

Press release

24 October 2023

## Employers embrace flexible work arrangements – but want something from staff in return

- 37% of Australian business leaders want staff to work in the office most days of the week in return for receiving other flexible work benefits
- 23% of employers are paying lower salaries than a traditional 9am-5pm as a trade-off for offering flexible work benefits
- Flexible work hours (49%) and additional leave days (45%) are the most common benefits being offered

**Sydney, 24 October 2023** – Employers are introducing a variety of flexible work benefits for their staff, but the trade-off for some is that employees must work in the office more often, new independent research by specialised recruiter [Robert Half](#) finds.

### The benefits

The most common flexible benefits currently being offered by Australian employers, to attract and retain top talent, include:

- Flexible work hours compared to the traditional 9am-5pm (49%)
- Access to additional leave days, such as mental health days (45%)
- Hybrid working conditions to work from home three or more days a week (44%)
- Hybrid working conditions allowing staff to choose when they come into the office (42%)

In future, more than a third of employers are planning to go a step further by offering shortened work weeks:

- 37% of businesses plan to enable staff to work a four-day week, in which they complete the same number of hours in four days that they would in five days.
- 35% plan to enable a nine-day fortnight, in which staff work the hours of 10 days in nine days.

### The trade-off

However, **71% of employers expect that employees engage in some give and take to receive these flexible benefits**, and spending time in the office is the most common trade-off required.

**Out of the 71% of employers who require a trade-off from employees:**

Employees required to work from the office <u>most days</u> of the week (4-5 days in the office).	37%
Employees are required to work from the office <u>more often</u> than they currently do	25%
Salary is lower than if the traditional 9am-5pm Monday to Friday was worked in the office	23%

*Independent survey commissioned by Robert Half among 300 business leaders in Australia.*

*“Flexibility in the workplace unlocks new doors, but not always without giving something up. Employers are re-establishing their ‘normality’ and are rethinking their policies around flexible work,”* says **Nicole Gorton, Director at Robert Half.**

*“Business leaders are striving to find a harmonious middle ground between staff autonomy and the face-to-face contact they have with employees. While flexibility breeds contentment, companies also know that these options are essential to attract and maintain talented individuals.*

*“If trade-offs are made for having flexible benefits, like working a compressed work week or adjusting hours throughout the day to cater to personal commitments, something needs to balance that compromise if businesses want workers back in the office more often.*

*“Providing reasons that are framed with purposeful attendance is one way to make commuting into the office worthwhile. For example, some companies are offering training and development opportunities to upskill and reskill, giving the office environment a real sense of purpose while also satisfying staff desires to keep pace with change,”* concluded **Gorton.**

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## Notes to editors

### About the research

The study is developed by Robert Half and was conducted online in June 2023 by an independent research company, surveying 300 hiring managers, including 100 CFOs and 100 CIOs, from companies across Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management, and trends in the workplace.

### About Robert Half

Robert Half is the global, specialised talent solutions provider that helps employers find their next great hire and jobseekers uncover their next opportunity. Robert Half offers both contract and permanent placement services, and is the parent company of Protiviti, a global consulting firm. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth, and Sydney. More information on [roberthalf.com.au](https://roberthalf.com.au).

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