



Phase 3 Pricing Document



Guiding principles

Independence:

- We understand which systems offer what functionality and what they don't offer and will challenge vendors during demos. This makes us distinct from Vendors. Free to give opinion based on our experience, unfettered and free thinking.

Talent:

- We focus on solutions; our consultants are specialists in people technology and have all worked in HR and Payroll roles before moving into technical consultancy.

Flexibility:

- We don't believe in fixed packages – we recognise your differences, and our proposals are designed to give you choices about how projects are delivered, and we act as an extension to your team.

Knowledge Sharing:

- We believe that sharing our knowledge doesn't dilute it; we host events, build confidence, and are thought leaders in HR technology.

Assumptions

Assumptions for Professional Services daily rate

Consultant's working day: 7.5 hours exclusive of travel and lunch

- Professional Services (PS) consultants will work during Phase 3's regular business hours, Monday through Friday, excluding Phase 3 Holidays (employee annual leave and employees' reporting country bank holidays).
- Office hours: 9:00am to 5:00pm Monday to Friday
- Onsite travel and expenses for PS staff shall be payable in accordance with the provisions of the Phase 3 Terms of Service (ToS).

Commercials

Professional Services Type	Hourly Rate	Day Rate (excluding VAT/Expenses)
Technical Consulting	£148.00	£1110.00
Reporting	£148.00	£1110.00
Project Management	£148.00	£1110.00
Senior Project Manager	£148.00	£1110.00
System Selection	£148.00	£1110.00
Data Migration	£148.00	£1110.00
Sage Intacct Consultancy	£171.00	£1282.50

Excluding VAT and expenses. Time and Materials basis unless otherwise specified

Accreditations and awards



HM Government
G-Cloud
Supplier



Certificate No:369942021



Certificate No:342632021



Terms and Conditions

Our partnership is built on transparency and clear expectations. We've simplified our terms to ensure you understand exactly what you're getting.



Transparent costing

Our service operates on a time and materials basis, meaning you will only ever pay for the time spent on your project.
Our full Terms and Conditions document can be viewed [here](#).



Data protection

We maintain strict GDPR compliance and security protocols to safeguard your employee information.



Service level commitment

We'll agree a Statement of Work, providing clarity on what will be delivered and the expected timescales.



Your contacts



Tracey Adams

Business Development Manager

tracey.adams@phase3.co.uk



James Proctor

COO

James.proctor@phase3.co.uk