

## SALARY GUIDELINES FOR THE EMPLOYMENT OF REGISTERED ARCHITECTURAL PERSONNEL IN PROFESSIONAL ARCHITECTURAL PRACTICES IN SOUTH AFRICA EFFECTIVE FROM JANUARY 2015

The guideline values for average annual salaries are indicated in South African Rand, and include all benefits like medical aid, pension and/or provident fund contributions, mobile phone and car and/or travel allowances, but exclude bonuses, incentives, commissions or 13<sup>th</sup> cheques.

QUALIFICATIONS	GRADUATE LEVEL	QUALIFIED PROFESSIONAL		ASSOCIATE/MANAGER		EXECUTIVE/DIRECTOR/PARTNER	
		3 YEARS	5 YEARS	7 YEARS	10 YEARS	15 YEARS	20 YEARS +
STUDENT	81 975						
NATIONAL DIPLOMA [Pr.Arch.T]	163 300	199 050	227 450	260 500	326 600	469 200	646 100
NATIONAL HIGHER DIPLOMA & B.TECH DEGREE [Pr.S.Arch.T]	180 800	228 100	266 300	309 750	390 750	532 100	781 530
MASTERS OF TECHNOLOGY DEGREE [M.TECH] [Pr.S.Arch.T or Pr.Arch]	203 500	270 900	328 550	397 900	528 800	852 200	1 093 900

- The values in the table above are intended as a guideline only for basic average annual remuneration for qualified, registered professional architectural personnel in South Africa
- The values provided are given as a national guideline only and may differ widely between provinces, between cities and in different sectors (eg: government vs. private practices)
- The figures have been adjusted from the January 2013 table by an average margin of 7% p.a. According to Stats SA, the year-on-year headline CPI from December 2011 to December 2012 reflected an overall increase of 5.7%. Independent research on the average growth in remuneration in the property related professions, traditionally consulted when drafting this guideline, was unavailable at time of preparation. Annual monitoring of adjustments in professional fees has however shown increases between 5.8% and 6.41%.

**THESE TABLES ARE NOT PRESCRIPTIVE IN ANY WAY AND ARE PROVIDED STRICTLY FOR REFERENCE AND INFORMATION PURPOSES ONLY.**