Crown Commercial Service

G-Cloud 11

RATE CARD

Framework Reference: RM1557.11

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

Standard Rate Card

	Strategy and architecture	Business change	Solution development and implementation	Service management	Procurement and management support	Client interface
1. Follow	£575.00	£575.00	£575.00	£575.00	£575.00	£575.00
2. Assist	£695.00	£695.00	£695.00	£695.00	£695.00	£695.00
3. Apply	£875.00	£875.00	£875.00	£875.00	£875.00	£875.00
4. Enable	£920.00	£920.00	£920.00	£920.00	£920.00	£920.00
5. Ensure or advise	£975.00	£975.00	£975.00	£975.00	£975.00	£975.00
6. Initiate or influence	£1,025.00	£1,025.00	£1,025.00	£1,025.00	£1,025.00	£1,025.00
7. Set strategy or inspire	£1,075.00	£1,075.00	£1,075.00	£1,075.00	£1,075.00	£1,075.00

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

	Autonomy	**Influence**	**Complexity**	**Business Skills**
1. Follow	● works under close supervision ● uses little discretion ● is expected to seek guidance in expected situations	Interacts with immediate colleagues.	● performs routine activities in a structured environment ● requires assistance in resolving unexpected problems	● uses basic information systems and technology functions, applications, and processes ● demonstrates an organised approach to work ● learns new skills and applies newly acquired knowledge ● has basic oral and written communication skills ● contributes to identifying own development opportunities
2. Assist	● works under routine supervision ● uses minor discretion in resolving problems or enquiries ● works without frequent reference to others	● interacts with and may influence immediate colleagues ● may have some external contact with customers and suppliers. ● may have more influence in own domain.	Performs a range of varied work activities in a variety of structured environments.	● understands and uses appropriate methods, tools and applications ● demonstrates a rational and organised approach to work ● is aware of health and safety issues. Identifies and negotiates own development opportunities ● has sufficient communication skills for effective dialogue with colleagues. Is able to work in a team ● is able to plan, schedule and monitor own work within short time horizons ● absorbs technical information when it is presented systematically and applies it effectively

3. Apply	• 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	• 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	• Performs a broad range of work, sometimes complex and non-routine, in a variety of environments.	• 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
4. Enable	• works under general direction within a clear framework of accountability • exercises substantial personal responsibility and autonomy	• influences team and specialist peers internally. Influences customers at account level and suppliers • has some responsibility for the	Performs a broad range of complex technical or professional work activities, in a variety of contexts.	• 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

	● plans own work to meet given objectives and processes.	work of others and for the allocation of resources ● participates in external activities related to own specialism ● makes decisions which influence the success of projects and team objectives.		technical and non-technical audiences ● 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
5. Ensure or Advise	● works under broad direction ● is fully accountable for own technical work and/or project/ supervisory responsibilities ● receives assignments in the form of objectives ● establishes own milestones and team	● 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	● Performs a challenging range and variety of complex technical or professional work activities ● undertakes work which requires the application of fundamental	● 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

	objectives, and delegates responsibilities ● work is often self-initiated	● makes decisions which impact on the success of assigned projects i.e. results, deadlines and budget ● develops business relationships with ● customers	principles in a wide and often unpredictable range of contexts ● understands the relationship between own specialism and wider customer or organisational requirements.	● facilitates collaboration between stakeholders who have diverse objectives ● 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
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	● 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	● performs highly complex work activities covering technical, financial and quality aspects ● contributes to the formulation of IT strategy ● creatively applies a wide range of	● 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

	taken by self and subordinates	• makes decisions which impact the work of employing organisations, achievement of organisational objectives and financial performance • develops high-level relationships with customers, suppliers and industry leaders	technical and/or management principles.	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 awareness of developments in the IT industry
7 Set Strategy and inspire	• has authority and responsibility for all aspects of a significant area of work, including policy formation and application • is fully accountable for • actions taken and decisions made both by self and subordinates	• makes decisions critical to organisational success • influences developments within the IT industry at the highest levels. • Advances the knowledge and/or exploitation of IT within one or more organisations • develops long-term strategic relationships with customers and industry leaders	• leads on the formulation and application of strategy • applies the highest level of management and leadership skills • has a deep understanding of the IT industry and the implications of emerging technologies for the wider business environment	• has a full range of strategic management and leadership skills • 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 • 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 • communicates the potential impact of emerging technologies on organisations and individuals and analyses the risks of using or not using such technologies • assesses the impact of legislation, and actively promotes compliance • 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.