



Hourly Fee Rates For Consultants - With effect from 1 January 2011

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	1 422 773	2 846	2 191	2 447	1 878	None	None	None	None
15 / 16	1 255 811	2 512	1 934	2 160	1 658	2 072	1 595	1 783	1 369
15	1 088 849	2 178	1 677	1 873	1 437	1 797	1 383	1 546	1 187
14 /15	983 968	1 968	1 515	1 692	1 299	1 624	1 250	1 397	1 073
14	916 544	1 833	1 411	1 576	1 210	1 512	1 164	1 301	999
13 /14	836 546	1 673	1 288	1 439	1 104	1 380	1 062	1 188	912
13	750 393	1 501	1 156	1 291	991	1 238	953	1 066	818
12 / 13	641 722	1 059	815	911	699	950	732	815	622
12	523 995	865	665	744	571	776	597	665	508
11 /12	483 068	797	613	686	527	715	551	613	469
11	442 142	730	562	628	482	654	504	562	429
10 / 11	411 616	679	523	584	449	609	469	523	399
10	381 091	564	434	484	370	534	412	457	354
9 / 10	347 092	514	396	441	337	486	375	417	323
6 to 8	228 516	338	261	290	222	320	247	274	213

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>