

Philippines Outsourcing

The Ultimate Guide to Staff Salaries for Building a Remote Team in the Philippines in 2025

From the Desk of Michael Brodie, Founder of VirtualStaff.ph – The All-in-One Philippines BPO Platform

2025 Edition



Hey there!

Are you curious about building an overseas team in The Philippines in 2025, and more specifically, what it costs?

Well, you've come to the right place because I'm here to spill the beans on everything you need to know about pricing and outsourcing in this beautiful country.

I have to admit, I have a soft spot for the Philippines.

You see, I've spent a lot of time there in the last ten years, and I have several properties dotted around the country, and every time I fly back, I've always been blown away by the people's kindness, the gorgeous scenery, and the karaoke culture.

So, you can say that I'm a bit biased when it comes to outsourcing to this country.

But, all personal bias aside, outsourcing to the Philippines makes perfect sense for businesses looking to cut costs while maintaining high-quality services.

The workforce is talented, it's English speaking, and the cost of labor is significantly lower than in other countries.

Plus, there's something magical about knowing that your work is being done by people who are genuinely happy to do it.


Now, I understand that building virtual teams and offshoring abroad can be overwhelming, especially if you're not sure where to start.

That's why I'm here to help.

By the end of this guide, you'll have all the information you need to confidently outsource to the Philippines and take advantage of all the benefits that come with it.

So, let's get started on this exciting journey together!

I'll be sharing my personal experiences and tips along the way, so grab a cup of coffee or tea, and let's dive in.



Mastering the Art of Remote Hiring: Finding the Perfect Balance between Quality and Affordability in the Philippines

I'm often quoted as saying, "the key to successfully hiring staff in the Philippines is to save a lot of money, without ever compromising on quality."

And it's the best advice I can ever give you.

If you follow this advice, I guarantee that you'll be incredibly successful in building a team in the Philippines.

Here's why.

When it comes to hiring remote staff in the Philippines, the most important thing to keep in mind is the balance between cost and quality.

Of course, you want to get the best possible talent for your team, but at the same time, you need to be mindful of your budget.


The good news is that the Philippines is known for having a highly skilled and dedicated workforce, and hiring remote workers from this country can be a cost-effective solution for many businesses.

That being said, it's essential to do your due diligence and carefully evaluate potential candidates to ensure that they have the skills and experience you need.

By striking the right balance between cost and quality, you can build a highly productive and efficient remote team that will help take your business to the next level. While at the time, you're going to save a fortune in employee costs!

Cracking the Code: Understanding the 3 Key Factors that Shape Virtual Staff Salary Expectations

There are some important factors to consider when hiring Filipino talent. These three things are crucial to ensuring you're successful in building a team in the Philippines.



#1 Decoding the Role: Understanding the Distinctions between Virtual Assistants and Virtual Staff.

It's vital that you understand this.

Many "gurus" try to promote all virtual staff in the Philippines as "virtual assistants."

This is not true.

In fact, it gives a totally wrong impression and is often what leads to businesses to fail when building teams in The Philippines.

Let me start by showing the difference between a Virtual Assistant (VA) and a Virtual Staff who lives in the Philippines.



Virtual Assistant

General admin & non specialist tasks.

- Data Entry Basic
- Content Writing
- Basic WordPress Research General
- Tasks Appointment Setting Email
- Management
- Other non-specialist level tasks

Virtual Staff

Any position that includes virtual assistant but could also include:

- Graphic Designers
- Bookkeepers Accountants
- SEO Expert
- Digital Marketer
- Bookkeeper
- Amazon Specialist
- Telemarketer
- Customer Support Reps
- Medical Billing Specialists

And a host of other job roles!

#2 - Experience

Each person, each Virtual Staff will have different levels of experience, qualifications, and work expertise.

Generally speaking, applicants with more experience, such as a person with five years of experience as a virtual assistant, will likely be looking for a higher salary than someone with less than 12 months of experience, or entry level as we call them.

Just like hiring people locally in your own country, the salary rate will vary from applicant to applicant.

It's always best to gauge value vs. experience and intelligently compromise on what works best for what you need.

If you'd like us to help you with this, you can talk to a client success manager as part of our [enterprise virtual staff service](#).



#3 - Work Requirements

Depending on your needs, you will usually be looking to hire either part-time (20 hours per week) or full-time (40 hours per week).

Full-time is generally 8 to 9 hours per day 5 days per week (Mon-Fri), with a one-hour lunch break. Obviously, it is entirely up to you and your virtual staff on what you both agree to.

Virtual Staff and Virtual Assistants can be adaptable to time zone differences as it's part and parcel of working in the Philippines BPO industry. (Business Process Outsourcing).

Remember, just be sure to make all expectations clear from the start.

You can ask your staff to log time manually or have them on the Virtual Staff auto time tracker.

[Take a look at what Work Log is.](#)



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KEY THINGS TO REMEMBER THAT MOST NEWBIES FORGET WHEN THEY HIRE THEIR FIRST VIRTUAL STAFF

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Okay, so this next thing is really aimed at people who want to hire someone for a specific job role, as opposed to a general virtual assistant.

Hiring skilled staff in the Philippines provides the best ROI you can get in your business.

Why?

Because you can potentially cut your employee costs by as much as 82%, and if you do it right, you'll get the same quality, and sometimes even an improvement in quality.

This is evidenced by the thousands of companies that build teams in the Philippines on the VirtualStaff.ph platform.

I'd go so far as to say the two things right now that can be game-changers for your business are

- Building a team in the Philippines.
- Utilizing AI and advanced technology.

But here's where many entrepreneurs and business owners go wrong.

Be clear with what tasks you need the person to do and what skills do you need them to have.

Virtual Assistants are fantastic, but they are not magicians.

Before hiring a virtual assistant, remember to decide what tasks you want to delegate or employ them to do.

The savings compound the more staff you hire by outsourcing to the Philippines.

We have clients on our enterprise service who have 100+ staff hired on VirtualStaff.ph, usually in positions such as customer support, admin, billing specialists, and bookkeepers.

We also have some famous YouTubers using VirtualStaff.ph, who hire full-time video editors, and also accounting firms who've realized the savings of hiring CPAs and Bookkeepers in the Philippines.

By the way, if you want us to build you a dedicated team, built to your exact needs, [check out our Enterprise Solution](#) (we collectively save companies over \$300 million a year with this solution alone!

Breaking Down the Numbers: Unveiling the Current Filipino Virtual Staff Market Salaries for 2025

As an expert in the field, I can tell you that it's crucial to pay attention to the qualifications, experience, and level of expertise of your potential hires.

While our up-to-date salary guide can give you an idea of what to expect, it's always a good idea to browse the million + vetted virtual staff registered on the VirtualStaff.ph platform.

However, don't make the mistake of only focusing on salary cost - investing in quality talent can pay dividends in the long run.

As I always say, "Hire virtual staff in the Philippines without compromising on quality."

Our salary guide is updated annually and based on extensive market research, so you can be sure you're getting the most accurate information available.

Remember, outsourcing to the Philippines is a smart business decision - and by prioritizing quality and expertise, you can take your business to new heights while saving a fortune in employee costs.

Unlocking the Numbers: The 2025 Rates for Filipino Virtual Staff

These figures are based on the monthly rates of more than 1,000,000 verified Filipino workers registered on VirtualStaff.ph.

The salary rates below are not my opinion, but taken from what jobseekers have chosen to put as their “target salary rate.”

I’ve included a range because, as mentioned earlier, the actual salary rate depends on the person you want to hire.

For example, a virtual assistant with very little work experience is likely willing to work full-time for between \$400-\$600/month. In contrast, someone with 10+ years of experience and an excellent skillset, is likely expecting to be paid more, which is why I usually tell people to expect to budget between \$500-\$1500/month on average.

Again, remember, just like in your home country, you’d likely never hire the cheapest employee for minimum wage, the same goes for The Philippines.

The key to success in building your team in the Philippines is to balance cost savings with quality.

Ultimately the goal is to save a lot of money on employee costs when compared with hiring in your home country, while at the same time, hiring really great quality staff.

When you do it this way, you get to experience the amazing benefits of building an overseas team, which by the way, is often the single best thing a lot of companies do when it comes to increasing profit and improving efficiency.

Here are the ranges for various positions:

Virtual Assistant	\$500-\$1500	Accountant (CPA)	\$600-\$2k
Customer Support	\$400-\$1200	Telemarketer	\$400 - \$800
Billing Specialist	\$500-\$1200	SEO Specialist	\$550-\$1250
Web Developer / Programmer	\$1k-\$3k	Video Editor	\$500-\$1500
Graphics Designer	\$500-\$1200	Content Writer	\$500-\$1000
Data Entry	\$350-\$850		
Amazon / eBay VA	\$500-\$1000		
Bookkeeper	\$500-\$1500		

The figures above are estimates and based on extensive data of over 1,000,000 vetted profiles.

You can pay less, but the risk if you do that is the person will likely need another job to support themselves, so they may take the job, but then not really be fully invested in working for your company.

Another risk is they might take the job out of desperation while actively searching and applying for better paying ones.

It's ultimately up to you to decide what you want to pay your virtual staff in the Philippines.

My advice though would be if you want to stay competitive and ensure you can attract, hire, and keep the best talent you can get for your money, make sure you use this guide as your reference when you hire staff in the Philippines.

When to Pay Your Virtual Staff In the Philippines?

On VirtualStaff.ph, you choose when to pay your staff.

Agree on the salary rate

Agree on the hourly pay rate with the candidate you want to hire.

Track the hours

Have your own system or use ours for free. You decide what's best.

[Learn more about Work Log](#)

Pay salary

Choose when you want to pay your staff. Be sure to communicate this upfront.

[Pay staff in the Philippines with a click of a button.](#)

“NEVER pay your Virtual Staff in advance. Just imagine they're local employees, you'd never pay salary ahead of time”

When paying remote staff in the Philippines, it's important to use common sense.

Make sure you pay your staff on time, every time, and consider using a reliable payment platform.

VirtualStaff.ph offers you an all-in-one platform to find, hire and pay your Filipino staff.

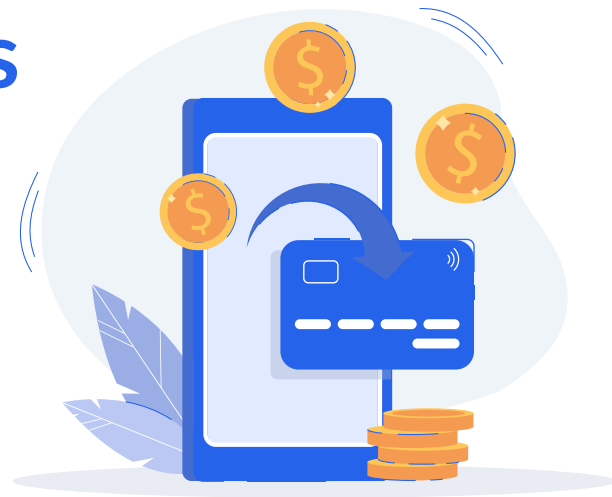
It's also a good idea to set clear expectations and agreements on payment terms, such as frequency and payment method, to avoid any misunderstandings.

Happy staff leads to better results, so don't overlook the importance of timely and consistent payment.

Incentives & Bonuses

Offering bonuses and rewards is good practice for motivating your virtual workers to perform the best they can.

It's also a great way to show appreciation and keep morale high. Here are some ideas for bonuses and incentives that we personally use with our team:



CASH BONUS

We all like cash bonuses! Generally, a cash bonus of \$50 or \$100 will be extremely well received.

Perhaps this could be because the staff are performing well, or maybe a birthday or Christmas gift?

[Learn how to send a bonus](#)

VOUCHERS

The Philippines was under American rule for almost 50 years dating until the mid-1940's. That means the country is Americanized in many things, one of those things is consumerism!

Offering vouchers to buy goods online is an awesome incentive.

Check out "SM Malls" or "Lazada" and get them a gift voucher/card.

13TH MONTH PAY

You don't need to pay this if you hire on VirtualStaff.ph.

However, [learn what it is and how it works](#), just in case you ever have staff ask you about it.

You are not legally obliged to do this unless your company is based in the Philippines and you are hiring the virtual staff as employees!

Some businesses that hire virtual staff provide gadgets like a cell phone or an iPad as an incentive bonus... obviously not at first! But perhaps as part of a 12-month loyalty bonus which ties into results achieved.

Again, this is only if your virtual staff is hitting the target or goal in a given time period or has consistently been performing really well. It's the classic carrot motivation tactic that has and will always work well for all concerned.

A little goes a long way when it comes to successfully building a virtual team in the Philippines, and promoting incentives for a job well done is something that they'll appreciate and work towards.

HOW TO COMPUTE 13th PAY?

$$\text{Total basic Salary} \times \text{Employment Length (month)} \div 12 \text{ months}$$

Your options for building a team in the Philippines

If you're looking to build a team in the Philippines, there are a few options to consider. Let me break them down for you:

Option 1: Setting up a corporation in the Philippines

Now, this is a bit of a complex option, and it's certainly not for everyone.

You'll need to comply with local tax regulations, which can be a headache, and you'll need to have a Filipino bank signatory for opening a company bank account.

On top of that, you'll need to have a physical address in the Philippines for SEC or DTI compliance.

You will also need a thing called a barangay clearance, as well as a local business permit (renewed annually).

In addition to the above local compliance, you would also need to register with the Bureau of Internal Revenue (BIR), Social Security (SSS), and a thing that is called Pag-IBIG.

This means fixed office costs, even if your staff works remotely.

In addition to everything mentioned above, you will also be legally liable for compliance, taxes, remittances, and other things. You'll also need a Filipino citizen to be your bank signatory for the local bank company bank account which is mandatory to have.

All in all, it can be time-consuming and not the easiest option out there. Unless you're wanting 100+ employees and you want massive set up costs, local partners etc, this option is not advisable for most of you.

Option 2: Going Through a BPO Company or an Outsourcing Company

While this might seem like a viable option, it comes with its own set of challenges.

High Markups: BPO companies often have significant markups, meaning you pay more than necessary. Sometimes the markup can be double or even triple what the staff themselves receive.

Lack of Control: You may have less control over the selection and management of your team.

Hidden Costs: Additional fees and hidden costs can quickly add up, making this a less cost-effective solution.

Option 3: Using VirtualStaff.ph

This is the most efficient and cost-effective way to build your team in the Philippines.

Unbeatable Rates: Build a team at unbeatable rates with no markups.

Control Over Pay: You choose how much to pay your staff.

Compliant Onboarding: Onboard and pay your staff compliantly within the platform to ensure you're protected from having to pay local taxes and benefits liabilities.

Hassle-Free Setup: Start with a 7-day free trial to experience the benefits without any initial commitment.

With VirtualStaff.ph, you can build a team efficiently and affordably, ensuring compliance and protection without the headaches of setting up a corporation or dealing with high markups from BPO companies.

[Start your journey today with a 7-day free trial](#) and see the difference for yourself.