



Hourly Fee Rates For Consultants - With effect from 1 January 2008

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	1,029,460	2,059	1,585	1,771	1,359	None	None	None	None
15 / 16	914,810	1,830	1,409	1,573	1,208	1,509	1,162	1,299	997
15	800,160	1,600	1,232	1,376	1,056	1,320	1,016	1,136	872
14 / 15	730,105	1,460	1,124	1,256	964	1,205	927	1,037	796
14	660,051	1,320	1,016	1,135	871	1,089	838	937	719
13 / 14	610,501	1,221	940	1,050	806	1,007	775	867	665
13	560,951	1,122	864	965	740	926	712	797	611
12 / 13	442,248	730	562	628	482	655	504	562	429
12	397,734	656	505	565	434	589	453	505	386
11 / 12	366,647	605	466	521	400	543	418	466	356
11	335,560	554	426	476	366	497	383	426	325
10 / 11	311,687	514	396	443	340	461	355	396	302
10	287,815	426	328	366	279	403	311	345	268
9 / 10	262,209	388	299	333	254	367	283	315	244
6 to 8	171,476	254	195	218	166	240	185	206	159

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>