

Consulting

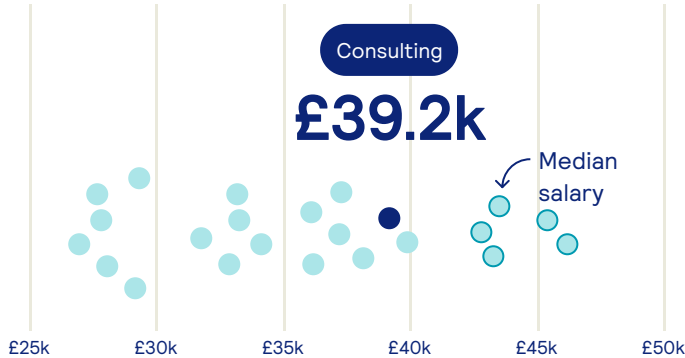
Labour market overview

The labour market cooled and hiring normalised in 2024, offering employers a chance to adapt and refocus. Advertised salaries rose by **2.4%**, with median pay reaching **£35,648**. Sectors like Customer Service, HR, Legal, Healthcare, Retail, and Accounting led this growth, fuelled by demand, National Living Wage changes, and persistent skills shortages.

While salary satisfaction dipped to **63%**, reflecting higher workloads amidst workforce changes, benefit satisfaction climbed to **76%**. Flexible hours remained the top desired benefit, followed by generous pay and sick leave. Notably, **66%** of workers would skip a pay rise for flexibility, yet only **13%** of job ads mention it.

In 2025, employers prioritising flexibility and wellbeing benefits will stand out, helping them stay competitive and win top talent.

Highest paying industries

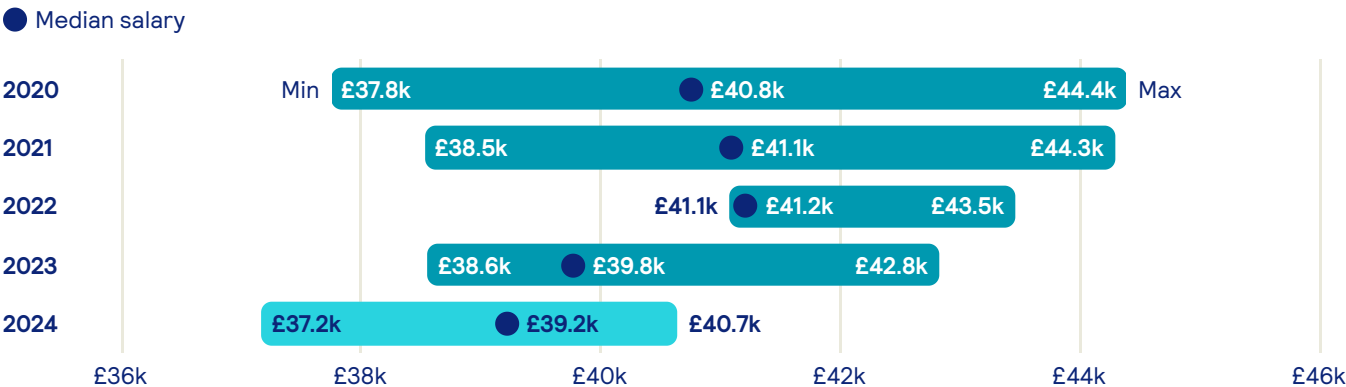


1st	2nd	3rd	4th	5th
Technology	Construction	Banking & Finance	Legal	Engineering
£46.2k	£45.4k	£43.5k	£43.3k	£42.9k

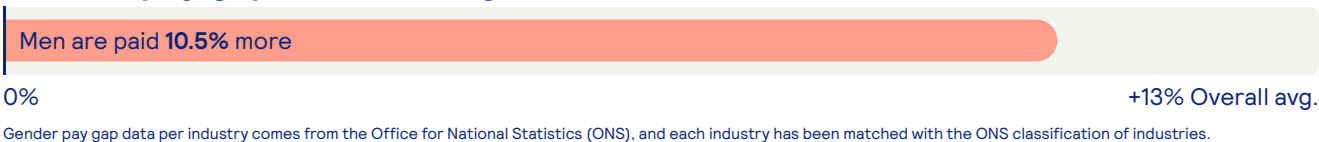
Salary and benefit satisfaction



Salary range

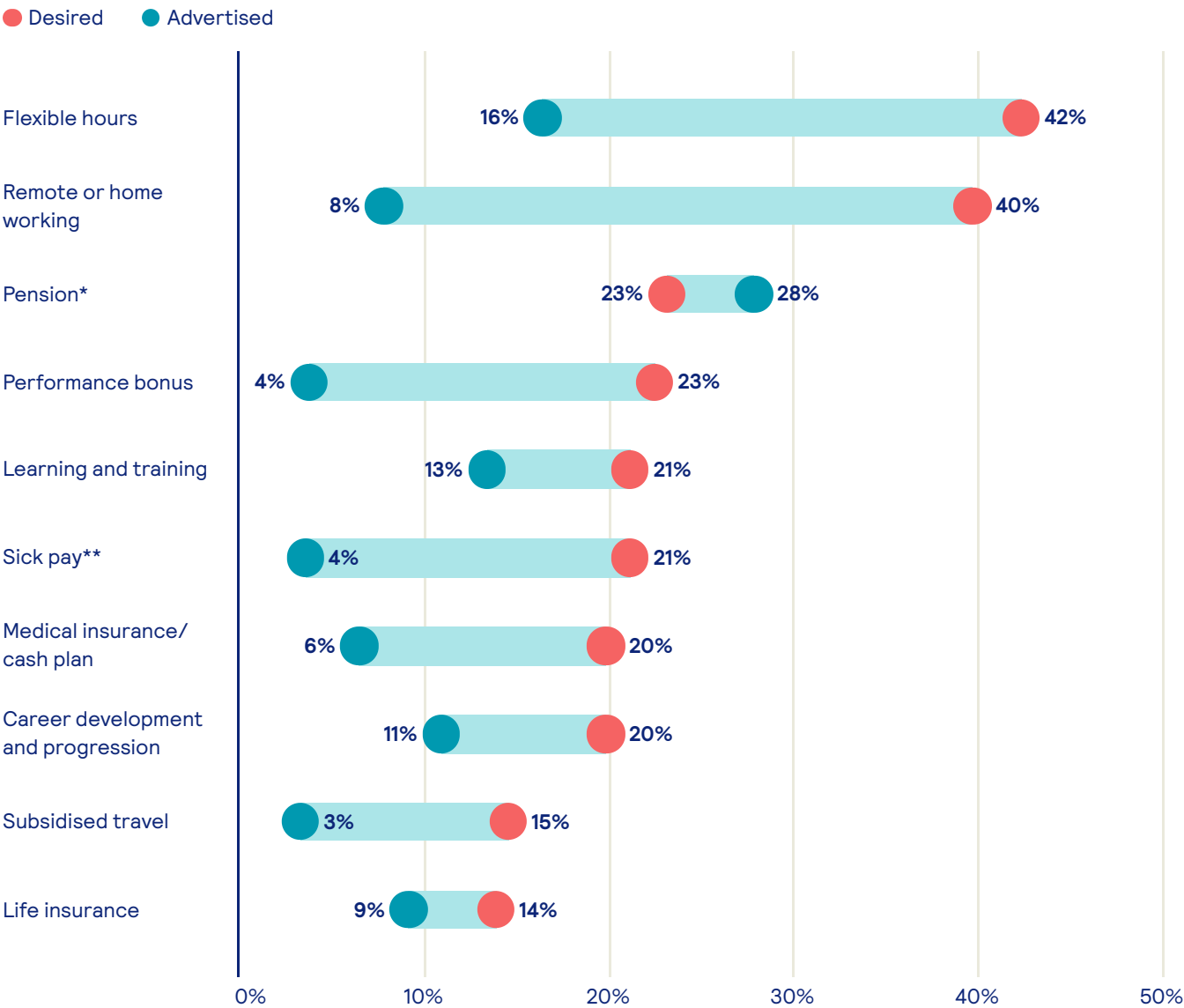


Gender pay gap in consulting



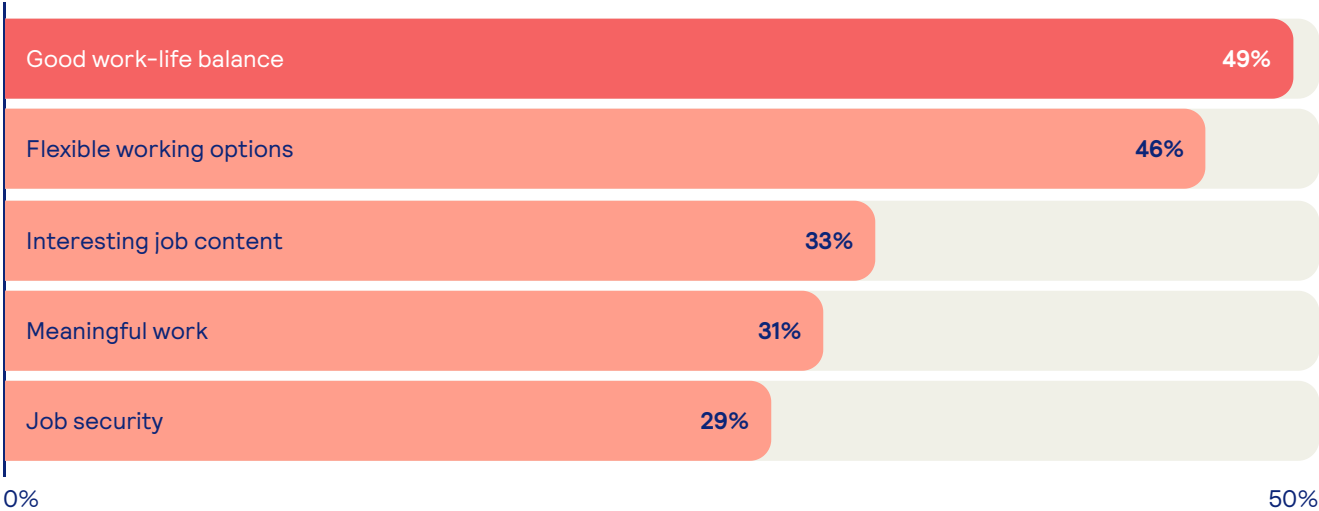
Gender pay gap data per industry comes from the Office for National Statistics (ONS), and each industry has been matched with the ONS classification of industries.

Top desired vs. advertised benefits



*Desired: workers seek pension contributions above what's legally required; advertised: employer offers pension contributions.
**Desired: workers seek sick pay above what's legally required; advertised: employer offers sick pay.

What candidates desire beyond salary and benefits



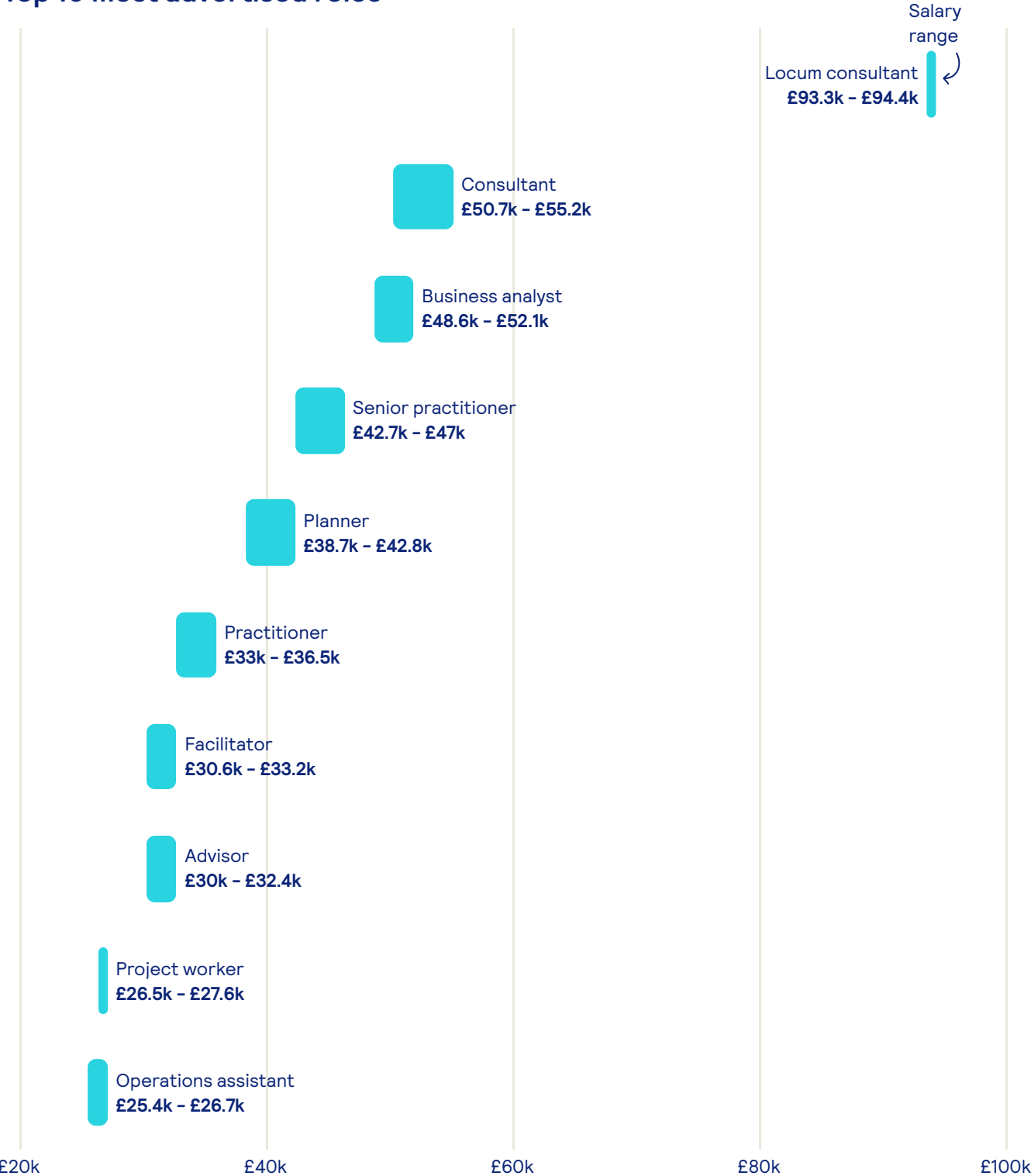
Advertised vacancies in 2024

54.6k per month

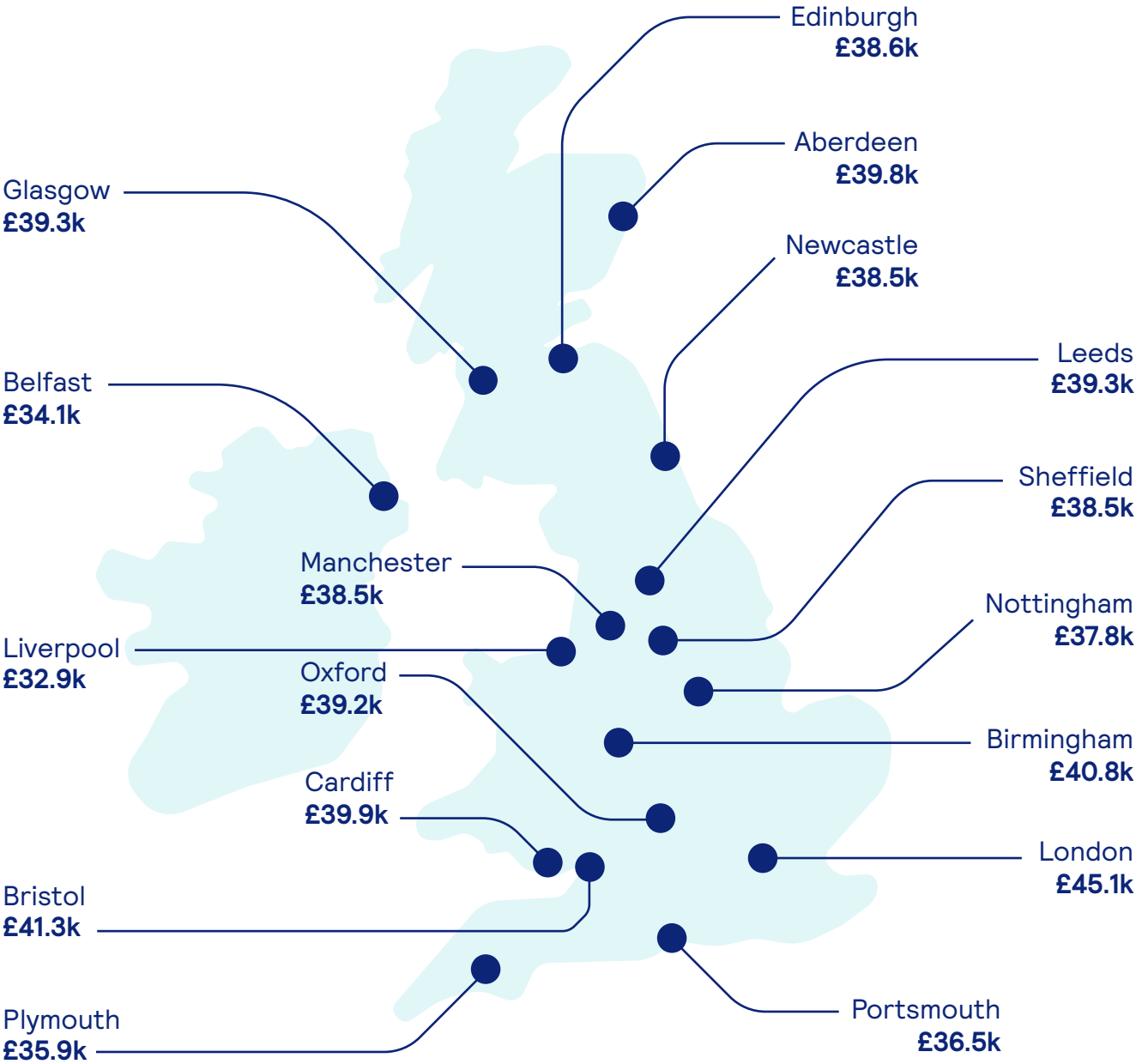
Applications in 2024

226.3k per month

Top 10 most advertised roles



Median consulting salary by UK city



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whenever
you require

From SME's to enterprise, we have the know-how and solutions to deliver the people you need. As part of The Stepstone Group, one of the world's leading hiring platforms, we leverage the latest AI and tech to provide precise matches to your roles.

Let's talk

Methodology
Data for these guides comes from OTT, an in-house tool built by The Stepstone Group to analyse job postings and associated information (like salaries, regions, and skills). Using this tool, we analysed 17.4 million job ads across the UK. Data on vacancy and application numbers was sourced separately from an internal database in November 2024. Insights reflecting the perspectives of UK workers were drawn from a survey of 3,000 individuals conducted in November 2024, weighted to ensure representation by age, gender, and education across the UK workforce. Some industries were boosted to ensure robust data.