

	Service Provided	Follow	Assist	Apply	Enable	Ensure & Advise	Initiate & Influence	Set Strategy & Inspire
1	Data Visualisation on Cloud	£350	£410	£500	£650	£750	£850	£950
2	Healthcare Business Intelligence Analytics	£350	£410	£500	£650	£750	£850	£950
3	Healthcare Business Intelligence Development	£350	£410	£500	£650	£750	£850	£950
4	Healthcare Business Intelligence Project Management	£350	£410	£500	£650	£750	£850	£950
5	Healthcare Business Intelligence Training	£350	£410	£500	£650	£750	£850	£950
6	Healthcare Cloud Hosted Data Architecture	£350	£410	£500	£650	£750	£850	£950
7	Healthcare Cloud Hosted Data Warehouse Testing	£350	£410	£500	£650	£750	£850	£950
8	Healthcare Data Science	£350	£410	£500	£650	£750	£850	£950
9	Healthcare Predictive Analytics	£350	£410	£500	£650	£750	£850	£950

Unless agreed otherwise:

- Consultant's Working Day – 7.5 hours exclusive of travel and lunch.
- Working Week – Monday to Friday excluding national holidays.
- Office Hours – 09:00 – 17:30 Monday to Friday.
- Travel and Subsistence – Day rates exclude reasonable travel and subsistence charges, payable by the client.
- Mileage – Mileage is charged at eSaloni defined rates (within government guidelines).
- Professional Indemnity Insurance is included in day rate.
- Premium applied to rates for additional weekday hours: 33%
- Premium applied to rates for additional weekend hours: 50%
- Premium applied to rates for additional bank holiday hours: 100%

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Skills Matrix

	Autonomy	Influence	Complexity	Business Skills
Follow	Works only under close supervision, uses little initiative and is expected to seek guidance in expected situations.	Interacts with immediate colleagues but uses little or no influence.	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. Has basic oral and written communication skills. Helps contribute a little to identifying own development opportunities.
Assist	Works under routine supervision. Uses some initiative in resolving problems or enquiries and works without frequent reference to others.	Interacts with, and may influence immediate colleagues. May have some external contact with clients and suppliers. May have more influence in own domain.	Performs a range of varied work in a variety of structured environments.	Understands and uses appropriate methods, tools and applications. Demonstrates a rational and organised approach to work. Is aware of health and safety procedures. Identifies and negotiates own development opportunities. Has sufficient communication skills for effective dialogue with colleagues. Is able to work in a team. Is able to plan, schedule and monitor own work within short time horizons. Absorbs technical information when it is presented systematically and applies it effectively. Contributes to own development opportunities.

Apply	Works under general supervision. Uses initiative in identifying and resolving complex problems 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 department/project team members. May have working level contact with clients and suppliers. In predictable and structured areas may supervise others. Makes decisions which may impact on the work assigned to individuals or phases of projects.	Performs a broad range of work, sometimes complex and non-routine, in a variety of environments.	Understands and uses appropriate methods, tools and applications. Demonstrates an analytical and systematic approach to problem solving. Takes the initiative in identifying and negotiating appropriate 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 and procedures. Absorbs and applies technical information. Works to required standards. Appreciates the wider field of information systems, and how own role relates to other roles and to the business of the employer or client. Contributes to own development opportunities.
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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 suppliers and clients at account level. 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.
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Ensure & 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, clients, 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 the success of assigned projects i.e. results, deadlines and budget. Develops business relationships with clients and suppliers.	Performs a challenging range 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 client 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, executes and evaluates work to time, cost and quality targets. Communicates effectively both formally and informally, with colleagues, subordinates, suppliers and clients. Demonstrates leadership. Mentors more junior colleagues. Facilitates collaboration between stakeholders who have diverse objectives. Understands the relevance of own area of responsibility/specialism to the employing organisation/client. Takes client requirements into account when making proposals. Takes initiative in personal development and keeping skills up to date. 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 client.
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Initiate & 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/suppliers and industry at senior management level. Makes decisions which impact the work of employing organisations/clients, achievement of organisational/client objectives and financial performance. Develops high-level relationships with clients, suppliers and industry leaders.	Performs highly complex work activities, covering technical, financial and quality aspects. Contributes to the formulation of strategy. Creatively applies a wide range of technical and/or management principles.	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 industry and deep understanding of own specialism(s). Understands and communicates the role and impact of the industry to the employing organisation/client 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.
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Set Strategy & 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 non-technical 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 developments in IT in own area(s) of expertise.
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