



Hourly Fee Rates For Consultants - With effect from 1 January 2010

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	1,355,021	2,710	2,087	2,331	1,789	None	None	None	None
15 / 16	1,196,010	2,392	1,842	2,057	1,579	1,973	1,519	1,698	1,304
15	1,036,999	2,074	1,597	1,784	1,369	1,711	1,317	1,473	1,130
14 / 15	937,112	1,874	1,443	1,612	1,237	1,546	1,190	1,331	1,021
14	872,899	1,746	1,344	1,501	1,152	1,440	1,109	1,240	951
13 / 14	796,710	1,593	1,227	1,370	1,052	1,315	1,012	1,131	868
13	714,660	1,429	1,101	1,229	943	1,179	908	1,015	779
12 / 13	605,593	999	769	860	660	896	690	769	587
12	487,437	804	619	692	531	721	556	619	473
11 / 12	449,366	741	571	638	490	665	512	571	436
11	411,295	679	522	584	448	609	469	522	399
10 / 11	381,430	629	484	542	416	565	435	484	370
10	351,565	520	401	446	341	492	380	422	327
9 / 10	319,937	474	365	406	310	448	346	384	298
6 to 8	209,634	310	239	266	203	293	226	252	195

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>