%	20 7.8%	5 7.4%
20-49	36 11.1%	9 9.4%	11 10.1%	16 13.5%	11 13.6%	11 14.2%	8 10.1%	10 8.1%	2 4.5%	5 10.5%	8 5.2%	15 14.5% j	14 18.1% j	26 10.0%	10 15.8%
50	23 6.9%	5 5.7%	8 7.4%	9 7.5%	6 8.4%	4 5.4%	7 8.7%	10 8.0%	3 6.7%	2 3.9%	13 8.8%	6 5.5%	4 5.1%	18 7.0%	4 6.7%
51+	47 14.6%	10 10.9%	14 12.6%	23 19.5%	16 20.7%	9 12.1%	10 12.7%	17 13.1%	6 13.8%	5 12.7%	17 11.8%	18 17.1%	12 16.5%	35 13.6%	12 18.5%
Don't know	66 20.4%	38 39.3% bc	22 19.8% c	7 5.7%	11 14.6%	15 19.6%	12 14.8%	29 22.8%	17 36.8% def	11 25.2%	21 14.5%	20 19.8%	25 32.9% jk	57 22.1%	9 13.9%
NETS															
Net: At least 1%	168 51.6%	42 43.5%	53 47.6%	73 61.8% ab	46 60.3%	38 50.5%	42 51.0%	64 49.9%	23 48.0%	19 42.9%	59 40.5%	64 61.4% j	45 59.6% j	125 48.1%	43 65.1% m
Total	6428	1579	2038	2811	2025	1332	1538	2302	764	769	2539	2243	1647	4923	1505
Mean score	24.9	27.0	23.0	25.2	30.7	21.8	22.0	23.2	25.7	23.8	20.2	27.0	32.7 j	24.4	26.6

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

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Jobs Outlook - Combined

T1_SUM. When the Government triggers article 50, this will start the formal process of the UK leaving the EU. Do you think triggering article 50 will make each of the following more or less likely?

SUMMARY TABLE
Base: Wave 9

	Total	Much more likely	Somewhat more likely	No impact	Somewhat less likely	Much less likely	Not applicable	Net: Likely	Net: Unlikley	Mean
Delays in business investment and hiring decisions in the UK	201	16	69	76	15	9	17	84	24	3.4
	100.0%	7.8%	34.2%	37.7%	7.3%	4.7%	8.3%	42.0%	12.1%	
Employees from other EU countries leaving the UK	201	32	56	79	12	6	16	89	18	3.5
	100.0%	16.0%	28.1%	39.1%	5.8%	2.9%	8.1%	44.1%	8.7%	

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Jobs Outlook - Combined

T1_1. When the Government triggers article 50, this will start the formal process of the UK leaving the EU. Do you think triggering article 50 will make each of the following more or less likely?

Delays in business investment and hiring decisions in the UK
Base: Wave 9

			WAVE	REGION						SIZE			SECTOR	
		Total	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l
Unweighted Total		201	201	44	50	45	77	32	30	108	54	39	166	35
Weighted Total		201 100.0%	201 100.0%	44 100.0%	48 100.0%	45 100.0%	79 100.0%	34 100.0%	30 100.0%	108 100.0%	53 100.0%	40 100.0%	166 100.0%	35 100.0%
Much more likely	(5)	16 7.8%	16 7.8%	3 6.9%	4 8.1%	2 4.4%	4 5.0%	2 5.9%	5 16.3%	11 10.1%	2 3.5%	3 7.6%	16 9.5%	- -
Somewhat more likely	(4)	69 34.2%	69 34.2%	15 33.8%	16 33.4%	18 39.0%	30 38.1%	12 36.9%	8 25.6%	32 29.3%	19 35.9%	18 45.1%	55 33.3%	13 38.0%
No impact	(3)	76 37.7%	76 37.7%	19 43.3%	19 38.6%	17 38.1%	27 34.7%	10 30.2%	11 35.7%	39 36.2%	21 38.6%	16 40.2%	61 36.9%	15 41.1%
Somewhat less likely	(2)	15 7.3%	15 7.3%	3 6.9%	5 9.9%	2 4.3%	5 6.4%	3 9.1%	2 6.3%	9 8.4%	5 9.0%	1 2.3%	11 6.7%	4 10.5%
Much less likely	(1)	9 4.7%	9 4.7%	- -	3 5.7%	- -	4 5.0%	4 11.8% bd	3 9.3% bd	7 6.0%	3 5.6%	- -	9 5.2%	1 2.7%
Not applicable		17 8.3%	17 8.3%	4 9.1%	2 4.3%	6 14.2%	8 10.8%	2 6.2%	2 6.8%	11 10.0%	4 7.3%	2 4.8%	14 8.4%	3 7.7%
NETS														
Net: Likely		84 42.0%	84 42.0%	18 40.7%	20 41.5%	20 43.4%	34 43.1%	14 42.8%	12 41.9%	43 39.4%	21 39.4%	21 52.7%	71 42.9%	13 38.0%
Net: Unlikley		24 12.1%	24 12.1%	3 6.9%	8 15.6%	2 4.3%	9 11.4%	7 20.9% d	5 15.6%	16 14.4% j	8 14.6% j	1 2.3%	20 11.8%	5 13.2%
Mean score		3.4	3.4	3.4	3.3	3.5	3.4	3.2	3.4	3.3	3.2	3.6 i	3.4	3.2

Columns Tested: b,c,d,e,f,g - h,i,j - k,l

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Jobs Outlook - Combined

T1_2. When the Government triggers article 50, this will start the formal process of the UK leaving the EU. Do you think triggering article 50 will make each of the following more or less likely?

Employees from other EU countries leaving the UK
Base: Wave 9

			WAVE				REGION				SIZE			SECTOR	
		Total	November 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l
Unweighted Total		201	201	44	50	45	77	32	30	108	54	39	166	35
Weighted Total		201 100.0%	201 100.0%	44 100.0%	48 100.0%	45 100.0%	79 100.0%	34 100.0%	30 100.0%	108 100.0%	53 100.0%	40 100.0%	166 100.0%	35 100.0%
Much more likely	(5)	32 16.0%	32 16.0%	4 9.5%	7 13.9%	8 17.0%	14 17.4%	6 17.8%	7 25.1%	17 15.7%	10 19.4%	5 12.1%	29 17.7%	3 8.0%
Somewhat more likely	(4)	56 28.1%	56 28.1%	16 36.1%	12 24.1%	13 28.3%	23 29.2%	10 30.4%	6 19.9%	30 27.7%	13 25.3%	13 33.0%	45 27.0%	12 33.3%
No impact	(3)	79 39.1%	79 39.1%	20 45.6%	21 44.2%	15 34.4%	26 32.5%	10 30.1%	11 38.7%	42 38.6%	20 37.5%	17 42.8%	64 38.7%	14 40.9%
Somewhat less likely	(2)	12 5.8%	12 5.8%	- -	6 12.0% bde	- -	2 2.7%	2 6.4%	4 12.6% bde	6 5.6%	4 7.2%	2 4.7%	11 6.5%	1 2.5%
Much less likely	(1)	6 2.9%	6 2.9%	1 2.2%	1 1.9%	2 4.2%	4 5.0%	2 6.1%	- -	5 4.4%	- -	1 2.7%	4 2.4%	2 5.2%
Not applicable		16 8.1%	16 8.1%	3 6.6%	2 3.9%	7 16.1% c	10 13.2%	3 9.2%	1 3.7%	9 8.0%	6 10.7%	2 4.8%	13 7.6%	4 10.1%
NETS														
Net: Likely		89 44.1%	89 44.1%	20 45.6%	18 38.0%	20 45.3%	37 46.6%	16 48.2%	13 45.0%	47 43.4%	24 44.7%	18 45.1%	74 44.7%	15 41.3%
Net: Unlikley		18 8.7%	18 8.7%	1 2.2%	7 13.9% b	2 4.2%	6 7.7%	4 12.4%	4 12.6%	11 10.0%	4 7.2%	3 7.3%	15 9.0%	3 7.6%
Mean score		3.5	3.5	3.5	3.4	3.6	3.6	3.5	3.6	3.5	3.6	3.5	3.6	3.4

Columns Tested: b,c,d,e,f,g - h,i,j - k,l

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