EMPLOYMENT HERO
JOBS
REPORT
APRIL 2025

employment hero

AU

Median Annual Total Salary

Median Total Hourly Rate
(Raw Median)

MONTHLY CHANGE

vs. Mar 2025

▲ +1.8%

QUARTERLY CHANGE

vs. Jan 2025

▲ +2.8%

ANNUAL CHANGE

vs. Apr 2024
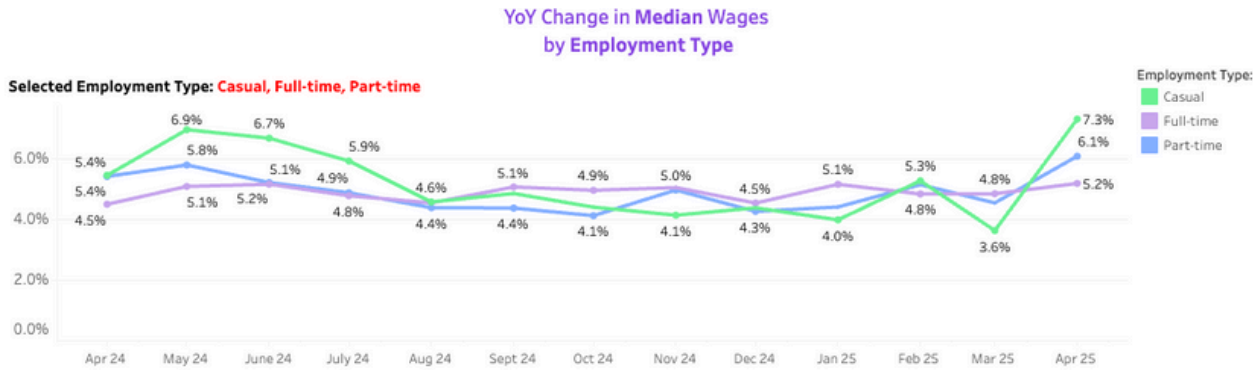
▲ +5.9%

Why this metric matters

The hourly median total rate measures the median hourly rate of both Employment Hero HR and Payroll users and the % change overtime for the preceding 12 months. This includes other pay components beyond the base rate, such as allowances, bonuses and penalty rates. It provides a measure of the typical wage that AU workers earn per hour and helps to shed light on labour market trends.

The median hourly rate experienced a 5.9% year-over-year increase to $44.3 in April 2025, demonstrating ongoing wage growth. Furthermore, quarter-on-quarter growth showed considerable strength at 2.8%, and month-on-month growth stood at 1.8%. This notable acceleration in wage growth, as indicated by the April figures, could represent market adjustments following the recent easing of cash rates.
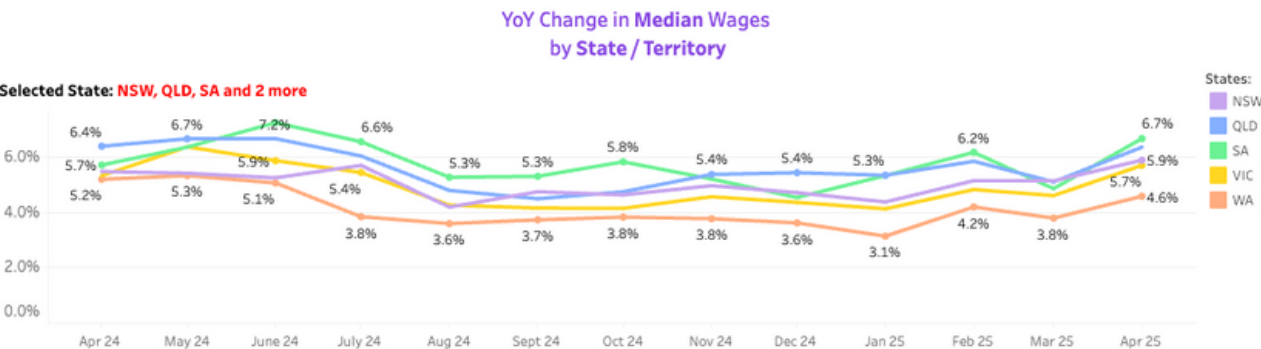
Median Annual Total Salary (Breakdowns)

Employment Type Breakdown

YoY Change in **Median** Wages
by **Employment Type**

Selected Employment Type: Casual, Full-time, Part-time

Employment Type:
- Casual
- Full-time
- Part-time

State Breakdown

YoY Change in **Median** Wages
by **State / Territory**

Selected State: NSW, QLD, SA and 2 more

States:
- NSW
- QLD
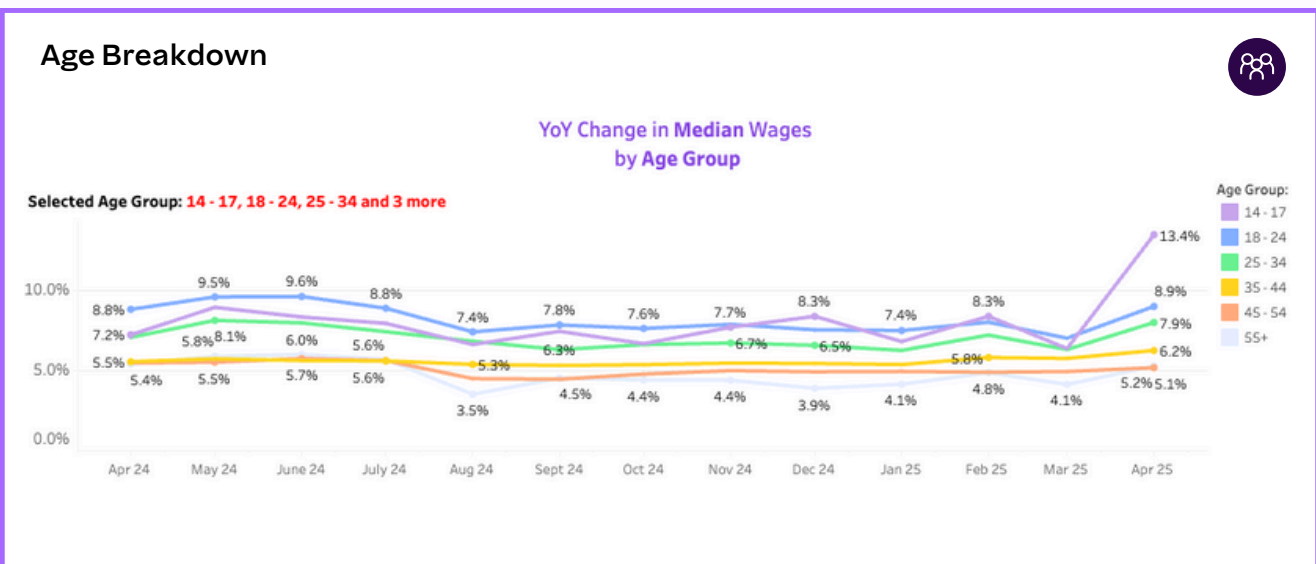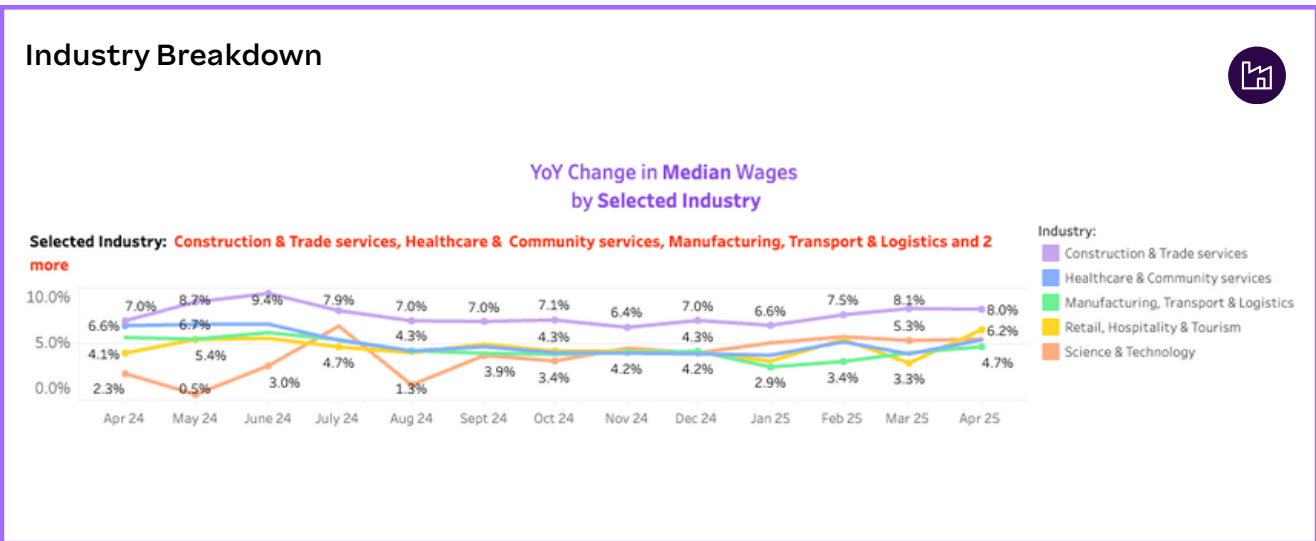- SA
- VIC
- WA

Employment Type Breakdown

In April 2025, overall year-over-year median wage growth showed a mixed picture. Casual employment experienced a significant surge to 7.3%, contrasting with a recent low in March, likely due to the Easter tourism surge and sales playing a key role. Full-time wages continued to experience moderate increase of 5.2%. Meanwhile, part-time wage growth, after a slight dip in March, recovered to 6.1%, remaining relatively robust compared to the previous year.

State Breakdown

In April 2025, wage growth accelerated in every state. South Australia experienced the most significant uplift and resumed its leading position at 6.7% growth year-on-year (YoY). Queensland also saw a notable boost, tracking just behind New South Wales at a 6.5% YoY increase. Western Australia, while continued to trail behind, also experienced a considerable acceleration with a modest 4.6% growth compared to April 2024.

Median Hourly Wages (Breakdowns)

Industry Breakdown

YoY Change in Median Wages by Selected Industry

Selected Industry: Construction & Trade services, Healthcare & Community services, Manufacturing, Transport & Logistics and 2 more

Industry:
- Construction & Trade services
- Healthcare & Community services
- Manufacturing, Transport & Logistics
- Retail, Hospitality & Tourism
- Science & Technology

Age Breakdown

YoY Change in Median Wages by Age Group

Selected Age Group: 14 - 17, 18 - 24, 25 - 34 and 3 more

Age Group:
- 14 - 17
- 18 - 24
- 25 - 34
- 35 - 44
- 45 - 54
- 55+

Industry Breakdown

April 2025 data reveals varied year-over-year wage growth across industries. Construction & Trade Services continued to lead with a 7.8% increase, while Science & Technology demonstrated stable growth at 5.4%. The Retail, Hospitality & Tourism sector, characterised by a large casual workforce, experienced the most significant surge, climbing to second place with a 6.2% increase, largely due to a promising 4.8% month-over-month growth. Conversely, the Healthcare & Community Service sector, despite its casual nature, saw a more modest year-over-year rise to just over 5%

Age Breakdown

April 2025 data indicates a trend of strong wage growth among young workers. The younger GenZ groups (14-17 & 18-24) experienced the largest acceleration in momentum likely due to the large proportion of casual positions they hold, and continued to demonstrate the most substantial year-over-year growth at a whopping 13.4% and 8.9% respectively. Wage growth for the 35-44 age group remained stable across the last 6 months at 6.2%, and similarly for the 45-54 group at 5.1%, showcasing the stability provided by full-time roles.

Median Hourly Wages (Breakdowns)

Employment Type

% Change	Full-Time	Part-Time	Casual
Median Hourly Rate	**$49.20**	**$40.00**	**$39.70**
Monthly	**0.5%**	**2.4%**	**4.6%**
Quarterly	**2.2%**	**2.8%**	**5.2%**
Annual	**5.2%**	**6.1%**	**7.3%**

Regions Breakdown

% Change	ACT	NSW	NT	QLD	SA	TAS	VIC	WA
Median Hourly Rate	$46.80	$45.50	$44.50	$44.30	$43.10	$40.10	$43.50	$44.00
Monthly	1.5%	2.1%	2.1%	2.6%	1.8%	0.4%	1.1%	1.4%
Quarterly	0.5%	3.2%	0.7%	2.7%	2.9%	3.4%	2.8%	2.4%
Annual	4.7%	5.9%	6.3%	6.4%	6.7%	5.5%	5.7%	4.6%

Median Hourly Wages (Breakdowns)

Industry Breakdown

% Change	Construction & Trade Services	Healthcare & Community Services	Manufacturing, Transport & Logistics	Retail, Hospitality & Tourism	Science & Technology
Median Hourly Rate	$50.60	$47.80	$41.70	$36.70	$59.20
Monthly	0.0%	3.0%	0.5%	4.8%	0.5%
Quarterly	3.8%	1.9%	3.0%	4.1%	1.3%
Annual	8.0%	5.3%	4.7%	6.2%	5.4%

Age Breakdown

% Change	14-17 year olds	18-24 year olds	25-34 year olds	35-44 year olds	45-54 year olds	55+ year olds
Median Hourly Rate	$19.40	$34.30	$42.60	$50.60	$51.50	$46.80
Monthly	6.9%	2.7%	2.3%	0.9%	1.3%	2.0%
Quarterly	11.3%	4.0%	3.9%	1.7%	1.6%	2.6%
Annual	13.4%	8.9%	7.9%	6.2%	5.1%	5.2%

Raw vs. Seasonally Adjusted Median Hourly Wages

MoM Median Total Hourly RateGrowth
(current month vs. month prior)

Legend: Seasonally adjusted MoM % Growth (purple), Raw MoM % Growth (grey)

QoQ Median Total Hourly Rate Growth
(current month vs. 3 months prior)

Legend: Seasonally adjusted QoQ % Growth (purple), Raw QoQ % Growth (grey)
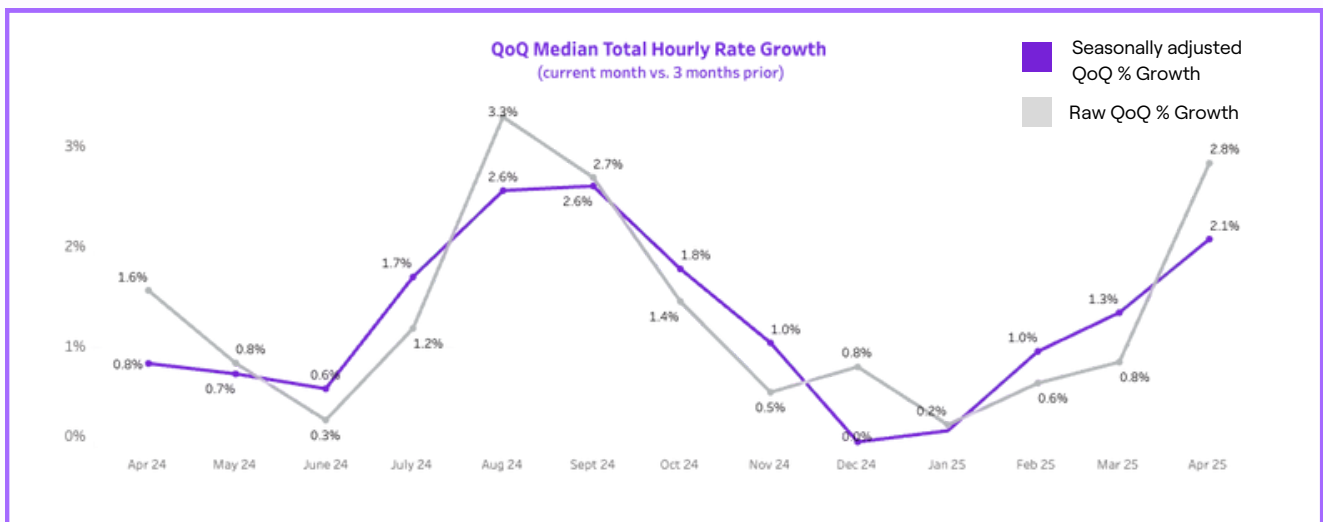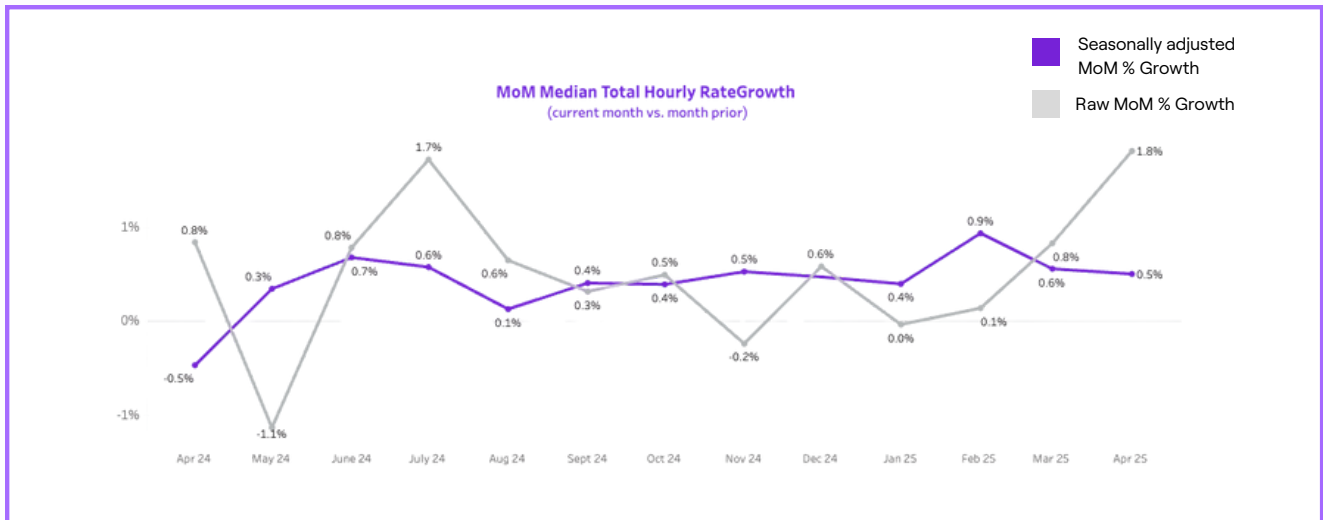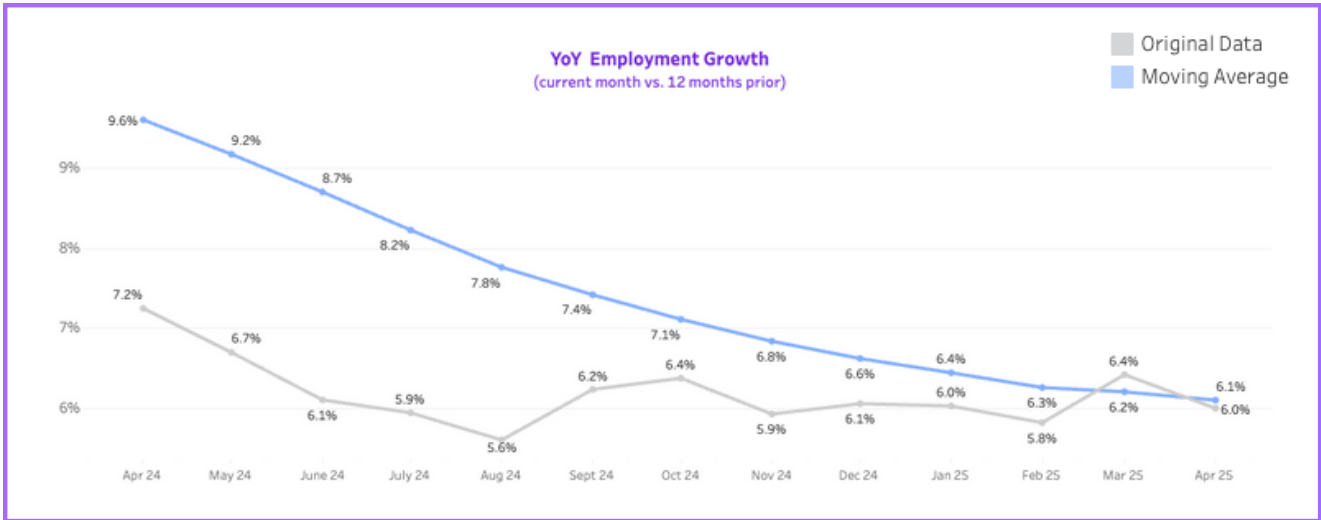
In April 2025, the seasonally adjusted MoM growth in median hourly wages was relatively modest at 0.5%, compared to a much more prominent raw growth of 1.8%. The adjustment completely reversed the originally observed upward trend. On the other hand, the seasonally adjusted QoQ growth was +2.1%, also notably lower than the raw growth of +2.8%, though the adjusted trend in much better alignment with the raw.
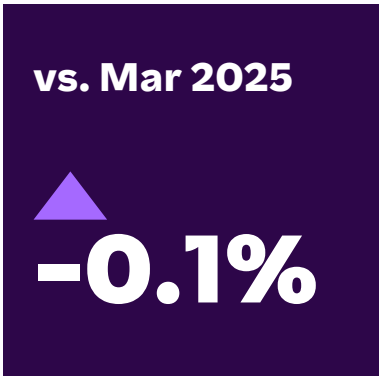
These adjustments suggest that seasonal influences played a key role in April wage trends, particularly for MoM growth. While the QoQ adjustments were less pronounced, they still highlight how seasonality mitigated seemingly strong raw growth. Overall, these trends underline the importance of adjusting for seasonality to capture a more accurate picture of underlying wage dynamics in the labour market.
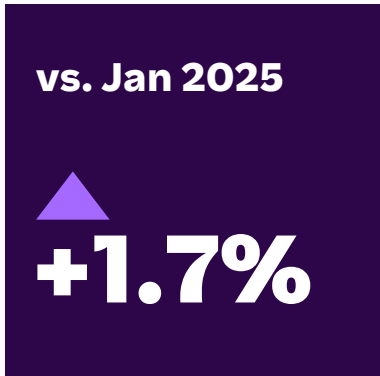
Average Employee Growth

YoY Employment Growth
(current month vs. 12 months prior)

Legend: Original Data, Moving Average

Original Data values: Apr 24: 7.2%, May 24: 6.7%, June 24: 6.1%, July 24: 5.9%, Aug 24: 5.6%, Sept 24: 6.2%, Oct 24: 6.4%, Nov 24: 5.9%, Dec 24: 6.1%, Jan 25: 6.0%, Feb 25: 5.8%, Mar 25: 6.4%, Apr 25: 6.0%

Moving Average values: Apr 24: 9.6%, May 24: 9.2%, June 24: 8.7%, July 24: 8.2%, Aug 24: 7.8%, Sept 24: 7.4%, Oct 24: 7.1%, Nov 24: 6.8%, Dec 24: 6.6%, Jan 25: 6.4%, Feb 25: 6.3%, Mar 25: 6.2%, Apr 25: 6.1%

| MONTHLY CHANGE	QUARTERLY CHANGE	ANNUAL CHANGE
vs. Mar 2025	**vs. Jan 2025**	**vs. Apr 2024**
▲ **-0.1%**	▲ **+1.7%**	▲ **+6.0%**

Why this metric matters

The average employment growth metric is a crucial economic indicator that measures the rate at which employment has been increasing or decreasing across our dataset over the past 12 months. In April 2025, year-on-year (YoY) employment growth stood at a steady +6.0%, consistent with steady growth observed from the last 6 months.

In terms of short-term trends, month-over-month growth showed a modest decrease of -0.1%, while quarter-over-quarter growth increased to 1.7%, pointing towards possible near-term stagnation within the labour market. While overall employment numbers continue to surpass those of the previous year, the rate of expansion has markedly slowed, signalling that the labour market is entering a stable period.
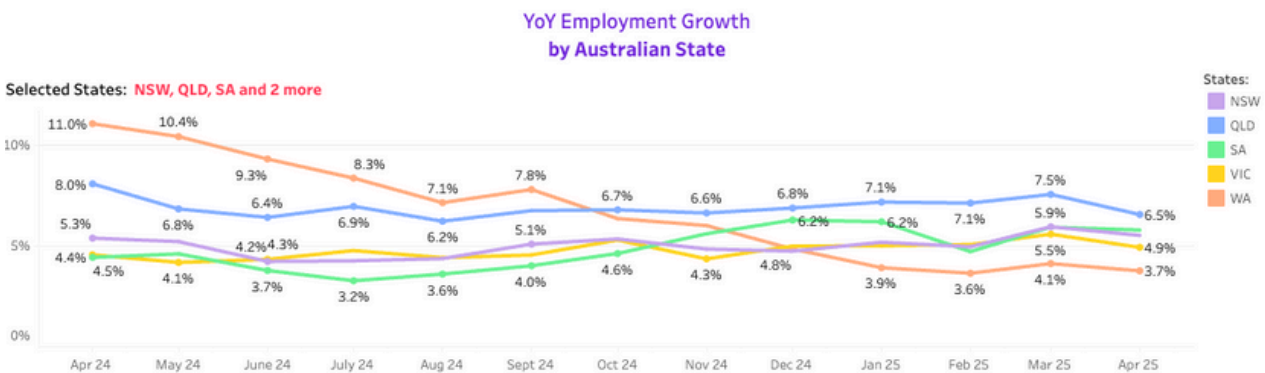
Average Employee YoY % Growth (Breakdowns)

Employment Type Breakdown
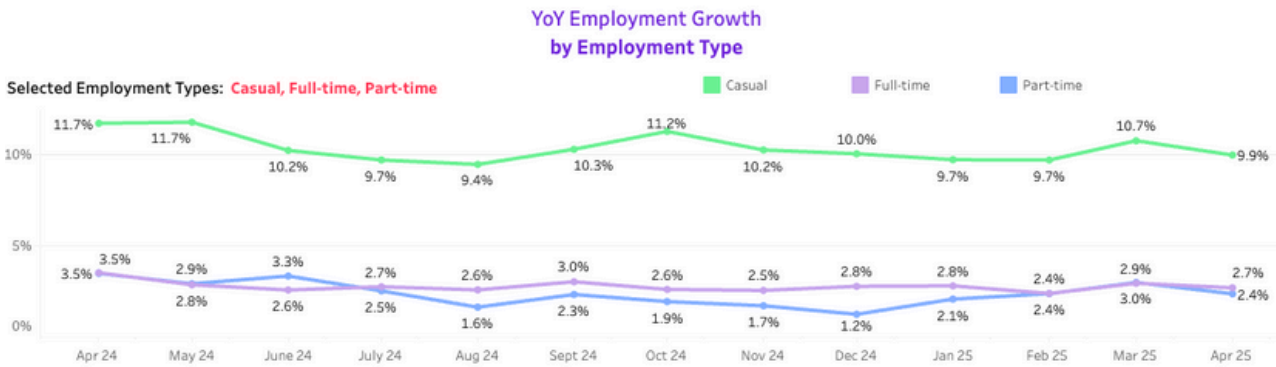
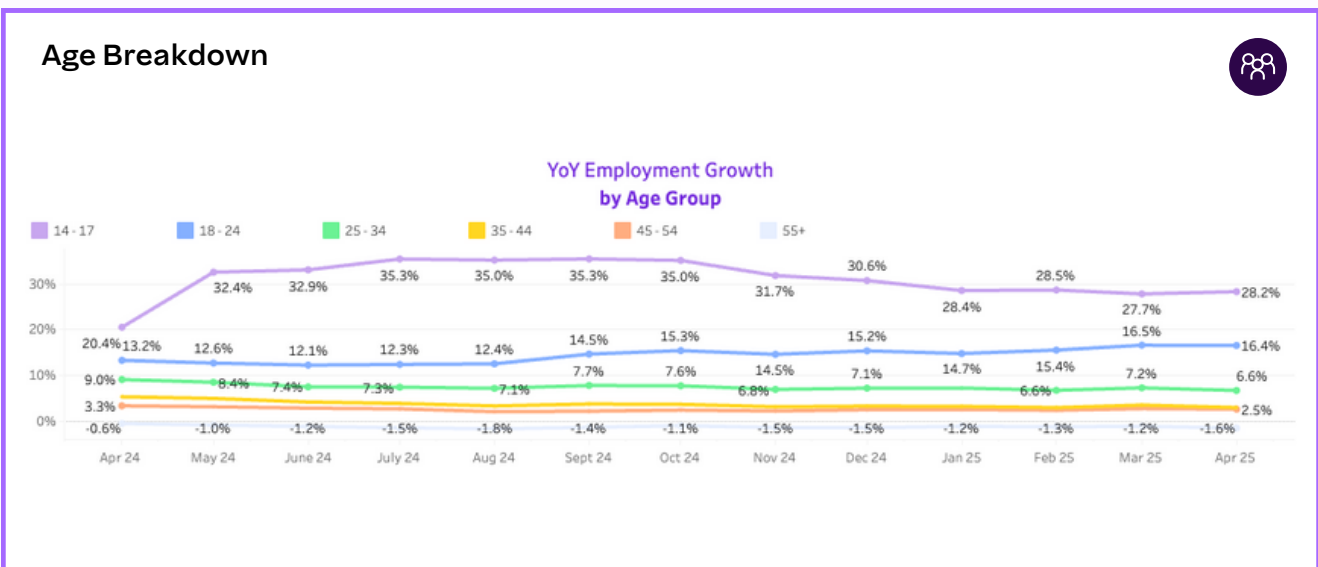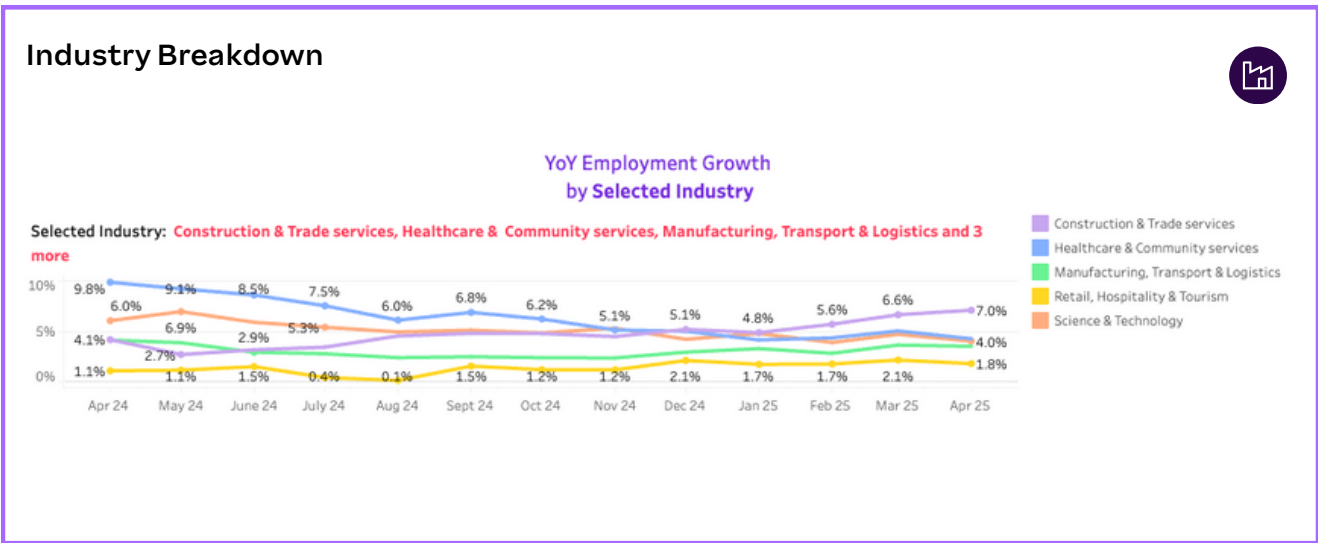## Regions Breakdown

Employment Type Breakdown

YoY Employment Growth in April 2025 saw a minor deceleration across the board. Casual employment still leads at +9.9% YoY growth, while part-time roles remained at a mere +2.4% YoY growth, potentially impacted by a squeeze between the rise of casual flexibility and the security of full-time work. Full-time roles show also saw a gradual decreasing growth at 2.7% YoY. These trends may highlight a labour market adapting to shifting business needs and employee preferences for flexibility over stability, especially as more Genz workers join the labour force.

Region Breakdown

In April 2025, Queensland continued to demonstrate the strongest year-over-year employment growth, yet with a deceleration now at 6.5% increase YoY. New South Wales and South Australia maintained steady growth around 5.5% YoY, with Victoria following further behind at 4.9%. Western Australia's growth momentum also saw a decline, now sitting at 3.7% compared to April 2024. These state-specific trends collectively point to a broader cooling of employment growth nationally, albeit with differing regional effects.

Average Employee YoY % Growth (Breakdowns)

Industry Breakdown

YoY Employment Growth
by **Selected Industry**

Selected Industry: Construction & Trade services, Healthcare & Community services, Manufacturing, Transport & Logistics and 3 more

Legend: Construction & Trade services, Healthcare & Community services, Manufacturing, Transport & Logistics, Retail, Hospitality & Tourism, Science & Technology

Age Breakdown

YoY Employment Growth
by **Age Group**

Legend: 14 - 17, 18 - 24, 25 - 34, 35 - 44, 45 - 54, 55+

Industry Breakdown

In April 2025, year-on-year employment growth maintained a degree of stability across various industries. Construction & Trade Services continued its acceleration and led with a 7.0% increase, exhibiting consistent and robust acceleration in recent months. The Science & Technology sector continued its downward trend, now aligning with Healthcare & Community Services at 4.0% year-over-year growth. Conversely, Retail, Hospitality & Tourism experienced the slowest growth at 1.8%, indicating a quieter Easter season than expectation.

Age Breakdown

In April 2025, hiring for younger worker groups continued to show significant growth. The 14–17 age group increased by 28.2% compared to April 2024, as Gen Z continues to enter the labour market. A similar trend was observed in the 18–24 age group with a substantial 16.4% YoY increase. The 25–34 age group also saw a decent 6.6% year-over-year growth, while older groups experienced minimal or even modest negative growth. This market shift towards younger workers may be attributed to the recent technology revolution, where younger generations tend to excel.

Average Employee Growth (Breakdowns)

Employment Type

% Change	Full-Time	Part-Time	Casual
Monthly	0.0%	0.2%	-0.5%
Quarterly	1.3%	1.2%	1.5%
Annual	2.7%	2.4%	9.9%

State Breakdown

% Change	ACT	NSW	NT	QLD	SA	TAS	VIC	WA
Monthly	-0.1%	-0.2%	-1.4%	0.3%	-0.2%	-2.1%	0.1%	0.1%
Quarterly	-0.2%	1.0%	-2.3%	1.8%	1.6%	-2.1%	1.3%	2.2%
Annual	5.8%	5.5%	3.3%	6.5%	5.7%	1.8%	4.9%	3.7%

Industry Breakdown

% Change	Construction & Trade Services	Healthcare & Community Services	Manufacturing, Transport & Logistics	Retail, Hospitality & Tourism	Science & Technology
Monthly	-0.2%	0.0%	-0.7%	-0.9%	0.9%
Quarterly	3.2%	1.5%	0.1%	-1.1%	2.3%
Annual	7.0%	4.2%	3.5%	1.8%	4.0%

Age Breakdown

% Change	14-17 year olds	18-24 year olds	25-34 year olds	35-44 year olds	45-54 year olds	55+ year olds
Monthly	1.4%	-0.2%	-0.3%	-0.2%	0.0%	-0.5%
Quarterly	3.5%	3.0%	1.7%	0.9%	0.9%	-0.5%
Annual	28.2%	16.4%	6.6%	2.9%	2.5%	-1.6%

Raw vs. Seasonally Adjusted Average Employment Growth

MoM Employment Growth
(current month vs. month prior)

Seasonally adjusted MoM % Growth
Raw MoM % Growth

QoQ Employment Growth
(current month vs. 3 months prior)
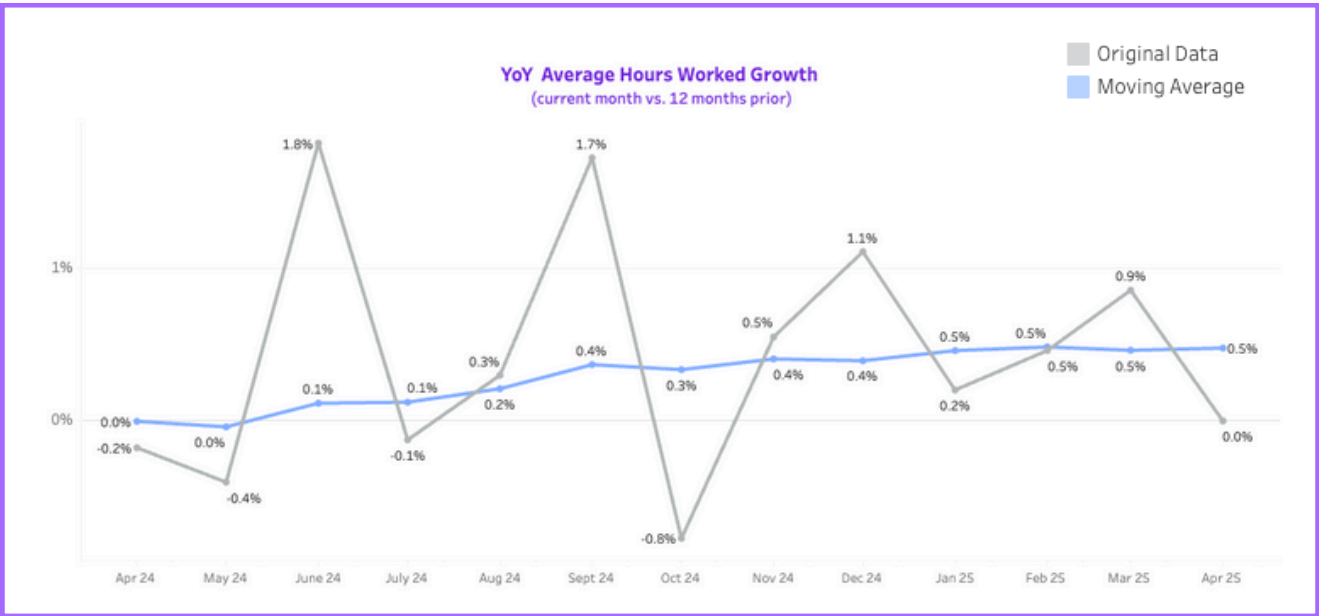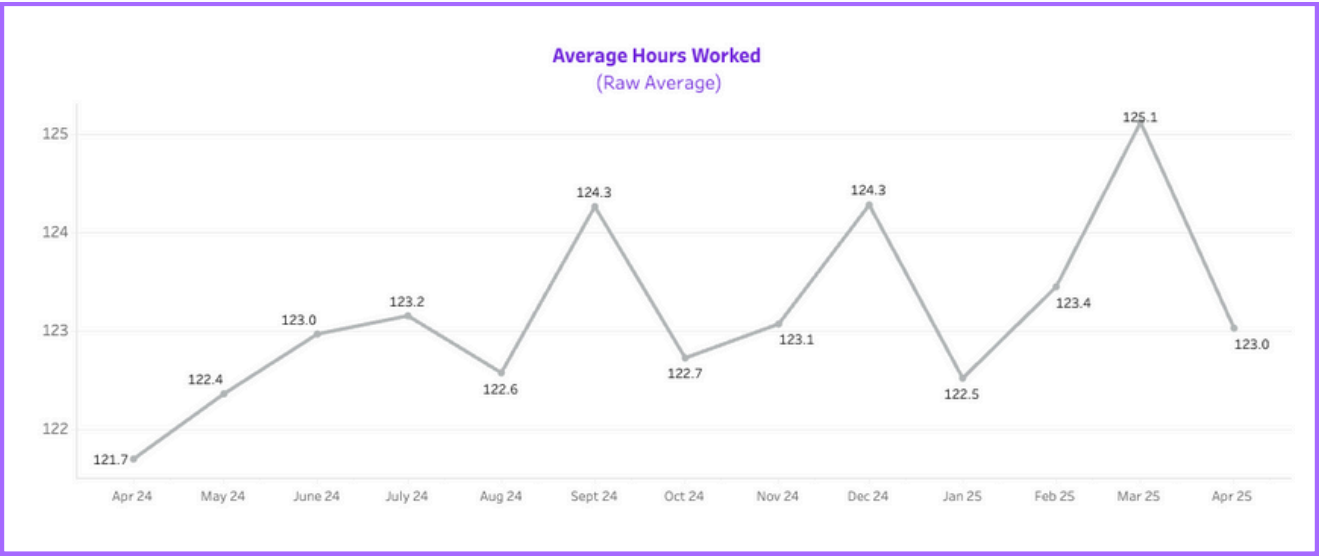
Seasonally adjusted QoQ % Growth
Raw QoQ % Growth
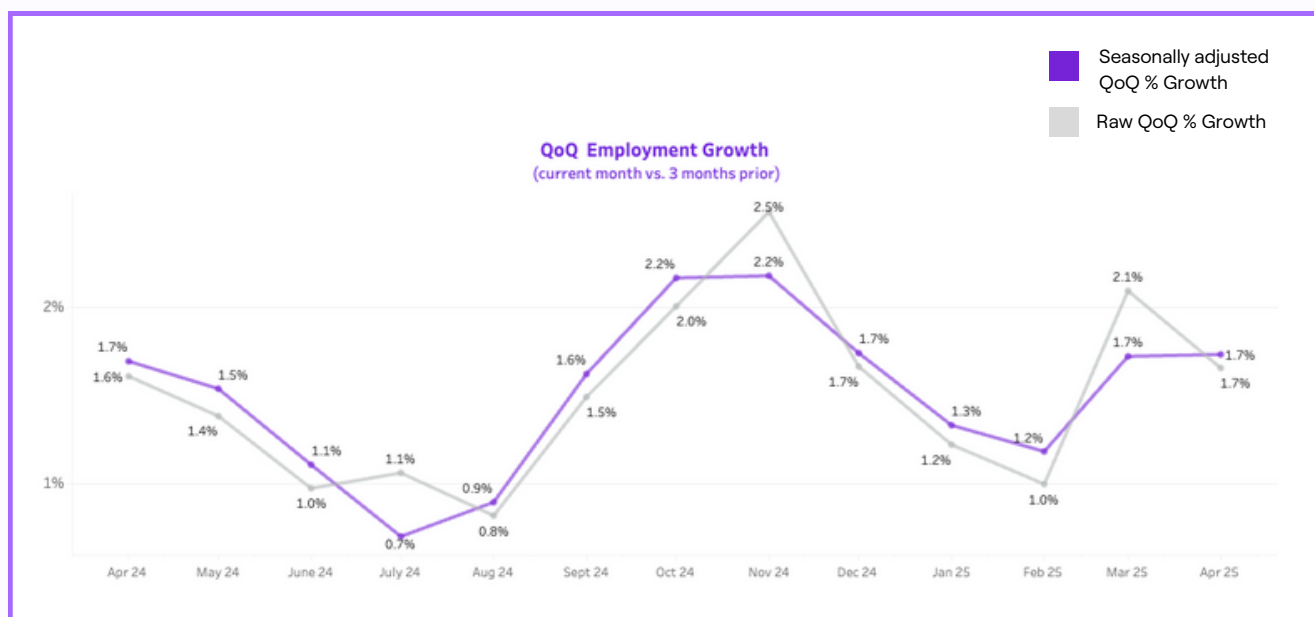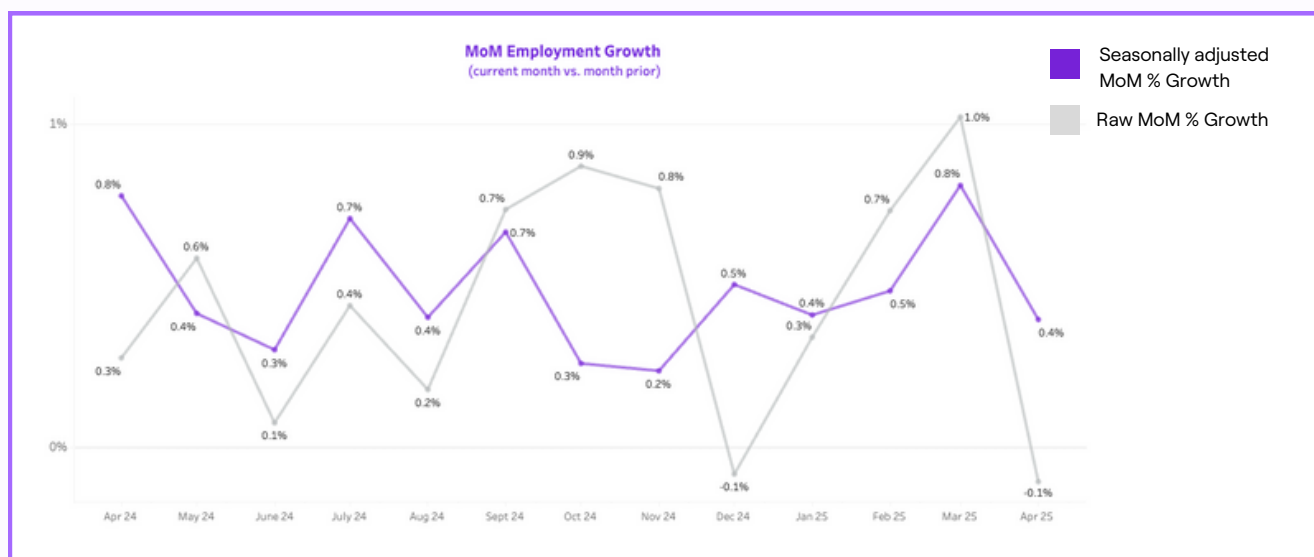
In April 2025, the seasonally adjusted month-over-month (MoM) employment growth was modest at +0.4%, an upward correction from the raw MoM growth of -0.1%. This indicates that seasonal factors played a considerable role in explaining the short-term movement in employment. The seasonal adjustment removes recurring patterns, indicating that the observed growth might be more a result of seasonal adjustments, as opposed to reflective of sustained labour market dynamics.

On the other hand, the seasonally adjusted quarter-over-quarter (QoQ) growth stood at 1.7%, which is in close alignment to its raw counterpart. This suggests that, on a medium-term basis, seasonal factors had a minimal impact on quarterly employment trends, suggesting subdued momentum in the labour market.
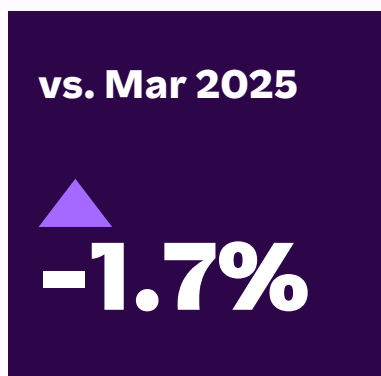
Average Hours Worked

Average Hours Worked
(Raw Average)

YoY Average Hours Worked Growth
(current month vs. 12 months prior)

Original Data
Moving Average

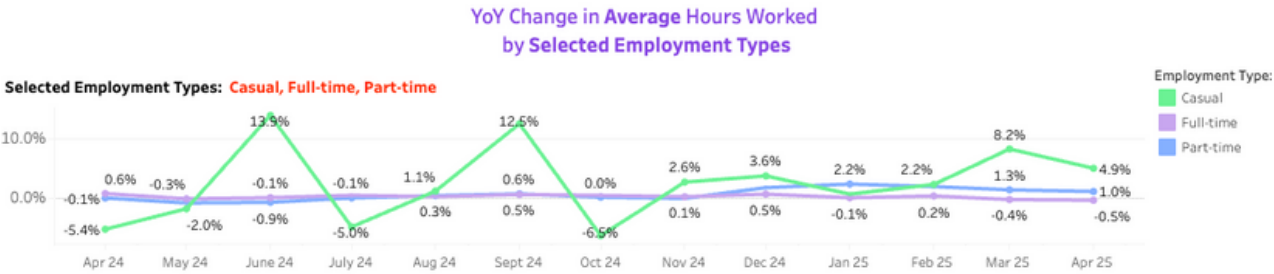| MONTHLY % CHANGE (ADJ.)	QUARTERLY % CHANGE (ADJ.)	ANNUAL % CHANGE (ADJ.)
vs. Mar 2025	vs. Jan 2025	vs. Apr 2024
▲ -1.7%	▲ +0.3%	▲ 0.0%

Why this metric matters

The average hours worked metric measures the raw average hours worked of both Employment Hero HR and Payroll users and the % adjusted change overtime for the preceding 12 months (please refer to methodology section for more details on the adjusted % change overtime). It is a key indicator of economic productivity and workforce utilisation.

Month-on-month, the adjusted percentage change in average hours worked increased by -1.7% compared to March 2025, reflecting a slight fall in hours worked.
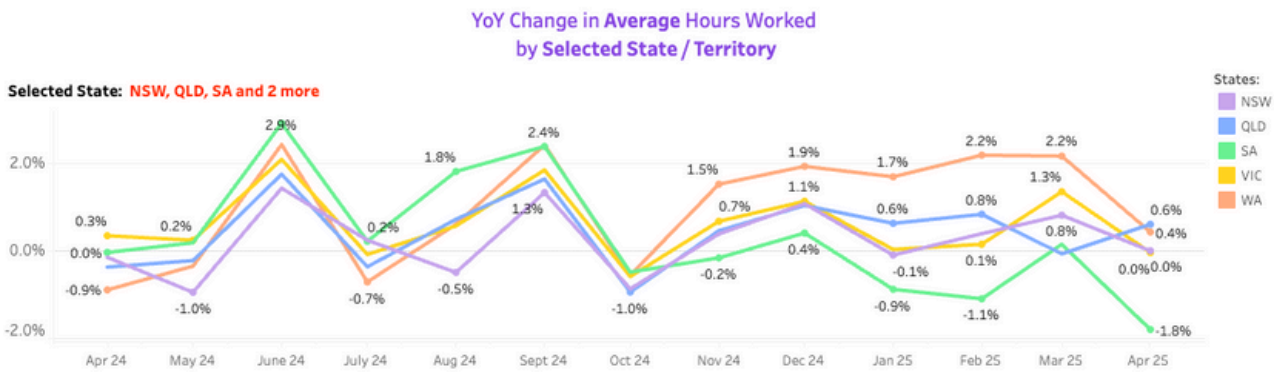
On the other hand, the quarter-on-quarter figure showed modest increase of 0.3%, year-on-year growth is flat at 0%, signalling a relatively stable work dynamics in the labour market.

Average Hours Worked YoY % Adjusted Growth (Breakdowns)

Employment Type Breakdown

YoY Change in **Average** Hours Worked by **Selected Employment Types**

Selected Employment Types: **Casual, Full-time, Part-time**

Employment Type:
- Casual
- Full-time
- Part-time

State Breakdown

YoY Change in **Average** Hours Worked by **Selected State / Territory**

Selected State: **NSW, QLD, SA and 2 more**

States:
- NSW
- QLD
- SA
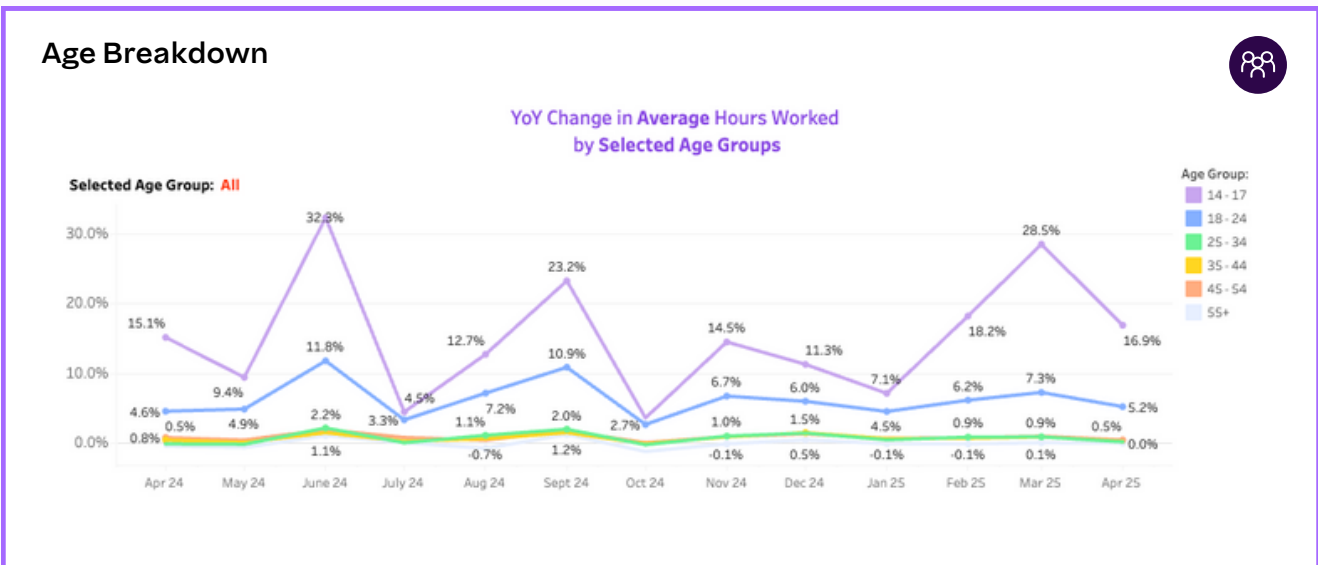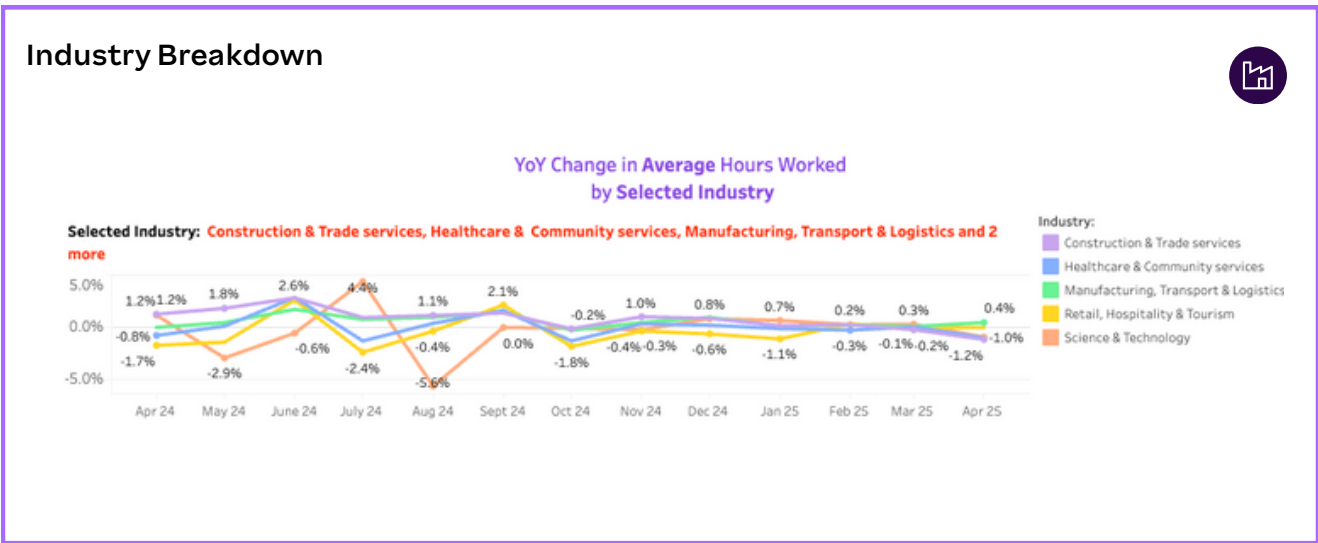- VIC
- WA

Employment Type Breakdown

Average hours worked remained flat year-on-year (YoY) for full-time workers in April 2025, and part-time workers saw a modest, steady increase of 1.0%, indicating stability for permanent roles. In contrast, casual hours saw a considerable deceleration from 8.2% to 4.9% YoY, likely as a results of volatility introduced by the holiday season. However, it is worth noting that casual workers also saw a significant boost in wage growth this month, and the decrease in hours could be a compensating mechanism.

Region Breakdown

In April 2025, most states experienced notable of deceleration in year-on-year (YoY) growth momentum in average hours worked, with Western Australia (WA) falling from its leading position, now at a modest 0.4% increase. Victoria (VIC) and New South Wales (NSW) saw similar drop and experienced zero growth compared to April 2024. South Australia Saw the biggest decline, now decreasing at a rate of -1.8% YoY. Queensland (QLD), on the other hand, was the only state that saw a minor uplift in momentum to 0.6% YoY.

Average Hours Worked YoY % Adjusted Growth (Breakdowns)

Industry Breakdown

YoY Change in **Average** Hours Worked by **Selected Industry**

Selected Industry: Construction & Trade services, Healthcare & Community services, Manufacturing, Transport & Logistics and 2 more

Industry:
- Construction & Trade services
- Healthcare & Community services
- Manufacturing, Transport & Logistics
- Retail, Hospitality & Tourism
- Science & Technology

Age Breakdown

YoY Change in **Average** Hours Worked by **Selected Age Groups**

Selected Age Group: All

Age Group:
- 14 - 17
- 18 - 24
- 25 - 34
- 35 - 44
- 45 - 54
- 55+

Industry Breakdown

April 2025 data revealed steady and minor changes in average hours worked across different sectors. The Construction & Trade Services and Science & Technology saw the most significant, yet still relatively modest decrease in momentum at a -1.0% year-on-year decrease. On the other hand, Manufacturing, Transport & Logistics sector emerged to lead the chart at 0.4% compared to April 2024.

Age Breakdown

Younger workers continued to experience substantial YoY increase in average hours worked, with the 14–17 seeing the most growth at 16.9% In April 2025, albeit a significant cooldown from the previous month.

The 18-24 group followed with a 5.2% growth in average hours worked as more Gen-Z stepped into full-time jobs, while older groups, having much more stable workforce composition, saw little to no growth.

Average Hours Worked (Breakdowns)

Employment Type

% Change (Adj.)	Full-Time	Part-Time	Casual
Average Hours Worked	151.7	102.0	80.5
Monthly	0.1%	-0.5%	-6.8%
Quarterly	0.6%	-0.8%	0.0%
Annual	-0.5%	-0.2%	-0.3%

State Breakdown

% Change (Adj.)	ACT	NSW	NT	QLD	SA	TAS	VIC	WA
Average Hours Worked	117.8	124.3	119.0	125.0	117.8	116.1	122.9	121.5
Monthly	-3.2%	-1.9%	-1.3%	-0.7%	-2.5%	-2.5%	-2.0%	-1.8%
Quarterly	-0.6%	-0.2%	0.2%	0.6%	0.3%	-0.1%	0.5%	0.6%
Annual	-2.0%	0.0%	2.7%	0.6%	-1.8%	-0.9%	0.0%	0.4%

Industry Breakdown

% Change (Adj.)	Construction & Trade Services	Healthcare & Community Services	Manufacturing, Transport & Logistics	Retail, Hospitality & Tourism	Science & Technology
Average Hours Worked	141.0	109.8	142.9	112.2	143.1
Monthly	-1.6%	-2.4%	-0.2%	-2.3%	-0.9%
Quarterly	1.5%	0.7%	1.8%	-0.3%	-1.5%
Annual	-1.2%	-1.0%	0.4%	0.0%	-1.0%

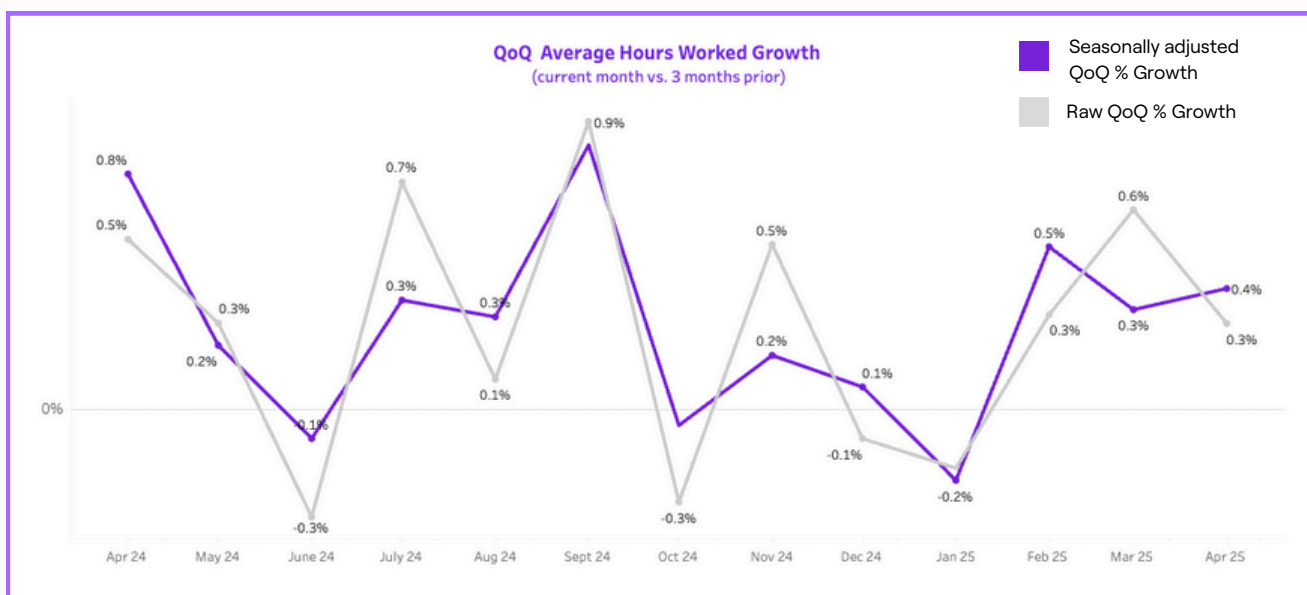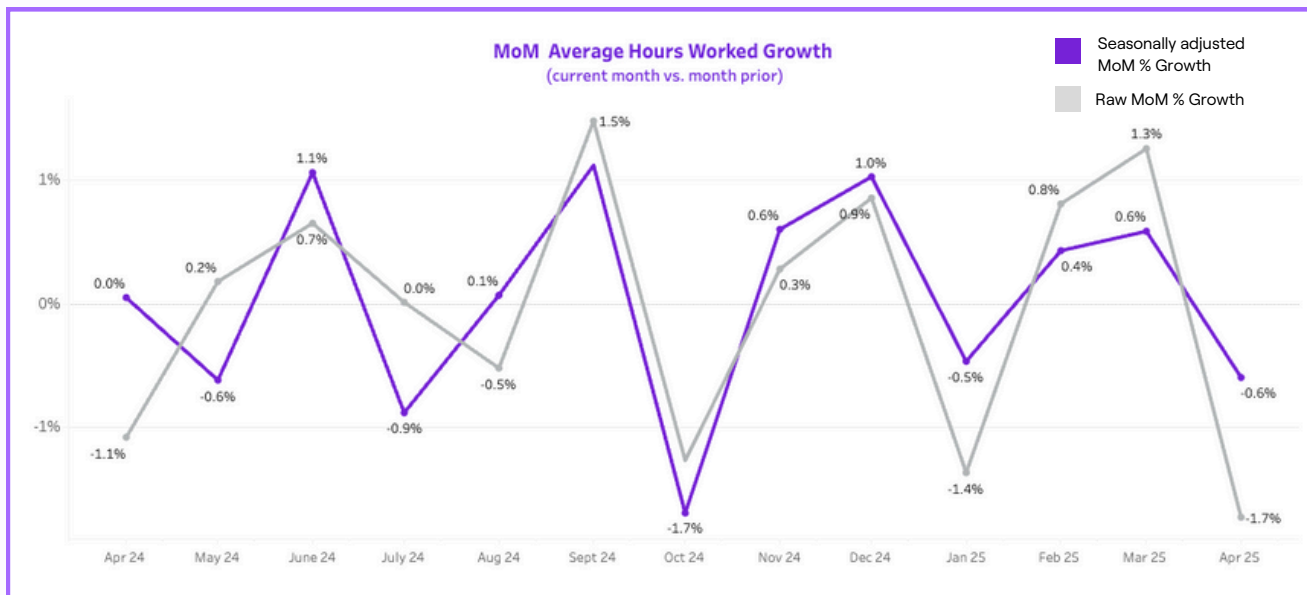## Age Breakdown

% Change (Adj.)	14-17 year olds	18-24 year olds	25-34 year olds	35-44 year olds	45-54 year olds	55+ year olds
Average Hours Worked	52.5	100.7	126.0	130.3	131.4	121.2
Monthly	-4.1%	-4.3%	-1.4%	-1.1%	-1.1%	-1.2%
Quarterly	-8.7%	0.0%	0.5%	0.5%	0.6%	0.9%
Annual	16.9%	5.2%	0.2%	0.2%	0.5%	0.0%

Raw vs. Seasonally Adjusted Average Hours Worked

MoM Average Hours Worked Growth
(current month vs. month prior)

Legend: ■ Seasonally adjusted MoM % Growth — Raw MoM % Growth

QoQ Average Hours Worked Growth
(current month vs. 3 months prior)

Legend: ■ Seasonally adjusted QoQ % Growth — Raw QoQ % Growth

The seasonally adjusted MoM growth rates for average hours worked in April 2025 was recorded at -0.6%, a notable upward correction to the raw observation of -1.7%, reflecting considerable short-term impacts of seasonal factors compared to a relatively quiet month like February where tourism and holiday effects are minimal. On the other hand seasonal adjustments led to a QoQ growth of 0.4% in average hours worked. While it's only 0.1% lower than the raw figure, the adjusted figure reveals a completely opposite trend to the the raw observed downward trend, showcasing the different perspective to the labour market when season impacts are mitigated.

Methodology

Overview

The Monthly Employment Hero Jobs Report is powered by data directly drawn from the Employment Hero platform, reflecting the labour market activity of Australia's resident population aged 14 years and over. The report is designed to provide estimates of employment across Australia, focusing on the following core metrics:

- Employment Growth: Measured as the change in the average number of active employees per billed business
- Average Hours Worked
- Median Total Annual Salary

Each of these metrics is further broken down by:

- State: Based on the employee's designated work address
- Industry: Generalised from the organisation's profile
- Employment Type: Based on tax file declarations
- Age Group

Scope and coverage

The scope of the report is verified, active employees recorded on the Employment Hero platform who are aged 14 years and over and are eligible as Australian residents for tax purposes. Since employees are uniquely identified by employee IDs on the platform, the likelihood of a person being counted at two separate dwellings is considered insignificant. To ensure data reliability, the calculations are restricted to billed businesses only, which covers over 1.1 million active employees in the reporting month.

For an individual to be considered in the calculation for the hours worked and rate, at least one genuine payslip ended within the reporting month must be available.

Furthermore, due to the potential presence of extreme outliers and errors introduced by human factors, additional rules have been applied in calculating the average hours worked and median annual salary. Specifically, exclusions have been applied to employees:

- Whose hourly rate is below $1 or over $2,000
- Whose total hours worked within the month is less than 1 hour or exceeds 744 hours (31 days x 24 hours)
-
- The sample size for the two metrics are
- therefore reduced to approximately 400,000 for the reporting month.

Metrics Computation

Cohort Growth Rate

To minimise the impact of business strategy on the calculation of estimates, a cohort correction has been applied to the sample to ensure accurate growth rate generation. Specifically, for month-on-month growth, only organisations that were billed in both the reporting month and the month prior are included in the computation. A similar approach is applied to quarter-on-quarter growth rates (organisations that were billed in both the reporting month and three months prior) and year-on-year growth rates (organisations that were billed in both the reporting month and twelve months prior).

Normalisation of payslips

The methodology for calculating hours worked is based directly on Employment Hero's payroll system. First, an aggregation is made at the employee level for all payslips finalised within the reporting month. The average length of the pay period is calculated and combined with information from tax file declarations to determine the employee's pay frequency. To account for variations in the number of pay runs across different months, a normalisation process is applied to the hours worked and base pay of all full-time and part-time employees, based on their pay frequency, using the following formula:

Normalised hours = (Aggregated hours from all payslips this month) ÷ (number of unique payruns the employee was involved in during the reporting month) x N
Where N is determined by the pay frequency, namely

- Weekly frequency : N=4
- Biweekly frequency : N=2
- Monthly frequency : N=1

Methodology

Extrapolation of Salary

The methodology for calculating annual total salary is based directly on Employment Hero's payroll system. First, an aggregation is made at the employee level for all payslips finalised within the last 12 months, along with a count on the distinct number of months with valid payslips. An extrapolation is then made following the below formula

> Total Annual Salary = (Aggregated salary from all payslips in the past 12 month) ÷ (number of unique months the employee had valid payslips) X 12
>
> Note that all data points with fewer than 6 months of data is then excluded from the population as
> 1. For new starters, the first 6 months can typically be the length of probation, during which salary may differ;
> 2. Benefits such as signon bonus can massively overestimate extrapolation results.

Seasonality Adjustment

Data often fluctuates due to regular, seasonal patterns (for example, retail sales usually go up during Christmas). To account for these patterns, we apply a seasonality adjustment. This helps us understand the underlying trends without the seasonal spikes or dips.

We chose the X13-ARIMA method for this adjustment because it is a robust and widely accepted technique. It allows us to separate regular seasonal changes from actual, meaningful trends. However, it's important to note that X13-ARIMA was primarily designed to handle monthly or quarterly seasonal adjustments, not Year-over-Year (YoY) seasonality.

Adjusting for these patterns provides more accurate insights that help inform decision-making.

Additional considerations

- No normalisation of hours worked is applied to casual workers or labour hires.

- Compensated, ordinary leaves—including annual leave, sick days, or rostered days off—are counted as valid hours worked.

With above assumptions, the calculations of each metrics are as below:

1) Employment Growth
% of Cohort growth in Average Number of Employees per Business

2) Hours Worked
Normalised Hours Worked

3) Annual Salary
Total annual compensation