

# Pricing Document

PACT Solutions, SFIA Rate Card 2026

# Skills For the Information Age (SFIA) Definitions & Rate Card

|                         | Strategy<br>and Architecture | Change<br>and Transformation | Development and<br>Implementation | Delivery<br>and Operation | People and<br>Skills | Relationships<br>and Engagement |
|-------------------------|------------------------------|------------------------------|-----------------------------------|---------------------------|----------------------|---------------------------------|
| 1. Follow               | 600                          | 600                          | 600                               | 600                       | 600                  | 6500                            |
| 2. Assist               | 725                          | 725                          | 725                               | 725                       | 725                  | 725                             |
| 3. Apply                | 850                          | 850                          | 850                               | 850                       | 850                  | 850                             |
| 4. Enable               | 900                          | 900                          | 900                               | 900                       | 900                  | 900                             |
| 5. Ensure/Advise        | 1200                         | 1200                         | 1200                              | 1200                      | 1200                 | 1200                            |
| 6. Initiate/Influence   | 1750                         | 1750                         | 1750                              | 1750                      | 1750                 | 1750                            |
| 7. Set Strategy/Inspire | 2100                         | 2100                         | 2100                              | 2100                      | 2100                 | 2100                            |

# SFIA Definitions: Follow

| Autonomy                                                                                                                              | Influence                                                                | Complexity                                                                                                                                                  | Business skills                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Knowledge                                                                                                          |
|---------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| Works under close direction. Uses little discretion in attending to enquiries. 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. Participates in the generation of new ideas. | <ul style="list-style-type: none"> <li>• Has sufficient oral and written communication skills for effective engagement with immediate colleagues.</li> <li>• Uses basic systems and tools, applications and processes.</li> <li>• Demonstrates an organised approach to work. Has basic digital skills to learn and use applications and tools for their role.</li> <li>• Learning and professional development — contributes to identifying own development opportunities.</li> <li>• Security, privacy and ethics — understands and complies with organisational standards.</li> </ul> | Has a basic generic knowledge appropriate to area of work. Applies newly acquired knowledge to develop new skills. |

# SFIA Definitions: Assist

| Autonomy                                                                                                                                                                                       | Influence                                                                                                                                                                                                 | Complexity                                                                                                                                                                  | Business skills                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Knowledge                                                                                                                                                                                                                            |
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| Works under routine direction. Uses limited discretion in resolving issues or enquiries. Determines when to seek guidance in unexpected situations. Plans own work within short time horizons. | Interacts with and may influence immediate colleagues. May have some external contact with customers, suppliers and partners. Aware of need to collaborate with team and represent users/customer needs.. | Performs a range of work activities in varied environments. May contribute to routine issue resolution. May apply creative thinking or suggest new ways to approach a task. | <ul style="list-style-type: none"> <li>• Has sufficient oral and written communication skills for effective engagement with colleagues and internal users/ customers.</li> <li>• Understands and uses appropriate methods, tools, applications and processes.</li> <li>• Demonstrates a rational and organised approach to work.</li> <li>• Has sufficient digital skills for their role.</li> <li>• Learning and professional development; identifies and negotiates own development opportunities</li> <li>• Security, privacy and ethics - is fully aware of organisational standards.</li> <li>• Uses appropriate working practices in own work.</li> </ul> | Has gained a basic domain knowledge. Demonstrates application of essential generic knowledge typically found in industry bodies of knowledge. Absorbs new information when it is presented systematically and applies it effectively |

# SFIA Definitions: Apply

| Autonomy                                                                                                                                                                                                                                                                                                                                                                                   | Influence                                                                                                                                                                                                                                                                                                                                                                                                                    | Complexity                                                                                                                                                                                                                                                                   | Business skills                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Knowledge                                                                                                                                                                                                                                                                                                                                                                                                        |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Works under general direction. Receives specific direction, accepts guidance and has work reviewed at agreed milestones. Uses discretion in identifying and responding to complex issues related to own assignments. Determines when issues should be escalated to a higher level. Plans and monitors own work (and that of others where applicable) competently within limited deadlines. | Interacts with and influences colleagues. May oversee others or make decisions which impact routine work assigned to individuals or stages of projects. Has working level contact with customers, suppliers and partners. Understands and collaborates on the analysis of user/customer needs and represents this in their work. Contributes fully to the work of teams by appreciating how own role relates to other roles. | Performs a range of work, sometimes complex and nonroutine, in a variety of environments. Applies a methodical approach to routine and moderately complex issue definition and resolution. Applies and contributes to creative thinking or finds new ways to complete tasks. | <ul style="list-style-type: none"> <li>• Demonstrates effective oral and written communication skills when engaging on issues with colleagues, users/ customers, suppliers and partners.</li> <li>• Understands and effectively applies appropriate methods, tools, applications and processes.</li> <li>• Demonstrates judgement and a systematic approach to work.</li> <li>• Effectively applies digital skills and explores these capabilities for their role.</li> <li>• Learning and professional development — takes the initiative to develop own knowledge and skills by identifying and negotiating appropriate development opportunities.</li> <li>• Security, privacy and ethics demonstrates appropriate working practices and knowledge in non-routine work.</li> </ul> <p>Appreciates how own role and others support appropriate working practices.</p> | Has sound generic, domain and specialist knowledge necessary to perform effectively in the organisation typically gained from recognised bodies of knowledge and organisational information. Has an appreciation of the wider business context. Demonstrates effective application and the ability to impart knowledge found in industry bodies of knowledge. Absorbs new information and applies it effectively |

# SFIA Definitions: Enable

| Autonomy                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Influence                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Complexity                                                                                                                                                                                                                                                                | Business skills                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Knowledge                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Uses substantial discretion in identifying and responding to complex issues and assignments as they relate to the deliverable/scope of work. Escalates when issues fall outside their framework of accountability. Plans, schedules and monitors work to meet given objectives and processes to time and quality targets. | Influences customers, suppliers and partners at account level. Makes decisions which influence the success of projects and team objectives. May have some responsibility for the work of others and for the allocation of resources. Engages with and contributes to the work of cross-functional teams to ensure that customers and user needs are being met throughout the deliverable/scope of work. Facilitates collaboration between stakeholders who share common objectives. Participates in external activities related to own specialism. | Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues. Applies, facilitates and develops creative thinking concepts or finds innovative ways to approach a deliverable | <ul style="list-style-type: none"> <li>• Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences when engaging with colleagues, users/customers, suppliers and partners.</li> <li>• Selects appropriately from, and assesses the impact of change to applicable standards, methods, tools, applications and processes relevant to own specialism.</li> <li>• Demonstrates an awareness of risk and takes an analytical approach to work</li> <li>• Maximises the capabilities of applications for their role and evaluates and supports the use of new technologies and digital tools.</li> <li>• Contributes specialist expertise to requirements definition in support of proposals.</li> <li>• Shares knowledge and experience in own specialism to help others.</li> <li>• Learning and professional development — maintains an awareness of developing practices and their application and takes responsibility for driving own development. Takes the initiative in identifying and negotiating their own and supporting team members' appropriate development opportunities. Contributes to the development of others.</li> <li>• Security, privacy and ethics — fully understands the importance and application to own work and the operation of the organisation. Engages or works with specialists as necessary</li> </ul> | Has a thorough understanding of recognised generic industry bodies of knowledge and specialist bodies of knowledge as necessary. Has gained a thorough knowledge of the domain of the organisation. Is able to apply the knowledge effectively in unfamiliar situations and actively maintains own knowledge and shares with others. Rapidly absorbs and critically assesses new information and applies it effectively |

# SFIA Definitions: Ensure/Advise

| Autonomy                                                                                                                                                                                                                                                                       | Influence                                                                                                                                                                                                                                                                                                                                                  | Complexity                                                                                                                                                                                                                                                                                                                                      | Business skills                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Knowledge                                                                                                                                                                                                                                                                                                                               |
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| 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. | Inspires the organisation, and influences developments within the industry at the highest levels. Makes decisions critical to organisational success. Develops long-term strategic relationships with customers, partners, industry leaders and government. Collaborates with leadership stakeholders ensuring alignment to corporate vision and strategy. | Applies the highest level of leadership to the formulation and implementation of strategy. Performs extensive strategic leadership in delivering business value through vision, governance and executive management. Has a deep understanding of the industry and the implications of emerging technologies for the wider business environment. | <ul style="list-style-type: none"> <li>• Has a full range of strategic management and leadership skills.</li> <li>• 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.</li> <li>• Establishes governance to address business risk.</li> <li>• Ensures proposals align with the strategic direction of the organisation.</li> <li>• Fosters a learning and growth culture across the organisation.</li> <li>• Assess the impact of legislation and actively promotes compliance and inclusivity.</li> <li>• Advances the knowledge and/or exploitation of technology within one or more organisations.</li> <li>• Champions creativity and innovation in driving strategy development to enable business opportunities.</li> <li>• Communicates persuasively and convincingly across own organisation, industry and government to audiences at all levels.</li> <li>• Learning and professional development — ensures that the organisation develops and mobilises the full range of required skills and capabilities.</li> <li>• Security, privacy and ethics — provides clear direction and strategic leadership for the implementation of working practices and culture throughout the organisation.</li> </ul> | Has established a broad and deep business knowledge including the activities and practices of own organisation and a broad knowledge of those of suppliers, partners, competitors and clients. Fosters a culture to encourage the strategic application of generic and specific bodies of knowledge within their own area of influence. |

# SFIA Definitions: Initiate/ Influence

| Autonomy                                                                                                                              | Influence                                                                | Complexity                                                                                                                                                  | Business skills                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Knowledge                                                                                                          |
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# Contact Us

Trusted by



[www.pact-solutions.co.uk](http://www.pact-solutions.co.uk)



0117 450 5410



[info@pact-solutions.co.uk](mailto:info@pact-solutions.co.uk)



27-29 Newminster House,  
Baldwin Street, Bristol, BS1 1LT



Learn more

[pact-solutions.co.uk](http://pact-solutions.co.uk)