



Healthcare Insights

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



Key Trends

17%

experienced AI transformation in 2025 (30% predicted it)

81% of HR professionals say AI works for them. Only 17% say it works extensively across their organisation.

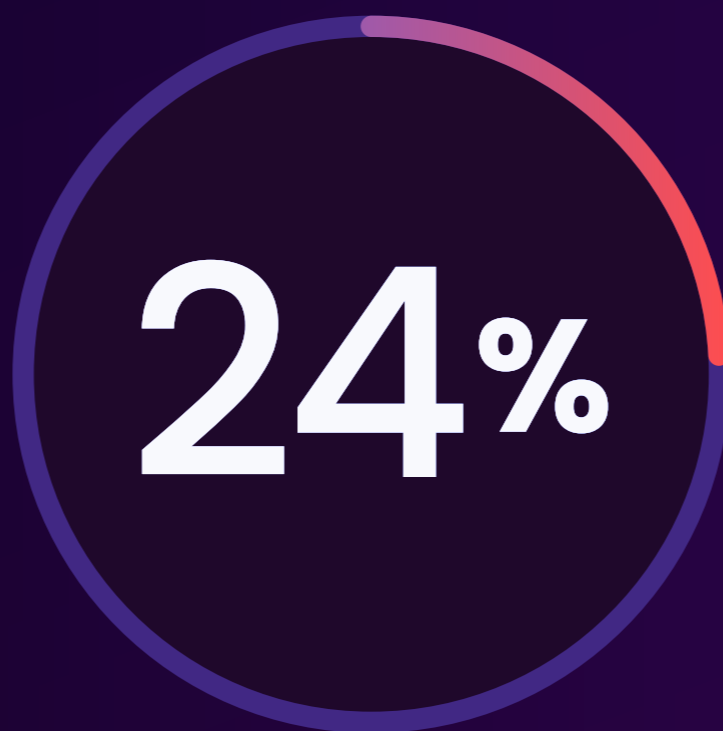
26%

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

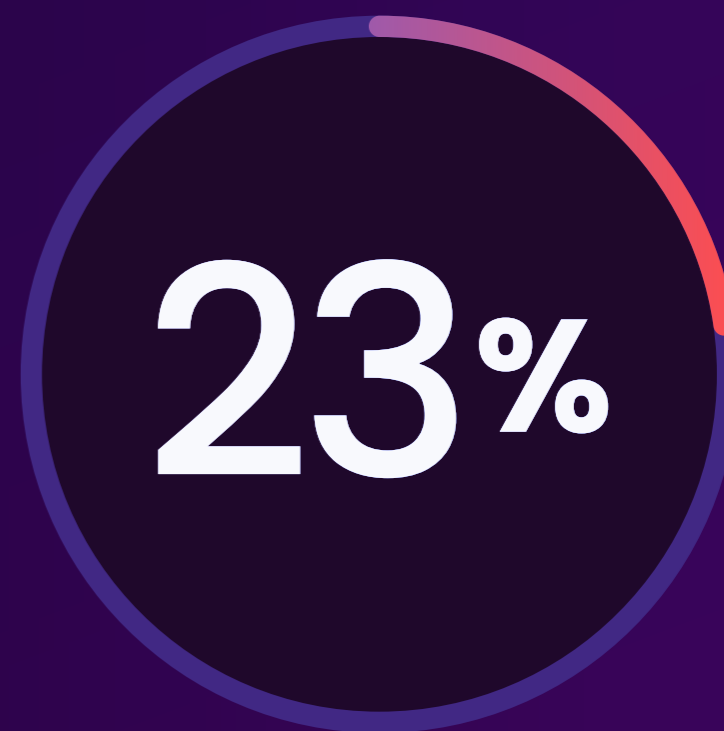
Biggest challenges in healthcare HR for 2026



see implementing legislative changes as the biggest hurdle



predict that adopting AI into the organisation will be a challenge



cite both reducing budgets and upskilling, cross-skilling or reskilling employees

Healthcare Industry Benchmarks



The healthcare industry average cost per hire (\$16,973) is almost the same as national averages.

New healthcare hires get up to speed slightly faster (40 days) than the national average in Australia.

~3.9% is the predicted base salary increase in the healthcare 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.



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