



Hourly Fee Rates For Consultants - With effect from 1 January 2012

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	1 486 798	2 974	2 290	2 557	1 963	None	None	None	None
15 / 16	1 312 322	2 625	2 021	2 257	1 732	2 165	1 667	1 863	1 430
15	1 137 847	2 276	1 752	1 957	1 502	1 877	1 445	1 616	1 240
14 / 15	1 028 246	2 056	1 583	1 769	1 357	1 697	1 306	1 460	1 121
14	957 789	1 916	1 475	1 647	1 264	1 580	1 216	1 360	1 044
13 / 14	874 190	1 748	1 346	1 504	1 154	1 442	1 110	1 241	953
13	784 161	1 568	1 208	1 349	1 035	1 294	996	1 114	855
12 / 13	676 384	1 116	859	960	737	1 001	771	859	656
12	559 626	923	711	795	610	828	638	711	543
11 / 12	515 917	851	655	733	562	764	588	655	500
11	472 207	779	600	671	515	699	538	600	458
10 / 11	439 371	725	558	624	479	650	501	558	426
10	406 536	602	463	516	394	569	439	488	378
9 / 10	370 224	548	422	470	359	518	400	444	344
6 to 8	243 585	361	278	309	236	341	263	292	227

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/dpsa2g/documents.asp>