

The Ultimate Guide to Hiring Onshore vs. Offshore:

Salary, Benefits & Operations Breakdown



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

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.

Role	Level	PH Annual Total Cost (AUD)	AU Annual Salary (AUD)
	Junior	\$33,000	\$67,500
Loan Processor	Intermediate	\$40,000	\$72,500
	Senior	\$50,000+	\$80,000+
	Junior	\$38,000	\$81,875
Credit Analyst	Intermediate	\$43,000	\$85,000
	Senior	\$55,000+	\$110,000+
Financial	Junior	\$33,000	\$60,000
Planning	Intermediate	\$38,000	\$67,800
Admin	Senior	\$45,000+	\$80,000+
	Junior	\$38,000	\$75,000
Paraplanner	Intermediate	\$43,000	\$85,000
	Senior	\$55,000+	\$105,000+
	Junior	\$38,000	\$67,500
Bookkeeper	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)
	Junior	\$43,000	\$58,500
Tax Accountant	Intermediate	\$50,000	\$63,000
	Senior	\$60,000+	\$72,000+
	Junior	\$33,000	\$78,500
Executive Assistant	Intermediate	\$38,000	\$88,000
	Senior	\$45,000+	\$105,000+
	Junior	\$33,000	\$58,500
Customer Service Rep	Intermediate	\$36,000	\$63,000
	Senior	\$40,000+	\$72,000+
	Junior	\$33,000	\$63,000
General Admin	Intermediate	\$36,000	\$68,000
, , ,	Senior	\$40,000+	\$75,000+
	Junior	\$33,000	\$63,000
Real Estate Admin	Intermediate	\$38,000	\$68,000
	Senior	\$42,000+	\$75,000+
	Junior	\$33,000	\$63,000
eCommerce Admin	Intermediate	\$38,000	\$68,000
Admin	Senior	\$42,000+	\$75,000+
	Junior	\$33,000	\$65,000
Sales Representative	Intermediate	\$38,000	\$80,000
	Senior	\$43,000+	\$110,000+
	Junior	\$40,000	\$90,000
Estimator	Intermediate	\$48,000	\$115,000
	Senior	\$55,000+	\$150,000+

Role	Level	PH Annual Total Cost (AUD)	AU Annual Salary (AUD)
Digital	Junior	\$35,000	\$72,000
Marketing	Intermediate	\$40,000	\$80,000
Specialist	Senior	\$50,000+	\$100,000+
	Junior	\$35,000	\$95,000
Graphic Designer	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.	→ VA Platinum is the Employer on Record (EOR).
→ Superannuation, payroll tax, and Workcover.	→ Compliance, payroll, benefits, and HR handled by VA Platinum.
→ Full HR and payroll management responsibilities.	No direct legal obligations for Australian businesses.

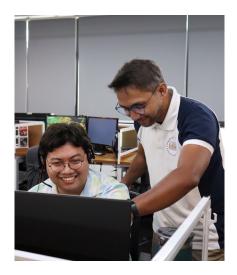


Superannuation, Workcover, Payroll Tax & Operations

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.



