



VASALARY GUIDE

ALIGN YOUR VA COMPENSATION WITH CURRENT MARKET RATES

71% OF FINANCIAL SERVICES FIRMS USE OUTSOURCING OR OFFSHORING TO STAY COMPETITIVE AND CONTROL COSTS

Australian businesses continue to deepen their reliance on offshore teams—especially in finance, admin and digital roles—as they pursue cost efficiency and scalability.

Offshoring is unlocking sustainable, scalable growth by tapping into a global talent pool—letting you





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AU-BASED ROLE & RATES

This table outlines current estimated salary ranges for key Australian financial services roles, reflecting market demand, experience requirements, and 2025 industry benchmarking data

POSITIONS	CURRENT ESTIMATED SALARY RANGE (PER ANNUM) EXCLUDING SUPERANNUATION
RECEPTIONIST/ ADMINISTRATION ASSISTANT	\$70,000 - \$80,000
FINANCIAL PLANNER GRADUATE	\$60,000 - \$70,000
CLIENT SERVICE OFFICER	\$80,000 - \$90,000
PARAPLANNER	\$85,000
SENIOR PARAPLANNER	\$90,000 - \$100,000
PROFESSIONAL YEAR	\$80,000 - \$95,000



This table outlines current estimated salary ranges for key Australian financial services roles, reflecting market demand, experience requirements, and 2025 industry benchmarking data

POSITIONS	CURRENT ESTIMATED SALARY RANGE (PER ANNUM) EXCLUDING SUPERANNUATION
ASSOCIATE ADVISER	\$85,000 - \$100,000
PRACTICE MANAGER	\$90,000 - \$120,000
FINANCIAL PLANNER/ADVISER	\$115,000 - \$130,000
SENIOR FINANCIAL PLANNER	\$140,000 - \$160,000
PRIVATE WEALTH ADVISER	\$160,000-\$200,000





OTHER VA ROLES

PH-BASED RATES vs AU-BASED RATES



Manages schedules, priorities, and high-level admin for executives.

EXECUTIVE ASSISTANT

YEARS OF RELEVANT WORKING EXPERIENCE	SALARY IN PHP (MONTHLY)	SALARY IN AUD (MONTHLY)
At least 2 years	₱45,000 - ₱55,000	\$1,250 - \$1,600
3-4 years	₱65,000 - ₱75,000	\$1,850 - \$2,100
5-7 years	₱75,000 - ₱85,000	\$2,100 - \$2,400
7-10 years	₱85,000 - ₱95,000	\$2,400 - \$2,700
10 years +	₱95,000 up	\$2,700 up

PH AND AUSTRALIAN MARKET RATES





Handles everyday admin tasks to keep your business running smoothly.

GENERAL VA

YEARS OF RELEVANT WORKING EXPERIENCE	SALARY IN PHP (MONTHLY)	SALARY IN AUD (MONTHLY)
At least 2 years	₱40,000 - ₱50,000	\$1,150 - \$1,400
3-4 years	₱60,000 - ₱70,000	\$1,700 - \$2,000
5-7 years	₱70,000 - ₱80,000	\$2,000 - \$2,300
7-10 years	₱80,000 - ₱90,000	\$2,300 - \$2,500
10 years +	₱90,000 up	\$2,500 up

PH AND AUSTRALIAN MARKET RATES





Delivers professional, customer support to enhance client satisfaction and retention.

BPO CUSTOMER SERVICE

YEARS OF RELEVANT WORKING EXPERIENCE	SALARY IN PHP (MONTHLY)	SALARY IN AUD (MONTHLY)
At least 2 years	₱40,000	\$1200
3-4 years	₱45,000 - ₱50,000	\$1,250- \$1,400
5-7 years	₱55,000 - ₱60,000	\$1,600 - \$1,700
7-10 years	₱65,000 - ₱70,000	\$1,850 - \$2,000
10 years +	₱75,000 up	\$2,100 up

PH AND AUSTRALIAN MARKET RATES





Prepare compliant advice documents and research, freeing advisers for client time.

PARAPLANNERS

YEARS OF RELEVANT WORKING EXPERIENCE	SALARY IN PHP (MONTHLY)	SALARY IN AUD (MONTHLY)
At least 2 years	₱50,000 - ₱60,000	\$1,400 - \$1,700
3-4 years	₱70,000 - ₱80,000	\$2,000 - \$2,300
5-7 years	₱80,000 - ₱90,000	\$2,300 - \$2,500
7-10 years	₱90,000 - ₱100,000	\$2,500 - \$2,800
10 years +	₱100,000 up	\$2,800 up

PH AND AUSTRALIAN MARKET RATES





Manage client records, review prep, and admin to streamline adviser workflows.

FINANCIAL PLANNING CSO / ADMINS

YEARS OF RELEVANT WORKING EXPERIENCE	SALARY IN PHP (MONTHLY)	SALARY IN AUD (MONTHLY)
At least 2 years	₱40,000 - ₱50,000	\$1,100 - \$1,400
3-4 years	₱60,000 - ₱70,000	\$1,700 - \$2,000
5-7 years	₱70,000 - ₱80,000	\$2,000 - \$2,300
7-10 years	₱80,000 - ₱90,000	\$2,300 - \$2,500
10 years +	₱90,000 up	\$2,500 up

PH AND AUSTRALIAN MARKET RATES





Process loan applications and liaise with lenders for faster approvals.

MORTGAGE BROKING ADMINS

YEARS OF RELEVANT WORKING EXPERIENCE	SALARY IN PHP (MONTHLY)	SALARY IN AUD (MONTHLY)
At least 2 years	₱40,000 - ₱50,000	\$1,100 - \$1,400
3-4 years	₱60,000 - ₱70,000	\$1,700- \$2,000
5-7 years	₱70,000 - ₱80,000	\$2,000 - \$2,300
7-10 years	₱80,000 - ₱90,000	\$2,300 - \$2,500
10 years +	₱90,000 up	\$2,500 up

PH AND AUSTRALIAN MARKET RATES





Handle tax returns, compliance, and strategic advice to optimise client outcomes.

TAX ACCOUNTANTS

YEARS OF RELEVANT WORKING EXPERIENCE	SALARY IN PHP (MONTHLY)	SALARY IN AUD (MONTHLY)
At least 2 years	₱60,000 - ₱70,000	\$1,700 - \$2,000
3-4 years	₱80,000 - ₱90,000	\$2,300 - \$2,500
5-7 years	₱100,000 - ₱110,000	\$2,800 - \$3,000
7-10 years	₱120,000 - ₱130,000	\$3,400 - \$3,500
10 years +	₱140,000 up	\$3,900 up

PH AND AUSTRALIAN MARKET RATES





TURNOVER COSTS

Replacing a VA costs far more than just recruitment fees.

On average, the total cost of turnover can equal to **50–200%** of the employee's annual salary, factoring in:

LOST PRODUCTIVITY DURING VACANCY & TRAINING PERIODS

RECRUITMENT & ONBOARDING EXPENSES

CLIENT DISSATISFACTION OR PROJECT DELAYS

IMPACT ON TEAM MORALE & WORKFLOW CONTINUITY

For a VA earning \$2,500 AUD/month, a single premature departure could cost **\$15,000–\$30,000 AUD** in hidden expenses.



RETENTION STRATEGIES

Proven methods to reduce churn and increase productivity:

Competitive, market-aligned pay – use our salary guide to benchmark correctly

Clear career pathways – show VAs how they can grow with your business

Recognition & incentives – celebrate wins and reward performance

Regular feedback & support – maintain open communication and address issues early.

Training & upskilling – keep skills fresh to meet evolving business needs



FINDING THE BEST FIT FOR YOUR BUSINESS

Choosing **onshore talent** gives you seamless real-time collaboration, deep local market insight, and simplified compliance—perfect for roles that demand immediate alignment with Australian regulations and culture.

Opting for **offshore professionals** unlocks significant cost savings, rapid scalability, and extended coverage across time zones—ideal for high-volume, process-driven tasks. Whichever path you take,

Advice2Talent can guide you to the right solution, ensuring you hire the talent that drives your growth and meets your unique needs.



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