

# Financial & Insurance Insights

ELMO SOFTWARE'S 2026 HR INDUSTRY BENCHMARK REPORT (ANZ)



## Key Trends

**14%** experienced AI transformation in 2025 (27% predicted it)

**79%** of HR professionals say AI works for them. Only 18% say it works extensively across their organisation.

**24%** of HR leaders feel fully equipped to meet leadership expectations around AI.

## Biggest challenges in financial & insurance HR for 2026

**27%**

see adopting AI into the organisation as the biggest hurdle

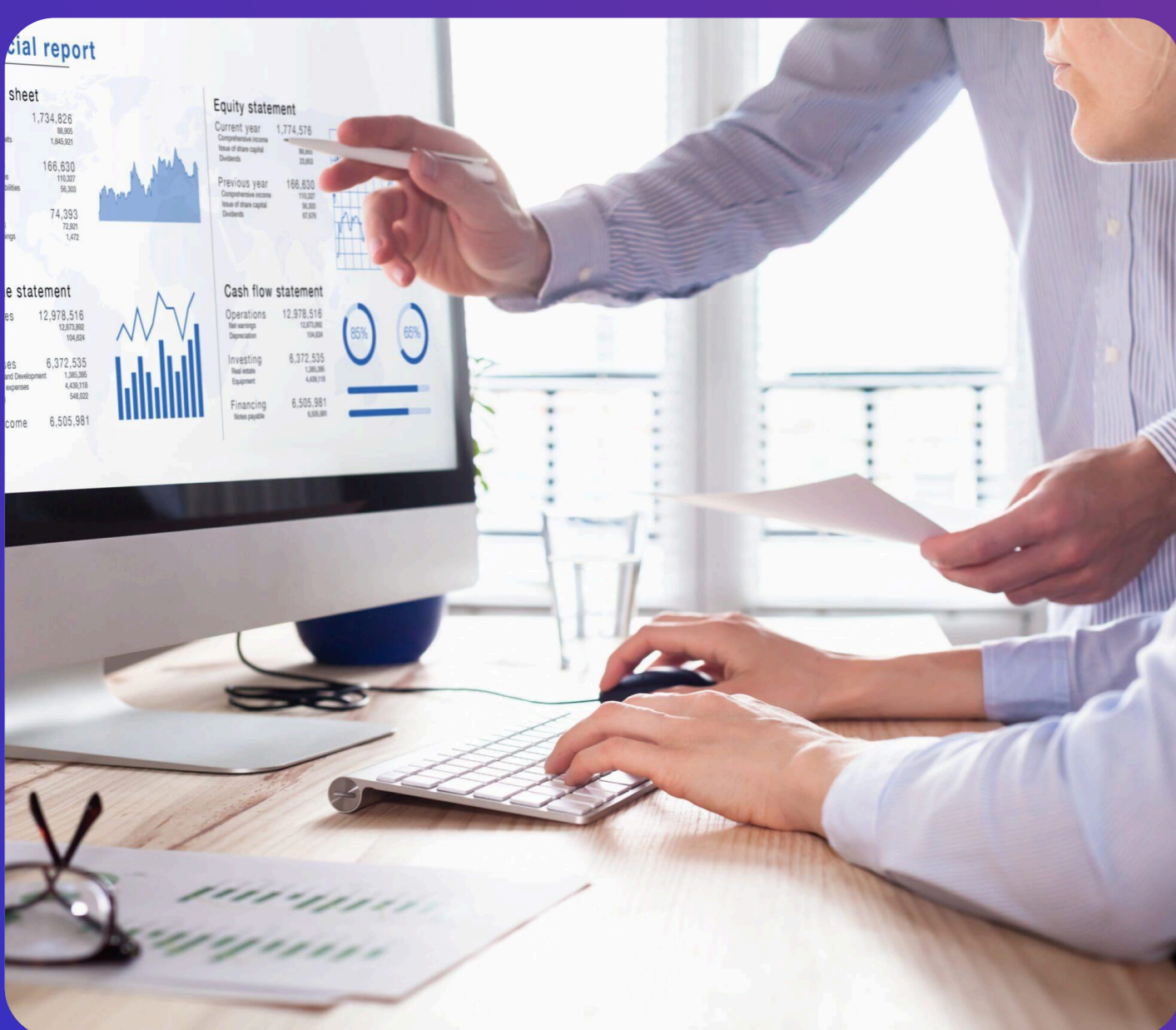
**23%**

cite expanding AI use across the organisation as a challenge

**21%**

predict cyber/ security threats and the economic outlook

## Financial & Insurance Industry Benchmarks



The financial & insurance industry average cost per hire (\$16,279) is about 4% below the national average.

New financial & insurance hires get up to speed 25% faster (33 days) than the national Australian average.

~4.8% is the predicted base salary increase in the financial & insurance sector in 2026.

### ABOUT THE REPORT

ELMO Software commissioned YouGov to survey 1,200 HR professionals across Australia and New Zealand. The objective is to provide in-depth, local data across key areas within HR's mandate.