

Rates		Standard Skills	Niche Skills
Role	Level	Standard Rates	High End Skills
IT consultant	Analyst (0-2y)	£ 300.00	£ 450.00
	Consultant (2-5y)	£ 500.00	£ 600.00
	Senior Consultant (5-10y)	£ 700.00	£ 900.00
	Managing consultant (>10y)	£ 1,000.00	£ 1,300.00
Project manager	Project Coordinator (0-5y)	£ 300.00	£ 450.00
	Project Manager (5-10y)	£ 500.00	£ 650.00
	Senior Project Manager (>10y)	£ 750.00	£ 1,000.00
Business / Systems analyst	Junior Analyst (0-2y)	£ 300.00	£ 450.00
	Analyst (2-5y)	£ 500.00	£ 600.00
	Senior Analyst (> 5y)	£ 700.00	£ 900.00
Technical Designer / IT architect	Junior designer(0-5y)	£ 500.00	£ 600.00
	Designer (5-10y)	£ 700.00	£ 900.00
	Senior Designer (>10y)	£ 1,000.00	£ 1,300.00
Software development / Application engineer	Junior programmer (0-2y)	£ 500.00	£ 600.00
	Programmer (2-5y)	£ 700.00	£ 900.00
	Senior programmer (>5y)	£ 1,000.00	£ 1,300.00
Test analyst	Junior Analyst (0-2y)	£ 500.00	£ 600.00
	Analyst (2-5y)	£ 700.00	£ 900.00
	Senior Analyst (> 5y)	£ 1,000.00	£ 1,300.00
Systems Support and Maintenance	Junior engineer (0-5y)	£ 500.00	£ 600.00
	Engineer (5-10y)	£ 700.00	£ 900.00
	Senior engineer (>10y)	£ 1,000.00	£ 1,300.00
Database engineer	Junior engineer (0-2y)	£ 500.00	£ 600.00
	Engineer (2-5y)	£ 700.00	£ 900.00
	Senior engineer (>5y)	£ 1,000.00	£ 1,300.00