

Press release
10 September 2025

Most employers are set to maintain current office mandates – for now

- 74% of Australian employers plan to maintain the number of office days they mandated for their employees for the next 12 months
- 14% of employers plan to increase the number of days employees spend in the office while 9% of employers intend to decrease the number of days required in the workplace
- 71% of employers plan to continue allowing work-from-home arrangements in some capacity, because of its effect on employee satisfaction (50%) and increase to productivity (45%)
- 29% of employers are not allowing hybrid working because of increased productivity (45%) and improved communication (39%) when employees are in the office

Sydney, 10 September 2025 – Employers believe they have found the working arrangements that best suit them as well as their workforces, with most planning to maintain their current in-office mandates and/or hybrid work arrangements for the next 12 months.

New independent research by specialised recruiter [Robert Half](#) finds 74% of Australian employers do not plan to adjust the number of days employees are required to work in the office or at home, regardless of whether they allow hybrid work (46%) or require staff in the workplace five days a week (28%).

Almost one in five (15%) employers plan to increase the mandated number of in-office over the next 12 months, with most (14%) requiring employees to spend more time onsite while still allowing some work-from-home flexibility. Only 1% of those planning to increase their in-office mandate expect staff to return to the office five days a week in the next year.

Meanwhile, about one in 10 (9%) employers intend to decrease the mandated time in the office for their employees and give them greater flexibility to work from home if they wish.

Just 2% of employers have never introduced mandated office time and have no intentions to do so.

*“The period of intense uncertainty and constant change around office mandates has settled for the vast majority of businesses,” says **Andrew Brushfield, Director at Robert Half**. “Maintaining their current stance suggests a market that has found its equilibrium. The predominant choice is a hybrid model, which is no longer seen as a temporary fix but as a strategic standard that balances in-person collaboration with the demand for flexible work.”*

The case for hybrid and full-time office attendance

Almost three-quarters (71%) of employers plan to continue allowing their staff to work from home under hybrid arrangements for the next 12 months, citing many benefits both for their company as well as employees:

- Employee satisfaction/wellbeing 50%
- Increased productivity 45%
- Employee attraction 41%
- Employee retention 41%
- Reduced operational costs (e.g., real estate) 30%
- To support inclusivity 34%

The remaining 29% of employers who plan to introduce or maintain a five-day in-office mandate are largely doing so for business reasons. Interestingly, 45% of employers cite their employees are more productive in the office full time, despite the same reason being cited as key to why other employers plan to continue with hybrid work options. Other popular reasons to mandate full-time office days include:

- Improve communication 39%
- Strengthen company culture 37%
- Enhance in-person collaboration 35%
- Improve supervision/management/oversight 27%
- Maximise office investment 24%
- Improve employee experience 22%

“The most successful companies will be the ones with a clear understanding of what drives their specific business's productivity, rather than following trends. However, depending on the company's operations, role specifics, and industry, employers should view hybrid work not as a barrier, but as an opportunity to build a robust culture that thrives regardless of employees' physical location,” concludes **Brushfield**.

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Notes to editors

About the research

The study is developed by Robert Half and was conducted online in July, 2025, by an independent research company of 500 hiring managers in finance and accounting, IT and technology, and human resources. 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, Melbourne South East, Perth, and Sydney. More information on roberthalf.com/au.

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