



Crown
Commercial
Service

G-Cloud 15

RATE CARD TEMPLATE

Framework Reference: G-Cloud15

Skills for the Information Age (SFIA) definitions & Rate Card

Standard Rate Card

Level	Strategy & Architecture	Business Change	Solution Development & Implementation	Service Management	Procurement & Management Support	Client Interface
Follow	£337 - £631	£337 - £631	£337 - £631	£337 - £631	£337 - £631	£337 - £631
Assist	£572 - £767	£572 - £767	£572 - £767	£572 - £767	£572 - £767	£572 - £767
Apply	£688 - £895	£688 - £895	£688 - £895	£688 - £895	£688 - £895	£688 - £895
Enable	£746 - £960	£746 - £960	£746 - £960	£746 - £960	£746 - £960	£746 - £960
Ensure or advise	£917 - £1,088	£917 - £1,088	£917 - £1,088	£917 - £1,088	£917 - £1,088	£917 - £1,088
Initiate or influence	£974 - £1,263	£974 - £1,263	£974 - £1,263	£974 - £1,263	£974 - £1,263	£974 - £1,263
Set strategy or inspire	£1,147 - £1,373	£1,147 - £1,373	£1,147 - £1,373	£1,147 - £1,373	£1,147 - £1,373	£1,147 - £1,373

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 - 9am to 5pm Monday to Friday

Travel, mileage Subsistence – Included in day rate within M25. Payable at department's standard T&S rates outside M25

Mileage – As above

Professional Indemnity Insurance – included in day rate

Level definitions

	Autonomy	Influence	Complexity	Business Skills
1. Follow	- works under close supervision - uses little discretion - is expected to seek guidance in expected situations	Interacts 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 - has basic oral and written communication skills - contributes to identifying own development opportunities
2. Assist	- works under routine supervision - uses minor discretion in resolving problems or enquiries - works without frequent reference to others	- interacts with and may influence immediate colleagues - may have some external contact with customers and suppliers. - may have more influence in own domain.	Performs a range of varied work activities 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 issues. Identifies and negotiates own development opportunities - has sufficient communication skills for effective dialogue with colleagues. Can work in a team - can plan, schedule and monitor own work within short time horizons - absorbs technical information when it is presented systematically and applies it effectively

3. Apply	• works under general supervision • uses discretion 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 customers and suppliers • may supervise others in predictable and structured areas • 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 understands and uses appropriate methods, tools, and applications • appreciates the wider field of information systems, and how own role relates to other roles and to the business of the employer or client
-----------------	---	--	--	---

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 team and specialist peers internally. Influences customers at account level and suppliers • 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 and takes some responsibility for personal development
------------------	--	--	---	--

5. Ensure or 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, customers, 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 on the success of assigned projects i.e. results, deadlines and budget • develops business relationships with customers	• Performs a challenging range and variety 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 customer 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, execute and evaluates work to time, cost and quality targets • communicates effectively, formally and informally, with colleagues, subordinates and customers & demonstrates leadership • facilitates collaboration between stakeholders who have diverse objectives • understands the relevance of own area of responsibility or specialism to the employing organisation • takes customer requirements into account when making proposals takes initiative to keep skills up to date. Mentors more junior colleagues • 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 customer
----------------------------	---	--	---	--

6. Initiate or 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 and suppliers and industry at senior management level • makes decisions which impact the work of employing organisations, achievement of organisational objectives and financial performance • develops high-level relationships with customers, suppliers and industry leaders	• performs highly complex work activities covering technical, financial and quality aspects • contributes to the formulation of IT 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 and deep understanding of own specialism(s). • understands and communicates the role and impact of IT in the employing organisation 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
7. Set Strategy and inspire	• has authority and responsibility for all aspects of a significant area of work,	• makes decisions critical to organisational success • influences developments within the IT	• leads on the formulation and application of strategy	• has a full range of strategic management and leadership skills • understands, explains, and presents complex technical ideas to both technical and non-

	including policy formation and application • is fully accountable for • actions taken and decisions made both by self and subordinates	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	• 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	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.
--	--	--	---	--