



## Hourly Fee Rates For Consultants - With effect from 1 April 2014

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	1 667 850	3 336	2 568	2 869	2 202	None	None	None	None
15 / 16	1 472 127	2 944	2 267	2 532	1 943	2 429	1 870	2 090	1 605
15	1 276 405	2 553	1 966	2 195	1 685	2 106	1 621	1 812	1 391
14 / 15	1 161 636	2 323	1 789	1 998	1 533	1 917	1 475	1 650	1 266
14	1 082 180	2 164	1 667	1 861	1 428	1 786	1 374	1 537	1 180
13 / 14	990 034	1 980	1 525	1 703	1 307	1 634	1 257	1 406	1 079
13	890 210	1 780	1 371	1 531	1 175	1 469	1 131	1 264	970
12 / 13	787 883	1 300	1 001	1 119	859	1 166	898	1 001	764
12	685 557	1 131	871	973	747	1 015	782	871	665
11 / 12	632 011	1 043	803	897	689	935	720	803	613
11	578 466	954	735	821	631	856	659	735	561
10 / 11	534 034	881	678	758	582	790	609	678	518
10	489 603	725	558	622	475	685	529	588	455
9 / 10	445 299	659	508	566	432	623	481	534	414
6 to 8	289 985	429	331	368	281	406	313	348	270

### 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.