

Hourly Fee Rates For Consultants - With effect from 1 July 2018

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	1 893 486	3 787	2 916	3 257	2 499	None	None	None	None
15 / 16	1 674 837	3 350	2 579	2 881	2 211	2 763	2 127	2 378	1 826
15	1 456 187	2 912	2 243	2 505	1 922	2 403	1 849	2 068	1 587
14 / 15	1 325 253	2 651	2 041	2 279	1 749	2 187	1 683	1 882	1 445
14	1 234 606	2 469	1 901	2 124	1 630	2 037	1 568	1 753	1 346
13 / 14	1 136 615	2 273	1 750	1 955	1 500	1 875	1 444	1 614	1 239
13	1 030 459	2 061	1 587	1 772	1 360	1 700	1 309	1 463	1 123
12 / 13	938 686	1 549	1 192	1 333	1 023	1 389	1 070	1 192	911
12	846 914	1 397	1 076	1 203	923	1 253	965	1 076	822
11 / 12	780 765	1 288	992	1 109	851	1 156	890	992	757
11	714 617	1 179	908	1 015	779	1 058	815	908	693
10 / 11	665 029	1 097	845	944	725	984	758	845	645
10	615 442	911	702	782	597	862	665	739	572
9 / 10	560 490	830	639	712	544	785	605	673	521
6 to 8	368 840	546	420	468	358	516	398	443	343

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>