

Press release

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## Show me the money: half of all workers cannot resist the lure of a higher salary

- 52% of Australian workers would be compelled to change jobs for a higher salary
- The average salary increase that would compel workers to change jobs is 22%
- Only 42% of workers say their current salary is an accurate reflection of their expertise, experience and/or level of responsibility
- Only 21% of workers believe pay is more important than job security in the current labour market

**Sydney, 8 May 2025** – Money talks for one in two workers who say they would feel compelled to change jobs if they came across another position with a higher salary, new independent research by specialised recruiter [Robert Half](#) finds.

As sustained inflation and increasing responsibilities drive growing demands for higher salaries this year<sup>1</sup>, 52% of workers say they would leave their employer for another job that offered a higher salary.

Meanwhile, 48% of workers say they would not be lured away from their current position by another job with a higher salary: About a third (32%) of workers admit they would change jobs without an increase in salary if it was the right opportunity, however, 16% are content in their current role and would not move regardless of the salary offered.

### How much more money do office workers want?

While the average salary increase that would compel workers to resign is 22%, many are prepared to change jobs for less than that. However, 20% was the most common pay rise that would compel workers to leave. About one in 10 workers would change jobs if their salary would increase by 30% or more.

The % increase that would compel workers to change jobs	% of workers who would be compelled at this increase
5%	5%
10%	7%
15%	9%
20%	14%
25%	6%
30% or above	11%

*Independent survey commissioned by Robert Half among 1000 full-time office workers in Australia.*

*"It's clear that money still talks," says **Nicole Gorton, Director at Robert Half**. "At a time when pay is a major consideration to combat the ongoing cost-of-living crisis, many employees prioritise job security as organisations strive to meet efficiency goals, further highlighting the tension between meeting financial desires and building a sustainable career while navigating ongoing job security concerns."*

### Workers don't feel they are paid what they are worth

When workers were asked if they felt their current salary reflected their expertise, experience and level of responsibility, less than half (42%) agreed that they were paid appropriately.

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<sup>1</sup> [Robert Half, Employers face a salary squeeze as candidates and employees demand higher pay](#)

The remaining 58% of workers believed an increased salary would better reflect what they bring to their role and the work required of them. Most workers (37%) believed their salary needed to increase by 10%-20% to be an accurate reflection of their expertise, experience and/or level of responsibility.

The average percentage increase that workers say they would need for their salary to be an accurate reflection is 12%.

The % salary increase required to accurately reflect the worker's ability and position	% of workers
5%	4%
10%	12%
15%	13%
20%	12%
25%	6%
30% or above	11%

*Independent survey commissioned by Robert Half among 1000 full-time office workers in Australia.*

*“The research indicates that many workers feel undervalued, highlighting a gap between employee expectations and current compensation levels,” Gorton says. “This can be due to stagnant wages despite increased responsibilities or a perception, whether accurate or not, that their compensation lags behind industry standards for similar roles.”*

*“Employers need to pay close attention to these sentiments and ensure they are not only offering competitive salaries that reflect the true value employees bring, but also clearly communicating what competitive compensations means for their individual employees. Using the [Robert Half's 2025 Salary Guide](#) will ensure workers are being paid the current market rate for their role and lessen the occurrence of employee dissatisfaction and resignations.”*

### **Job security is still important for workers**

When asked about whether job security is more important than salary, only one in five workers (21%) were prepared to prioritise money ahead of having a secure job. Most workers (40%) said both were equally important but a similar proportion (39%) prioritised job security over their salary.

*“While salary remains a key consideration, job security is also a number one priority for many workers, especially in the current economic climate. Companies that can offer both competitive compensation and a stable work environment will be best positioned to secure and sustain their workforce,” concludes Gorton.*

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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, Melbourne South East, Perth, and Sydney. More information on [roberthalf.com/au](https://roberthalf.com/au).

**For more information**

Courtney Fletcher

PR Manager

[Courtney.Fletcher@roberthalf.com.au](mailto:Courtney.Fletcher@roberthalf.com.au)

+61 421 209 304