

Press release
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New year, more money: what workers want from their job in 2025

- More money (62%), flexible work hours (38%) and more benefits (36%) are the top three things Australian workers want to get from their job in 2025
- 31% of employees want more pay above anything else from their job this year
- 67% of workers are confident they will get what they want from their job in 2025
- If they do not get what they want, 41% of workers will address their concerns with their manager while 28% will actively look for a new job

Sydney, 31 January 2025 – A pay rise is what workers overwhelmingly want to get from their job in 2025, and while confident they will get it, they are prepared to look for a new role if they do not, new independent research by specialised recruiter [Robert Half](#) finds.

More pay is the primary objective for about a third (31%) of Australian workers to get from their job in 2025. However, the proportion rises to almost two-thirds (62%) of workers when asked to rank their top three preferences. Flexible work hours (38%) and more benefits (36%) are workers’ second and third priorities.

What workers want in 2025

When asked about what they want to get from their job in 2025, Aussie workers have made it clear that more pay is at the top of their 2025 wish list. While some are keen to receive increased flexibility or a promotion, which can potentially bolster their remuneration package, perks and career development opportunities rank well below the preference for greater financial compensation.

What workers want in 2025	% of employees to rate it as a top 3 preference	% of workers to list it as their top want for 2025	The generation that wants it most
More pay	62%	31%	Millennials (68%)
Flexible work hours	38%	12%	Baby Boomers (40%)
More benefits	36%	7%	Millennials (44%)
A promotion	33%	11%	Gen Z (42%)
More recognition	27%	9%	Gen Z & Gen X (both 28%)
More professional development and training	27%	8%	Baby Boomers (32%)
More responsibilities	19%	7%	Baby Boomers (28%)
More remote working options	19%	6%	Millennials (22%)
Better corporate culture	17%	4%	Baby Boomers (21%)
A mentor/career coach	12%	3%	Baby Boomers (16%)

Independent survey commissioned by Robert Half among 1,000 full-time office workers in Australia

“In the current economic climate, characterised by high inflation and cost-of-living pressures, it’s no surprise that employees are prioritising financial security and comprehensive benefits packages,” says Nicole Gorton, Director at Robert Half. “Cash has always been king, but it is especially so since flexible

work hours, remote working options and professional development have become more commonplace as pay alternatives in the modern workplace.

“At the end of the day, employees want to feel valued and appreciated for their contributions. Competitive pay and benefits are a tangible way for employers to demonstrate that they care about their employees' wellbeing.”

Workers are confident they will get what they want

Despite employers recovering from a turbulent 12 months, 67% of workers are confident they will get what they want from their job and their employer in 2025. However, they are least confident about getting what they most want – especially more pay. Likewise, they are more confident about receiving what they ranked among their lowest preferences, such as a mentor/career coach and more responsibilities.

What workers want in 2025	% of employees confident they will receive it in 2025
More responsibilities	88%
More professional development and training	86%
A mentor/career coach	80%
Flexible work hours	80%
More remote working options	71%
More recognition	70%
A promotion	69%
Better corporate culture	67%
More benefits	67%
More pay	67%

Independent survey commissioned by Robert Half among 1,000 full-time office workers in Australia

How workers will react if they are not successful

The consequences for employers who do not meet the expectations of their staff may be significant. When asked what steps they will take if they do not get what they want, most workers (92%) will take one or more of these actions:

- Actively look for a new job (28%)
- Passively look for a new job, including attending informational interviews (37%)
- Pursue training or certifications to improve their marketability (35%)
- Take on side projects to build skills (31%)
- Address concerns with their manager, such as the ability to work anywhere (41%)

*“Top talent know their worth and they're not afraid to ask for it,” says **Gorton**. “They're looking for employers who offer not just a job, but a comprehensive package that supports their personal and professional goals. In a competitive job market, employers need to be aware that denying employee requests, such as pay rises and other high-priority requests could result in them accepting job offers from competing organisations that are willing to invest in their professional growth.*

*“In addition to the rise in jobseekers actively seeking better pay, benefits and work-life harmony, employee priorities are also evolving. Beyond salary, workers are looking for benefits that support their overall wellbeing, such as enhanced healthcare, mental health support and flexible work arrangements. Employers will need keep up with changing times and employee interests and respond appropriately to hold on to their workers,” concluded **Gorton**.*

Tips for employers when pay requests cannot be offered

1. Consider options

Even if you can't match requested salaries dollar-for-dollar, look for other areas of value. Focus on those areas that employees value, too. This could include increased flexibility, professional development opportunities or enhanced recognition programs. Exploring creative solutions and demonstrating your commitment to employee wellbeing will stand you in good stead among your workforce.

2. Open and honest communication is key

Be transparent with your employees about the company's financial situation and/or other reasons why the pay rise will not be rewarded. Open and honest communication is crucial.

3. Invest in employees where possible

There are many cost-effective ways to invest in employees' growth and development, such as providing employees with a mentor or secondment placements. Providing opportunities for upskilling and career advancement can also increase employee loyalty and engagement, even if immediate salary increases aren't feasible.

4. Foster a supportive work environment

Intangible benefits can be beneficial in retaining top talent. Employees may find it difficult to leave a positive and supportive work environment, even if they do not receive the tangible benefits they want. Foster a culture of recognition, appreciation and work-life balance and create a workplace that is enjoyable.

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Notes to editors

About the research

The study is developed by Robert Half and was conducted online in November 2024 by an independent research company of 1,000 full-time office workers in finance, accounting, business support, and IT and technology. Respondents are drawn from a sample of SMEs as well as large private, publicly-listed and public sector organisations 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.

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