

The Rostering Report

Issue 2
20 July

Rostered hours across Australia fall for the first time in ten weeks

Hours worked by rostered staff in the first two weeks of July (3 July to 17 July) fell in all jurisdictions when compared to the previous fortnight:

- NSW - a 4% decline in hours worked. This is 21% below pre-lockdown levels in February
- Victoria - a 13% decline in hours worked. This reporting period captured only one week of the broader shutdown imposed by the Victorian Government. This is 31% below February levels
- Queensland - a 8% decline in hours worked. This is 12% below February levels
- Western Australia - a 5% decline in hours worked. This is 14% below February levels
- South Australia - a 3% decline in hours worked. This is 10% below February levels
- ACT - a 6% decline in hours worked. This is 29% below February levels.

These declines in hours worked reversed the pattern of increasing hours worked that we had seen over the previous ten weeks.

Why analyse rostering data?

A significant proportion of the Australian workforce is employed with irregular hours. Businesses operating with this flexibility will rapidly expand and contract hours of such employees as demand rises and falls, and can thus be a leading indicator of how the economy responds to various trends.

Deputy collects information on hours worked as part of its cloud-based rostering software.

Analysis of Deputy's rostering data is useful in understanding, in close to real-time, how industries with a significant irregular workforce have been performing. Such information is particularly useful in better understanding how the economy is recovering from the COVID-19 lockdown.

In this analysis we focus on 27 industry sub-sectors in which Deputy manages rostering covering just over 100,000 workplaces and more than 660,000 shift workers. These sub-sectors have been grouped into four headline sectors (Healthcare; Hospitality; Retail; Other Services).

We compare current two-week activity levels (hours worked) to: February (pre-COVID-19 lockdown levels); and the previous fortnight.

Changes in hours worked over the past fortnight (3 July - 17 July)

In all states and territories surveyed total hours worked by rostered staff fell. Victoria saw the greatest declines as the first week of new lockdown requirements took effect.

PwC Chief Economist, Jeremy Thorpe, said: "We are already starting to see the impact of the Victorian lockdown, with a 13% fall in hours worked by rostered staff across all sectors including healthcare, retail and hospitality over the past fortnight. With only one week of the wider lockdown which took in Melbourne's metropolitan area captured in the fortnight's data we can expect another significant decline in the next reporting period."

"The fall in hours worked across all states and territories surveyed underscores the fragility of the economy and its vulnerability to shocks such as the Victorian lockdown."

Figure 1: Change in hours worked when comparing the 3 July - 17 July period to the 17 June - 2 July period

Figures presented at the **State/Territory** and **industry parent** level

	NSW	VIC	QLD	WA	SA	ACT
Healthcare	-14%	-11%	-10%	-14%	-4%	-8%
Hospitality	1%	-13%	-3%	2%	5%	-3%
Retail	-8%	-12%	-9%	-7%	-8%	-8%
Other Services	-9%	-17%	-12%	-9%	-12%	-8%
Total	-4%	-13%	-8%	-5%	-3%	-6%

Figure 2: Change in hours worked when comparing the 3 July - 17 July period to the 17 June - 2 July period

Figures presented at the **State/Territory** and **industry subsector** level

		NSW	VIC	QLD	SA	WA	ACT
Childcare / Community Centres	Healthcare	-18%	-9%	-6%	9%	14%	-16%
Dentists	Healthcare	-6%	-11%	-9%	-4%	-9%	-1%
Doctors	Healthcare	-8%	-44%	-6%	32%	-7%	-11%
Hospitals	Healthcare	-17%	-15%	-13%	-9%	-16%	-8%
Other Healthcare Practitioners	Healthcare	-15%	-10%	-11%	-10%	-17%	-7%
Accommodation	Hospitality	7%	-6%	0%	3%	60%	-9%
Bars	Hospitality	-1%	-14%	9%	7%	-1%	-1%
Cafes / Coffee shops	Hospitality	1%	-14%	-1%	-5%	-5%	3%
Fast Food / Cashier Restaurants	Hospitality	1%	-4%	1%	1%	-3%	-1%
Sit Down Restaurants	Hospitality	3%	-23%	11%	16%	5%	-10%
Hospitality Other	Hospitality	2%	-12%	-11%	6%	1%	-4%
Clothing & Personal Care Stores	Retail	-10%	-11%	-12%	-17%	-10%	-12%
Food & Beverage Stores	Retail	-2%	-7%	-6%	-5%	5%	-8%
Pharmacies & Chemists	Retail	-13%	-5%	-14%	-7%	-11%	-10%
Retail Other	Retail	-9%	-13%	-10%	-8%	-11%	-8%
Arts, Entertainment & Recreation	Other Services	3%	-10%	-4%	10%	-3%	1%
Construction	Other Services	-17%	-15%	-21%	-16%	-13%	-15%
Education	Other Services	-2%	-25%	-4%	-27%	-10%	-7%
Employment Services	Other Services	-7%	-7%	-10%	-27%	-12%	-8%
Gyms	Other Services	-4%	-57%	4%	14%	-21%	-12%
Manufacturing	Other Services	-7%	-10%	-24%	-15%	-12%	-9%
Personal & Beauty Services	Other Services	-6%	-35%	-32%	-9%	-5%	-4%
Professional Services	Other Services	-11%	-13%	-14%	-7%	-13%	-10%
Security Services	Other Services	-11%	-16%	-6%	1%	13%	-2%
Services Other	Other Services	-8%	-10%	-14%	-14%	-13%	-6%
Transportation	Other Services	-18%	-45%	-10%	-7%	4%	-10%
Warehousing & Storage	Other Services	-6%	-8%	-9%	-7%	3%	-6%

Comparison with pre-COVID-19 lockdown hours worked

Employment - measured in hours worked - continues to be below pre-COVID-19 levels. The drop in hours worked over the past fortnight reversed the consistent improvement in hours worked over the past ten weeks since the worst of the lockdowns.

CEO of Deputy, Ashik Ahmed, says "Since the worst of the lockdown in the second half of April, we had seen relatively consistent growth in hours worked by rostered staff. The past fortnight has seen a reversal of this trend, with Victoria the most affected."

Figure 3: Growth/reduction in hours worked compared to February 2020

Figures presented at the **industry parent** level

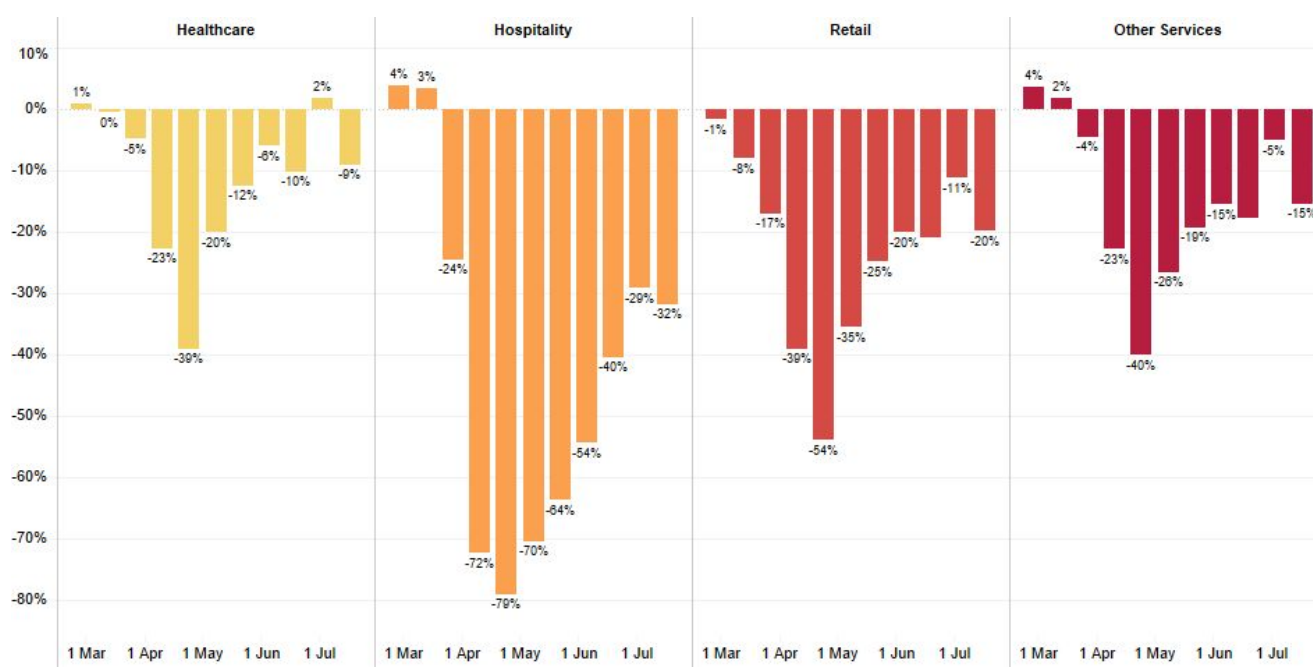


Figure 4: Change in hours worked when comparing the 3 July - 17 July period to the February 2020 baseline

Figures presented at the **State/Territory** and **industry parent** level

	NSW	VIC	QLD	WA	SA	ACT
Healthcare	-7%	-8%	-5%	-3%	16%	-28%
Hospitality	-30%	-47%	-20%	-16%	-20%	-34%
Retail	-9%	-23%	-11%	-19%	-3%	-33%
Other Services	-14%	-21%	-9%	-13%	-9%	-20%
Total	-21%	-31%	-12%	-14%	-10%	-29%

Comparison with pre-COVID-19 hours worked (continued)

Figure 5: Change in hours worked when comparing the 3 July - 17 July period to the February 2020 baseline

Figures presented at the **State/Territory** and **industry subsector** level

		NSW	VIC	QLD	WA	SA	ACT
Childcare / Community Centres	Healthcare	2%	-16%	-15%	14%	45%	-3%
Dentists	Healthcare	-13%	1%	-4%	-12%	-1%	1%
Doctors	Healthcare	72%	89%	12%	23%	24%	-40%
Hospitals	Healthcare	1%	-16%	-21%	-16%	-20%	-25%
Other Healthcare Practitioners	Healthcare	-12%	-9%	-4%	0%	15%	-31%
Accommodation	Hospitality	-21%	-2%	-46%	145%	-45%	-44%
Bars	Hospitality	-18%	-50%	-22%	-26%	-38%	-39%
Cafes / Coffee shops	Hospitality	-19%	-23%	-19%	-13%	12%	42%
Fast Food / Cashier Restaurants	Hospitality	-15%	-25%	2%	-10%	-10%	-10%
Sit Down Restaurants	Hospitality	-30%	-45%	16%	-2%	36%	-31%
Hospitality Other	Hospitality	-38%	-56%	-21%	-25%	-18%	-48%
Clothing & Personal Care Stores	Retail	-15%	-28%	26%	8%	22%	-6%
Food & Beverage Stores	Retail	6%	-13%	-21%	-3%	3%	-24%
Pharmacies & Chemists	Retail	-8%	-6%	-22%	-8%	-10%	-36%
Retail Other	Retail	-13%	-27%	-7%	-25%	-9%	-37%
Arts, Entertainment & Recreation	Other Services	-22%	-54%	-25%	-50%	-29%	-30%
Construction	Other Services	10%	-3%	-12%	-21%	-29%	-26%
Education	Other Services	-34%	-30%	-1%	-7%	-33%	6%
Employment Services	Other Services	-43%	-36%	-41%	-50%	-6%	-29%
Gyms	Other Services	0%	-19%	-41%	9%	10%	1%
Manufacturing	Other Services	14%	-15%	9%	-23%	3%	-35%
Personal & Beauty Services	Other Services	-32%	-29%	-4%	-26%	-27%	-34%
Professional Services	Other Services	-27%	-17%	3%	18%	-19%	-8%
Security Services	Other Services	-17%	41%	-16%	4%	4%	-62%
Services Other	Other Services	-4%	-28%	2%	3%	45%	-21%
Transportation	Other Services	46%	-11%	-19%	1%	-20%	-22%
Warehousing & Storage	Other Services	-20%	-6%	-8%	-12%	8%	-20%



Methodology overview

The results presented were derived from analysis of information contained in Deputy's rostering platform. We selected 27 sub-sectors for inclusion (excluding smaller sectors and sectors considered unlikely to show much variation). From this we:

- constructed a baseline of rostered and worked hours for February 2020 (i.e. at pre-COVID-19 levels)
- compared actual employee hours worked to this baseline
- developed projections (using rostered hours and days ahead data) to showcase business demand for workers.

We note that percentage changes presented at the sub-sector/state level will display greater variability.

We reserve the right to adjust the methodology employed in light on changing data, circumstances, etc.



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Deputy provides rostering software delivered in the cloud. It helps hundreds of thousands of people across all industries save time and money managing their workforce so they can focus on what they do best, and be amazing.

Deputy's mission is to make it easy for workplaces and employees to navigate the changing world of workforce management. The company simplifies scheduling, timesheets, tasks and communication for business owners and their workers. Deputy's software navigates workforce legislation calculating correct wages, entitlements and penalties - keeping your business compliant and employees protected. More than 250,000 workplaces globally are leveraging Deputy to make it easier for millions of shift workers to manage their work lives. For more information, visit www.deputy.com.



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