



Salary Guide

2022/23



Prepared By:
Dynamic Business Outsourcing Solutions

DBOS RATE

Digital Marketing Roles

Job Title	Salary Range	Total Salary Cost With Benefits and \$575 Seat Fee Per Month
Digital Marketing Specialist	Lower Limit	\$1,359.00
	Upper Limit	\$1,975.00
Digital Marketing Manager	Lower Limit	\$2,115.00
	Upper Limit	\$2,915.00
SEM Specialist	Lower Limit	\$1,695.00
	Upper Limit	\$2,135.00
SEM Manager	Lower Limit	\$2,265.00
	Upper Limit	\$3,045.00
SEO Specialist	Lower Limit	\$1,359.00
	Upper Limit	\$1,975.00
SEO Manager	Lower Limit	\$2,115.00
	Upper Limit	\$2,915.00
Email Marketing Specialist	Lower Limit	\$1,275.00
	Upper Limit	\$1,555.00
Email Marketing Manager	Lower Limit	\$1,835.00
	Upper Limit	\$2,525.00

*Based on USD-PHP exchange rate conversion factor of 50 which is for quarterly review upon signing of contract. Inclusive of all government mandated benefits, medical insurance, and leave entitlements.

*These prices may vary based on employee experience and are to be used as a guideline for labour budgeting purposes only.



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Digital Marketing Roles

Job Title	Salary Range	Total Salary Cost With Benefits and \$575 Seat Fee Per Month
Social Media Specialist	Lower Limit	\$1,135.00
	Upper Limit	\$1,471.00
Social Media Manager	Lower Limit	\$1,555.00
	Upper Limit	\$2,135.00
Content Writer	Lower Limit	\$1,219.00
	Upper Limit	\$1,695.00
Content Manager	Lower Limit	\$1,835.00
	Upper Limit	\$2,785.00
Affiliate Marketing Manager	Lower Limit	\$1,555.00
	Upper Limit	\$2,785.00
Graphic Artist	Lower Limit	\$1,275.00
	Upper Limit	\$1,975.00
Multimedia Artist	Lower Limit	\$1,275.00
	Upper Limit	\$1,975.00

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Back-Office Roles

Job Title	Salary Range	Total Salary Cost With Benefits and \$575 Seat Fee Per Month
Virtual Assistant	Lower Limit	\$1,275.00
	Upper Limit	\$1,835.00
Accounting Officer/Manager	Lower Limit	\$1,555.00
	Upper Limit	\$2,395.00
HR Officer	Lower Limit	\$1,359.00
	Upper Limit	\$2,395.00
Claims Specialist	Lower Limit	\$1,275.00
	Upper Limit	\$1,835.00
Medical Biller	Lower Limit	\$1,415.00
	Upper Limit	\$1,975.00

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DBOS RATE

IT Roles

Job Title	Salary Range	Total Salary Cost With Benefits and \$575 Seat Fee Per Month
Help Desk	Lower Limit	\$1,275.00
	Upper Limit	\$1,835.00
System Network Administrator	Lower Limit	\$1,555.00
	Upper Limit	\$2,395.00
Web Developer	Lower Limit	\$1,695.00
	Upper Limit	\$3,175.00
Software Developer	Lower Limit	\$2,135.00
	Upper Limit	\$4,325.00
Sr. Software Engineer / Developer / Programmer	Lower Limit	\$2,655.00
	Upper Limit	\$5,075.00
Mobile App Developer	Lower Limit	\$1,695.00
	Upper Limit	\$3,575.00
Web Designer	Lower Limit	\$1,415.00
	Upper Limit	\$2,395.00

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DBOS RATE

IT Roles

Job Title	Salary Range	Total Salary Cost With Benefits and \$575 Seat Fee Per Month
UI/UX Designer	Lower Limit	\$1,835.00
	Upper Limit	\$3,175.00
QA Tester	Lower Limit	\$1,415.00
	Upper Limit	\$2,655.00

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Customer Support Roles

Job Title	Salary Range	Total Salary Cost With Benefits and \$575 Seat Fee Per Month
Chat Support Representative	Lower Limit	\$1,135.00
	Upper Limit	\$1,555.00
Contact Centre Agent	Lower Limit	\$1,275.00
	Upper Limit	\$1,695.00
Collections Specialist	Lower Limit	\$1,275.00
	Upper Limit	\$1,695.00
Sales Specialist	Lower Limit	\$1,275.00
	Upper Limit	\$1,695.00
Lead Generator	Lower Limit	\$1,275.00
	Upper Limit	\$1,695.00
Community Moderator	Lower Limit	\$1,191.00
	Upper Limit	\$1,555.00

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Fixed Costs & Charges

Item	Fee (USD)	Description
One time setup fee per seat	\$599.00	Cost recovery installation for workstation installation of Standard PC with Intel i3 processor, 8gb RAM with Built-in Graphic Card, 500GB HDD. This is inclusive of 20 inches monitor, windows 10 OS, keyboard, mouse and headset.**
	\$150.00	Additional 20 inches monitor if required**
	**Note	Higher specification of PC will incur additional fees Standard life cycle of the PC is 3 years. Please note that after 3 years, there may be additional costs for any requirements for the PCs to be upgraded. If there will be any malfunctions or issues with the PCs after the standard life cycle, any maintenance cost or replacement will be invoiced accordingly
Recruitment Fee Per Seat	\$250.00	Cost recovery for job placement advertisements on www.jobstreet.com.ph and other relevant sites
Fixed Monthly Seat Fee	\$575	This cost covers all the dedicated staffing solutions including Staff's Workstation, Electricity and Internet access, HR Support, IT Support, Admin Support, Orientation, Payroll Processing, Benefits Management, Performance Monitoring & Evaluation, Engagement Programs, Meeting and Boardroom Access and Access to Pantry & Supplies.
Phone Charges	Upon Request	Monthly fee will be charged if phone call service is required: calls for mobile and landline to all countries
Night Shift Pay / Loading	10% - 15%	From 10pm to 6am (Source: DOLE - Department of Labor and Employment))
Public & National Holiday Loading	30% - 100%	With 10 regular holidays and 7 special holidays per Filipino Calendar year. Annual leave can be requested on these days.

Fixed Costs & Charges

Item	Description
13th Month Pay	All tenured Filipino employees are entitled to a year-end monetary benefit equivalent to the monthly basic compensation received by an employee. It is prorated according to the number of months within a year that the employee has rendered service, and shall be given no later than the 24th of December.
Social Security System (SSS)	All private-sector employees, whether permanent, temporary, or provisional, are required to become Social Security System (SSS) members. This system serves as protection when members are unable to work in situations like sickness, permanent or partial disability, maternity, old age, death and the like that will result in loss of income or financial burden.
Philippine Health Insurance (PhilHealth)	All employees are required to contribute to the Philippine Health Insurance Corporation, the official medical insurance company of the Philippines, where they are given health and hospitalisation subsidies in the event that they or their dependent be hospitalised.
Home Development Mutual Fund (Pag-ibig Fund)	Employers and employees are required to contribute to the Pag-ibig Fund. This provides its members with the lowest interest land and housing acquisition loans, payable up to 30 years, giving every Filipino worker the opportunity to own a house in easy-payment plans, that can be directly deducted from their monthly salary.
Medical Insurance / Health Maintenance Organisation (HMO)	HMOs are pre-paid, self-funded health care benefit plans that are granted by employers to employees that are typically tenured or have passed the 6 months probationary period of service.
Leave Entitlements	All employees who have rendered one (1) year of service are entitled to five (5) days paid leave of absence per year, as stated the Labour Code of the Philippines. DBOS attracts top quality candidates by offering 8 sick leaves and 12 paid holiday leaves a year. The dates of holiday leaves are only available at the clients approval alternatively can be used for Philippine holidays.
Redundancy Pay	In case of employment termination due to redundancy, retrenchment, or other labour-saving and operations-saving strategies, the employee affected shall be entitled to a severance pay of at least one (1) month pay, or at least one (1) month pay for every year of service, whichever is higher. This is at the clients expense.



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Have more questions?

Call us on **AU** +61 4 3571 7038 | **PH** +63 2 8366 5123

Send us an email at enquiries@dbos.com.au

www.dbos.com.au

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