



iThink³⁶⁵

Skills For the Information Age (SFIA) Definitions and Rate Card

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Company Number 06332137 | www.ithink365.co.uk

iThink 365 Standard Day Rate Card – G-Cloud 15 Pricing

	Strategy and Architecture	Business Change	Solution Development and Implementation	Service Management	Procurement and Management Support	Client Interface
1. Follow	£450	£450	£450	£450	£450	£0
2. Assist	£550	£550	£550	£550	£550	£0
3. Apply	£700	£700	£700	£700	£700	£700
4. Enable	£850	£850	£850	£850	£850	£850
5. Ensure/Advise	£950	£950	£950	£950	£950	£950
6. Initiate/Influence	£1,200	£1,200	£1,200	£1,200	£1,200	£1,200
7. Set Strategy/Inspire	£1,400	£1,400	£1,400	£1,400	£1,400	£1,400

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Pricing

Pricing for this service is resource-based and aligned to the SFIA rate card below. Rates for public sector customers are set to deliver best value and transparency, while ensuring access to appropriately skilled resources.

We work flexibly to meet organisational requirements and can agree the most economically advantageous commercial approach, including:

- Time and materials
- Fixed-price, fixed-time engagements
- Long-term retainers

All prices are quoted in pounds sterling (GBP) and are exclusive of VAT at the applicable rate unless otherwise stated. The rates shown represent the maximum chargeable rate for each SFIA skill and responsibility level.

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Consultancy Day Rate Standards

- **Standard Working Day:** 7 hours excluding travel and lunch.
- **Working Week:** Monday to Friday, excluding national bank holidays.
- **Office Hours:** 09:00 – 17:00, Monday to Friday.
- **Travel:** Reasonable travel costs (e.g. train fares) are chargeable.
- **Mileage:** Paid at 45p per mile.
- **Subsistence:** Paid at standard departmental rates.
- **Professional Indemnity Insurance:** Included in the day rate.

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Level Definitions

	Autonomy	Influence	Complexity	Business Skills
1 Follow	Works under close supervision, with limited discretion. Seeks guidance when needed.	Interacts mainly with immediate colleagues.	Handles routine tasks in a structured environment. Needs help with unexpected issues.	Uses basic systems and processes. Organised approach to work. Learns and applies new skills. Communicates clearly in writing and speech. Contributes to own development.
2 Assist	Works under routine supervision. Uses some discretion and solves problems without constant reference.	Interacts with and may influence immediate colleagues. Some external contact with customers or suppliers. Increasing influence in own area.	Carries out varied tasks in structured environments.	Understands and uses relevant tools and methods. Works in an organised way and considers health and safety. Plans and monitors own work over short timeframes. Communicates effectively with colleagues and works well in a team. Learns and applies technical information. Identifies and negotiates development opportunities.

	Autonomy	Influence	Complexity	Business Skills
3 Apply	Works under general supervision. Uses discretion to solve complex problems. Escalates issues when needed.	Influences team members and may liaise with customers or suppliers. In structured areas, may supervise others. Decisions can affect tasks or project phases.	Handles a broad range of work, including complex and non-routine tasks, across varied environments.	Uses appropriate tools and methods. Applies analytical, systematic problem-solving. Communicates effectively and contributes fully to teams. Plans and monitors own work (and others where needed) within deadlines. Learns and applies technical knowledge. Understands wider business context and how own role fits.
4 Enable	Works under general direction with clear accountability. Exercises significant responsibility and plans own work to meet objectives.	Influences teams, peers, and customers at account level. May allocate resources and oversee others. Participates in external activities within own specialism.	Delivers a wide range of complex technical or professional tasks across varied contexts	Selects and applies appropriate standards, tools, and methods. Communicates fluently and presents complex information to technical and non-technical audiences. Facilitates collaboration between stakeholders. Plans and monitors work to meet time and quality targets. Rapidly absorbs and applies new technical knowledge. Understands wider business context and emerging technologies. Takes responsibility for personal development.

	Autonomy	Influence	Complexity	Business Skills
5 Ensure/ Advise	Works under broad direction. Fully accountable for own technical work and project responsibilities. Sets objectives and milestones for self and team. Delegates as needed.	Influences the organisation, customers, suppliers, and industry peers. Holds significant responsibility for others' work and resource allocation. Builds business relationships.	Handles a wide range of complex, challenging work across unpredictable contexts. Applies fundamental principles to varied situations and understands how their specialism fits wider organisational needs.	Advises on standards, methods, and tools. Analyses, designs, plans, and evaluates work to meet time, cost, and quality targets. Communicates effectively at all levels and demonstrates leadership. Facilitates collaboration between diverse stakeholders. Understands the relevance of their area to the wider business.
6 Initiate/ Influence	Has defined authority and responsibility for a significant area of work, covering technical, financial, and quality aspects. Sets organisational objectives, delegates responsibilities, and is accountable for decisions and actions.	Shapes policy on how their specialism supports business goals. Influences senior management, customers, suppliers, and industry leaders. Decisions impact organisational objectives and financial performance. Builds high-level relationships.	Delivers highly complex work across technical, financial, and quality domains. Contributes to IT strategy and applies a broad range of technical and management principles.	Absorbs and communicates complex technical information at all levels. Assesses risk and understands new technologies. Demonstrates clear leadership and influence. Maintains broad IT knowledge and deep expertise in own specialism. Promotes compliance and keeps skills up to date.

	Autonomy	Influence	Complexity	Business Skills
7 Set Strategy/ Inspire	Holds full authority and responsibility for all aspects of a significant area, including policy formation and application. Fully accountable for actions and decisions, both personal and delegated.	Makes decisions critical to organisational success. Shapes developments in the IT industry at the highest level. Builds long-term strategic relationships with customers, suppliers, and industry leaders.	Leads on strategy formulation and application. Applies advanced management and leadership skills. Deeply understands the IT industry and the impact of emerging technologies.	Demonstrates a full range of strategic management and leadership skills. Explains complex technical ideas clearly to all audiences. Maintains broad and deep IT knowledge, understands business impact, and communicates the potential of new technologies. Promotes compliance and keeps skills current.