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SALARY GUIDE

Philippines Salary Guide 2026

Solutions for the future of work

Salaries for the top 5% of BPO and offshore talent serving Australian businesses

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Platintel team, Manila 2026

SALARY GUIDE

The Platintel 2026 Philippines Salary Guide

Salaries for the top 5% of BPO and offshore talent serving Australian businesses

Dale Pearce, COO, Platintel · 12 November 2026 · Figures in PHP and AUD

Hiring the top 5% of full-time, English-fluent, Australia-facing staff in the Philippines in 2026 can range from ₱20,000–₱200,000 a month in local salary, role depending, or starting from A$1,478 a month all-inclusive for an entry-level role through a managed provider like Platintel. Those salary bands are what BPO and offshore staffing firms pay experienced people who work with Australian clients — not the averages advertised for local-employer roles on sites such as JobStreet. The all-inclusive figure is the employment cost (the person's salary, allowances, private health care (HMO) for the employee plus one dependant from day 1, IT equipment, statutory and non-statutory contributions, redundancy pay, retention programs and ancillaries at cost, with no markup) plus the Platintel Management Fee of A$825 a month for a hybrid working arrangement (2 days a week in the office, 3 days working from home). The same roles in Australia often cost several times more once you add salary, super and on-costs.

Key facts

Who this guide is for	Australian mid-market businesses comparing offshore hire costs
Currency	PHP for local salaries; AUD for Platintel all-inclusive fees
Platintel starting prices	From A$1,478 basic data entry operator or entry-level · A$1,478 customer support / contact centre · A$1,833 marketing/creative · A$2,055 IT · A$2,328 accounts payable / receivable, all-inclusive (these starting prices are the calculated junior all-in for each category). Other families in this guide start from A$2,001 for a junior virtual assistant, A$1,715 for a junior medical receptionist, A$2,328 for a junior SDR or CAD drafter, and A$2,055 for a junior recruiter. All-in figures in the role tables, and the annual savings shown against them, are based on the mid salary in each role's band (HMO primary + 1 dependant from day 1, IT equipment, and the Platintel Management Fee included): Virtual assistant A$2,382/month · Customer service representative A$1,656/month · Data entry officer A$1,596/month · Bookkeeper (mid-level) A$2,736/month · Accountant (mid-level) A$3,145/month · Graphic designer A$2,872/month · Software developer A$4,493/month · Medical receptionist A$2,110/month
Typical start time	1 to 6 weeks
Contract terms	60-day notice, no lock-in
NCR daily minimum wage (non-agri)	₱755 (Wage Order NCR-28, effective 26 September 2026)
What the Platintel Fully Managed Solution includes	Employment cost (salary, statutory contributions, 13th-month pay, HMO for the employee plus one dependant from day 1, IT equipment, redundancy and retention) plus the Platintel Management Fee of A$825 a month for a hybrid working arrangement (2 days a week in the office, 3 days working from home). In the role tables, the all-in fee and the annual saving vs onshore are based on the mid salary in the band
Exchange rate used	₱43.75 per A$1 (Bangko Sentral ng Pilipinas reference bulletin, 6 November 2026)
Platintel legal entities	Philippines, India, Indonesia

Methodology

This guide is written for **Australian businesses hiring the top 5% of Filipino talent** through a BPO or offshore staffing model: English-fluent, Australia-facing, experienced people, not the general local labour market. "Top 5%" is how Platintel describes that segment. It is not a formal 95th-percentile statistic calculated from a single survey.

The figures in this guide are based on our most recent hiring and recruitment data from calendar year 2026, alongside the public market sources and Platintel remuneration calculator described below.

Two kinds of Philippine salary figures appear in the tables below, and they should not be read as the same thing.

Platintel hiring data. Some role bands are based on our most recent hiring and recruitment data from calendar year 2026. They set the scale for comparable professional and specialist roles.

Market research for the same top-tier BPO and offshore segment. For other roles, junior / mid / senior point estimates are drawn from public BPO and international-employer sources, not from local JobStreet advertised mid-points. Where A7 Recruitment publishes a Metro Manila 2026 junior / mid / senior band for a closely matching role, the point used is the **upper end** of that band (social media manager, content strategist / writer, SEO / SEM specialist, and as inputs for some IT roles). RecruitGo's 2026 ranges for professional roles commonly hired by international employers are used where they add a useful BPO / offshore benchmark. Where public BPO data is thin, the figure is a **Platintel estimate for the top 5% BPO / offshore band**: derived from the hiring-data anchors in this guide plus those BPO benchmarks, and described as an estimate in the footnotes. Junior / mid / senior are indicative skill bands, not job titles.

Why these figures sit above JobStreet and other local advertised averages. National advertised averages mix local employers, junior volume roles, provincial ads and mixed seniority. They understate what BPO and offshore staffing firms pay for English-fluent people who work Australian hours, use Australian tools and processes, and are hired at the experienced end of the market. This guide is aimed at that narrower, higher band.

Platintel all-inclusive AUD figures in the role tables are based on the mid salary in each role's band, calculated from that Mid ₱/mo figure using Platintel's remuneration calculator. They are what Australian clients would pay per full-time equivalent per month under managed staffing, not the employee's take-home pay. The calculation uses ₱43.75 per A$1, HMO for the employee plus one dependant from day 1, IT equipment, and the Platintel Management Fee of A$825 a month for a hybrid working arrangement (2 days a week in the office, 3 days working from home).

Australian equivalent salaries are SEEK advertised medians and typical ranges from each role's Occupation salary page, fetched on **12 November 2026**, plus Hays and HudsonJones where already cited. SEEK's own caveat applies: some disclosed salaries include superannuation and other benefits, and some don't. This is general information, not advice.



The Finance Centre in Bonifacio Global City (BGC), Taguig, one of Metro Manila's main business districts for offshore and BPO teams.

Philippines salary tables by role (2026)

The PHP figures below are for the top 5% of talent typically hired by BPO and offshore staffing firms to work with Australian clients. Starting prices, from the calculated junior all-in for each category: from A$1,478 for a basic data entry operator or entry-level role, A$1,478 for customer support / contact centre, A$1,833 for marketing and creative, A$2,055 for IT, and A$2,328 for accounts payable / receivable, per FTE per month, all-inclusive.

Table note. The **All-in A$/mo (mid salary)** column is based on the mid salary in that role's band (the Mid ₱/mo figure in the same row), calculated with Platintel's remuneration calculator at ₱43.75 per A$1. It includes private health care (HMO) for the employee plus one dependant from day 1, IT equipment, and the Platintel Management Fee of A$825 a month for a hybrid working arrangement (2 days a week in the office, 3 days working from home). It is not a junior–senior range. The **Annual saving vs onshore (AUD)** column is the Australian equivalent shown (the SEEK median, or the mid figure where the only Australian comparator is a junior / mid / senior split; a range is taken at its midpoint) plus 12% superannuation, minus that mid-salary all-in fee × 12. Both the all-in and the saving are based on the mid-level salary in the band. The saving counts salary and super only, so it is a conservative figure: leave loading, payroll tax, workers compensation, recruitment and a local desk would raise the Australian cost, and therefore the saving. Where there is no Australian equivalent, the column shows an em dash.

Admin and customer support

Role	Junior ₱/mo	Mid ₱/mo	Senior ₱/mo	Platintel Fully Managed Solution (A$/month, based on mid salary)	AU equivalent A$/yr	Annual saving vs onshore (AUD)
Virtual assistant	₱38,000	₱52,000	₱65,000	A$2,382	A$65,000 SEEK median	**A$44,216 (61%)**
Customer service representative	₱20,000	₱26,000	₱32,000	A$1,656	A$69,050 SEEK median	**A$57,464 (74%)**
Data entry officer	₱20,000	₱24,000	₱28,000	A$1,596	A$58,300 SEEK median	**A$46,144 (71%)**
Executive assistant	₱60,000	₱75,000	₱90,000	A$3,009	A$100,310 SEEK median	**A$76,239 (68%)**

Sources for the PHP bands in this table

- **Virtual assistant:** ₱38,000 / ₱52,000 / ₱65,000 — Platintel estimate for the top 5% BPO / offshore band, informed by RecruitGo 2026 international-employer VA ranges (mid ₱20,000–₱38,000; senior about USD 650–1,000, or roughly ₱38,000–₱58,000 at RecruitGo's implied ~₱58/USD). RecruitGo's general VA mid band tops out at ₱38,000, used here as the junior point for this high-calibre, Australia-facing segment. Mid and senior are calibrated so a senior VA sits just above a junior executive assistant (₱60,000) and below mid-level EA (₱75,000) in this guide. This is not a published junior/mid/senior survey for top-5% VAs. RecruitGo
- PHP bands for customer service representative, data entry officer and executive assistant are based on Platintel hiring and recruitment data from calendar year 2026.

Australian figures in this table

- SEEK advertised medians fetched on 12 November 2026, unless noted. The annual saving is that figure plus 12% superannuation, minus the Platintel all-in fee based on the mid salary in the band × 12 (salary and super only, so conservative).
- **Virtual assistant:** Typical SEEK range A$65,000–A$70,000. Related: administration officer median A$72,500 (typical A$70,000–A$80,000).
- **Customer service representative:** Typical SEEK range A$65,000–A$75,000. HudsonJones Salary Guide 2025 customer service roles ~A$60,000–A$70,000 base.
- **Data entry officer:** SEEK Data Entry Operator typical range A$55,000–A$65,000.
- **Executive assistant:** Typical SEEK range A$90,000–A$110,000.

Finance and accounting

Role	Junior ₱/mo	Mid ₱/mo	Senior ₱/mo	Platintel Fully Managed Solution (A$/month, based on mid salary)	AU equivalent A$/yr	Annual saving vs onshore (AUD)
Bookkeeper	₱50,000	₱65,000	₱75,000+	A$2,736	A$82,500 SEEK median	**A$59,568 (64%)**
Accounts payable / receivable officer	₱50,000	₱55,000	₱65,000	A$2,464	A$77,500 SEEK median	**A$57,232 (66%)**
Accountant	₱65,000	₱80,000	₱90,000	A$3,145	A$85,000 SEEK median	**A$57,460 (60%)**
Payroll officer	₱50,000	₱65,000	₱85,000	A$2,736	A$87,500 SEEK median	**A$65,168 (66%)**

Sources for the PHP bands in this table

- PHP bands for bookkeeper, accounts payable / receivable officer and accountant are based on Platintel hiring and recruitment data from calendar year 2026.
- **Payroll officer:** ₱50,000 / ₱65,000 / ₱85,000 — Platintel estimate for the top 5% BPO / offshore band, aligned with the bookkeeper (₱50,000 / ₱65,000 / ₱75,000+) and accountant (₱65,000 / ₱80,000 / ₱90,000) bands in this guide. Payroll is a specialist finance role, so the senior point sits between senior bookkeeper and mid/senior accountant. No A7 or RecruitGo payroll-officer band was available. Local JobStreet advertised medians (₱38,750) are not used for this segment.

Australian figures in this table

- SEEK advertised medians fetched on 12 November 2026, unless noted. The annual saving is that figure plus 12% superannuation, minus the Platintel all-in fee based on the mid salary in the band × 12 (salary and super only, so conservative).
- **Bookkeeper:** Typical SEEK range A$80,000–A$90,000. Accounting-industry advertised average ~A$65,700; Hays FY26/27 Sydney typical ~A$85,000 excl. super.
- **Accounts payable / receivable officer:** SEEK median is for both AP and AR officers. Typical AP A$75,000–A$85,000; AR A$75,000–A$80,000.
- **Accountant:** Typical SEEK range A$80,000–A$95,000. Accounting-industry advertised average ~A$83,800.
- **Payroll officer:** Typical SEEK range A$85,000–A$95,000. Hays FY26/27 Sydney/NSW typical A$80,000 excl. super.

Marketing and creative

Role	Junior ₱/mo	Mid ₱/mo	Senior ₱/mo	Platintel Fully Managed Solution (A$/month, based on mid salary)	AU equivalent A$/yr	Annual saving vs onshore (AUD)
Graphic designer	₱35,000	₱70,000	₱90,000	A$2,872	A$80,000 SEEK median	**A$55,136 (62%)**
Social media manager	₱34,000	₱58,000	₱95,000	A$2,546	A$95,000 SEEK median	**A$75,848 (71%)**
Content writer	₱32,000	₱53,000	₱85,000	A$2,409	A$87,500 SEEK median	**A$69,092 (71%)**
SEO specialist	₱37,000	₱63,000	₱100,000	A$2,682	A$87,500 closest SEEK median	**A$65,816 (67%)**
Video editor	₱35,000	₱58,000	₱85,000	A$2,546	A$77,500 SEEK median	**A$56,248 (65%)**

Sources for the PHP bands in this table

- **Graphic designer:** ₱35,000 / ₱70,000 / ₱90,000 — Junior and mid are the floor and ceiling of RecruitGo's 2026 international-employer graphic designer mid band (₱35,000–₱70,000). Senior ₱90,000 is a Platintel estimate for the top 5% BPO / offshore band, inside RecruitGo's published senior range of about USD 1,200–2,000 a month (roughly ₱70,000–₱116,000 at ~₱58/USD) and aligned with the senior executive assistant band in this guide. RecruitGo
- **Social media manager:** ₱34,000 / ₱58,000 / ₱95,000 — Upper end of A7 Recruitment Metro Manila 2026 Social Media Manager bands (junior ₱21,000–₱34,000; mid ₱37,000–₱58,000; senior ₱63,000–₱95,000). Upper-range points, not mid-points, to reflect top-tier BPO and offshore hiring. A7 Recruitment, Philippines Salary Guide 2026 (published 10 July 2026). A7 Recruitment
- **Content writer:** ₱32,000 / ₱53,000 / ₱85,000 — Upper end of A7 Recruitment Metro Manila 2026 Content Strategist / Writer bands (junior ₱21,000–₱32,000; mid ₱34,000–₱53,000; senior ₱58,000–₱85,000). RecruitGo's international-employer content writer mid ₱29,000–₱58,000 and senior about ₱58,000–₱104,000 is consistent with these upper points. A7 Recruitment
- **SEO specialist:** ₱37,000 / ₱63,000 / ₱100,000 — Upper end of A7 Recruitment Metro Manila 2026 SEO / SEM Specialist bands (junior ₱23,000–₱37,000; mid ₱40,000–₱63,000; senior ₱69,000–₱100,000). RecruitGo SEO mid ₱29,000–₱58,000 and senior about ₱58,000–₱104,000 sits close to A7's upper mid and senior. A7 Recruitment
- **Video editor:** ₱35,000 / ₱58,000 / ₱85,000 — Platintel estimate for the top 5% BPO / offshore band. No published video-editor junior/mid/senior BPO band was available. Aligned to comparable creative roles: A7 social media manager upper mid (₱58,000), A7 content writer upper senior (₱85,000), and RecruitGo graphic designer mid floor (₱35,000). A7 Recruitment

Australian figures in this table

- SEEK advertised medians fetched on 12 November 2026, unless noted. The annual saving is that figure plus 12% superannuation, minus the Platintel all-in fee based on the mid salary in the band × 12 (salary and super only, so conservative).
- **Graphic designer:** Typical SEEK range A$75,000–A$90,000. HudsonJones 2025 digital/graphic ~A$70,000 junior / ~A$85,000 mid / ~A$120,000 senior.
- **Social media manager:** Typical SEEK range A$85,000–A$105,000.
- **Content writer:** Typical SEEK range A$75,000–A$90,000.
- **SEO specialist:** No standalone SEEK SEO Specialist page. The figure used is the Digital Marketing Specialist SEEK median of A$87,500 (typical A$80,000–A$95,000).
- **Video editor:** Typical SEEK range A$70,000–A$80,000.

IT and software

Role	Junior ₱/mo	Mid ₱/mo	Senior ₱/mo	Platintel Fully Managed Solution (A$/month, based on mid salary)	AU equivalent A$/yr	Annual saving vs onshore (AUD)
Software developer	₱100,000	₱130,000	₱160,000	A$4,493	A$96,500 SEEK median	**A$54,164 (50%)**
QA tester	₱45,000	₱90,000	₱125,000	A$3,417	A$125,000 SEEK median	**A$98,996 (71%)**
IT support	₱40,000	₱65,000	₱95,000	A$2,736	A$80,000 SEEK median	**A$56,768 (63%)**
DevOps engineer	₱100,000	₱140,000	₱180,000	A$4,760	A$125,000 SEEK median	**A$82,880 (59%)**
Data analyst	₱60,000	₱95,000	₱158,000	A$3,553	A$107,410 SEEK median	**A$77,663 (65%)**

Sources for the PHP bands in this table

- The software developer PHP band is based on Platintel hiring and recruitment data from calendar year 2026.
- **QA tester:** ₱45,000 / ₱90,000 / ₱125,000 — Platintel estimate for the top 5% BPO / offshore band, informed by A7 QA Engineer upper ranges (₱42,000 / ₱74,000 / ₱116,000) and RecruitGo international-employer QA mid ₱46,000–₱104,000 and senior about USD 1,800–3,000 (roughly ₱104,000–₱174,000). Calibrated to sit below the software developer bands in this guide (₱100,000 / ₱130,000 / ₱160,000). Mid sits between A7's upper mid (₱74,000) and RecruitGo's mid ceiling (₱104,000). Senior sits below the senior software developer band and inside RecruitGo's senior range. A7 Recruitment
- **IT support:** ₱40,000 / ₱65,000 / ₱95,000 — Platintel estimate for the top 5% BPO / offshore band. No A7 or RecruitGo IT-support junior/mid/senior band was available. Set below the software developer bands in this guide, and beside mid-level bookkeeper (₱65,000) and senior executive assistant (₱90,000), for experienced, English-fluent, Australia-facing support. Local JobStreet advertised medians (₱27,500) are not used for this segment.
- **DevOps engineer:** ₱100,000 / ₱140,000 / ₱180,000 — Platintel estimate for the top 5% BPO / offshore band, informed by A7 DevOps / Cloud Engineer upper senior ₱180,000 (band ₱116,000–₱180,000) and RecruitGo DevOps mid ₱70,000–₱174,000. Junior and mid are calibrated to the software developer bands in this guide (₱100,000 / ₱130,000 / ₱160,000), with DevOps a step above equivalent software seniority. A7's published junior upper (₱58,000) sits well below this guide's software junior point and was not used for this top-tier offshore scale. A7 Recruitment
- **Data analyst:** ₱60,000 / ₱95,000 / ₱158,000 — Mid and senior are the upper ends of A7 Recruitment 2026 Data Engineer / Analyst bands (mid ₱58,000–₱95,000; senior ₱100,000–₱158,000). Junior ₱60,000 is a Platintel estimate for the top 5% BPO / offshore band, lifted from A7's junior ceiling (₱53,000) so it sits near the junior executive assistant and junior accountant bands in this guide. A7 combines data engineer and data analyst; pure analyst placements may come in a little lower at mid and senior. A7 Recruitment

Australian figures in this table

- SEEK advertised medians fetched on 12 November 2026, unless noted. The annual saving is that figure plus 12% superannuation, minus the Platintel all-in fee based on the mid salary in the band × 12 (salary and super only, so conservative).
- **Software developer:** Typical SEEK range A$90,000–A$110,000. ICT-industry advertised average ~A$131,200. Hays ~A$120,000 typical / ~A$160,000 senior (.NET/Java, Sydney/Canberra).
- **QA tester:** SEEK Tester typical range A$115,000–A$135,000. ICT-industry advertised average ~A$128,000. This cluster includes senior and contract test-analyst ads.
- **IT support:** SEEK IT Support Officer typical range A$75,000–A$85,000. Helpdesk technician median is lower at A$69,000; IT service desk analyst median A$72,500.
- **DevOps engineer:** Typical SEEK range A$115,000–A$135,000.
- **Data analyst:** Typical SEEK range A$95,000–A$115,000. ICT-industry advertised average ~A$119,600.

Sales and lead generation

Role	Junior ₱/mo	Mid ₱/mo	Senior ₱/mo	Platintel Fully Managed Solution (A$/month, based on mid salary)	AU equivalent A$/yr	Annual saving vs onshore (AUD)
SDR / appointment setter†	₱50,000	₱60,000	₱70,000	A$2,600	A$78,340 SEEK median	**A$56,541 (64%)**

† SDR / appointment setter roles almost always come with a commission package, which is not included in the salary, all-in or saving figures.

Sources for the PHP bands in this table

- The SDR / appointment setter PHP band is based on Platintel hiring and recruitment data from calendar year 2026.

Australian figures in this table

- SEEK advertised medians fetched on 12 November 2026, unless noted. The annual saving is that figure plus 12% superannuation, minus the Platintel all-in fee based on the mid salary in the band × 12 (salary and super only, so conservative).
- **SDR / appointment setter:** SEEK Sales Development Representative typical range A$70,000–A$90,000.

Healthcare and allied admin

Role	Junior ₱/mo	Mid ₱/mo	Senior ₱/mo	Platintel Fully Managed Solution (A$/month, based on mid salary)	AU equivalent A$/yr	Annual saving vs onshore (AUD)
Medical receptionist	₱28,000	₱42,000	₱55,000	A$2,110	A$65,520 SEEK median	**A$48,062 (65%)**
Medical scribe	₱32,000	₱48,000	₱65,000	A$2,273	—	—

Sources for the PHP bands in this table

- **Medical receptionist:** ₱28,000 / ₱42,000 / ₱55,000 — Platintel estimate for the top 5% BPO / offshore band. No A7 or RecruitGo medical-receptionist BPO band was available. Set above the customer service representative bands in this guide (₱20,000 / ₱26,000 / ₱32,000) for specialised healthcare admin serving Australian or international clients, and below the virtual assistant mid/senior estimates. Local JobStreet advertised bands (about ₱18,000–₱20,000) look like domestic clinic reception and are not used here.
- **Medical scribe:** ₱32,000 / ₱48,000 / ₱65,000 — Platintel estimate for the top 5% BPO / offshore band. No junior/mid/senior salary survey for medical scribe was available. Set above the medical-receptionist estimates in this guide, reflecting allied-medical / clinical-documentation skill, and at senior aligned with the senior virtual assistant estimate (₱65,000), still below mid-level executive assistant (₱75,000). JobStreet Medical Transcriptionist (median ₱16,150) is a different, lower-paid local role and is not used as the band.

Australian figures in this table

- SEEK advertised medians fetched on 12 November 2026, unless noted. The annual saving is that figure plus 12% superannuation, minus the Platintel all-in fee based on the mid salary in the band × 12 (salary and super only, so conservative).
- **Medical receptionist:** Typical SEEK range A$65,000–A$70,000.
- **Medical scribe:** No SEEK occupation salary page as at 12 November 2026 and limited Australian public data, so no onshore comparison or annual saving is shown.

Engineering and drafting

Role	Junior ₱/mo	Mid ₱/mo	Senior ₱/mo	Platintel Fully Managed Solution (A$/month, based on mid salary)	AU equivalent A$/yr	Annual saving vs onshore (AUD)
CAD drafter	₱50,000	₱60,000	₱70,000	A$2,600	A$87,200 SEEK median	**A$66,464 (68%)**

Sources for the PHP bands in this table

- The CAD drafter PHP band is based on Platintel hiring and recruitment data from calendar year 2026.

Australian figures in this table

- SEEK advertised medians fetched on 12 November 2026, unless noted. The annual saving is that figure plus 12% superannuation, minus the Platintel all-in fee based on the mid salary in the band × 12 (salary and super only, so conservative).
- **CAD drafter:** SEEK Draftsperson typical range A$80,000–A$100,000.

Recruitment

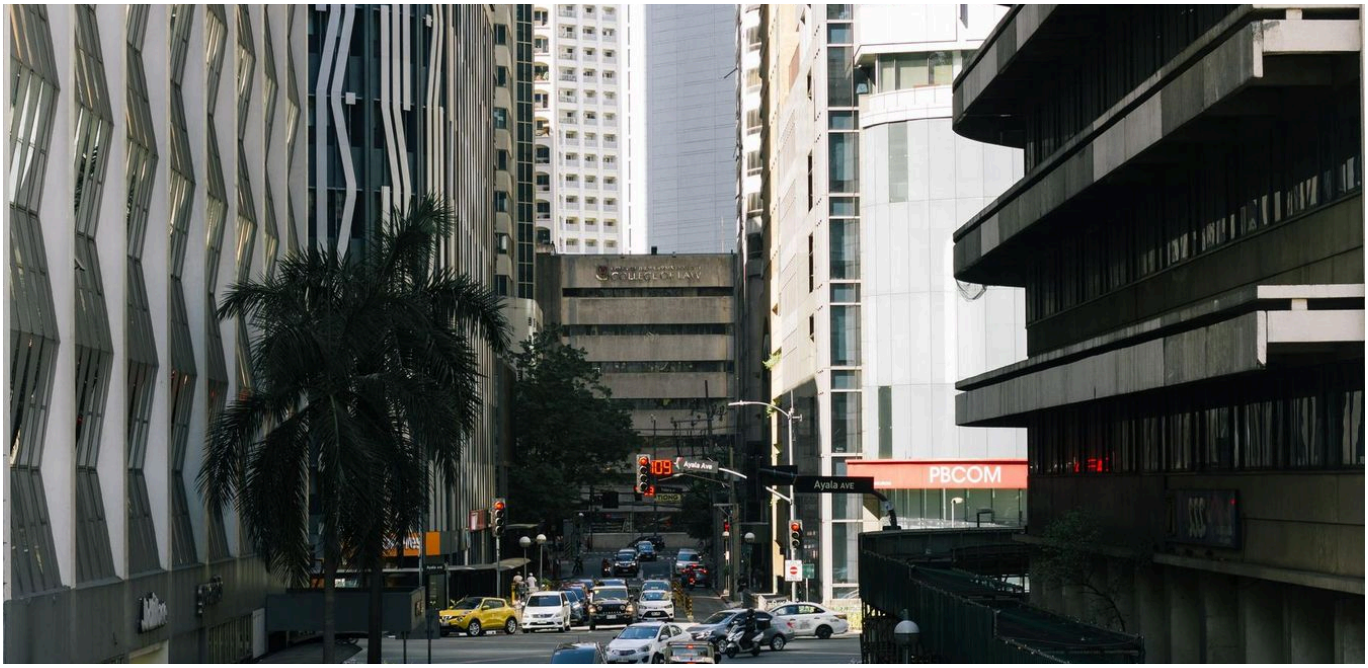
Role	Junior ₱/mo	Mid ₱/mo	Senior ₱/mo	Platintel Fully Managed Solution (A$/month, based on mid salary)	AU equivalent A$/yr	Annual saving vs onshore (AUD)
Recruiter	₱40,000	₱60,000	₱90,000	A$2,600	A$82,500 SEEK median	**A$61,200 (66%)**

Sources for the PHP bands in this table

- **Recruiter:** ₱40,000 / ₱60,000 / ₱90,000 — Platintel estimate for the top 5% BPO / offshore band. No A7 recruiter band was available. Aligned with the executive assistant bands in this guide (₱60,000 / ₱75,000 / ₱90,000): mid at junior EA, senior at senior EA, junior clearly above general CSR/admin. Base salary only; many recruiter packages also include commission, which is not modelled here. JobStreet Recruitment Consultant median ₱35,000 is a local advertised mid-point and is not used for this segment.

Australian figures in this table

- SEEK advertised medians fetched on 12 November 2026, unless noted. The annual saving is that figure plus 12% superannuation, minus the Platintel all-in fee based on the mid salary in the band × 12 (salary and super only, so conservative).
- **Recruiter:** SEEK Recruitment Consultant typical range A$75,000–A$90,000.



Ayala Avenue in the Makati CBD, the traditional heart of Metro Manila's financial district.

What else does an employer pay in the Philippines?

Local salary is only part of the cost. Philippine law requires employers to fund statutory contributions and benefits on top of basic pay. The competition for the best talent in the Philippines is fierce, and there is significant oncost if you wish to compete with established employers (think private health care, retention programs, generous leave entitlements). Figures below are the employer share unless noted. Re-check agency circulars on the day you hire.

13th-month pay (PD 851)

Rank-and-file employees who have worked at least one month in the calendar year are entitled to 13th-month pay of at least one-twelfth (1/12) of total basic salary earned that year, paid on or before 24 December (Presidential Decree 851; DOLE). Overtime, night differential and most allowances are excluded unless integrated into basic salary.

SSS (Social Security System)

For 2026 the contribution rate remains **15% of the Monthly Salary Credit (MSC)**: employer **10%**, employee 5%, under Republic Act No. 11199. The MSC ceiling is **₱35,000** (effective January 2025 and carrying into 2026). Employers also pay Employees' Compensation (EC) of ₱10 or ₱30 depending on MSC bracket. Confirm the current schedule on the SSS contribution table.

PhilHealth

The premium is **5% of monthly basic salary**, split equally (2.5% employer / 2.5% employee), with a ₱10,000 floor and ₱100,000 ceiling. Employer share therefore ranges from about ₱250 to ₱2,500 a month per employee. Check the latest PhilHealth advisory before payroll.

Pag-IBIG (HDMF)

Employer contribution is 2% of monthly compensation, capped at a Maximum Fund Salary of ₱10,000, so the employer maximum is **₱200 per employee per month** (HDMF Circular No. 460). Employee share is 1% at or below ₱1,500 monthly pay, otherwise 2% (also capped at ₱200).

Minimum wage (NCR)

Under Wage Order No. NCR-28 (issued 7 September 2026, effective 26 September 2026), the National Capital Region daily minimum wage is **₱755** for non-agriculture and **₱718** for agriculture and for smaller service/retail and manufacturing establishments (NWPC). Most professional offshore roles sit well above this floor. At 22 paid days, the non-agriculture monthly floor is about **₱16,610**.

Night differential, overtime and hours

Night shift differential: at least 10% of regular wage for each hour worked between 10:00 pm and 6:00 am (Labor Code Art. 86). Ordinary overtime: at least 125% of the hourly rate beyond eight hours on a normal day (Art. 87). Work on a regular holiday is generally paid at 200% for the first eight hours (Art. 94). A normal Philippine workday is eight hours. Many Australian clients run overlapping shifts so Filipino staff cover Australian business hours (AEST/AEDT). Manila is typically two to three hours behind Sydney depending on daylight saving.

Exchange rate note

Figures converted in this guide use ₱43.75 per A$1, from the Bangko Sentral ng Pilipinas reference bulletin dated 6 November 2026. Re-check the rate when you use these figures.

What's included in the Platintel Fully Managed Solution?

When you hire through Platintel's managed staffing model, the monthly AUD figure is the full cost of one dedicated full-time person: the **employment cost** plus the **Platintel Management Fee**.

Employment cost covers the employee's Philippine salary, statutory employer contributions (SSS, PhilHealth, Pag-IBIG), 13th-month pay, redundancy and retention programs, private health care (HMO) for the employee plus one dependant from day 1, IT equipment, and related employment on-costs.

Platintel Management Fee. The Platintel Management Fee is A$825 a month for a hybrid working arrangement (2 days a week in the office, 3 days working from home). It covers Human Resources, payroll, office support, supervisory staff, facilities, office space, office security, shared meeting rooms, hardware management, power, connectivity, air conditioning, business continuity, infrastructure and disaster recovery, environmental systems and insurance.

Starting prices, from the calculated junior all-in for each category: from **A$1,478** per FTE/month for a basic data entry operator or entry-level role, **A$1,478** for customer support / contact centre, **A$1,833** for marketing and creative, **A$2,055** for IT, and **A$2,328** for accounts payable / receivable. Mid-level all-in fees for common roles, based on the mid salary in each role's band, include a virtual assistant at **A$2,382**/month, a bookkeeper at **A$2,736**/month, an accountant at **A$3,145**/month and a software developer at **A$4,493**/month. Actual quotes depend on role, seniority and skills. Typical start is **1 to 6 weeks**. Contracts use a **60-day notice** period and **no lock-in**.



Bonifacio High Street in BGC, Taguig, a landmark pedestrian precinct in Metro Manila's National Capital Region.

How much can you save vs hiring locally?

Savings depend on the role. The role tables show an annual saving vs onshore hiring for each role with an Australian equivalent, using the same method as this worked example: the SEEK median (or mid figure) plus 12% superannuation, minus the Platintel all-in fee based on the mid salary in the band × 12. Both the all-in and the saving are based on the mid-level salary in the band. The saving counts salary and super only, so it is conservative. This example uses a mid-level bookkeeper, with the all-in fee based on the mid salary in this guide (₱65,000) and the SEEK Australian median already cited for that role.

Worked example: mid-level bookkeeper

Cost item	Hire in Australia	Hire via Platintel (Philippines)
Base salary / all-inclusive fee	A$82,500 / year (SEEK median, 12 November 2026)	A$2,736 / month × 12 = A$32,832 / year
Superannuation (currently 12% of ordinary time earnings)	A$9,900	Not applicable (PH statutory benefits sit inside the all-inclusive fee)
Recruitment / onboarding	Variable (not included in the Australian total below)	Included
Equipment, desk, core tools	Not included in the Australian total below	Included (IT equipment; private health care (HMO) for the employee plus one dependant from day 1; Platintel Management Fee of A$825 a month for a hybrid working arrangement, 2 days a week in the office and 3 days working from home)
Estimated year-1 total	**A$92,400 (salary + 12% super only)**	**A$32,832**
Indicative saving	**—**	**A$59,568 (64%)**

The Australian year-1 total is salary plus 12% superannuation only. Leave loading, payroll tax, workers compensation, recruitment and a local desk would raise the Australian cost, so the saving is a conservative figure. The Platintel figure is the all-in fee based on the mid salary in the band: employment cost (including HMO for the employee plus one dependant from day 1, and IT equipment) plus the Platintel Management Fee of A$825 a month for a hybrid working arrangement (2 days a week in the office, 3 days working from home).



Makati skyline at sunset, Metro Manila.

Salary trends for 2026

What we can say from public sources:

- NCR minimum wage rose by ₱60 a day under Wage Order NCR-28 (effective 26 September 2026), taking the non-agriculture rate from ₱695 to **₱755** (NWPC).
- SSS MSC ceiling has been at **₱35,000** since January 2025, which lifts the maximum employer SSS share versus earlier years (SSS).
- PhilHealth's 5% premium schedule remains in force for 2026 under the Universal Health Care Law timetable (confirm against the latest PhilHealth advisory before quoting).
- The peso–Australian dollar rate has moved through 2025–26; always convert with a dated BSP bulletin rather than a round number.
- The Philippine IT-BPM industry generated **US$40.3 billion** in revenue in 2025, with **1.89 million** full-time employees. IBPAP's 2026 forecast is **US$42.3 billion** and **1.94 million** FTEs (IBPAP Industry Overview). IBPAP president and CEO Jack Madrid said in September 2026 that revenue is expected to reach **US$45 billion** in 2027 with about **1.99 million** FTEs, with revenue growing faster than headcount as AI augments delivery (GMA News, 24 September 2026).
- Philippine employers budgeted an average salary increase of **5.2%** for 2026, slightly below the 5.3% Southeast Asian average in Aon's 2025 Salary Increase and Turnover Study. The same study put Philippine attrition at **20.0%** in 2025, the highest in the six-country sample (Aon, 8 October 2025; Philstar, 15 October 2025).
- A7 Recruitment's 2026 Metro Manila guide notes that Cebu City ranges are typically **20–30%** below Metro Manila for equivalent roles, or about **15–25%** below for BPO (A7 Recruitment). Treat this as that firm's benchmark, not a Platintel observation.

Platintel market insight

> *"What we're seeing in the Philippine market in 2026 is that the conversation has moved on. Clients are asking less about doing the same work for less, and more about building capable teams that use the right AI tools. The skills baseline is moving fast, so we're building AI tooling and training into how our teams work rather than leaving people to fund it themselves. If you're planning a 2027 team, think about the skills you'll need, not just the roles, and whether your provider can actually support you as AI changes the work."*
>
> — Dale Pearce, COO, Platintel



Metro Manila at night, seen from Metrobank Center in Bonifacio Global City, Taguig.

FAQs

How much does a virtual assistant cost in the Philippines in 2026?

For the top 5% of Australia-facing virtual assistants hired through a BPO or offshore model, indicative local salaries in this guide sit around **₱38,000–₱65,000 a month** depending on seniority (a Platintel estimate for the top 5% BPO / offshore band, informed by international-employer VA ranges and set between general customer-service and executive-assistant levels). Local JobStreet advertised averages are lower, because they mostly reflect domestic employers. Through Platintel, a mid-level all-inclusive managed VA role is **A$2,382** per month, based on the mid salary in the band in this guide. That figure includes the employment cost (salary, statutory contributions, private health care (HMO) for the employee plus one dependant from day 1, and IT equipment) plus the Platintel Management Fee of A$825 a month for a hybrid working arrangement (2 days a week in the office, 3 days working from home).

Is the Platintel price the same as the employee's salary?

No. The AUD all-inclusive fee is what you pay Platintel. It is the employment cost (the employee's salary, statutory contributions, 13th-month pay, private health care (HMO) for the employee plus one dependant from day 1, and IT equipment) plus the Platintel Management Fee of A$825 a month for a hybrid working arrangement (2 days a week in the office, 3 days working from home). The employee is paid in PHP by our Philippine entity, with SSS, PhilHealth, Pag-IBIG and 13th-month pay handled locally. You don't run Philippine payroll yourself.

How do Philippine salaries compare with Australia?

For the same skill band, even top-tier Philippine cash salaries are typically a fraction of Australian base pay. Once you add Australian superannuation and on-costs, the gap widens further. Use the role tables above for role-by-role comparisons; Australian columns cite SEEK / Hays / HudsonJones where sourced. The Philippine figures in those tables are BPO / offshore top-tier bands, not local advertised averages.

Do I still pay Australian superannuation for offshore staff?

Generally no, when the worker is employed by a Philippine entity and works in the Philippines. Get advice for your structure. Platintel's model is local employment in our Philippine entity, so Australian SG usually does not apply to that worker.

How fast can someone start?

Typically **1 to 6 weeks** from brief to start, depending on role scarcity and interview speed.

Are these salaries the same in Manila and Cebu?

Salaries generally reflect rates in the NCR (Metro Manila). Metro Manila (NCR) has the highest statutory minimum wage and usually higher professional bands. A7 Recruitment's 2026 guide puts Cebu typically 20–30% below Metro Manila (about 15–25% for BPO); that is their benchmark, not a Platintel figure.

Sources

- NWPC NCR minimum wage / Wage Order NCR-28 (effective 26 September 2026)
- SSS contribution table (MSC ceiling from January 2025)
- PhilHealth premium schedule under the Universal Health Care Law (RA 11223)
- Pag-IBIG / HDMF Circular No. 460 (Maximum Fund Salary ₱10,000)
- Presidential Decree 851 (13th-month pay); DOLE release guidance
- Labor Code Arts. 86, 87, 94 (night differential, overtime, holiday pay)
- Bangko Sentral ng Pilipinas reference exchange rate bulletin, 6 November 2026 (~₱43.75 per AUD)
- IBPAP, The Philippine IT-BPM Industry Overview — 2025 revenue US$40.3bn and 1.89 million FTEs; 2026 forecast US$42.3bn and 1.94 million FTEs
- GMA News, 24 September 2026 — IBPAP 2027 outlook US$45bn / 1.99 million FTEs; revenue growing faster than headcount amid AI adoption
- Aon 2025 Salary Increase and Turnover Study (8 October 2025) — Philippines budgeted 5.2% salary increase in 2026; 20.0% attrition in 2025
- Philstar report on the Aon study (15 October 2025)
- A7 Recruitment, Philippines Salary Guide 2026 (10 July 2026) — Metro Manila monthly gross junior / mid / senior bands; upper ends used in this guide for top-tier BPO and offshore hiring; Cebu vs Manila note
- RecruitGo, Average Salary in the Philippines 2026 — international-employer role ranges (entry / mid / senior). PHP mid bands as published; USD bands converted at about ₱58 per US$1, the rate implied by RecruitGo's own $370 = ₱21,500 pairing
- JobStreet Philippines occupation salary pages, fetched 12 November 2026 — used as context for why local advertised averages sit below this guide's BPO / offshore bands, not as the basis of the Philippine salary bands in this guide
- Payscale Philippines (cross-check only): Payroll Specialist, Social Media Specialist, Content Writer, SEO Specialist, Graphic Designer, QA Analyst, Data Analyst
- SEEK salary pages — Occupation medians and typical ranges, fetched 12 November 2026 (virtual assistant, administration officer, data entry operator, executive assistant, bookkeeper, accountant, accounts payable officer, accounts receivable officer, payroll officer, graphic designer, social media manager, content writer, digital marketing specialist, video editor, software developer, tester, IT support officer, DevOps engineer, data analyst, sales development representative, medical receptionist, draftsperson, recruitment consultant, customer service representative)
- Hays Salary Guide FY26/27 — Finance — Sydney/NSW typical base excluding super: payroll officer A$80,000; financial accountant A$120,000
- HudsonJones Salary Guide 2025 (customer service, graphic/digital design)
- Platintel company facts: entities in the Philippines, India and Indonesia; starting prices as shown in this guide

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