

Press release
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Work from home or work from the office – staff want to be compensated either way

- Regardless of their work situation, Australian employees are expecting compensation which include commuting allowances (61%), work-from-home equipment (55%) and extra financial compensation when working hybrid (61%).
- There is a mismatch between what benefits employers offer or plan to offer versus what employees really want in 2024.

Sydney, 24 April 2024 – New independent research published in the [2024 Salary Guide](#) by specialised recruiter [Robert Half](#) finds Australian workers are expecting to be compensated for their work arrangements, whether it be working from the office or working from home.

With 81% of Australian workers still working from home at least one day per week, the hybrid workplace is still prevalent in the market. With 86% of employers expecting their staff to return to the office at least one day per week, 61% of workers say they want commuting assistance or allowance for fuel if they are expected to attend the office. At the same time more than half (55%) of employees indicate a preference for an allowance for home office equipment from their employer and 61% expect to have financial allowances to work from home if they work hybrid.

“Employees no longer see some benefits as an extra but rather an expectation. The hybrid and remote workplace has strongly influenced the benefits employees expect with the in-office worker, the remote worker and the hybrid worker all wanting to be compensated across various work setups,” says **Nicole Gorton, Director at Robert Half**.

Employers and employees at odds over the best benefits and perks to introduce

Beyond hybrid working benefits, there is a mismatch between what benefits employers offer or plan to offer versus what employees really want in 2024.

While the majority of Australian employers provide or plan to provide their staff with extra leave entitlements, company equipment and increased superannuation contributions, employees are prioritising money-related perks such as insurances and an extra bonus.

When employers were asked about the benefits they offer or plan to offer in 2024, the most common identified were:

	Plan to offer	Already offer
Extra days off	46%	40%
Extended parental leave entitlements	45%	44%
Extra superannuation contribution	45%	41%
Provision a company phone	42%	46%
Tuition reimbursement or assistance for upskilling or reskilling	41%	35%
Day off to fundraise	41%	42%
Allowance to purchase equipment to work at home	40%	44%

However, none of those benefits rank highly on employees’ wish lists. Workers instead would prefer:

- Financial allowance to work from home (61%)
- Meals provided (61%)
- Commuting assistance or allowance for fuel (61%)

- A flexible benefits program that allows staff to choose their perks (61%)
- Extra bonus (60%)
- Health insurance (58%)

“Benefits can be an important differentiator for employees when it comes to accepting a job offer and looking to work elsewhere, particularly when the salary isn’t spot on. As well as providing value for employees by financially offsetting some of their work-related costs, perks and benefits also provide value for employers who may not be in the position to offer increased salaries.”

“Benefits have gained in importance over the years with many employers having increased their offerings as a way to attract and retain top talent. Companies, however, can’t be complacent and need to regularly review their remuneration policy to meet the modern needs of employees with hybrid or remote working benefits being high on the wish list in today’s market.”

“Getting feedback as to what benefits employees value can help position a company as an employer of choice. Workplace satisfaction surveys can reveal what is most important to employees and provide them with an opportunity to raise new ideas that employers previously might not have thought of. Reviewing market research such as [Robert Half’s 2024 Salary Guide](#), which outlines the common benefits that employers are offering, can also provide new ideas for a company’s compensation and benefits policy.”

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Notes to editors

About the research

The study is developed by Robert Half and was conducted online in June 2023 and November 2023 by an independent research company, surveying 500 hiring managers (including 100 CFOs and 100 CIOs) and 1000 office workers 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.

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