



## Hourly Fee Rates For Consultants - With effect from 1 April 2015

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	1 759 581	3 519	2 710	3 026	2 323	None	None	None	None
15 / 16	1 553 094	3 106	2 392	2 671	2 050	2 563	1 972	2 205	1 693
15	1 346 607	2 693	2 074	2 316	1 778	2 222	1 710	1 912	1 468
14 /15	1 225 525	2 451	1 887	2 108	1 618	2 022	1 556	1 740	1 336
14	1 141 700	2 283	1 758	1 964	1 507	1 884	1 450	1 621	1 244
13 /14	1 044 486	2 089	1 609	1 797	1 379	1 723	1 326	1 483	1 138
13	939 171	1 878	1 446	1 615	1 240	1 550	1 193	1 334	1 024
12 / 13	836 358	1 380	1 062	1 188	912	1 238	953	1 062	811
12	733 546	1 210	932	1 042	800	1 086	836	932	712
11 /12	676 252	1 116	859	960	737	1 001	771	859	656
11	618 958	1 021	786	879	675	916	706	786	600
10 / 11	576 389	951	732	818	628	853	657	732	559
10	533 821	790	609	678	518	747	577	641	496
9 / 10	486 225	720	554	618	472	681	525	583	452
6 to 8	320 230	474	365	407	311	448	346	384	298

### 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>**