



G-Cloud 11

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

Clearvision



Platinum
Solution Partner
ENTERPRISE

G-Cloud 11 SFIA Rate Card

SKILLS FOR THE INFORMATION AGE (SFIA) DEFINITIONS & RATE CARD

Standard Rate Card

	Strategy & Architecture	Business Change	Solution Development & Implementation	Service Management	Procurement & Management Support	Client Interface
1. Follow	£750	£750	£750	£750	£750	£750
2. Assist	£850	£850	£850	£850	£850	£850
3. Apply	£950	£950	£950	£950	£950	£950
4. Enable	£1,100	£1,100	£1,100	£1,100	£1,100	£1,100
5. Ensure / Advise	£1,300	£1,300	£1,300	£1,300	£1,300	£1,300
6. Initiate / Influence	£1,500	£1,500	£1,500	£1,500	£1,500	£1,500
7. Set Strategy / Inspire	£1,7000	£1,7000	£1,7000	£1,7000	£1,7000	£1,7000

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

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Level definitions

	Autonomy	Influence	Complexity	Business Skills
1. Follow	<p>Works under close supervision</p> <p>uses little discretion</p> <p>Is expected to seek guidance in expected situations</p>	<p>Interacts with immediate colleagues.</p>	<p>Performs routine activities in a structured environment</p> <p>Requires assistance in resolving unexpected problems</p>	<p>uses basic information systems and technology functions, applications, and processes</p> <p>Demonstrates an organised approach to work</p> <p>Learns new skills and applies newly acquired knowledge</p> <p>Has basic oral and written communication skills</p> <p>Contributes to identifying own development opportunities</p>
2. Assist	<p>Works under routine supervision</p> <p>uses minor discretion in resolving problems or enquiries</p> <p>Works without frequent reference to others</p>	<p>Interacts with and may influence immediate colleagues</p> <p>May have some external contact with customers and suppliers.</p> <p>May have more influence in own domain.</p>	<p>Performs a range of varied work activities in a variety of structured environments.</p>	<p>Understands and uses appropriate methods, tools and applications</p> <p>Demonstrates a rational and organised approach to work</p> <p>Is aware of health and safety issues. Identifies and negotiates own development opportunities</p> <p>Has sufficient communication skills for effective dialogue with colleagues. Is able to work in a team</p> <p>Is able to plan, schedule and monitor own work within short time horizons</p> <p>Absorbs technical information when it is presented systematically and applies it effectively</p>
3. Apply	<p>Works under general supervision</p>	<p>Interacts with and influences</p>	<p>Performs a broad range of</p>	<p>Understands and uses appropriate methods, tools and applications.</p>

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	<p>Uses discretion in identifying and resolving complex problems and assignments</p> <p>Usually receives specific instructions and has work reviewed at frequent milestones</p> <p>Determines when issues should be escalated to a higher level</p>	<p>department/project team members</p> <p>May have working level contact with customers and suppliers</p> <p>May supervise others in predictable and structured areas</p> <p>Makes decisions which may impact on the work assigned to individuals or phases of projects</p>	<p>work, sometimes complex and non-routine, in a variety of environments.</p>	<p>Demonstrates an analytical and systematic approach to problem solving</p> <p>Takes the initiative in identifying and negotiating appropriate development opportunities.</p> <p>Demonstrates effective communication skills.</p> <p>Contributes fully to the work of teams</p> <p>Plans, schedules and monitors own work (and that of others where applicable) competently within limited deadlines and according to relevant legislation and procedures</p> <p>Absorbs and applies technical information</p> <p>Works to required standards</p> <p>Understands and uses appropriate methods, tools and applications</p> <p>Appreciates the wider field of information systems, and how own role relates to other roles and to the business of the employer or client</p>
4. Enable	<p>Works under general direction within a clear framework of accountability</p> <p>Exercises substantial personal responsibility and autonomy</p> <p>Plans own work to meet given</p>	<p>Influences team and specialist peers internally. Influences customers at account level and suppliers</p> <p>Has some responsibility for the work of others and for the allocation of resources</p>	<p>Performs a broad range of complex technical or professional work activities, in a variety of contexts.</p>	<p>Selects appropriately from applicable standards, methods, tools and applications. Demonstrates an analytical and systematic approach to problem solving</p> <p>Communicates fluently orally and in writing, and can present complex technical information to both technical and non-technical audiences</p> <p>Facilitates collaboration between stakeholders who share common objectives</p>

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	objectives and processes.	<p>Participates in external activities related to own specialism</p> <p>Makes decisions which influence the success of projects and team objectives.</p>		<p>Plans, schedules and monitors work to meet time and quality targets and in accordance with relevant legislation and procedures.</p> <p>Rapidly absorbs new technical information and applies it effectively</p> <p>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.</p> <p>Maintains an awareness of developing technologies and their application and takes some responsibility for personal development</p>
5. Ensure or Advise	<p>Works under broad direction</p> <p>Is fully accountable for own technical work and/or project/ supervisory responsibilities</p> <p>Receives assignments in the form of objectives</p> <p>Establishes own milestones and team objectives, and delegates responsibilities</p> <p>Work is often self-initiated</p>	<p>Influences organisation, customers, suppliers and peers within industry on the contribution of own specialism</p> <p>Has significant responsibility for the work of others and for the allocation of resources</p> <p>Makes decisions which impact on the success of assigned projects i.e. results, deadlines and budget</p>	<p>Performs a challenging range and variety of complex technical or professional work activities</p> <p>Undertakes work which requires the application of fundamental principles in a wide and often unpredictable range of contexts</p> <p>Understands the relationship between own specialism and</p>	<p>Advises on the available standards, methods, tools and applications relevant to own specialism and can make correct choices from alternatives</p> <p>Analyses, diagnoses, designs, plans, execute and evaluates work to time, cost and quality targets</p> <p>Communicates effectively, formally and informally, with colleagues, subordinates and customers</p> <p>Demonstrates leadership</p> <p>Facilitates collaboration between stakeholders who have diverse objectives</p> <p>Understands the relevance of own area of responsibility or specialism to the employing organisation</p> <p>Takes customer requirements into</p>

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		Develops business relationships with customers	wider customer or organisational requirements.	<p>account when making proposals</p> <p>Takes initiative to keep skills up to date. Mentors more junior colleagues</p> <p>Maintains an awareness of developments in the industry</p> <p>Analyses requirements and advises on scope and options for operational improvement</p> <p>Demonstrates creativity and innovation in applying solutions for the benefit of the customer</p>
6. Initiate or influence	<p>Has defined authority and responsibility for a significant area of work, including technical, financial and quality aspects</p> <p>Establishes organisational objectives and delegates responsibilities</p> <p>Is accountable for actions and decisions taken by self and subordinates</p>	<p>Influences policy formation on the contribution of own specialism to business objectives</p> <p>influences a significant part of own organisation and influences customers and suppliers and industry at senior management level</p> <p>Makes decisions which impact the work of employing organisations, achievement of organisational objectives and financial performance</p> <p>Develops high-level relationships with</p>	<p>Performs highly complex work activities covering technical, financial and quality aspects</p> <p>Contributes to the formulation of IT strategy</p> <p>Creatively applies a wide range of technical and/or management principles.</p>	<p>Absorbs complex technical information and communicates effectively at all levels to both technical and non-technical audiences. Assesses and evaluates risk</p> <p>Understands the implications of new technologies</p> <p>Demonstrates clear leadership and the ability to influence and persuade</p> <p>Has a broad understanding of all aspects of IT and deep understanding of own specialism(s).</p> <p>Understands and communicates the role and impact of IT in the employing organisation and promotes compliance with relevant legislation</p> <p>Takes the initiative to keep both own and subordinates' skills up to date and to maintain an awareness of developments in the IT industry</p>

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		customers, suppliers and industry leaders		
7 Set Strategy and inspire	<p>Has authority and responsibility for all aspects of a significant area of work, including policy formation and application</p> <p>Is fully accountable for actions taken and decisions made both by self and subordinates</p>	<p>Makes decisions critical to organisational success</p> <p>Influences developments within the IT industry at the highest levels.</p> <p>Advances the knowledge and/or exploitation of IT within one or more organisations</p> <p>Develops long-term strategic relationships with customers and industry leaders</p>	<p>Leads on the formulation and application of strategy</p> <p>Applies the highest level of management and leadership skills</p> <p>Has a deep understanding of the IT industry and the implications of emerging technologies for the wider business environment</p>	<p>Has a full range of strategic management and leadership skills</p> <p>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</p> <p>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</p> <p>Communicates the potential impact of emerging technologies on organisations and individuals and analyses the risks of using or not using such technologies</p> <p>Assesses the impact of legislation, and actively promotes compliance</p> <p>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.</p>