

Hourly Fee Rates For Consultants - With effect from 1 April 2013

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	1 577 909	3 156	2 430	2 714	2 083	None	None	None	None
15 / 16	1 392 741	2 785	2 145	2 396	1 838	2 298	1 769	1 978	1 518
15	1 207 573	2 415	1 860	2 077	1 594	1 992	1 534	1 715	1 316
14 / 15	1 098 993	2 198	1 692	1 890	1 451	1 813	1 396	1 561	1 198
14	1 023 822	2 048	1 577	1 761	1 351	1 689	1 300	1 454	1 116
13 / 14	934 742	1 869	1 440	1 608	1 234	1 542	1 187	1 327	1 019
13	838 239	1 676	1 291	1 442	1 106	1 383	1 065	1 190	914
12 / 13	738 280	1 218	938	1 048	805	1 093	842	938	716
12	638 321	1 053	811	906	696	945	728	811	619
11 / 12	588 465	971	747	836	641	871	671	747	571
11	538 609	889	684	765	587	797	614	684	522
10 / 11	498 752	823	633	708	544	738	569	633	484
10	458 895	679	523	583	445	642	496	551	427
9 / 10	417 644	618	476	530	405	585	451	501	388
6 to 8	273 031	404	311	347	265	382	295	328	254

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 DDD 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>