



**TO: THE SENIOR PARTNER / DIRECTOR - QUANTITY SURVEYING FIRMS**

Dear Sir/Madam,

**QS SALARY SURVEY 2009**

An annual survey of *salaried* staff is conducted amongst firms in order to determine the hourly rate for principals, partners, members of close corporations and directors. As such principals are not necessarily allocated a salary, different categories of salaried personnel are used as a basis, with a factor added in order to arrive at an hourly rate.

Please be assured that only the Executive Director of the Association of S A Quantity Surveyors has access to the individual returns, thus absolute confidentiality is assured.

As soon as feedback is returned from the firms, this information is handed over to a firm of statistical analysts who are commissioned to capture the information and compute the results to finally arrive at an hourly rate. Clearly the better the response from the firms, the more reliable and representative the results will become. A special appeal is therefore made to all member firms to please assist the Association with this important survey by setting aside a little time to complete the questionnaire and returning same (preferably in electronic format) to the offices of the Association by no later than the deadline date of **Friday 18 September 2009**.

Please submit the information back to the Executive Director of the ASAQS, Mr Egon Wortmann, by e-mail to **director@asaqs.co.za** . Alternatively it can be faxed to (011) 315 3785 or posted to the ASAQS, P.O. Box 3527, Halfway House, 1685.

Finally it should be noted that the results of this survey will only be made available to the respondent firms of this survey. The information will NOT be made freely available to everyone on the ASAQS website as distribution will be carefully monitored and controlled. This will assist to encourage firms to contribute confidential information that will only be made available to the participant firms of the survey. Absolute confidentiality is therefore assured.

Your co-operation and assistance is greatly appreciated.

Yours faithfully,

.....  
**EGON WORTMANN  
EXECUTIVE DIRECTOR**

**2 September 2009**



**CONFIDENTIAL SURVEY OF SALARY PACKAGES FOR QUANTITY SURVEYORS**

**Year 2009**

<b>COMPANY / PARTNERSHIP:</b>	
<b>ADDRESS:</b>	
<b>TEL:</b>	<b>FAX:</b>
<b>NAME OF PERSON COMPLETING QUESTIONNAIRE:</b>	
<b>REGION</b>	<b><u>(One office per form please)</u></b>
(Gauteng, Limpopo, Mpumalanga, Free State, Northern Cape, Eastern Cape, Western Cape, North West, KwaZulu Natal, Outside SA e.g. Namibia, Lesotho, Zimbabwe.)	
<b>OTHER (Specify):</b>	

**NOTES AND DEFINITIONS:**

1. The results of this survey (conducted annually) will be used to:
  - 1.1. provide the Fees Committee of the South African Council for the Quantity Surveying Profession (SACQSP) with information which will annually facilitate the establishment of a time charge.
  - 1.2. feedback will be provided to participating quantity surveying practices only in a format that will ensure confidentiality of the individual returns.
2. Only those firms/partnerships submitting returns will receive the results of the survey.
3. Information related to *salariied* personnel only is required. **Please do not submit information related to directors/partners.**
4. **GROSS ANNUAL REMUNERATION** is deemed to include:
  - 4.1 Basic salary and guaranteed annual bonus
  - 4.2 Fringe benefits not included in basic salary
  - 4.3 Income benefit for the private use of a motor vehicle as determined from time to time by the Inland Revenue for income tax purposes.
  - 4.4 Employer's contribution to pension/provident fund
  - 4.5 Employer's contribution to medical aid
  - 4.6 Group life assurance premium
  - 4.7 Workmen's Compensation Fund and Unemployment Insurance Fund contributions. Metropolitan Council levies and any other statutory contributions or levies
  - 4.8 All other costs and benefits as per conditions of appointment but excluding any share in profit

**QUANTITY SURVEYORS' SALARY SURVEY 2009**

**INFORMATION REQUIRED (SALARIED PERSONNEL ONLY - please do not submit information related to directors/partners)**

1. **Tick (x)** the appropriate qualification and range of experience per *salaried* staff member i.e. use only one line per staff member
2. **University qualification** means personnel with a university (or similar status) qualification in quantity surveying
3. **University of Technology (formerly Technikon) qualification** means personnel with a university of technology or similar qualification in quantity surveying or building surveying
4. **No formal qualification** means personnel with no formal qualification, but who perform quantity surveying services
5. **Experience** is taken from the following dates irrespective of when the individual passed the APC evaluation:
  - Three year fulltime university qualification (ie. only BSc degree)  
- from one year after qualification
  - Four year fulltime university qualification (ie. BSc Hons degree)  
- from date of qualification
  - Five year university qualification of which two years are part time (ie. BSc Hons degree) – from one year before qualification
  - Three year fulltime university of technology qualification (ie. National Diploma)  
– from the date of qualification
  - Four year fulltime university of technology qualification (ie. BTech degree)  
- from one year before qualification
6. Provide in the **gross remuneration package as at 1 March 2009**. Exclude any future increases in salary.

Personnel	Qualification			Experience							Gross annual remuneration package (as at 1 March 2009) R
	Univer- sity	Univ. of Tech- nology	No formal	Start Salary	1 -2 years	3 - 5 years	6-10 years	11-20 years	21-30 years	+ 31 years	
1.											
2.											
3.											
4.											
5.											
6.											
7.											
8.											
9.											
10.											
11.											
12.											
13.											
14.											

**Please return completed forms (by post or by facsimile), marked CONFIDENTIAL, to:**

- **THE EXECUTIVE DIRECTOR, ASAQS, P O BOX 3527, HALFWAY HOUSE, 1685**