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Hourly Work Index

JUNE 2026 EDITION

A detailed look into the state of hourly work across healthcare, hospitality, retail and services in Australia.

Built from Deputy's world of work and industry insights data, analysing month on month changes in the metrics that matter most.

AUSTRALIAN HOURLY WORK INDEX

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2026

June at a glance

AVERAGE HOURLY PAY · ALL SECTORS

$36.13 — 0.0% MoM

Employers are not required to apply the Fair Work Commission's new award rates until the first full pay period on or after 1 July, so June pay reflects the last month at current-year rates.

HOURS WORKED · ALL FOUR SECTORS

20.6M ▼ 11.0% MoM

The RBA held the cash rate at 4.35% in June after three increases since February, and household spending has decreased in response to those increases.

NEW HIRES · ALL SECTORS

▼ 22.9% Month-on-month

The Fair Work Commission announced on 2 June that award wages and the National Minimum Wage will increase 4.75 - 6% from 1 July, giving employers a reason to hold off on new roles until the new financial year and pay rates begin.

PREDICTABLE SCHEDULING

8.3 days ahead ▲ 27.7% MoM

Rostering further ahead of 1 July is consistent with businesses locking in shift patterns and labour costs before the new award rates take effect.

Healthcare

KEY ANALYSIS

Healthcare is one of the sectors the Fair Work Commission and Westpac identify as most exposed to the award wage increase taking effect 1 July, given its reliance on award and enterprise-agreement pay rates.

Shifts and hours per employee decreased alongside a decrease in new hires, consistent with facilities holding non-essential replacement hiring until the new pay rates and financial year begin.

The lead time for locking in shifts increased more than in any other sector, which fits with rosters being planned further out around the cost step-up.

AVG SHIFTS / EMPLOYEE	10.6	▼ 6.2%
AVG HOURS / EMPLOYEE	73.3	▼ 5.9%
AVG SHIFT LENGTH (HRS)	6.94	▲ 0.3%
NEW HIRES (% CHANGE)	▼ 22.1%	
EMPLOYEE TURNOVER	▼ 9.1%	
PREDICTABLE SCHEDULING	13.6	▲ 31.1%
AVG SHIFT-PAY ($AUD)	$265.68	▼ 0.3%
AVG HOURLY PAY ($AUD)	$40.42	▼ 0.4%

SECTOR · BY THE NUMBERS

Hospitality

KEY ANALYSIS

Hospitality (accommodation and food services) is named specifically among the industries most exposed to the 4.75% award increase.

New hires decreased more than in any other sector this month, lining up with three RBA rate increases decreasing household discretionary spending.

Additionally, employers appear to be deferring hiring decisions until costs reset on 1 July.

AVG SHIFTS / EMPLOYEE	10.5	▼ 9.0%
AVG HOURS / EMPLOYEE	70.2	▼ 9.0%
AVG SHIFT LENGTH (HRS)	6.71	— 0.0%
NEW HIRES (% CHANGE)	▼ 27.6%	
EMPLOYEE TURNOVER	▼ 8.3%	
PREDICTABLE SCHEDULING	6.7	▲ 24.0%
AVG SHIFT-PAY ($AUD)	$206.48	— 0.0%
AVG HOURLY PAY ($AUD)	$34.21	▲ 0.2%

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SECTOR · BY THE NUMBERS

Retail

KEY ANALYSIS

Retail shifts and hours decreased 7.7% this month, consistent with decreased household spending following three RBA rate increases this year and the end of temporary fuel excise relief on 30 June, both adding to cost-of-living pressure that weighs on retail trade.

New hires decreased 25.9% while hourly pay increased 0.2%.

Retail is another sector flagged as heavily award-reliant, giving retailers reason to hold off on new roles until the wage increase and new financial year begin.

AVG SHIFTS / EMPLOYEE

10.4

▼ 7.7%

AVG HOURS / EMPLOYEE

68.3

▼ 7.7%

AVG SHIFT LENGTH (HRS)

6.58

— 0.0%

NEW HIRES (% CHANGE)

▼ 25.9%

EMPLOYEE TURNOVER

▼ 6.2%

PREDICTABLE SCHEDULING

9.6

▲ 29.0%

AVG SHIFT-PAY ($AUD)

$208.90

▼ 0.3%

AVG HOURLY PAY ($AUD)

$34.02

▲ 0.2%

SECTOR · BY THE NUMBERS

Services

KEY ANALYSIS

Services, which includes labour hire and administrative support, is also flagged by Westpac as heavily award-reliant.

It is the only sector where turnover increased this month and the only one where average shift length decreased, alongside the largest increase in advance-scheduling lead time.

This combination is consistent with businesses restructuring shift patterns and staffing levels ahead of the new award rates taking effect.

AVG SHIFTS / EMPLOYEE

10.7

▼ 8.4%

AVG HOURS / EMPLOYEE

72.2

▼ 8.9%

AVG SHIFT LENGTH (HRS)

6.74

▼ 0.5%

NEW HIRES (% CHANGE)

▼ 1.7%

EMPLOYEE TURNOVER

▲ 10.2%

PREDICTABLE SCHEDULING

8.4

▲ 34.6%

AVG SHIFT-PAY ($AUD)

$238.70

▼ 2.4%

AVG HOURLY PAY ($AUD)

$39.63

▼ 1.2%

SINCE JANUARY · THREE EMERGING TRENDS

Month-on-month changes

Looking at the run of monthly data since January, three trends are starting to emerge.

01

Shift volumes keep flipping, but trend down

KEY OBSERVATION

Shift volumes have moved in a down-up-down-up-down pattern for five straight months, decreasing 4.5% in February, increasing 9.4% in March, decreasing 7.0% in April, increasing 9.1% in May, and decreasing 11.0% in June.

Each decrease has been larger than the one before it, while the increases in between have stayed around the same size, meaning the overall trajectory is downward even though the direction keeps flipping from month to month.

02

New hires falling, and the pace is accelerating

LABOUR DYNAMICS

New hires have now decreased for two consecutive months, and the pace is accelerating: down 14.6% in May and a further 22.9% in June.

This aligns with the Fair Work Commission's 2 June announcement of a 4.75–6% wage increase from 1 July, which gives employers a reason to defer new hiring until the new rates and financial year begin.

03

Businesses are locking in shifts further ahead

ROSTERING FORECAST

The average lead time for locking in shifts held steady at around 5.8 days from January to April, then increased in each of the last two months to 6.5 days in May and 8.3 days in June.

This break from four months of stability lines up with the RBA's rate increase in May and the Fair Work Commission's wage decision in June, both giving businesses reason to plan shift patterns and labour costs further in advance.

PAY BY GENERATION

Generational insights

Millennials

HIGHEST AVERAGE PAY

Had the highest average pay of any generation in Healthcare, Hospitality, Retail and Services in June, topping **$298** per shift in Healthcare and **$262** in Services.

Gen Z

ENTRY-LEVEL ROLES

Had the lowest average pay of any generation in Healthcare, Hospitality and Retail, consistent with Gen Z workers being concentrated in **entry-level shifts**.

Boomers

RETIREMENT TRANSITION

Earned less than both Gen X and Millennials in Healthcare, Hospitality and Retail this month, a pattern consistent with Boomers taking on **part-time or lower-intensity shifts** as they approach retirement.

Gen X

LARGEST PAY DECREASE

Recorded the largest single-sector pay decrease of any generation, with Services pay decreasing **4.2%** month-on-month. Millennials recorded the only sector-level pay increase of any generation, with Healthcare pay increasing **0.7%**.

FOUR SUB-SECTOR STORIES STAND OUT

Sector-specific insights

HEALTHCARE · CARE FACILITIES

▲ 73.2%

lead time · 8.1 → 14.1 days

The average lead time for locking in shifts increased from 8.1 to 14.1 days in June, a 73.2% increase and the largest of any Healthcare sub-sector. **What it means:** aged-care and disability-care is a sector with high rates of workers holding multiple jobs, persistent talent shortages, and a large migrant workforce. Locking in shifts further ahead gives these workers more certainty and lets them plan the rest of their work and life around a confirmed roster, reflecting a retention-related initiative from employers.

RETAIL · TOBACCONISTS

▼ 33.2%

shifts · largest decrease

Shifts decreased 33.2%, the largest decrease of any sub-sector in the entire Index. **What it means:** this lines up with the ongoing national crackdown on illicit tobacco and vape retail, including more than 200 NSW store closures since November 2025 and new WA tobacco and vaping laws from May 2026.

SERVICES · GAMBLING

▲ 52.4%

shifts · hours ▲ 58.9%

Shifts increased 52.4% and hours increased 58.9%, the largest increase anywhere in the Index. **What it means:** June carried an unusually heavy sporting calendar on top of normal sports-betting activity, the FIFA World Cup kicked off on 12 June with the Socceroos playing three group matches during the month (14, 20 and 26 June), overlapping with State of Origin Game II's record MCG crowd on 17 June. That combination of events is a likely driver of the increase in wagering activity.

HOSPITALITY · BARS

▼ 12.4%

shifts · hours ▼ 12.2%

Shifts decreased 12.4% and hours decreased 12.2% in June, in line with the rest of Hospitality's food and drink venues (Fast Food -14.4%, Sit Down Restaurants -14.2%, Cafes -12.8%). **What it means:** despite hosting big-screen coverage of both the World Cup and State of Origin, pubs and bars didn't get an offsetting lift from the sporting calendar this month. The sector-wide pullback in dining and drinking out outweighed any extra foot traffic, with the sporting boost showing up in Gambling's wagering activity instead of in staffed hospitality shifts.

QUOTE · COMMENTARY

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Employers are planning, not panicking.

June's data shows Australian employers becoming far more intentional in how they manage their workforce. Rather than continuing to hire through uncertainty, businesses pulled back on recruitment, reduced hours and, at the same time, increased roster planning well ahead of the July wage changes.

When you have access to live workforce data, you can model labour costs before decisions are made instead of reacting afterwards.

The businesses that adapt fastest to changing economic conditions won't necessarily be the ones spending less. They'll be the ones making better-informed decisions earlier, using technology to balance compliance, labour costs and employee stability.

Ciaran Hale
Chief Technology Officer (CTO), Deputy

ABOUT THE INDEX

Australian Hourly Work Index

The "Hourly Work Index" by Deputy, the global people platform for hourly work, provides a clear, data-driven window into employment trends and labor dynamics across Australia.

Aggregated Data Source

Utilises completely anonymised and aggregated Deputy customer and user data to deliver reliable, high-fidelity workforce insights.

Statistical Normalisation

The data is scientifically normalised to account for seasonal variations and shifts in demand throughout the week (e.g. weekday vs. weekends).

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