



## Hourly Fee Rates For Consultants - With effect from 1 April 2016

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	1 794 773	3 590	2 764	3 087	2 369	None	None	None	None
15 / 16	1 587 523	3 175	2 445	2 731	2 096	2 619	2 016	2 254	1 730
15	1 380 272	2 761	2 126	2 374	1 822	2 277	1 753	1 960	1 504
14 / 15	1 256 163	2 512	1 934	2 161	1 658	2 073	1 595	1 784	1 369
14	1 170 242	2 340	1 802	2 013	1 545	1 931	1 486	1 662	1 276
13 / 14	1 077 360	2 155	1 659	1 853	1 422	1 778	1 368	1 530	1 174
13	976 738	1 953	1 504	1 680	1 289	1 612	1 240	1 387	1 065
12 / 13	883 016	1 457	1 121	1 254	962	1 307	1 007	1 121	857
12	789 295	1 302	1 002	1 121	860	1 168	900	1 002	766
11 / 12	727 647	1 201	924	1 033	793	1 077	830	924	706
11	665 999	1 099	846	946	726	986	759	846	646
10 / 11	619 945	1 023	787	880	676	918	707	787	601
10	573 892	849	654	729	557	803	620	689	534
9 / 10	522 679	774	596	664	507	732	564	627	486
6 to 8	344 068	509	392	437	334	482	372	413	320

### 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.

4. Fee rates exclude operational/project expenditure e.g., travelling, hotel accommodation, parking, and travel and subsistence allowance.

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>