

The Ultimate Guide to Hiring Onshore vs. Offshore:

Salary, Benefits & Operations Breakdown

The Hiring Dilemma for Australian Businesses

Australian businesses are facing rising wages, talent shortages, and increasing regulatory burdens. The cost of hiring onshore continues to climb, making it harder for businesses to scale efficiently.

But what if you could access highly skilled professionals at 50-70% lower costs while maintaining quality and compliance? This guide explores how offshoring through VA Platinum provides a cost-effective, scalable staffing solution without the complexities of direct employment.

Salary Comparison: Onshore vs. Offshore

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Role	Level	PH Annual Total Cost (AUD)	AU Annual Salary (AUD)
Loan Processor	Junior	\$33,000	\$67,500
	Intermediate	\$40,000	\$72,500
	Senior	\$50,000+	\$80,000+
Credit Analyst	Junior	\$38,000	\$81,875
	Intermediate	\$43,000	\$85,000
	Senior	\$55,000+	\$110,000+
Financial Planning Admin	Junior	\$33,000	\$60,000
	Intermediate	\$38,000	\$67,800
	Senior	\$45,000+	\$80,000+
Paraplanner	Junior	\$38,000	\$75,000
	Intermediate	\$43,000	\$85,000
	Senior	\$55,000+	\$105,000+
Bookkeeper	Junior	\$38,000	\$67,500
	Intermediate	\$43,000	\$75,500
	Senior	\$55,000+	\$95,000+
Accountant	Junior	\$40,000	\$67,500
	Intermediate	\$48,000	\$72,500
	Senior	\$55,000+	\$80,000+

Role	Level	PH Annual Total Cost (AUD)	AU Annual Salary (AUD)
Tax Accountant	Junior	\$43,000	\$58,500
	Intermediate	\$50,000	\$63,000
	Senior	\$60,000+	\$72,000+
Executive Assistant	Junior	\$33,000	\$78,500
	Intermediate	\$38,000	\$88,000
	Senior	\$45,000+	\$105,000+
Customer Service Rep	Junior	\$33,000	\$58,500
	Intermediate	\$36,000	\$63,000
	Senior	\$40,000+	\$72,000+
General Admin	Junior	\$33,000	\$63,000
	Intermediate	\$36,000	\$68,000
	Senior	\$40,000+	\$75,000+
Real Estate Admin	Junior	\$33,000	\$63,000
	Intermediate	\$38,000	\$68,000
	Senior	\$42,000+	\$75,000+
eCommerce Admin	Junior	\$33,000	\$63,000
	Intermediate	\$38,000	\$68,000
	Senior	\$42,000+	\$75,000+
Sales Representative	Junior	\$33,000	\$65,000
	Intermediate	\$38,000	\$80,000
	Senior	\$43,000+	\$110,000+
Estimator	Junior	\$40,000	\$90,000
	Intermediate	\$48,000	\$115,000
	Senior	\$55,000+	\$150,000+

Role	Level	PH Annual Total Cost (AUD)	AU Annual Salary (AUD)
Digital Marketing Specialist	Junior	\$35,000	\$72,000
	Intermediate	\$40,000	\$80,000
	Senior	\$50,000+	\$100,000+
Graphic Designer	Junior	\$35,000	\$95,000
	Intermediate	\$42,000	\$98,000
	Senior	\$50,000+	\$110,000+
SEO Specialist	Junior	\$40,000	\$95,000
	Intermediate	\$45,000	\$110,000
	Senior	\$55,000+	\$130,000+
Software Developer	Junior	\$40,000	\$95,000
	Intermediate	\$50,000	\$110,000
	Senior	\$65,000+	\$130,000+

Cost Breakdown: Talent and Operations

Cost Component	Offshore (PH)	Onshore (AU)
Talent (Wages + Benefits)	Lower wages; benefits include Health Insurance, Government Benefits (SSS, PhilHealth, Pag-IBIG), 13th-month pay	Higher wages; superannuation, leave entitlements, insurance
Operations (IT, Office, Recruitment, HR, Payroll)	Lower costs; shared service model	Higher costs for in-house teams, office space, IT infrastructure



Superannuation, Workcover, Payroll Tax & Operations

Cost Component	Offshore (PH)	Onshore (AU)
Superannuation	Not applicable	11.5% employer contribution
Workcover (Workers' Compensation Insurance)	Not applicable	Mandatory; varies by state
Payroll Tax	Not applicable	State-based payroll tax for businesses above thresholds

Employer on Record: Legal Responsibilities

Onshore (AU)	Offshore (PH)
→ Compliance with Fair Work Act & NES. → Superannuation, payroll tax, and Workcover. → Full HR and payroll management responsibilities.	→ VA Platinum is the Employer on Record (EOR). → Compliance, payroll, benefits, and HR handled by VA Platinum. → No direct legal obligations for Australian businesses.



Superannuation, Workcover, Payroll Tax & Operations

Factor	Offshore (PH)	Onshore (AU)
Management Oversight	VA Platinum co-manages with managerial supports (Relationship Managers & Success Managers)	Sole direct management required
Scalability	Easier to scale due to lower costs	High costs make scaling harder
Talent Pool	Large, growing workforce	Small talent pool due to ageing population

The Philippine Advantage

- **Highly Skilled Talent**
Large, English-speaking workforce.
- **Cost-Effectiveness**
Significant savings on wages and operations.
- **Scalability**
Easier to scale teams based on business needs.
- **Global IT-BPM Hub**
Strong infrastructure, compliance standards, and growing industry.



Conclusion



Offshoring through VA Platinum provides cost-effective, scalable staffing solutions without the complexities of direct employment.



Australian businesses benefit from a highly skilled workforce while reducing overhead costs.



VA Platinum's managed service model ensures a seamless, compliant hiring experience.