

Delivery

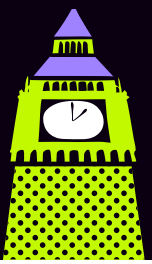
Role	Follow	Assist	Apply	Enable	Ensure / Advise	Initiate / Influence	Strategy / Inspire
Business Analyst			695	760	820	950	
Scrum Master				700	825	950	1075
Product Manager		570	695	820	885	1015	
PMO / Portfolio		445	540	635	760	885	1075
Integration Manager				820	950	1075	1200
Delivery Manager			825	885	950	1075	1170
Programme Delivery Manager					1075	1250	1500

Architecture

Role	Follow	Assist	Apply	Enable	Ensure / Advise	Initiate / Influence	Strategy / Inspire
Enterprise Architect				1075	1265	1500	1900
Solution Architect				1015	1140	1330	1500
Technical Specialist Architect			885	1015	1140	1330	1500
Business Architect				1015	1140	1330	1500
Application Architect			885	950	1015	1200	1500
Network Architect			885	950	1015	1200	1500
Security Architect			885	950	1015	1200	1500
Technical Architect			885	950	1015	1200	1500
Data Architect			885	950	1015	1200	1500

Technology & Digital

Role	Follow	Assist	Apply	Enable	Ensure / Advise	Initiate / Influence	Strategy / Inspire
Frontend Developer		570	695	760	820	950	
Full Stack Developer		570	695	760	820	950	
User Researcher				570	695		
Service Designer				635	760		
Service Transition Manager			695	760	885	1015	1200
Service Owner				820	950	1075	1200
Content Designer			445	570	695	820	
Interaction Designer			445	570	695	820	
Accessibility Specialist			445	570	695	820	



Data/Engineering

Role	Follow	Assist	Apply	Enable	Ensure / Advise	Initiate / Influence	Strategy / Inspire
Data Analyst	380	445	540	635	730	815	
Performance Analyst	380	445	540	635	730	815	
Infrastructure Engineer		445	570	695	790	950	
Cloud Engineer			695	820	885	950	
DevOps Engineer			695	820	885	950	
Data Engineer		600	700	820	885	950	
Data Modeller				885	950	1015	

QAT

Role	Follow	Assist	Apply	Enable	Ensure / Advise	Initiate / Influence	Strategy / Inspire
QAT Analyst		445	570	635	695	820	
Test Engineer		570	695	760	820	885	
Test Manager			695	820	950	1075	1265

PEGA & SAP

Role	Follow	Assist	Apply	Enable	Ensure / Advise	Initiate / Influence	Strategy / Inspire
LSA					1075	1200	1330
SSA				885	1015		

- **Associate's working day:** 7.5 hours exclusive of travel and lunch
- **Working week:** Monday to Friday excluding national holidays
- **Office hours:** 9:00am to 5:30pm Monday to Friday
- **Travel, mileage and subsistence:** Included in day rate for key client offices, any additional travel expenses charged at agreed rates with prior consent. Where applicable, mileage charged at clients standard T&S rates.
- **Professional indemnity insurance:** included in day rate

All rates exclude VAT

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