



G-Cloud 14 Frontier Pricing Schedule

Rate Card

May 2024

Pricing Strategy

Frontier services listed on G Cloud 14 may be procured through:

- Time and Materials – standard commercial arrangement based on the SFIA rate card for the Services listed on G Cloud 13, which will involve agreement to provide services and to invoice monthly based on effort expended.
- Fixed Price – a fixed price arrangement for services based on an estimate of the work to be carried out, this will be invoiced by instalments in accordance with and agreed deliverable milestone schedule. Where, by mutual agreement between Frontier and a Buyer, the rate card is used for Fixed Price deliverables a premium may be added to reflect the requirements of such an arrangement.
- Outcome Based Pricing – the services are procured in this arrangement based on the expected outcome of the service/project deliverable(s).

Skills For the Information Age (SFIA)

Our services are priced by a common set of rates tables, based on the 'Skills for the Information Age (SFIA)' Definitions & Rate Card, as shown below. This gives day rates for consultants of different levels of experience undertaking different types of roles in different types of projects.

Rate Card

	Strategy & Architecture	Change & Transformation	Development & Implementation	Delivery & Operation	People & Skills	Relationships & Engagement
Follow	£250	£250	£250	£250	£250	£250
Assist	£375	£375	£375	£375	£375	£375
Apply	£550	£550	£550	£550	£550	£550
Enable	£675	£675	£675	£675	£675	£675
Ensure, Advise	£975	£975	£975	£975	£975	£975
Initiate, Influence	£1175	£1175	£1175	£1175	£1175	£1175
Set strategy, Inspire	£1475	£1475	£1475	£1475	£1475	£1475

All rates shown are per person per day in GBP and exclusive of VAT. Further details can be provided on request, including the option to negotiate discounts on the above rate card for particular circumstances.

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	9:00am to 5:00pm Monday to Friday.
Travel & subsistence	Included in the day rate within Central Scotland. Payable at the department's standard travel and subsistence rates outside Central Scotland.
Mileage	As above.
Professional indemnity insurance	Included in the day rate.

Level Descriptions

1. Follow

Autonomy	Influence	Complexity	Knowledge	Business Skills
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 a basic generic knowledge appropriate to area of work. Applies newly acquired knowledge to develop new skills.	<p>Has sufficient oral and written communication skills for effective engagement with immediate colleagues.</p> <p>Uses basic systems and tools, applications and processes.</p> <p>Demonstrates an organised approach to work.</p> <p>Has basic digital skills to learn and use applications and tools for their role.</p> <p>Learning and professional development — contributes to identifying own development opportunities.</p> <p>Security, privacy and ethics — understands and complies with organisational standards.</p>

2. Assist

Autonomy	Influence	Complexity	Knowledge	Business Skills
Works under routine direction.	Interacts with and may influence immediate colleagues.	Performs a range of work activities in varied environments.	Has gained a basic domain knowledge.	Has sufficient oral and written communication skills for effective engagement with colleagues and internal users/customers.
Uses limited discretion in resolving issues or enquiries.	May have some external contact with customers, suppliers and partners.	May contribute to routine issue resolution.	Demonstrates application of essential generic knowledge typically found in industry bodies of knowledge.	Understands and uses appropriate methods, tools, applications and processes.
Determines when to seek guidance in unexpected situations.	Aware of need to collaborate with team and represent users/customer needs.	May apply creative thinking or suggest new ways to approach a task.	Absorbs new information when it is presented systematically and applies it effectively.	Demonstrates a rational and organised approach to work.
Plans own work within short time horizons.				Has sufficient digital skills for their role.
				Learning and professional development — identifies and negotiates own development opportunities.
				Security, privacy and ethics — is fully aware of organisational standards. Uses appropriate working practices in own work.

3. Apply

Autonomy	Influence	Complexity	Knowledge	Business Skills
Works under general direction.	Interacts with and influences colleagues.	Performs a range of work, sometimes complex and non-routine, in a variety of environments.	Has sound generic, domain and specialist knowledge necessary to perform effectively in the organisation typically gained from recognised bodies of knowledge and organisational information.	Demonstrates effective oral and written communication skills when engaging on issues with colleagues, users/customers, suppliers and partners.
Receives specific direction, accepts guidance and has work reviewed at agreed milestones.	May oversee others or make decisions which impact routine work assigned to individuals or stages of projects.	Applies a methodical approach to routine and moderately complex issue definition and resolution.	Has an appreciation of the wider business context.	Understands and effectively applies appropriate methods, tools, applications and processes.
Uses discretion in identifying and responding to complex issues related to own assignments.	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.	Applies and contributes to creative thinking or finds new ways to complete tasks.	Demonstrates effective application and the ability to impart knowledge found in industry bodies of knowledge.	Demonstrates judgement and a systematic approach to work.
Determines when issues should be escalated to a higher level.	Contributes fully to the work of teams by appreciating how own role relates to other roles.		Absorbs new information and applies it effectively.	Effectively applies digital skills and explores these capabilities for their role.
Plans and monitors own work (and that of others where applicable) competently within limited deadlines.				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.

4. Enable

Autonomy	Influence	Complexity	Knowledge	Business Skills
Works under general direction within a clear framework of accountability.	Influences customers, suppliers and partners at account level.	Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues.	Has a thorough understanding of recognised generic industry bodies of knowledge and specialist bodies of knowledge as necessary.	Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences when engaging with colleagues, users/customers, suppliers and partners.
Exercises substantial personal responsibility and autonomy.	Makes decisions which influence the success of projects and team objectives.		Has gained a thorough knowledge of the domain of the organisation.	Selects appropriately from, and assesses the impact of change to applicable standards, methods, tools, applications and processes relevant to own specialism.
Uses substantial discretion in identifying and responding to complex issues and assignments as they relate to the deliverable/scope of work.	May have some responsibility for the work of others and for the allocation of resources.	Applies, facilitates and develops creative thinking concepts or finds innovative ways to approach a deliverable.	Is able to apply the knowledge effectively in unfamiliar situations and actively maintains own knowledge and shares with others.	Demonstrates an awareness of risk and takes an analytical approach to work.
Escalates when issues fall outside their framework of accountability. Plans, schedules and monitors work to meet given objectives and processes to time and quality targets.	Engages with and contributes to the work of cross-functional teams to ensure that customers and user needs are being met throughout the deliverable/scope of work.		Rapidly absorbs and critically assesses new information and applies it effectively.	Maximises the capabilities of applications for their role and evaluates and supports the use of new technologies and digital tools.
	Facilitates collaboration between stakeholders who share common objectives.			Contributes specialist expertise to requirements definition in support of proposals.
	Participates in external activities related to own specialism.			Shares knowledge and experience in own specialism to help others.
				Learning and professional development — maintains an awareness of developing practices and their application and takes responsibility for driving own development. Takes the initiative in identifying and negotiating their own and supporting team members' appropriate development opportunities. Contributes to the development of others.
				Security, privacy and ethics — fully understands the importance and application to own work and the operation of the organisation. Engages or works with specialists as necessary.

5. Ensure, Advise

Autonomy	Influence	Complexity	Knowledge	Business Skills
Works under broad direction.	Influences organisation, customers, suppliers, partners and peers on the contribution of own specialism.	Implements and executes policies aligned to strategic plans.	Is fully familiar with recognised industry bodies of knowledge both generic and specific, and knowledge of the business, suppliers, partners, competitors and clients.	Demonstrates leadership in operational management.
Work is often self-initiated.	Makes decisions which impact the success of assigned work, i.e. results, deadlines and budget.	Performs an extensive range and variety of complex technical and/or professional work activities.	Develops a wider breadth of knowledge across the industry or business.	Analyses requirements and advises on scope and options for continual operational improvement.
Is fully responsible for meeting allocated technical and/or group objectives.	Has significant influence over the allocation and management of resources appropriate to given assignments. Leads on user/customer and group collaboration throughout all stages of work.	Undertakes work which requires the application of fundamental principles in a wide and often unpredictable range of contexts.	Applies knowledge to help to define the standards which others will apply.	Assesses and evaluates risk. Takes all requirements into account when making proposals.
Analyses, designs, plans, executes and evaluates work to time, cost and quality targets.	Ensures users' needs are met consistently through each work stage.	Engages and coordinates with subject matter experts to resolve complex issues as they relate to customer/organisational requirements.		Shares own knowledge and experience and encourages learning and growth.
Establishes milestones and has a significant role in the assignment of tasks and/or responsibilities.	Builds appropriate and effective business relationships across the organisation and with customers, suppliers and partners.	Understands the relationships between own specialism and customer/organisational requirements.		Advises on available standards, methods, tools, applications and processes relevant to group specialism(s) and can make appropriate choices from alternatives.
	Creates and supports collaborative ways of working across group/area of responsibility. Facilitates collaboration between stakeholders who have diverse objectives.			Understands and evaluates the organisational impact of new technologies and digital services.
				Creatively applies innovative thinking and design practices in identifying solutions that will deliver value for the benefit of the customer/stakeholder.
				Clearly demonstrates impactful communication skills (oral, written and presentation) in both formal and informal settings, articulating complex ideas to broad audiences.
				Learning and professional development — takes initiative to advance own skills and identify and manage development opportunities in area of responsibility.
				Security, privacy and ethics — proactively contributes to the implementation of appropriate working practices and culture.

6. Initiate, Influence

Autonomy	Influence	Complexity	Knowledge	Business Skills
Has defined authority and accountability for actions and decisions within a significant area of work, including technical, financial and quality aspects.	Influences policy and strategy formation.	Contributes to the development and implementation of policy and strategy.	Has developed business knowledge of the activities and practices of own organisation and those of suppliers, partners, competitors and clients.	Demonstrates leadership in organisational management. Understands and communicates industry developments, and the role and impact of technology.
Establishes organisational objectives and assigns responsibilities.	Initiates influential relationships with internal and external customers, suppliers and partners at senior management level, including industry leaders.	Performs highly complex work activities covering technical, financial and quality aspects.	Promotes the application of generic and specific bodies of knowledge in own organisation.	Manages and mitigates organisational risk.
	Leads on collaboration with a diverse range of stakeholders across competing objectives within the organisation.	Has deep expertise in own specialism(s) and an understanding of its impact on the broader business and wider customer/organisation.	Develops executive leadership skills and broadens and deepens their industry or business knowledge.	Balances the requirements of proposals with the broader needs of the organisation. Promotes a learning and growth culture in their area of accountability.
	Makes decisions which impact the achievement of organisational objectives and financial performance.			Leads on compliance with relevant legislation and the need for services, products and working practices to provide equal access and equal opportunity to people with diverse abilities.
				Identifies and endorses opportunities to adopt new technologies and digital services.
				Creatively applies a wide range of innovative and/or management principles to realise business benefits aligned to the organisational strategy.
				Communicates authoritatively at all levels across the organisation to both technical and non-technical audiences articulating business objectives.
				Learning and professional development — takes the initiative to advance own skills and leads the development of skills required in their area of accountability.
				Security, privacy and ethics — takes a leading role in promoting and ensuring appropriate working practices and culture throughout own area of accountability and collectively in the organisation.

7. Set strategy, Inspire, Mobilise

Autonomy	Influence	Complexity	Knowledge	Business Skills
<p>At the highest organisational level, has authority over 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 others to whom responsibilities have been assigned.</p>	<p>Inspires the organisation, and influences developments within the industry at the highest levels.</p> <p>Makes decisions critical to organisational success. Develops long-term strategic relationships with customers, partners, industry leaders and government.</p> <p>Collaborates with leadership stakeholders ensuring alignment to corporate vision and strategy.</p>	<p>Applies the highest level of leadership to the formulation and implementation of strategy.</p> <p>Performs extensive strategic leadership in delivering business value through vision, governance and executive management.</p> <p>Has a deep understanding of the industry and the implications of emerging technologies for the wider business environment.</p>	<p>Inspires the organisation, and influences developments within the industry at the highest levels.</p> <p>Makes decisions critical to organisational success. Develops long-term strategic relationships with customers, partners, industry leaders and government.</p> <p>Collaborates with leadership stakeholders ensuring alignment to corporate vision and strategy.</p>	<p>Has a full range of strategic management and leadership skills.</p> <p>Communicates the potential impact of emerging practices and technologies on organisations and individuals and assesses the risks of using or not using such practices and technologies.</p> <p>Establishes governance to address business risk. Ensures proposals align with the strategic direction of the organisation.</p> <p>Fosters a learning and growth culture across the organisation.</p> <p>Assess the impact of legislation and actively promotes compliance and inclusivity.</p> <p>Advances the knowledge and/or exploitation of technology within one or more organisations.</p> <p>Champions creativity and innovation in driving strategy development to enable business opportunities.</p> <p>Communicates persuasively and convincingly across own organisation, industry and government to audiences at all levels.</p> <p>Learning and professional development — ensures that the organisation develops and mobilises the full range of required skills and capabilities.</p> <p>Security, privacy and ethics — provides clear direction and strategic leadership for the implementation of working practices and culture throughout the organisation.</p>

Contact Details

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