MENAI TALENT CONSULTANTS · MONEY

What a VA actually costs, with our fee included

Most cost comparisons in this industry quietly leave out the agency's own margin. Here is the whole number.

About 5 minutes to read

Offshore hiring is cheaper. That is a function of currency and cost of living, not of paying someone badly, and any comparison that hides the intermediary's cut is not worth reading. So: the calculator below includes our fee in the year-one total.

> **This part is interactive**
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> The savings calculator lives on the site, where you can put your own figures in: menaitalentconsultants.com

What is in the number, and what is not

Included	Not included
The candidate's salary, paid to them	Your own time managing them
Our placement fee, or the monthly management fee	Software licences and tool seats
On Managed: payroll, statutory benefits, equipment, cover	Any bonus or commission you choose to pay
	Local taxes or obligations specific to your jurisdiction

Where the savings actually come from

- Salary differential, the largest component by far, and the least interesting
- No office cost, no equipment cost on the Managed plan
- No recruitment cost on subsequent hires if the first one works out
- Lower turnover, if you pay properly. Replacing someone costs more than the difference ever saved

> **The false economy**
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> You will find rates below ours. At the bottom of the market people are underpaid, leave within months, and you pay the hiring cost again, plus the cost of retraining, plus whatever went wrong while nobody was doing the job. We would rather you saved 70% and kept the person than saved 80% twice a year.

When it does not pay off

It does not pay off if you cannot fill the hours, if nobody has time to onboard them, or if the work genuinely needs someone in the room. Those are all real, and all worth establishing before you spend anything.

Figures quoted are indicative market benchmarks, not a quote for your business.