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Australians five times more likely to switch jobs in June — a critical moment for their superannuation

New insights from one of Australia's largest superannuation funds, MLC, reveals that Australians are up to five times more likely to switch jobs in June, cementing the end of the financial year as the peak period for job change.

According to the Australian Bureau of Statistics, 2.4 million Australians started a new job in the year to February 2025.¹

Data from MLC found that in 2025, June was the highest month for job changes (12%), compared to December which was the quietest month for job switching (2%), and more than one-third (34%) of all job moves occurred between June and August.

MLC Super CEO Dave Woodall said: "We know that more than half of employers are taking 5 or more weeks to hire, with senior roles taking 2–3 months², and with MLC's data revealing that June is the highest month for job switches it means that for those Australians considering a new role, they're job hunting now.

"Changing jobs is one of the few moments when Australians naturally stop to check and update a range of paperwork. It's the perfect time to check that their super – one of the biggest assets most people will ever have – is in the right fund, invested appropriately and has the right insurances for them. A quick five-minute check now can make a five-figure difference later.

"Most people don't realise that switching jobs is a critical moment for their super. Australians update their bank details and tax file number without thinking twice, but for many, their super isn't on that list. It's one of the biggest money blind spots during a career move.

"Your superannuation is built day-by-day, decision-by-decision. Every time you start a new job, you're making one of those decisions – and it can have a compounding impact on your future financial security.

"For all the Australians currently applying for roles or preparing to start a new one, set aside some time to make sure your super is in the right place, that your current fund suits your new role, and to compare fees, insurances and long-term investment returns with the fund your new employer offers."

MLC's job switch super checklist:

1. Review whether your "stapled" fund is still right for you

Your super follows you automatically, but that doesn't mean it's the best fit for your new industry, salary or life stage. Check your current fund's long-term investment performance and fees, as well as any other benefits it may offer.

2. Keep your super in one place

When filling out the paperwork for your new employer, complete the Standard Choice form during onboarding to tell them which fund to pay into. This is also a good time to consider consolidating any old accounts you may have to avoid duplicate fees, and do a quick check to see if you have any lost super with the ATO.

3. Compare your existing fund to your new employer's default

Some employers negotiate lower fees, subsidised insurance or member benefits within their workplace super option, so compare this against your current super fund to see which is a better deal for you.

4. Understand your new employer's super benefits



Many workplaces offer contribution matching, paid insurance premiums, or access to financial education or advice. Check your contract or onboarding pack, and if unsure, chat to your new employer's HR or recruitment team.

5. Review your insurance inside super

Most Australians hold insurance (like death or income protection) through their super. Coverage and premiums can change with a new occupation, so it's worth reviewing your settings to make sure your insurance is still relevant for you.

1 - Australian bureau of Statistics most recent data as of February 2025

2 – Robert Half Time to Hire 2025 Report: <https://www.roberthalf.com/au/en/about/press/hiring-delays-leave-aussie-businesses-dreaming-of-christmas-miracle>

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About MLC

MLC is part of the Insignia Financial Group that provides investments and superannuation solutions to corporate, institutional, and retail customers. Its purpose is to create future confidence for Australians through superannuation, professional financial advice, asset management and modern investment platforms underpinned by leading technologies.

Insignia Financial Ltd is listed in the top 200 companies on the Australian Securities Exchange (ASX: IFL). As one of the largest wealth managers in Australia, with over 175 years' experience in helping Australians secure their financial wellbeing, the Insignia Financial Group provides services to more than 1.5 million clients and has more than \$342 billion in funds under management and administration (as at 31 December 2025). Learn more about MLC at www.mlc.com.au.