



(SFIA) Rate Card – 2026 – 2027

Skills Framework for the Information Age Rate Card

Date: January 2026

Version: V.1.0

SKILLS FRAMEWORK FOR THE INFORMATION AGE RATE CARD

Zudu offers the following rates for specialists involved in the provision of digital licensing, permitting, registration and regulatory platform services. All proposals under this framework will be based on the rates below:

SFIA Level	Strategy & Architecture	Business Change	Solution Development & Implementation	Service Management	Client Interface
Follow	£380	£380	£380	£380	£380
Assist	£650	£650	£650	£550	£550
Apply	£800	£800	£800	£700	£700
Enable	£900	£900	£900	£900	£900
Ensure/Advise	£1,100	£1,100	£1,100	£1,000	£1,100
Initiate/Influence	£1,300	£1,300	£1,300	£1,200	£1,200
Set Strategy/Inspire	£1,500	£1,500	£1,500	£1,400	£1,400

All rates shown are per person per day in GBP and exclusive of VAT. Further details can be provided on request, including the option to negotiate discounts on the above rate card for particular circumstances.

SERVICES PRICING TERMS

Working Day: 8 hours (exclusive of travel and lunch).

Working Week: Monday to Friday excluding national holidays.

Office Hours: 09:00 - 17:30 (Monday to Friday, UK time).

Travel and Subsistence: Included in day rate within the Central Belt of Scotland. Travel and subsistence payable at the department's standard rates outside this area.

Mileage: As for travel, mileage subsistence.

Professional Indemnity Insurance: Included in day rates.

ZUDU ROLES AND SFIA CAPABILITY MAPPING

The following table provides examples of Zudu role titles used under the SFIA capability categories.

SFIA Level	Strategy & Architecture	Business Change	Solution Dev & Implementation	Service Management	Client Interface
Follow	Junior Technical Analyst	Junior Business Analyst	Junior Developer/ UI/UX Designer	Junior Support Analyst	Junior Customer Support
Assist	Associate Architect / Analyst	Business Analyst/ Research Analyst	Middle weight Developer / UI/UX Designer	Junior Support Analyst	Customer Support Officer
Apply	Solutions Architect	Product Owner	Full Stack Developer / UI/UX Engineer	QA / DevOps Engineer	Implementation Consultant
Enable	Senior Solutions Architect	Senior Product Owner	Senior Full Stack Developer / Senior UI/UX Engineer	Senior QA / Senior DevOps	Senior Consultant
Ensure/ Advise	Lead Architect	Lead Product Owner	Lead Developer/ Lead UI/UX Engineer	Service Delivery Manager	Senior Consultant
Initiate/ Influence	Principal Architect	Programme Manager / Head of Product	Principal Engineer/ Head of UI/UX	Head of Service	Lead Client Partner
Set Strategy/Inspire	Chief Architect / CTO	Chief Product Officer	Chief Engineer / CTO / Director of UX/UI	Director of Operations	Principal Client Partner

SFIA LEVEL DEFINITIONS TABLE

SFIA Level	Autonomy	Influence	Complexity	Business Skills & Knowledge
Follow (Level 1)	Works under close supervision with minimal discretion. Seeks guidance in most situations.	Interacts with immediate colleagues.	Performs routine, structured tasks.	Basic communication skills. Uses standard tools and processes. Learns new skills and applies them under guidance.
Assist (Level 2)	Works under routine supervision. Uses limited discretion in resolving problems.	Interacts with and may influence immediate colleagues and some external contacts.	Performs a range of varied tasks in structured environments.	Understands and applies appropriate methods and tools. Demonstrates organised working and basic planning skills.
Apply (Level 3)	Works under general supervision. Uses discretion in resolving problems. Escalates issues appropriately.	Influences team members and may interact with customers and suppliers.	Performs a broad range of tasks, including some complex and non-routine activities.	Analytical problem solving. Effective communication. Contributes fully to team delivery and plans own work.
Enable (Level 4)	Works under general direction with substantial autonomy and responsibility for own work.	Influences peers, customers and suppliers. May have responsibility for others' work.	Performs complex technical or professional activities in a variety of contexts.	Communicates complex information effectively. Plans and monitors work to meet quality and time targets. Maintains awareness of emerging technologies.

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SFIA LEVEL DEFINITIONS TABLE

SFIA Level	Autonomy	Influence	Complexity	Business Skills & Knowledge
Ensure / Advise (Level 5)	Works under broad direction. Fully accountable for own technical work and supervisory responsibilities.	Influences organisation, customers and industry peers. Develops business relationships.	Performs a challenging range of complex activities across unpredictable contexts.	Provides expert advice. Demonstrates leadership, innovation and stakeholder management. Mentors others and maintains industry awareness.
Initiate / Influence (Level 6)	Has defined authority and responsibility for significant areas of work. Establishes objectives and delegates responsibilities.	Influences policy, strategy and senior stakeholders internally and externally.	Performs highly complex technical, financial and strategic activities.	Strategic thinking, risk assessment, and leadership at organisational level. Communicates complex ideas at senior levels.
Set Strategy / Inspire (Level 7)	Has authority for all aspects of a significant area of work including policy and strategy. Fully accountable for decisions.	Influences organisational and industry-wide strategy and direction.	Leads formulation and implementation of organisational strategy.	Executive leadership, strategic management, industry thought leadership, and long-term stakeholder relationships.