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SFIA Rate Card

G Cloud 14 - RM1557.14

ComplyPro Services

18th April 2024

Cohesive

SFIA Rate Card - G Cloud 14 - RM1557.14

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United Kingdom

Last Revised 18/04/2024

G Cloud 14 - RM1557.14	SFIA Rate Card	0	5/7/2024
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Rate Card

SFIA Level*	Strategy and architecture	Change and Transformation	Development and Implementation	Delivery and Operation	People and Skills	Relationships and Engagement
1. Follow	£265	£265	£265	£265	£265	£265
2. Assist	£550	£550	£550	£445	£445	£550
3. Apply	£865	£865	£865	£550	£550	£865`
4. Enable	£1105	£1105	£1105	£865	£865	£1105
5. Ensure or Advise	£1470	£1365	£1470	£1000	£1105	£1470
6. Initiate or Influence	£1600	£1840	£1600	£1105	£1470	£1600
7. Set Strategy or Inspire	£1740	£2125	£1740	£1470	£1740	£1740

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Standards for Consultancy Day Rate Cards

Consultant's working day:

- 8 hours, exclusive of travel and lunch.
- Please note that the rates quoted represent the maximum charge-out rate.

Working Week:

- Monday to Friday, excluding national holidays.

Office Hours:

- 9:00am–5:00pm, Monday to Friday

Travel and Subsistence:

- Included in day rate within 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.

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SFIA Level	SFIA Definition			
	Autonomy	Influence	Complexity	Business Skills
1. Follow	- Works under supervision. - Uses little discretion. - 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.	- Uses basic information systems and technology functions, applications, and processes. - Demonstrates an organised approach to work. - Learns new skills and applies newly acquired knowledge. - Follows code of conduct, ethics and organisational standards. - Is aware of health and safety issues. - Has sufficient communication skills for effective dialogue with others. - Contributes to identifying own development opportunities.
2. Assist	- Works under routine direction. - Uses limited discretion in resolving issues or enquiries. - Works without frequent reference to others.	- Interacts with and may influence immediate colleagues. - May have some external contact with customers, suppliers and partners. - May have more influence in own domain.	- Performs a range of work activities in varied environments. - May contribute to routine issue resolution.	- Understands and uses appropriate methods, tools and applications. - Demonstrates a rational and organised approach to work. - Identifies and negotiates own development opportunities. - Has sufficient communication skills for effective dialogue with customers, suppliers and partners. - Is able to work in a team. - Is able to plan, schedule and monitor own work within short time horizons. - Absorbs new information when it is presented systematically and applies it effectively.
3. Apply	- Works under general direction. - Uses discretion in identifying and responding to complex issues and assignments. - Usually receives specific instructions and has work reviewed at frequent milestones. - Determines when issues should be escalated to a higher level.	- Interacts with and influences colleagues. - Has working level contact with customers, suppliers and partners. - May supervise others or make decisions which impact the work assigned to individuals or phases of projects.	- Performs a range of work, sometimes complex and non-routine, in a variety of environments. - Applies methodical approach to issue definition and resolution.	- Demonstrates an analytical and systematic approach to issue resolution. - Takes the initiative in identifying and negotiating appropriate personal 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, standards and procedures. - Appreciates the wider business context, and how own role relates to other roles and to the business of the employer or client.

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SFIA Level	SFIA Definition			
	Autonomy	Influence	Complexity	Business Skills
4. 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 customers, suppliers and partners at account level. - May have 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.	- Work includes a broad range of complex technical or professional activities, in a variety of contexts. - Investigates, defines and resolves complex issues.	- Selects appropriately from applicable standards, methods, tools and applications. - Communicates fluently, orally and in writing, and can present complex 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. - Rapidly absorbs new information and applies it effectively. - Maintains an awareness of developing technologies and their application and takes some responsibility for driving own development.
5. Ensure or Advise	- Works under broad direction. - Work is often self-initiated. - Is fully responsible for meeting allocated technical and/or project/supervisory objectives. - Establishes milestones and has a significant role in the assignment of tasks and/or responsibilities.	- Influences organisation, customers, suppliers, partners and peers on the contribution of own specialism. - Builds appropriate and effective business relationships. - Makes decisions which impact the success of assigned work, i.e. results, deadlines and budget. - Has significant influence over the allocation and management of resources appropriate to given assignments.	- Performs an extensive range and variety of complex technical and/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 / organisational requirements.	- Advises on the available standards, methods, tools and applications relevant to own specialism and can make appropriate choices from alternatives. - Analyses, designs, plans, executes and evaluates work to time, cost and quality targets. - Assesses and evaluates risk. - Communicates effectively, both formally and informally. - Demonstrates leadership. - Facilitates collaboration between stakeholders who have diverse objectives. - Takes all requirements into account when making proposals. - Takes initiative to keep skills up to date. - Mentors colleagues. - Maintains an awareness of developments in the industry. - Analyses requirements and advises on scope and options for continuous operational improvement. - Demonstrates creativity, innovation and ethical thinking in applying solutions for the benefit of the customer / stakeholder.

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SFIA Level	SFIA Definition			
	Autonomy	Influence	Complexity	Business Skills
6. Initiate or Influence	- Has defined authority and accountability for actions and decisions within a significant area of work, including technical, financial and quality aspects. - Establishes organisational objectives and assigns responsibilities.	- Influences policy and strategy formation. - Initiates influential relationships with internal and external customers, suppliers and partners at senior management level, including industry leaders. - Makes decisions which impact the work of employing organisations, achievement of organisational objectives and financial performance.	- Has a broad business understanding and deep understanding of own specialism(s). - Performs highly complex work activities covering technical, financial and quality aspects. - Contributes to the implementation of policy and strategy. - Creatively applies a wide range of technical and/or management principles.	- Absorbs complex information and communicates effectively at all levels to both technical and non-technical audiences. - Manages and mitigates risk. - Understands the implications of new technologies. - Demonstrates clear leadership. - Understands and communicates industry developments, and the role and impact of technology in the employing organisation. - Promotes compliance with relevant legislation. - Takes the initiative to keep both own and colleagues' skills up to date.
7. Set Strategy or Inspire	- At the highest organisational level, has authority over 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 others to whom responsibilities have been assigned.	- Makes decisions critical to organisational success. - Inspires the organisation, and influences developments within the industry at the highest levels. - Advances the knowledge and/or exploitation of technology within one or more organisations. - Develops long-term strategic relationships with customers, partners, industry leaders and government.	- Leads on the formulation and implementation of strategy. - Applies the highest level of leadership skills. - Has a deep understanding of the 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 ideas to audiences at all levels in a persuasive and convincing manner. - Has a broad and deep business knowledge, including the activities and practices of other organisations. - 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. - Assesses the impact of legislation, and actively promotes compliance. - Ensures that the organisation develops and mobilises the full range of required digital skills and capabilities.