

13 LIKE-FOR-LIKE RESULTS

Like-for-like results represent organic growth/(decline) of operations at constant currency. For the year ended 30 June 2024 these are calculated as follows:

(In £s million)	2023	Foreign exchange impact	2023 at constant currency	Organic growth	2024
Net fees					
Germany	382.0	(4.6)	377.4	(25.6)	351.8
United Kingdom & Ireland	266.1	(0.2)	265.9	(40.2)	225.7
Australia & New Zealand	188.4	(12.8)	175.6	(35.9)	139.7
Rest of World	458.1	(11.1)	447.0	(50.6)	396.4
Group	1,294.6	(28.7)	1,265.9	(152.3)	1,113.6

(In £s million)	2023	Foreign exchange impact	2023 at constant currency	Organic growth	2024
Operating profit					
Germany	100.2	(1.2)	99.0	(31.0)	68.0
United Kingdom & Ireland	28.7	-	28.7	(22.3)	6.4
Australia & New Zealand	32.1	(2.4)	29.7	(18.2)	11.5
Rest of World	36.0	(0.6)	35.4	(16.3)	19.2
Group	197.0	(4.2)	192.8	(87.8)	105.1

14 LIKE-FOR-LIKE QUARTERLY RESULTS ANALYSIS BY DIVISION

Net fee growth versus same period last year:

	Q1 2024	Q2 2024	Q3 2024	Q4 2024	FY 2024
Germany	7%	0%	(13)%	(17)%	(7)%
United Kingdom & Ireland	(11)%	(17)%	(16)%	(17)%	(15)%
Australia & New Zealand	(17)%	(20)%	(23)%	(22)%	(20)%
Rest of World	(11)%	(11)%	(11)%	(11)%	(11)%
Group	(7)%	(10)%	(14)%	(15)%	(12)%

15 DISAGGREGATION OF NET FEES

IFRS 15 requires entities to disaggregate revenue recognised from contracts with customers into relevant categories that depict how the nature, amount and cash flows are affected by economic factors. As a result, we consider the following information relating to net fees to be relevant and should be considered alongside note 3:

	Germany	United Kingdom & Ireland	Australia & New Zealand	Rest of World	Group
Temporary placements	82%	57%	65%	39%	59%
Permanent placements	18%	43%	35%	61%	41%
Total	100%	100%	100%	100%	100%
Private sector	85%	68%	63%	98%	83%
Public sector	15%	32%	37%	2%	17%
Total	100%	100%	100%	100%	100%
Technology	33%	15%	16%	27%	25%
Accountancy & Finance	17%	20%	12%	11%	15%
Engineering	27%	2%	0%	7%	11%
Construction & Property	4%	16%	20%	9%	10%
Office Support	0%	9%	11%	4%	5%
Other	19%	38%	41%	42%	34%
Total	100%	100%	100%	100%	100%