



**the dpsa**

Department:  
Public Service and Administration  
REPUBLIC OF SOUTH AFRICA

## Hourly Fee Rates For Consultants - With effect from 1 January 2007

Salary Band	Average Total Package	Model A Short Term				Model B Long Term			
		Option A 1 All Overheads		Option A 2 Partial Overheads		Option B 1 All Overheads		Option B 2 Partial Overheads	
		A 1.1 Mark-up	A 1.2 No Mark-up	A 2.1 Mark-up	A 2.2 No Mark-up	B 1.1 Mark-up	B 1.2 No Mark-up	B 2.1 Mark-up	B 2.2 No Mark-up
16	957,637	1,915	1,475	1,647	1,264	None	None	None	None
15 / 16	850,986	1,702	1,311	1,464	1,123	1,404	1,081	1,208	928
15	744,335	1,489	1,146	1,280	983	1,228	945	1,057	811
14 / 15	679,168	1,358	1,046	1,168	897	1,121	863	964	740
14	614,001	1,228	946	1,056	810	1,013	780	872	669
13 / 14	567,908	1,136	875	977	750	937	721	806	619
13	521,815	1,044	804	898	689	861	663	741	569
12 / 13	411,393	679	522	584	448	609	469	522	399
12	369,985	610	470	525	403	548	422	470	359
11 / 12	341,067	563	433	484	372	505	389	433	331
11	312,148	515	396	443	340	462	356	396	303
10 / 11	284,378	469	361	404	310	421	324	361	276
10	256,608	380	293	326	249	359	277	308	239
9 / 10	232,789	345	265	296	226	326	251	279	216
6 to 8	148,386	220	169	188	144	208	160	178	138

### How to determine the appropriate fee rate

1. Determine the consultancy option/model by applying the following criteria:

"Short Term" means less than 60 consulting days

"Long Term" means more than 60 consulting days

"All Overheads" means consultant provides all overheads e.g., office, parking, telephone

"Partial Overheads" means department provides some overheads e.g. office, parking, telephone

"Mark-up" provides for company profit margin - service normally provided by consulting company

"No Mark-up" service normally provided by individuals or NGOs

2. Determine the appropriate salary band based on the level of work that is required e.g., use job evaluation to determine the level of work - Salary band 13 represents the level of a Director in the public service, 14 a Chief Director, 15 a DDG and 16 a DG.

3. The hourly fee rate should be read where the consultancy option/model intersects with the salary band.

Note - The Guide on Hourly Fee Rates for Consultants and the latest Fee Rates are available at <http://www.dpsa.gov.za> and can be found under Document Archive, All Documents.

Link <http://www.dpsa.gov.za/documents.asp>