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Markup & Margin Calculator

Staffing & Recruitment

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Calculates the client bill rate and your true margin for a contract role from the salary and discrete statutory and overhead costs. Use it to price contract staffing correctly. For negotiation use the Rate & Markup Negotiation Guide.

Purpose of this tool & output

Price contract staff and know your margin

How the output is used

Use it to price contract staff and know your margin — a markup and margin calculator across wage, statutory and management fee.

Who should vet it

Your CA or finance lead, to confirm the statutory load and margin in the markup before you quote.

Important cautions

Price on fully-loaded cost (salary plus all employer statutory and overhead), not gross salary — thin markups can lose money after payroll-funding and overhead. GST applies to the full billed value. Verify statutory rates and overhead allocation against your actuals.

Companion documents

- Staffing Agency P&L Modeller
- Agency Break-even Calculator
- Payroll Funding / Working Capital Planner
- Permanent Placement Fee Model
- Cash-flow Projection
- Recruiter Productivity / Desk Economics

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.