



SKILLS FOR THE INFORMATION AGE (SFIA)

RATE CARD & DEFINITIONS

	STRATEGY & ARCHITECTURE	CHANGE & FORMATION	DEVELOPMENT & IMPLEMENTATION	DELIVERY & OPERATION	PEOPLE & SKILLS	RELATIONSHIPS & ENGAGEMENT
FOLLOW	£350.00	£350.00	£350.00	£350.00	£350.00	£350.00
ASSIST	£400.00	£400.00	£400.00	£400.00	£400.00	£400.00
APPLY	£495.00	£495.00	£495.00	£495.00	£495.00	£495.00
ENABLE	£595.00	£595.00	£595.00	£595.00	£595.00	£595.00
ENSURE & ADVISE	£650.00	£650.00	£650.00	£650.00	£650.00	£650.00
INITIATE OR INFLUENCE	£850.00	£850.00	£850.00	£850.00	£850.00	£850.00
SET STRATEGY OR INSPIRE	£1000.00	£1000.00	£1000.00	£1000.00	£1000.00	£1000.00

STANDARDS FOR CONSULTANCY DAY RATE CARDS

- Consultants working day: 7.5 hours exclusive of travel or lunch
 - Working week: Monday to Friday, excluding national holidays
 - Office hours: 9:00 to 17:00 Monday to Friday
 - Travel, mileage and subsistence: Included in day rate within M25. Outside of M25 travel flat rate £70, subsistence £60 per day, mileage 0.60p per mile
 - Professional indemnity insurance included in day rate
 - Prices are exclusive of VAT
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LEVEL DEFINITIONS

	AUTONOMY	INFLUENCE	COMPLEXITY	KNOWLEDGE	BUSINESS SKILLS
FOLLOW	Works under close supervision and follows specific instructions	Minimal influence; interacts primarily with immediate colleagues	Performs routine, structured activities and requires assistance for any unexpected problems	Applies basic knowledge to well-defined, predictable tasks	Uses basic oral and written communication to engage with immediate colleagues. Demonstrates an organised approach to routine, well-defined tasks. Uses basic systems, tools, and applications required for the role. Contributes to identifying their own development opportunities. Understands and complies with organisational standards for security, privacy, and ethics
ASSIST	Works under routine supervision with minor discretion to resolve issues	Interacts with and may influence immediate colleagues; may have some external contact with customers	Performs a range of varied work activities in diverse structured environments	Possesses a basic domain knowledge and uses appropriate tools and applications	Contributes to team discussions and decisions; interacts with people outside the immediate team when necessary. Demonstrates a rational and organised approach to work activities in varied environments. Proactively seeks information and clarifies instructions with team members. Actively manages personal development and applies knowledge of common workplace practices.
APPLY	Works under general direction and accepts guidance, with work reviewed at agreed milestones	Interacts with and influences department or project team members	Performs non-routine work, sometimes complex, across various environments	Has sound generic and specialist knowledge necessary to perform effectively	Demonstrates judgment and a systematic approach to completing work packages. Interacts with and influences colleagues and occasionally customers or suppliers. Collaborates with stakeholders to ensure tasks align with defined business objectives. Plans, schedules, and monitors own work (and potentially that of others) within limited deadlines.
ENABLE	Works under general direction within a clear framework of accountability	Influences customers, suppliers, and partners at the account level; makes	Manages a broad range of complex technical or professional activities	Possesses a thorough understanding of recognized generic industry	Demonstrates an awareness of risk and takes an analytical approach to complex work. Influences customers, suppliers, and partners at the account level. Facilitates collaboration and supports the development

		decisions affecting project success		bodies of knowledge	of others through guidance. Applies knowledge across different areas to perform diverse tasks and understands the organisation's domain.
ENSURE & ADVISE	Works under broad direction and is fully accountable for their own work and that of others	Influences the organisation and peers on the contribution of their specialism; makes decisions impacting the success of assigned work	Undertakes work requiring the application of fundamental principles in unpredictable contexts	Advises on standards and tools while keeping up to date with industry developments	Interprets complex situations and offers authoritative advice in specific fields. Influences the organisation, customers, suppliers, and peers on the contribution of their own specialism. Ensures that work aligns with organisational strategy and sets objectives for others. Guides individuals or teams to achieve positive outcomes and drive strategic goals.
INITIATE OR INFLUENCE	Has defined authority and accountability for a significant area of work, including technical and financial aspects	Influences policy and strategy formation; initiates relationships with senior management and industry leaders	Performs highly complex work and establishes organisational objectives	Deeply understands their specialism and its broader impact on the business	Applies broad business knowledge to enable strategic leadership and decision-making. Exercises significant authority over a large area of work or a functional department. Influences policy formation and makes decisions that significantly impact organisational success. Initiates change and influences industry-wide standards and external partners.
SET STRATEGY OR INSPIRE	Fully accountable for all aspects of a significant area of work, including policy formation and application	Makes decisions critical to organisational success and influences the industry at the highest levels	Provides extensive strategic leadership to deliver business value through vision and governance	Possesses a deep understanding of the industry and the implications of emerging technologies	Determines overall organisational vision and strategy at the highest level. Assumes full accountability for the success of the entire organisation. Leads policy setting, strategic decision-making, and the mobilization of resources. Inspires others and influences the industry at large to achieve long-term goals.