

*Ensuring
Excellent Technology*



Crown
Commercial
Service

G-Cloud 14 Rate Card

Skills for the Information Age (SFIA)

Standard rate card

	Strategy and architecture	Change and Transformation	Solution Development and implementation	Service Management	Relationships and engagement
Follow	£400 - £500	£400 - £500	£400 - £500	£400 - £500	£400 - £500
Assist	£450 - £550	£450 - £550	£450 - £550	£450 - £550	£450 - £550
Apply	£550 - £650	£550 - £650	£550 - £650	£550 - £650	£550 - £650
Enable	£650 - £800	£650 - £800	£650 - £800	£650 - £800	£650 - £800
Ensure or advise	£800 - £1000	£800 - £1000	£800 - £1000	£800 - £1000	£800 - £1000
Initiate or influence	£1000 - £1200	£1000 - £1200	£1000 - £1200	£1000 - £1200	£1000 - £1200
Set strategy or inspire	£1200 - £1300	£1200 - £1300	£1200 - £1300	£1200 - £1300	£1200 - £1300

- ❑ Rates are exclusive of VAT in pound sterling (GBP) per person per day for this service
- ❑ Volume Discounts are considered on an engagement by engagement basis.

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:**
 - On Premise- 9:00am to 5:00pm Monday to Friday
 - Remote- 9:00am to 5:00pm Monday to Friday
- **Travel, mileage subsistence:**
 - Inside M25- Include in the day rate within M25
 - Outside M25- Payable at department's standard travel and subsistence rates outside M25
- **Mileage:** As for travel, mileage subsistence
- **Professional indemnity insurance:** included in day rate

Level 1: Follow

	Autonomy	Influence	Complexity	Business skills
Follow	• Works under close direction. • Uses little discretion in attending to enquiries. • Is expected to seek guidance in unexpected situations.	• Minimal Influence. May work alone or interact with immediate colleagues.	• Performs routine activities in a structured environment. • Requires assistance in resolving unexpected problems. Participates in the generation of new ideas.	• Has sufficient oral and written communication skills for effective engagement with immediate colleagues. • Uses basic systems and tools, applications and processes. • Demonstrates an organised approach to work. Has basic digital skills to learn and use applications and tools for their role. • Learning and professional development – contributes to identifying own development opportunities. • Security, privacy and ethics – understands and complies with organisational standards.

Level 2: Assist

	Autonomy	Influence	Complexity	Business skills
Assist	• Works under routine direction. • Uses limited discretion in resolving issues or enquiries. • Determines when to seek guidance in unexpected situations. Plans own work within short time horizons.	• Interacts with and may influence immediate colleagues. • May have some external contact with customers, suppliers and partners. • Aware of need to collaborate with team and represent users/customer needs.	• Performs a range of work activities in varied environments. • May contribute to routine issue resolution. • May apply creative thinking or suggest new ways to approach a task.	• Has sufficient oral and written communication skills for effective engagement with immediate colleagues. • Uses basic systems and tools, applications and processes. • Demonstrates an organised approach to work. Has basic digital skills to learn and use applications and tools for their role. • Learning and professional development – contributes to identifying own development opportunities. • Security, privacy and ethics – understands and complies with organisational standards.

Level 3: Apply

	Autonomy	Influence	Complexity	Business skills
Apply	• Works under general direction. • Receives specific direction, accepts guidance and has work reviewed at agreed milestones. • Uses discretion in identifying and responding to complex issues related to own assignments. • Determines when issues should be escalated to a higher level. Plans and monitors own work (and that of others where applicable) competently within limited deadlines.	• Interacts with and influences colleagues. • May oversee others or make decisions which impact routine work assigned to individuals or stages of projects. • Has working level contact with customers, suppliers and partners. • Understands and collaborates on the analysis of user/customer needs and represents this in their work. Contributes fully to the work of teams by appreciating how own role relates to other roles.	• Performs a range of work, sometimes complex and no routine, in a variety of environments. Applies a methodical approach to routine and moderately complex issue definition and resolution. Applies and contributes to creative thinking or finds new ways to complete tasks.	• Demonstrates effective oral and written communication skills when engaging on issues with colleagues, users/customers, suppliers and partners. • Understands and effectively applies appropriate methods, tools, applications and processes. • Demonstrates judgement and a systematic approach to work. • Effectively applies digital skills and explores these capabilities for their role. • Learning and professional development — takes the initiative to develop own knowledge and skills by identifying and negotiating appropriate development opportunities. • Security, privacy and ethics — demonstrates appropriate working practices and knowledge in non-routine work. Appreciates how own role and others support appropriate working practices.

Level 4: Enable

	Autonomy	Influence	Complexity	Business skills
Enable	• Works under general direction within a clear framework of accountability • Exercises substantial personal responsibility and autonomy • Plans own work to meet given objectives and processes	• Influences team and specialist peers internally. Influences customers at account level and suppliers • Has some responsibility for the 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	• 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 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

Level 5: Ensure or advise

	Autonomy	Influence	Complexity	Business skills
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 objectives, and delegates responsibilities • Work is often self-initiated	• 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 projects i.e. results, deadlines and budget • Develops business relationships with customers	• 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 range of contexts • Understands the relationship between own specialism and wider customer or organisational requirements	• 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 • 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 customers

Level 6: Initiate or Influence

	Autonomy	Influence	Complexity	Business skills
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 objectives and financial performance - Develops high-level relationships with customers, suppliers and industry leaders	- 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	- 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 awareness of developments in the IT industry

Level 7: Set Strategy And Inspire

	Autonomy	Influence	Complexity	Business skills
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 nontechnical 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



THANK YOU



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