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**PRESS RELEASE**

## **Over half of Australian bosses' experience employees quitting after a holiday Seven tips for resigning in style**

- 54% of Australian hiring managers have had an employee resign within one month after they return from holiday.
- 72% of managers in the public sector have had an employee resign within one month after they return from holiday compared to 50% in the non-public sector.
- 63% of Queensland and 60% of Western Australian managers have had an employee resign within one month after they return from holiday, compared to 46% of their New South Wales and Victorian counterparts.

**Sydney, 29 August 2019** – As more people return from their winter vacation, Australian employers may find themselves faced with a sudden increase in staff turnover. A new survey of 620 Australian hiring managers by specialised recruiter [Robert Half](#) reveals that over half (54%) have had an employee resign within one month after they return from holiday - suggesting time relaxing was (also) spent re-evaluating their career options.

Survey results suggest that some employees may be more prone to resigning after a vacation than others. This includes those working in the public sector, with 72% of Australian hiring managers in the public sector having had an employee resign within a month after returning from holiday, as opposed to only half (50%) of their non-private sector peers. Professionals working in certain states also appear to be more reluctant to return to their job than others, with research demonstrating that hiring managers in Queensland (63%) and Western Australia (60%) had experienced a higher frequency of employees quitting within a month of returning from their holiday than their New South Wales (46%) and Victorian (46%) peers.

**Nicole Gorton, Director of Robert Half Australia** said: *“Reviewing career goals and aspirations can be challenging for time-poor professionals. Holidays therefore provide an ideal opportunity for employees to reflect on the future direction of their career and assess their current job with a new perspective, prompting some to choose a different direction upon returning to the workplace.”*

*“An employee’s conduct after deciding to resign from a role can say a great deal about their level of professionalism. Consequently, an employee who does not exit a company gracefully – such as failing to perform duties or speaking negatively about the manager – might be perceived as less attractive to future employers compared to other candidates who handle their decisions to leave with dignity and respect.”*

Nicole adds, *“The way employees give notice and handle their last working days could have a profound impact on future career prospects. While an unprofessional attitude towards quitting could burn bridges with potential future referees, a negative reputation could also quickly spread among professional networks.”*

To avoid unprofessional conduct and leave a current employer in the best possible manner, here are seven recommendations for resigning with courtesy and respect:

1. **Give adequate notice**

In rare cases, employees have been known to leave immediately without giving notice, but this is highly unprofessional. Working according to a notice period or even offering to stay longer will give employers plenty of time to make alternative plans, shift workloads and find a replacement.

## **2. Inform the boss before others**

An employee's resignation will have the biggest impact on bosses who must ensure productivity is maintained and a replacement is quickly found. For this reason, it is courteous and respectful to submit a resignation letter to the boss before alerting co-workers.

## **3. Avoid dramatic displays**

Even if an employee decides to leave because they dislike their job or employer, it is advisable not to make resignations known through spectacular and almost celebratory displays. Such actions will only lead to animosity among bosses and other staff whom you might encounter in the future.

## **4. Drop the negativity**

While resignations can be founded on negative views of a job, boss or company, views and opinions will be most appreciated when they're expressed in a constructive and respectful manner and when invited. Emotive and unprompted comments which simply espouse negativity will only lead to burned bridges.

## **5. Be cooperative during the transition period**

Despite a decision to leave a company, there are a few ways to end your experience on a 'high note' for all involved. This could include ensuring assignments are completed before departure, resisting the urge to 'slack off', helping to recruit and train a replacement, facilitating a handover and organising a farewell among colleagues.

## **6. Don't cut ties**

Leaving a job is akin to a new beginning, but that doesn't mean you need to forget about your former colleagues. Bolster your professional network by seeking contact details and connecting with people on LinkedIn so you can stay in touch or even seek or offer future career advice.

## **7. Make for a clean break**

Don't let yourself down at the last minute with a careless departure that leaves colleagues sorting out a mess. Dot the i's and cross the t's by leaving a clean desk, ensuring email autoreplies are set, all equipment is returned, and all relevant stakeholders and colleagues have been notified of your departure.

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### **Notes to editors**

#### **About the research**

The annual study is developed by Robert Half and was conducted in January 2019 by an independent research firm, surveying 620 hiring managers across Australia. This survey is part of an international workplace survey, a questionnaire about job trends, talent management and trends in the workplace.

#### **About Robert Half**

Robert Half is the world's first and largest specialised recruitment consultancy and member of the S&P 500. Founded in 1948, the company has more than 300 offices worldwide providing temporary, interim and permanent recruitment solutions for accounting and finance, financial services,

technology, and administrative professionals. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth and Sydney. More information on [roberthalf.com.au](http://roberthalf.com.au).

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