G-Cloud 11

RATE CARD

Framework Reference: RM1557.11

May 2019
**Skills for the Information Age (SFIA) definitions & Rate Card**

**Standard Rate Card (All figures are quoted in £ sterling per day, exclusive of VAT).**

<table>
<thead>
<tr>
<th>1. Follow</th>
<th>Strategy and architecture</th>
<th>Business change</th>
<th>Solution development and implementation</th>
<th>Service management</th>
<th>Procurement and management support</th>
<th>Client interface</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>N/A</td>
<td>500</td>
<td>500</td>
<td>500</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>2. Assist</td>
<td>N/A</td>
<td>N/A</td>
<td>650</td>
<td>650</td>
<td>650</td>
<td>650</td>
</tr>
<tr>
<td>3. Apply</td>
<td>900</td>
<td>900</td>
<td>800</td>
<td>800</td>
<td>800</td>
<td>800</td>
</tr>
<tr>
<td>4. Enable</td>
<td>1000</td>
<td>1000</td>
<td>950</td>
<td>950</td>
<td>950</td>
<td>950</td>
</tr>
<tr>
<td>5. Ensure or advise</td>
<td>1200</td>
<td>1200</td>
<td>1100</td>
<td>1100</td>
<td>1100</td>
<td>1100</td>
</tr>
<tr>
<td>6. Initiate or influence</td>
<td>1400</td>
<td>1400</td>
<td>1400</td>
<td>1400</td>
<td>1400</td>
<td>1400</td>
</tr>
<tr>
<td>7. Set strategy or inspire</td>
<td>1700</td>
<td>1700</td>
<td>1700</td>
<td>1700</td>
<td>1700</td>
<td>1700</td>
</tr>
</tbody>
</table>

**Standards for Consultancy Day Rate cards**

- **Consultant’s Working Day** – 8 hours, exclusive of travel and lunch
- **Working Week** – Monday to Friday, excluding national holidays
- **Office Hours** - 9am to 6pm Monday to Friday
- **Travel, mileage Subsistence** – Included in day rate within M25. Payable at department’s standard T&S rates outside M25.
- **Mileage** – As above
- **Professional Indemnity Insurance** – Included in day rate
## LEVEL DEFINITIONS

<table>
<thead>
<tr>
<th>Autonomy</th>
<th>Influence</th>
<th>Complexity</th>
<th>Business Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Follow</strong></td>
<td>• works under close supervision • uses little discretion • is expected to seek guidance in expected situations</td>
<td>Interacts with immediate colleagues.</td>
<td>• performs routine activities in a structured environment • requires assistance in resolving unexpected problems</td>
</tr>
<tr>
<td><strong>2. Assist</strong></td>
<td>• works under routine supervision • uses minor discretion in resolving problems or enquiries • works without frequent reference to others</td>
<td>• interacts with and may influence immediate colleagues • may have some external contact with customers and suppliers. • may have more influence in own domain.</td>
<td>Performs a range of varied work activities in a variety of structured environments.</td>
</tr>
<tr>
<td>3. Apply</td>
<td>4. Enable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| - works under general supervision  
  - uses discretion in identifying and resolving complex problems and assignments  
  - usually receives specific instructions and has work reviewed at frequent milestones  
  - determines when issues should be escalated to a higher level | - works under general direction within a clear framework of accountability  
  - exercises substantial personal responsibility and autonomy |
| - interacts with and influences department/project team members  
  - may have working level contact with customers and suppliers  
  - may supervise others in predictable and structured areas  
  - makes decisions which may impact on the work assigned to individuals or phases of projects | - influences team and specialist peers internally. Influences customers at account level and suppliers  
  - has some responsibility for the work of others and for |
| - Performs a broad range of work, sometimes complex and non-routine, in a variety of environments. | - Performs a broad range of complex technical or professional work activities, in a variety of contexts. |
| - understands and uses appropriate methods, tools and applications.  
  - demonstrates an analytical and systematic approach to problem solving  
  - takes the initiative in identifying and negotiating appropriate development opportunities.  
  - demonstrates effective communication skills.  
  - contributes fully to the work of teams  
  - plans, schedules and monitors own work (and that of others where applicable) competently within limited deadlines and according to relevant legislation and procedures  
  - absorbs and applies technical information  
  - works to required standards  
  - understands and uses appropriate methods, tools and applications  
  - appreciates the wider field of information systems, and how own role relates to other roles and to the business of the employer or client | - selects appropriately from applicable standards, methods, tools and applications. Demonstrates an analytical and systematic approach to problem solving  
  - communicates fluently orally and in writing, and can present complex technical information to both technical and non-technical audiences |
| 5. Ensure or Advise | plans own work to meet given objectives and processes. | the allocation of resources: 
- participates in external activities related to own specialism 
- makes decisions which influence the success of projects and team objectives. | facilitates collaboration between stakeholders who share common objectives: 
- plans, schedules and monitors work to meet time and quality targets and in accordance with relevant legislation and procedures. 
- rapidly absorbs new technical information and applies it effectively. 
- has a good appreciation of the wider field of information systems, their use in relevant employment areas and how they relate to the business activities of the employer or client. 
- maintains an awareness of developing technologies and their application and takes some responsibility for personal development. |
|-------------------|---------------------------------------------------|---------------------------------------------------------------|------------------------------------------------------------------|
|                   | works under broad direction                        | influences organisation, customers, suppliers and peers within industry on the contribution of own specialism 
- has significant responsibility for the work of others and for the allocation of resources 
- makes decisions which impact on the success of assigned work. | performs a challenging range and variety of complex technical or professional work activities. 
- undertakes work which requires the application of fundamental principles in a wide and often unpredictable way. |
|                   | is fully accountable for own technical work and/or project/supervisory responsibilities | advises on the available standards, methods, tools and applications relevant to own specialism and can make correct choices from alternatives. 
- analyses, diagnoses, designs, plans, execute and evaluates work to time, cost and quality targets. 
- communicates effectively, formally and informally, with colleagues, subordinates and customers. 
- demonstrates leadership. |
|                   | receives assignments in the form of objectives     |                                               | facilitates collaboration between stakeholders who have diverse objectives. |
|                   | establishes own milestones and team objectives, and delegates responsibilities |                                               |                                                                     |
| 6. Initiate or influence |  ● has defined authority and responsibility for a significant area of work, including technical, financial and quality aspects  
  ● establishes organisational objectives and delegates responsibilities  
  ● is accountable for actions and decisions taken by self and subordinates  |  ● influences policy formation on the contribution of own specialism to business objectives  
  ● influences a significant part of own organisation and influences customers and suppliers and industry at senior management level  
  ● makes decisions which impact the work of employing organisations, achievement of organisational  |  ● absorbs complex technical information and communicates effectively at all levels to both technical and non-technical audiences. Assesses and evaluates risk  
  ● understands the implications of new technologies  
  ● demonstrates clear leadership and the ability to influence and persuade  
  ● has a broad understanding of all aspects of IT and deep understanding of own specialism(s).  
  ● understands and communicates the role and impact of IT in the employing organisation and promotes compliance with relevant legislation  
  ● takes the initiative to keep both own and subordinates' skills up to date and to maintain an  
  ● performs highly complex work activities covering technical, financial and quality aspects  
  ● contributes to the formulation of IT strategy  
  ● creatively applies a wide range of technical and/or management principles.  |  ● understands the relevance of own area of responsibility or specialism to the employing organisation  
  ● takes customer requirements into account when making proposals  
  ● takes initiative to keep skills up to date. Mentors more junior colleagues  
  ● maintains an awareness of developments in the industry  
  ● analyses requirements and advises on scope and options for operational improvement  
  ● demonstrates creativity and innovation in applying solutions for the benefit of the customer  
  ● work is often self-initiated  
  ● develops business relationships with customers  
  ● range of contexts  
  ● understands the relationship between own specialism and wider customer or organisational requirements.  |
<table>
<thead>
<tr>
<th>7 Set Strategy and inspire</th>
<th>objectives and financial performance</th>
<th>awareness of developments in the IT industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>● has authority and responsibility for all aspects of a significant area of work, including policy formation and application</td>
<td>● makes decisions critical to organisational success</td>
<td>● has a full range of strategic management and leadership skills</td>
</tr>
<tr>
<td>● is fully accountable for actions taken and decisions made both by self and subordinates</td>
<td>● influences developments within the IT industry at the highest levels.</td>
<td>● understands, explains and presents complex technical ideas to both technical and non-technical audiences at all levels up to the highest in a persuasive and convincing manner</td>
</tr>
<tr>
<td>● Advances the knowledge and/or exploitation of IT within one or more organisations</td>
<td>● leads on the formulation and application of strategy</td>
<td>● has a broad and deep IT knowledge coupled with equivalent knowledge of the activities of those businesses and other organisations that use and exploit IT</td>
</tr>
<tr>
<td>● develops long-term strategic relationships with customers and industry leaders</td>
<td>● applies the highest level of management and leadership skills</td>
<td>● communicates the potential impact of emerging technologies on organisations and individuals and analyses the risks of using or not using such technologies</td>
</tr>
<tr>
<td></td>
<td>● has a deep understanding of the IT industry and the implications of emerging technologies for the wider business environment</td>
<td>● assesses the impact of legislation, and actively promotes compliance</td>
</tr>
<tr>
<td></td>
<td>● communicates the potential impact of emerging technologies on organisations and individuals and analyses the risks of using or not using such technologies</td>
<td>● takes the initiative to keep both own and subordinates’ skills up to date and to maintain an awareness of developments in IT in own area(s) of expertise.</td>
</tr>
</tbody>
</table>