

Press release
25 February 2025

More employers mandate 5 days in the office as they follow the lead of other businesses

- 84% of Australian employers say return-to-office mandates in effect in other businesses influence their company's work arrangements
- 39% of employers plan to mandate 5 days a week in the office for employees in 2025, up from 36% of employers who did so in 2024
- 5 days is employers' preferred mandate, with 4 days (22%) and 3 days (20%) in the office the next popular options
- 63% of employers report improved employee attitudes towards mandated office days compared to the previous year

Sydney, 25 February 2025 – Employers are influenced by other businesses' return-to-office mandates, creating a domino effect with employees requiring to be in the office more days in 2025.

New independent research by specialised recruiter [Robert Half](#) finds the return-to-office mandates being introduced in other businesses influences 84% of employers when they determine their company's return-to-office policies.

The research also finds less resistance among employees to work in the office, as 63% of employers report attitudes towards the widespread shift back to the office have improved year-on-year.

Return-to-office mandates become mainstream

The research reveals about a third (34%) of all employers are significantly influenced by other organisations have mandated, while about half (49%) of all employers report it has a moderate influence.

Queensland employers are most likely to be influenced by the trends among other businesses (87%) followed closely by those in New South Wales and Western Australia (both 86%). Significantly less inclined to follow suit are Victorian employers, and while the majority (75%) are influenced by what others are mandating, one in four employers (25%) report that the policies implemented at other businesses do not affect their decisions.

*"We're observing a fascinating domino effect in the return-to-office landscape this year, pressuring businesses to conform," says **Nicole Gorton, Director at Robert Half**. "Employers are back in the driver's seat and dictate office attendance, knowing others are doing the same. As workers adjust back to the pre-pandemic way of working and observe similar mandates elsewhere, they are less reluctant to oppose these mandates in their current workplace."*

The time spent in the office is rising

When employers were asked about the number of days workers are required to be in the office in 2024 and in 2025, 5 days a week remains the preferred option in both years. With more employers mandating in-office attendance for a higher number of days, the average of mandated in-office workdays has risen from 3.43 days a week in 2024 to 3.64 days a week in 2025.

Still, a significant proportion is willing to allow their staff to work away from the office for part of the week. Employers continue to favour more days in the office than out of it, while those who mandated 2 days a week in 2024 are particularly keen for staff to be in the office on more days this year.

The research reveals the average of mandated in-office workdays in 2024 was 3.43 days a week. In 2025, employees are expected to be in the office 3.64 days a week.

The number of days in the office mandated by employers	2024	2025
No days required	9%	7%
1 day	4%	4%
2 days	13%	8%
3 days	19%	20%
4 days	19%	22%
5 days	36%	39%
Average	3.43 days	3.64 days

Independent survey commissioned by Robert Half among 500 employers in Australia.

Employees increasingly accept in-office mandates

In light of past resistance by employees to return to the office, when asked about any change in staff attitudes towards mandated office days, most employers report attitudes have improved.

Compared to 12 months ago:

- 63% of employers report employee attitudes significantly or somewhat improved
- 28% of employers say attitudes among staff have stayed the same
- 9% of employers believe attitudes have somewhat or significantly worsened

Victorian employees, who experienced more time working from home during the pandemic than those in other states, are the least likely to have an improved attitude towards mandated office days. In fact, 13% of employers say attitudes worsened, compared to 12% in New South Wales, 10% in Western Australia and just 2% in Queensland.

“The change of year brings another shift towards a more office-centric work environment across Australia,” Gorton says. “While hybrid work models remain prevalent, the noticeable increase in the number of employers mandating a return to the office as well as increase in the number of days that staff are required to attend is likely influenced by an improvement in staff attitudes and observed mandated days in other businesses.

“As employers adapt their work arrangements to meet the evolving needs of their business and their workforce, they are doing so while emphasising in-person collaboration for employee morale, productivity and client service. However, finding the balance between in-office needs and employee wellbeing is instrumental to business success,” concluded 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 500 hiring managers. 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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