**Category A – Clerical and Administrative**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Hourly Rates** | **Gross Margin ($ per hour)**  ***Exclusive of GST*** | | | **On-Costs (%)** | | | |
| Engagement </= 6 months | Engagement > 6 months | Payroll only candidates (% discount) | Super. | Payroll Tax | Contractor On-Costs | **Total On-Costs** |
| DFP Recruitment Services | **$2.15** | **$2.04** | 6.00% | 11.50% | 5.50% | 2.50% | **19.50%** |
| Hays Specialist Recruitment **\*** | **$2.29** | **$2.19** | 10.00% | 11.50% | 5.50% | 1.50% | **18.50%** |
| Indigenous Managed Services | **$3.09** | **$2.88** | 25.00% | 11.50% | 5.50% | 4.50% | **21.50%** |
| Integrity Staffing | **$2.36** | **$2.36** | 10.00% | 11.50% | 5.50% | 3.50% | **20.50%** |
| IronMerge People | **$2.30** | **$2.20** | 10.00% | 11.50% | 5.50% | 4.00% | **21.00%** |
| Randstad**\*** | **$2.10** | **$1.99** | 10.00% | 11.50% | 5.50% | 3.50% | **20.50%** |

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| --- | --- | --- | --- |
| **Spotter’s Fees** | **Flat fee ($) by Engagement Duration** | | |
| Engagement </= 2 months | Engagement > 2 months - </= 6 months | Payroll only candidates (% discount) |
| DFP Recruitment Services | **$1,000.00** | **$500.00** | 100.00% |
| Hays Specialist Recruitment | **$1,500.00** | **$1,000.00** | 100.00% |
| Indigenous Managed Services | **$1,500.00** | **$950.00** | 75.00% |
| Integrity Staffing | **$1,000.00** | **$0.00** | 100.00% |
| IronMerge People | **$1,250.00** | **$900.00** | 75.00% |
| Randstad | **$1,200.00** | **$800.00** | 0.00% |

**Category B – Technical and Trades**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Hourly Rates** | **Gross Margin ($ per hour)**  ***Exclusive of GST*** | | | **On-Costs (%)** | | | |
| Engagement </= 6 months | Engagement > 6 months | Payroll only candidates (% discount) | Super. | Payroll Tax | Contractor On-Costs | **Total On-Costs** |
| DFP Recruitment Services | **$2.42** | **$2.26** | 8.00% | 11.50% | 5.50% | 4.00% | **21.00%** |
| Hays Specialist Recruitment **\*** | **$2.29** | **$2.10** | 10.00% | 11.50% | 5.50% | 3.52% | **20.52%** |
| Indigenous Managed Services | **$3.09** | **$2.88** | 25.00% | 11.50% | 5.50% | 6.50% | **23.50%** |
| Integrity Industrial | **$2.47** | **$2.47** | 10.00% | 11.50% | 5.50% | 6.25% | **23.25%** |
| IronMerge People | **$2.30** | **$2.20** | 10.00% | 11.50% | 5.50% | 4.00% | **21.00%** |

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| **Spotter’s Fees** | **Flat fee ($) by Engagement Duration** | | |
| Engagement </= 2 months | Engagement > 2 months - </= 6 months | Payroll only candidates (% discount) |
| DFP Recruitment Services | **$800.00** | **$500.00** | 100.00% |
| Hays Specialist Recruitment | **$1,500.00** | **$1,000.00** | 100.00% |
| Indigenous Managed Services | **$1,500.00** | **$950.00** | 75.00% |
| Integrity Industrial | **$1,000.00** | **$0.00** | 100.00% |
| IronMerge People | **$1,250.00** | **$900.00** | 75.00% |

**Category C – Professional**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Hourly Rates** | **Gross Margin ($ per hour)**  ***Exclusive of GST*** | | | | | **On-Costs (%)** | | | |
| Pay Charge </= $100 | | Pay Charge > $100 | |  |
| Engagement </= 6 months | Engagement > 6 months | Engagement </= 6 months | Engagement > 6 months | Payroll only candidates (% discount) | Super. | Payroll Tax | Contractor On-Costs | **Total On-Costs** |
| AndersElite Professional Recruitment | **$3.95** | **$3.95** | **$4.30** | **$4.30** | 10.00% | 11.50% | 5.50% | 3.60% | **20.60%** |
| DFP Recruitment Services | **$4.24** | **$4.08** | **$4.56** | **$4.30** | 10.00% | 11.50% | 5.50% | 2.50% | **19.50%** |
| Hays Specialist Recruitment **\*** | **$3.99** | **$3.49** | **$4.99** | **$4.49** | 20.00% | 11.50% | 5.50% | 1.50% | **18.50%** |
| Integrity Executive | **$3.93** | **$3.93** | **$4.14** | **$4.14** | 10.00% | 11.50% | 5.50% | 3.50% | **20.50%** |
| Talent International | **$3.71** | **$3.54** | **$3.71** | **$3.54** | 10.00% | 11.50% | 5.50% | 3.50% | **20.50%** |

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| --- | --- | --- | --- |
| **Spotter’s Fees** | **Flat fee ($) by Engagement Duration** | | |
| Engagement </= 2 months | Engagement > 2 months - </= 6 months | Payroll only candidates (% discount) |
| AndersElite Professional Recruitment | **$2,000.00** | **$2,000.00** | 0.00% |
| DFP Recruitment Services | **$1,500.00** | **$1,000.00** | 100.00% |
| Hays Specialist Recruitment **\*** | **$2,000.00** | **$1,500.00** | 100.00% |
| Integrity Executive | **$1,000.00** | **$500.00** | 100.00% |
| Talent International | **$3,000.00** | **$2,000.00** | 100.00% |

**Category D – Information and Communication Technology**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Hourly Rates** | **Gross Margin ($ per hour)**  ***Exclusive of GST*** | | | | | **On-Costs (%)** | | | |
| Pay Charge </= $100 | | Pay Charge > $100 | |  |
| Engagement </= 6 months | Engagement > 6 months | Engagement </= 6 months | Engagement > 6 months | Payroll only candidates (% discount) | Super. | Payroll Tax | Contractor On-Costs | **Total On-Costs** |
| DFP Recruitment Services | **$4.03** | **$3.76** | **$4.78** | **$4.30** | 10.00% | 11.50% | 5.50% | 2.50% | **19.50%** |
| Randstad Digital | **$3.75** | **$3.65** | **$3.75** | **$3.65** | 20.00% | 11.50% | 5.50% | 3.40% | **20.40%** |
| Hays Specialist Recruitment **\*** | **$3.75** | **$3.75** | **$3.75** | **$3.75** | 20.00% | 11.50% | 5.50% | 1.50% | **18.50%** |
| Peoplebank Australia Ltd | **$3.71** | **$3.71** | **$4.25** | **$4.25** | 20.00% | 11.50% | 5.50% | 3.00% | **20.00%** |
| Talent International | **$3.71** | **$3.54** | **$3.71** | **$3.54** | 10.00% | 11.50% | 5.50% | 3.50% | **20.50%** |

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| --- | --- | --- | --- |
| **Spotter’s Fees** | **Flat fee ($) by Engagement Duration** | | |
| Engagement </= 2 months | Engagement > 2 months - </= 6 months | Payroll only candidates (% discount) |
| DFP Recruitment Services | **$2,000.00** | **$1,500.00** | 100.00% |
| Randstad Digital | **$2,500.00** | **$2,000.00** | 20.00% |
| Hays Specialist Recruitment **\*** | **$2,000.00** | **$1,500.00** | 100.00% |
| Peoplebank Australia Ltd | **$3,000.00** | **$2,000.00** | 100.00% |
| Talent International | **$3,000.00** | **$2,000.00** | 100.00% |

*Last updated: 19 March 2025*