



Crown
Commercial
Service

G-Cloud 12

RATE CARD

Framework Reference: RM1557.12

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

Standard Rate Card

| | Day Rate (exclusive of VAT) | | | | | |
|-----------------------------------|-----------------------------|-----------------|---|--------------------|------------------------------------|------------------|
| | Strategy and Architecture | Business Change | Solution Development and Implementation | Service Management | Procurement and Management Support | Client Interface |
| Level 1 – Follow | £400 | £400 | £400 | £300 | £300 | £400 |
| Level 2 – Assist | £550 | £550 | £550 | £550 | £550 | £500 |
| Level 3 – Apply | £700 | £700 | £700 | £600 | £600 | £600 |
| Level 4 – Enable | £825 | £825 | £825 | £600 | £600 | £600 |
| Level 5 – Ensure or Advise | £975 | £975 | £975 | £800 | £800 | £800 |
| Level 6 – Initiate or Influence | £1,175 | £1,175 | £1,175 | £1,175 | £1,175 | £1,175 |
| Level 7 – Set Strategy or inspire | £1,350 | £1,350 | £1,350 | £1,350 | £1,350 | £1,500 |

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 - 08:30 – 17:30 Monday to Friday

Travel and Subsistence – Not included in day rate. Travel and subsistence is agreed directly with customers in line with their standard expenses policy.

Mileage – As above

Professional Indemnity Insurance – included in day rate

Level Definitions

Level Definitions

| | Autonomy | Influence | Complexity | Business Skills |
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| 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> | <ul style="list-style-type: none"> - 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 | <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> | <ul style="list-style-type: none"> - 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 |

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| | | | | systematically and applies it effectively |
| 3. Apply | <p>Works under general supervision.</p> <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>Interacts with and influences department/project team members.</p> <p>May have working level contact with customers and suppliers.</p> <p>In predictable and structured areas may supervise others.</p> <p>Makes decisions which may impact on the work assigned to individuals or phases of projects.</p> | <p>Performs a broad range of work, sometimes complex and non-routine, in a variety of environments.</p> | <ul style="list-style-type: none"> - 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 | <p>Works under general direction within a clear framework of accountability.</p> | <p>Influences team and specialist peers internally. Influences customers at account level and suppliers.</p> | <p>Performs a broad range of complex technical or professional work</p> | <ul style="list-style-type: none"> - selects appropriately from applicable standards, methods, tools and applications. Demonstrates an analytical and systematic approach to problem solving |

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| | <p>Exercises substantial personal responsibility and autonomy.</p> <p>Plans own work to meet given objectives and processes.</p> | <p>Has some responsibility for the work of others and for the allocation of resources.</p> <p>Participates in external activities related to own specialism.</p> <p>Makes decisions which influence the success of projects and team objectives.</p> | <p>activities, in a variety of contexts.</p> | <ul style="list-style-type: none"> - communicates fluently orally and in writing, and can present complex technical information to both 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 | <p>Works under broad direction.</p> <p>Is fully accountable for own technical work and/or project/ supervisory responsibilities.</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</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</p> | <ul style="list-style-type: none"> - 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 |

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| | <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>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>Develops business relationships with customers.</p> | <p>principles in a wide and often unpredictable range of contexts.</p> <p>Understands the relationship between own specialism and wider customer or organisational requirements.</p> | <ul style="list-style-type: none"> - demonstrates leadership - 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 | <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>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>Performs highly complex work activities covering technical, financial and quality aspects.</p> <p>Contributes to the formulation of IT strategy.</p> | <ul style="list-style-type: none"> - 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). |

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| | Is accountable for actions and decisions taken by self and subordinates. | <p>Makes decisions which impact the work of employing organisations, achievement of organisational objectives and financial performance.</p> <p>Develops high-level relationships with customers, suppliers and industry leaders.</p> | Creatively applies a wide range of technical and/or management principles. | <ul style="list-style-type: none"> - 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 awareness of developments in the IT industry |
| 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. 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</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</p> | <ul style="list-style-type: none"> - 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 |

Incremental

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| | | customers and industry leaders. | for the wider business environment. | <ul style="list-style-type: none">- 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. |
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