



AI vs Hiring

Complete Cost Analysis Worksheet

PRINTABLE WORKSHEET — 2026

True Cost of Hiring an Employee

Most businesses only consider base salary, but the real cost is typically 30–50% higher. Fill in your numbers alongside the examples.

COST COMPONENT	EXAMPLE (\$)	YOUR BUSINESS (\$)
Base Salary	78,000	<input type="text"/>
Superannuation (11.5%)	8,970	<input type="text"/>
Annual Leave Loading (17.5%)	2,340	<input type="text"/>
Sick Leave Provision	1,800	<input type="text"/>
WorkCover Insurance (~1.5%)	1,170	<input type="text"/>
Equipment & Software	3,500	<input type="text"/>
Office Space Allocation	2,400	<input type="text"/>
Training & Development	1,500	<input type="text"/>
Recruitment Cost (amortised/3yr)	1,200	<input type="text"/>
Management Overhead (10%)	520	<input type="text"/>
TOTAL ANNUAL EMPLOYEE COST	\$101,400	<input type="text"/>

Hidden Costs Often Missed

Payroll tax (varies by state), professional development, team events, turnover disruption, and the 3–6 months before a new hire reaches full productivity.

AI Solution Investment

Calculate the investment required for an AI automation solution handling similar tasks.

COST COMPONENT	TYPICAL RANGE (\$)	YOUR BUSINESS (\$)
Initial Setup & Integration	2,000–5,000	<input type="text"/>
Monthly Subscription × 12	6,000–24,000	<input type="text"/>
Annual Maintenance & Updates	1,000–3,000	<input type="text"/>
Training & Onboarding	500–2,000	<input type="text"/>
TOTAL YEAR 1 COST	~\$9,500–\$34,000	<input type="text"/>
TOTAL YEAR 2+ COST (recurring)	~\$7,000–\$27,000	<input type="text"/>

Side-by-Side Comparison

PERIOD	EMPLOYEE (\$)	AI (\$)	SAVINGS (\$)
Year 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Year 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
Year 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
3-Year Total	<input type="text"/>	<input type="text"/>	<input type="text"/>

Typical Savings Range

Most Australian businesses save **\$50,000–\$180,000** over 3 years by choosing AI automation over hiring for routine tasks.

ROI Calculation

Calculate your return on investment and payback period for AI automation.

Annual Employee Cost (from Page 2)

Annual AI Cost (Year 2+, from Page 3)

Annual Savings (Employee – AI)

Monthly Savings ($\div 12$)

Year 1 AI Setup Cost (from Page 3)

Payback Period (Setup \div Monthly Savings)

 months

Key Considerations

AI Advantages

- **Scalability:** Handle increased volume without proportional cost
- **Consistency:** Same quality 24/7, no fatigue or sick days
- **Speed:** Process routine tasks 10–100× faster
- **Risk:** No recruitment, probation, or turnover costs
- **Focus:** Frees team for high-value strategic work

When to Still Hire

- **Complex judgement:** Roles requiring nuanced decision-making
- **Relationship-heavy:** Key account management, sales
- **Physical tasks:** Hands-on work AI can't perform
- **Creative strategy:** High-level planning and innovation
- **Hybrid approach:** AI handles routine, human handles exceptions

The Best Approach: AI + People

The most successful businesses don't choose between AI and hiring — they use AI to handle routine work so their people can focus on what humans do best: building relationships, solving complex problems, and driving growth.

Need Help With Your Analysis?

Our AI specialists can help you identify the right automation opportunities and build a detailed business case for your situation.

Your Free Consultation Includes:

- Personalised cost comparison for your business
- AI opportunity assessment and prioritisation
- Integration feasibility review
- Custom ROI projection
- No-pressure discussion of next steps

[Book Your Free Consultation](#)

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