

Support Role Name	Do you Supply this role?	Onshore - UK Max day rate	Offshore - Max Day rate
Architecture roles			
Business architect			
Trainee business architect	TRUE	£720.00	£504.00
Associate business architect	TRUE	£960.00	£672.00
Business architect	TRUE	£1,200.00	£840.00
Lead business architect	TRUE	£1,368.00	£957.60
Data architect			
Data architect	TRUE	£1,100.00	£770.00
Senior Data architect	TRUE	£1,320.00	£924.00
Chief Data architect	TRUE	£1,716.00	£1,201.20
Enterprise architect			
Enterprise architect	TRUE	£1,100.00	£770.00
Senior enterprise architect	TRUE	£1,320.00	£924.00
Lead enterprise architect	TRUE	£1,504.80	£1,053.36
Principal enterprise architect	TRUE	£1,650.00	£1,155.00
Network architect			
Associate Network Architect	TRUE	£880.00	£616.00
Network architect	TRUE	£1,100.00	£770.00
Lead network architect	TRUE	£1,254.00	£877.80
Security architect			
Security Architect	TRUE	£1,100.00	£770.00
Lead Security Architect	TRUE	£1,254.00	£877.80
Principal Security Architect	TRUE	£1,375.00	£962.50
Solution architect			
Associate solution architect	TRUE	£880.00	£616.00
Solution architect	TRUE	£1,100.00	£770.00
Senior solution architect	TRUE	£1,320.00	£924.00
Lead solution architect	TRUE	£1,504.80	£1,053.36
Principal solution architect	TRUE	£1,650.00	£1,155.00
Technical architect			
Associate technical architect	TRUE	£880.00	£616.00

Technical architect	TRUE	£1,100.00	£770.00
Senior technical architect	TRUE	£1,320.00	£924.00
Lead technical architect	TRUE	£1,504.80	£1,053.36
Principal technical architect	TRUE	£1,650.00	£1,155.00
Chief digital and data roles			
Chief data officer	TRUE	£1,716.00	£1,201.20
Chief information security officer	TRUE	£1,716.00	£1,201.20
Chief technology officer	TRUE	£1,848.00	£1,293.60
Cyber security roles			
Lead Cyber Security Audit & Assurance	TRUE	£1,254.00	£877.80
Principal Cyber Security Audit & Assurance	TRUE	£1,375.00	£962.50
Associate Cyber Security Governance & Risk Manger	TRUE	£880.00	£616.00
Lead Cyber Security Governance & Risk Manger	TRUE	£1,254.00	£877.80
Principal Cyber Security Governance & Risk Manger	TRUE	£1,375.00	£962.50
Associate Cyber Security Monitoring	TRUE	£880.00	£616.00
Lead Cyber Security Monitoring	TRUE	£1,254.00	£877.80
Principal Cyber Security Monitoring	TRUE	£1,375.00	£962.50
Associate Cyber Security Response	TRUE	£880.00	£616.00
Lead Cyber Security Response	TRUE	£1,254.00	£877.80
Principal Cyber Security Response	TRUE	£1,375.00	£962.50
Associate Cyber Security Vulnerability Management	TRUE	£880.00	£616.00
Lead Cyber Security Vulnerability Management	TRUE	£1,254.00	£877.80
Principal Cyber Security Vulnerability Management	TRUE	£1,375.00	£962.50
Associate Cyber Security Digital Forensics	TRUE	£880.00	£616.00
Lead Cyber Security Digital Forensics	TRUE	£1,254.00	£877.80
Principal Cyber Security Digital Forensics	TRUE	£1,375.00	£962.50
Associate Cyber Security Testing	TRUE	£880.00	£616.00
Lead Cyber Security Penetration Testing	TRUE	£1,254.00	£877.80
Principal Cyber Security Testing	TRUE	£1,375.00	£962.50

Associate Cyber Security Secure Systems Architect & Designer	TRUE	£880.00	£616.00
Lead Cyber Security Secure Systems Architect & Designer	TRUE	£1,254.00	£877.80
Principal Cyber Security Secure Systems Architect & Designer	TRUE	£1,375.00	£962.50

Data Roles

Analytics engineer

Trainee analytics engineer	TRUE	£570.00	£399.00
Analytics engineer	TRUE	£950.00	£665.00
Senior analytics engineer	TRUE	£1,140.00	£798.00
Lead analytics engineer	TRUE	£1,299.60	£909.72
Head of analytics engineering	TRUE	£1,482.00	£1,037.40

Data analyst

Associate analyst	TRUE	£760.00	£532.00
Data analyst	TRUE	£950.00	£665.00
Senior data analyst	TRUE	£1,140.00	£798.00
Principal data analyst	TRUE	£1,425.00	£997.50

Data engineer

Data engineer	TRUE	£1,000.00	£700.00
Senior data engineer	TRUE	£1,100.00	£770.00
Lead data engineer	TRUE	£1,254.00	£877.80
Head of data engineering	TRUE	£1,430.00	£1,001.00

Data ethicist

Data ethics lead	FALSE		
Head of data ethics	FALSE		

Data governance manager

Data governance manager	TRUE	£1,504.80	£1,053.36
Lead data governance manager	TRUE	£1,504.80	£1,053.36
Head of data governance	TRUE	£1,716.00	£1,201.20

Data scientist

Trainee data scientist	TRUE	£660.00	£462.00
Associate data scientist	TRUE	£880.00	£616.00
Data scientist	TRUE	£1,100.00	£770.00

Principal data scientist	TRUE	£1,504.80	£1,053.36
Lead data scientist	TRUE	£1,320.00	£924.00
Head of data science	TRUE	£1,650.00	£1,155.00
Machine learning engineer			
Senior machine learning engineer	TRUE	£1,100.00	£770.00
Lead machine learning engineer	TRUE	£1,254.00	£877.80
Performance analyst			
Associate performance analyst	TRUE	£760.00	£532.00
Performance analyst	TRUE	£950.00	£665.00
Senior performance analyst	TRUE	£1,140.00	£798.00
Lead performance analyst	TRUE	£1,299.60	£909.72
Head of performance analysis	TRUE	£1,482.00	£1,037.40
IT Operations Roles			
Application operations engineer			
Associate application operations engineer	TRUE	£800.00	£560.00
Application operations engineer	TRUE	£1,000.00	£700.00
Senior application operations engineer	TRUE	£1,210.00	£847.00
Lead application operations engineer	TRUE	£1,254.00	£877.80
Principal application operations engineer	TRUE	£1,375.00	£962.50
Business relationship manager			
Business relationship manager	TRUE	£1,000.00	£700.00
Senior business relationship manager	TRUE	£1,100.00	£770.00
Lead business relationship manager	TRUE	£1,140.00	£798.00
Change and release manager			
Configuration analyst	TRUE	£1,000.00	£700.00
Change and release analyst	TRUE	£1,000.00	£700.00
Change and release manager	TRUE	£1,254.00	£877.80
Command and control centre manager			
Operations analyst	TRUE	£1,000.00	£700.00
Senior operations analyst	TRUE	£1,100.00	£770.00
Operational control manager	TRUE	£1,504.80	£1,053.36

Head of command and control	TRUE	£1,716.00	£1,201.20
End user computing engineer			
Associate end user computing engineer	TRUE	£800.00	£560.00
End user computing engineer	TRUE	£1,000.00	£700.00
Senior end user computing engineer	TRUE	£1,100.00	£770.00
Lead end user computing engineer	TRUE	£1,254.00	£877.80
Principal end user computing engineer	TRUE	£1,375.00	£962.50
IT service manager			
IT service analyst	TRUE	£570.00	£399.00
IT service Manager	TRUE	£760.00	£532.00
Senior IT service manager	TRUE	£1,045.00	£731.50
Head of IT service management	TRUE	£1,235.00	£864.50
Incident manager			
Incident manager	TRUE	£1,320.00	£924.00
Major incident manager	TRUE	£1,584.00	£1,108.80
Infrastructure engineer			
Associate infrastructure engineer	TRUE	£800.00	£560.00
Infrastructure engineer	TRUE	£1,000.00	£700.00
Senior infrastructure engineer	TRUE	£1,210.00	£847.00
Lead infrastructure engineer	TRUE	£1,254.00	£877.80
Principal infrastructure engineer	TRUE	£1,375.00	£962.50
Infrastructure operations engineer			
Associate infrastructure operations engineer	TRUE	£800.00	£560.00
Infrastructure operations engineer	TRUE	£1,000.00	£700.00
Senior infrastructure operations engineer	TRUE	£1,210.00	£847.00
Lead infrastructure operations engineer	TRUE	£1,254.00	£877.80
Principal infrastructure operations engineer	TRUE	£1,375.00	£962.50
Problem manager			
Problem analyst	TRUE	£950.00	£665.00
Problem manager	TRUE	£1,299.60	£909.72
Service desk manager			
Service desk analyst	TRUE	£950.00	£665.00
Senior service desk analyst	TRUE	£1,140.00	£798.00

Service desk manager	TRUE	£1,299.60	£909.72
Head of service desk	TRUE	£1,482.00	£1,037.40
Service transition manager			
Service acceptance analyst	TRUE	£950.00	£665.00
Service readiness analyst	TRUE	£950.00	£665.00
Service transition manager	TRUE	£1,083.00	£758.10
Lead service transition manager	TRUE	£1,187.50	£831.25

Product and Delivery roles

Business analyst			
Trainee business analyst	TRUE	£570.00	£399.00
Junior business analyst	TRUE	£855.00	£598.50
Business analyst	TRUE	£950.00	£665.00
Senior business analyst	TRUE	£1,140.00	£798.00
Lead business analyst	TRUE	£1,299.60	£909.72
Head of business analysis	TRUE	£1,482.00	£1,037.40
Delivery manager			
Associate delivery manager	TRUE	£760.00	£532.00
Delivery manager	TRUE	£950.00	£665.00
Senior delivery manager	TRUE	£1,045.00	£731.50
Head of (Agile) delivery management	TRUE	£1,187.50	£831.25
Digital portfolio manager			
Digital portfolio analyst	TRUE	£950.00	£665.00
Digital portfolio manager	TRUE	£1,083.00	£758.10
Senior digital portfolio manager	TRUE	£1,187.50	£831.25
Head of portfolio	TRUE	£1,235.00	£864.50
Product manager			
Associate product manager	TRUE	£960.00	£672.00
Product manager	TRUE	£1,200.00	£840.00
Senior product manager	TRUE	£1,320.00	£924.00
Lead product manager	TRUE	£1,368.00	£957.60
Head of product	TRUE	£1,560.00	£1,092.00

Programme delivery manager

Programme delivery manager	TRUE	£1,200.00	£840.00
----------------------------	------	-----------	---------

Service owner

Service owner	TRUE	£1,368.00	£957.60
---------------	------	-----------	---------

Quality assurance testing (QAT) roles

Tester (QAT)	TRUE	£700.00	£490.00
--------------	------	---------	---------

QAT analyst	TRUE	£700.00	£490.00
-------------	------	---------	---------

Senior QAT analyst	TRUE	£770.00	£539.00
--------------------	------	---------	---------

Lead QAT analyst	TRUE	£950.00	£665.00
------------------	------	---------	---------

Test engineer

Tester (test engineer)	TRUE	£1,000.00	£700.00
------------------------	------	-----------	---------

Test engineer	TRUE	£1,000.00	£700.00
---------------	------	-----------	---------

Senior test engineer	TRUE	£1,100.00	£770.00
----------------------	------	-----------	---------

Lead test engineer	TRUE	£1,254.00	£877.80
--------------------	------	-----------	---------

Test manager

Test manager	TRUE	£1,200.00	£840.00
--------------	------	-----------	---------

Head of test	TRUE	£1,300.00	£910.00
--------------	------	-----------	---------

Software development roles**Development operations (DevOps) engineer**

Apprentice DevOps engineer	TRUE	£700.00	£490.00
----------------------------	------	---------	---------

Junior DevOps engineer	TRUE	£900.00	£630.00
------------------------	------	---------	---------

DevOps engineer	TRUE	£1,000.00	£700.00
-----------------	------	-----------	---------

Senior DevOps engineer	TRUE	£1,100.00	£770.00
------------------------	------	-----------	---------

Senior DevOps engineer - management	TRUE	£1,100.00	£770.00
-------------------------------------	------	-----------	---------

Lead DevOps engineer	TRUE	£1,140.00	£798.00
----------------------	------	-----------	---------

Lead DevOps engineer - management	TRUE	£1,140.00	£798.00
-----------------------------------	------	-----------	---------

Principal DevOps engineer	TRUE	£1,250.00	£875.00
---------------------------	------	-----------	---------

Principal DevOps engineer - management	TRUE	£1,250.00	£875.00
--	------	-----------	---------

Frontend developer

Apprentice frontend developer	TRUE	£700.00	£490.00
-------------------------------	------	---------	---------

Junior frontend developer	TRUE	£900.00	£630.00
Frontend developer	TRUE	£1,000.00	£700.00
Senior frontend developer	TRUE	£1,100.00	£770.00
Lead frontend developer	TRUE	£1,140.00	£798.00
Head of frontend development	TRUE	£1,300.00	£910.00

Software developer

Apprentice developer	TRUE	£770.00	£539.00
Junior developer	TRUE	£990.00	£693.00
Developer	TRUE	£1,100.00	£770.00
Senior developer	TRUE	£1,210.00	£847.00
Senior developer - management	TRUE	£1,210.00	£847.00
Lead developer	TRUE	£1,254.00	£877.80
Lead developer - management	TRUE	£1,254.00	£877.80
Principal developer	TRUE	£1,375.00	£962.50
Principal developer - management	TRUE	£1,375.00	£962.50

User-centred design roles

Accessibility specialist

Junior accessibility specialist	TRUE	£630.00	£441.00
Accessibility specialist	TRUE	£700.00	£490.00
Senior accessibility specialist	TRUE	£770.00	£539.00
Head of accessibility	TRUE	£910.00	£637.00

Content designer

Associate content designer	TRUE	£760.00	£532.00
Junior content designer	TRUE	£855.00	£598.50
Content designer	TRUE	£950.00	£665.00
Senior content designer	TRUE	£1,045.00	£731.50
Lead content designer	TRUE	£1,083.00	£758.10
Head of content design	TRUE	£1,235.00	£864.50
Content designer	TRUE	£950.00	£665.00

Content strategist

Content strategist	TRUE	£1,080.00	£756.00
--------------------	------	-----------	---------

Graphic designer

Associate graphic designer	TRUE	£616.00	
Junior graphic designer	TRUE	£693.00	£485.10
Graphic designer	TRUE	£770.00	£539.00
Senior graphic designer	TRUE	£847.00	£592.90
Lead graphic designer	TRUE	£877.80	£614.46
Head of graphic design	TRUE	£1,001.00	£700.70

Interaction designer

Associate interaction designer	TRUE	£760.00	£532.00
Junior interaction designer	TRUE	£855.00	£598.50
Interaction designer	TRUE	£950.00	£665.00
Senior interaction designer	TRUE	£1,045.00	£731.50
Lead interaction designer	TRUE	£1,083.00	£758.10
Head of interaction design	TRUE	£1,235.00	£864.50

Service designer

Associate service designer	TRUE	£760.00	£532.00
Junior service designer	TRUE	£855.00	£598.50
Service designer	TRUE	£950.00	£665.00
Senior service designer	TRUE	£1,045.00	£731.50
Lead service designer	TRUE	£1,083.00	£758.10
Head of service design	TRUE	£1,235.00	£864.50

Technical writer

Technical writer	TRUE	£700.00	£490.00
Lead technical writer	TRUE	£798.00	£558.60

User researcher

Associate user researcher	TRUE	£760.00	£532.00
Junior user researcher	TRUE	£855.00	£598.50
User researcher	TRUE	£950.00	£665.00
Senior user researcher	TRUE	£1,045.00	£731.50
Lead user researcher	TRUE	£1,083.00	£758.10
Head of user research	TRUE	£1,235.00	£864.50

Mapped Role	Level	Ratio	Onshore - UK Max Hour rate	Offshore - Max Hour rate
Business Consultant	Trainee	60%	£90.00	£63.00
Business Consultant	Associate	80%	£120.00	£84.00
Business Consultant	Business	100%	£150.00	£105.00
Business Consultant	Lead	114%	£171.00	£119.70
Data Architect	Data	100%	£137.50	£96.25
Senior Architect	Senior - Adjusted	100%	£165.00	£115.50
Senior Architect	Chief	130%	£214.50	£150.15
Technical Architect	Enterprise	100%	£137.50	£96.25
Senior Architect	Senior - Adjusted	100%	£165.00	£115.50
Senior Architect	Lead	114%	£188.10	£131.67
Senior Architect	Principal	125%	£206.25	£144.38
Technical Architect	Associate	80%	£110.00	£77.00
Technical Architect	Network	100%	£137.50	£96.25
Technical Architect	Lead	114%	£156.75	£109.73
Security Architect	Security	100%	£137.50	£96.25
Security Architect	Lead	114%	£156.75	£109.73
Security Architect	Principal	125%	£171.88	£120.31
Solution Architect	Associate	80%	£110.00	£77.00
Solution Architect	Solution	100%	£137.50	£96.25
Senior Architect	Senior - Adjusted	100%	£165.00	£115.50
Senior Architect	Lead	114%	£188.10	£131.67
Senior Architect	Principal	125%	£206.25	£144.38
Technical Architect	Associate	80%	£110.00	£77.00

Technical Architect	Technical	100%	£137.50	£96.25
Senior Architect	Senior - Adjusted	100%	£165.00	£115.50
Senior Architect	Lead	114%	£188.10	£131.67
Senior Architect	Principal	125%	£206.25	£144.38
Senior Architect	Chief	130%	£214.50	£150.15
Senior Architect	Chief	130%	£214.50	£150.15
Senior Architect	Chief	140%	£231.00	£161.70
Security Architect	Lead	114%	£156.75	£109.73
Security Architect	Principal	125%	£171.88	£120.31
Security Architect	Associate	80%	£110.00	£77.00
Security Architect	Lead	114%	£156.75	£109.73
Security Architect	Principal	125%	£171.88	£120.31
Security Architect	Associate	80%	£110.00	£77.00
Security Architect	Lead	114%	£156.75	£109.73
Security Architect	Principal	125%	£171.88	£120.31
Security Architect	Associate	80%	£110.00	£77.00
Security Architect	Lead	114%	£156.75	£109.73
Security Architect	Principal	125%	£171.88	£120.31
Security Architect	Associate	80%	£110.00	£77.00
Security Architect	Lead	114%	£156.75	£109.73
Security Architect	Principal	125%	£171.88	£120.31
Security Architect	Associate	80%	£110.00	£77.00
Security Architect	Lead	114%	£156.75	£109.73
Security Architect	Principal	125%	£171.88	£120.31
Security Architect	Associate	80%	£110.00	£77.00
Security Architect	Lead	114%	£156.75	£109.73
Security Architect	Principal	125%	£171.88	£120.31

Security Architect	Associate	80%	£110.00	£77.00
Security Architect	Lead	114%	£156.75	£109.73
Security Architect	Principal	125%	£171.88	£120.31
Business Analyst	Trainee	60%	£71.25	£49.88
Business Analyst	Analytics	100%	£118.75	£83.13
Senior Business Analyst	Senior - Adjusted	100%	£142.50	£99.75
Senior Business Analyst	Lead	114%	£162.45	£113.72
Senior Business Analyst	Head	130%	£185.25	£129.68
Business Analyst	Associate	80%	£95.00	£66.50
Business Analyst	Data	100%	£118.75	£83.13
Senior Business Analyst	Senior - Adjusted	100%	£142.50	£99.75
Senior Business Analyst	Principal	125%	£178.13	£124.69
Salesforce Developer	Data	100%	£125.00	£87.50
Senior Salesforce Developer	Senior - Adjusted	100%	£137.50	£96.25
Senior Salesforce Developer	Lead	114%	£156.75	£109.73
Senior Salesforce Developer	Head	130%	£178.75	£125.13
CoE Architect	Manager	114%	£188.10	£131.67
CoE Architect	Manager	114%	£188.10	£131.67
CoE Architect	Head	130%	£214.50	£150.15
Data Architect	Trainee	60%	£82.50	£57.75
Data Architect	Associate	80%	£110.00	£77.00
Data Architect	Data	100%	£137.50	£96.25

Senior Architect	Principal	114%	£188.10	£131.67
Senior Architect	Lead	100%	£165.00	£115.50
Senior Architect	Head	125%	£206.25	£144.38
Senior AI Developer	Senior - Adjusted	100%	£137.50	£96.25
Senior AI Developer	Lead	114%	£156.75	£109.73
Business Analyst	Associate	80%	£95.00	£66.50
Business Analyst	Performance	100%	£118.75	£83.13
Senior Business Analyst	Senior - Adjusted	100%	£142.50	£99.75
Senior Business Analyst	Lead	114%	£162.45	£113.72
Senior Business Analyst	Head	130%	£185.25	£129.68
DevOps Engineer	Associate	80%	£100.00	£70.00
DevOps Engineer	Application	100%	£125.00	£87.50
DevOps Lead	Senior	110%	£151.25	£105.88
DevOps Lead	Lead	114%	£156.75	£109.73
DevOps Lead	Principal	125%	£171.88	£120.31
Project Manager	Manager	100%	£125.00	£87.50
Project Manager	Senior	110%	£137.50	£96.25
Project Manager	Lead	114%	£142.50	£99.75
DevOps Engineer	Configuration	100%	£125.00	£87.50
DevOps Engineer	Change	100%	£125.00	£87.50
DevOps Lead	Manager	114%	£156.75	£109.73
Salesforce Developer	Operations	100%	£125.00	£87.50
Senior Salesforce Developer	Senior - Adjusted	100%	£137.50	£96.25
Senior Architect	Manager	114%	£188.10	£131.67

Senior Architect	Head	130%	£214.50	£150.15
Salesforce Developer	Associate	80%	£100.00	£70.00
Salesforce Developer	End	100%	£125.00	£87.50
Senior Salesforce Developer	Senior - Adjusted	100%	£137.50	£96.25
Senior Salesforce Developer	Lead	114%	£156.75	£109.73
Senior Salesforce Developer	Principal	125%	£171.88	£120.31
Business Analyst	IT	60%	£71.25	£49.88
Business Analyst	Manager	80%	£95.00	£66.50
Business Analyst	Senior	110%	£130.63	£91.44
Business Analyst	Head	130%	£154.38	£108.06
Security Architect	Manager	120%	£165.00	£115.50
Senior Architect	Senior - Adjusted	120%	£198.00	£138.60
DevOps Engineer	Associate	80%	£100.00	£70.00
DevOps Engineer	Infrastructure	100%	£125.00	£87.50
DevOps Lead	Senior	110%	£151.25	£105.88
DevOps Lead	Lead	114%	£156.75	£109.73
DevOps Lead	Principal	125%	£171.88	£120.31
DevOps Engineer	Associate	80%	£100.00	£70.00
DevOps Engineer	Infrastructure	100%	£125.00	£87.50
DevOps Lead	Senior	110%	£151.25	£105.88
DevOps Lead	Lead	114%	£156.75	£109.73
DevOps Lead	Principal	125%	£171.88	£120.31
Business Analyst	Problem	100%	£118.75	£83.13
Senior Business Analyst	Manager	114%	£162.45	£113.72
Business Analyst	Service	100%	£118.75	£83.13
Senior Business Analyst	Senior - Adjusted	100%	£142.50	£99.75

Senior Business Analyst	Manager	114%	£162.45	£113.72
Senior Business Analyst	Head	130%	£185.25	£129.68
Business Analyst	Service	100%	£118.75	£83.13
Business Analyst	Service	100%	£118.75	£83.13
Change Manager	Manager	114%	£135.38	£94.76
Change Manager	Manager	125%	£148.44	£103.91
Business Analyst	Trainee	60%	£71.25	£49.88
Business Analyst	Junior	90%	£106.88	£74.81
Business Analyst	Business	100%	£118.75	£83.13
Senior Business Analyst	Senior - Adjusted	100%	£142.50	£99.75
Senior Business Analyst	Lead	114%	£162.45	£113.72
Senior Business Analyst	Head	130%	£185.25	£129.68
Scrum Master	Associate	80%	£95.00	£66.50
Scrum Master	Manager	100%	£118.75	£83.13
Scrum Master	Senior	110%	£130.63	£91.44
Scrum Master	Head	125%	£148.44	£103.91
Business Analyst	Digital	100%	£118.75	£83.13
Business Analyst	Manager	114%	£135.38	£94.76
Business Analyst	Manager	125%	£148.44	£103.91
Business Analyst	Head	130%	£154.38	£108.06
Programme Manager	Associate	80%	£120.00	£84.00
Programme Manager	Manager	100%	£150.00	£105.00
Programme Manager	Senior	110%	£165.00	£115.50
Programme Manager	Lead	114%	£171.00	£119.70
Programme Manager	Head	130%	£195.00	£136.50

Programme Manager	Manager	100%	£150.00	£105.00
Programme Manager	Service	114%	£171.00	£119.70
QA/Tester	Tester	100%	£87.50	£61.25
QA/Tester	QAT	100%	£87.50	£61.25
QA/Tester	Senior	110%	£96.25	£67.38
QA/Testing Lead	Lead	100%	£118.75	£83.13
Salesforce Developer	Tester	100%	£125.00	£87.50
Salesforce Developer	Test	100%	£125.00	£87.50
Senior Salesforce Developer	Senior - Adjusted	100%	£137.50	£96.25
Senior Salesforce Developer	Lead	114%	£156.75	£109.73
Salesforce Developer	Manager	120%	£150.00	£105.00
Salesforce Developer	Head	130%	£162.50	£113.75
DevOps Engineer	Apprentice	70%	£87.50	£61.25
DevOps Engineer	Junior	90%	£112.50	£78.75
DevOps Engineer	DevOps	100%	£125.00	£87.50
DevOps Engineer	Senior	110%	£137.50	£96.25
DevOps Engineer	Senior	110%	£137.50	£96.25
DevOps Engineer	Lead	114%	£142.50	£99.75
DevOps Engineer	Lead	114%	£142.50	£99.75
DevOps Engineer	Principal	125%	£156.25	£109.38
DevOps Engineer	Principal	125%	£156.25	£109.38
Front-End Developer	Apprentice	70%	£87.50	£61.25

Front-End Developer	Junior	90%	£112.50	£78.75
Front-End Developer	Frontend	100%	£125.00	£87.50
Front-End Developer	Senior	110%	£137.50	£96.25
Front-End Developer	Lead	114%	£142.50	£99.75
Front-End Developer	Head	130%	£162.50	£113.75
Back-End Developer	Apprentice	70%	£96.25	£67.38
Back-End Developer	Junior	90%	£123.75	£86.63
Back-End Developer	Developer	100%	£137.50	£96.25
Back-End Developer	Senior	110%	£151.25	£105.88
Back-End Developer	Senior	110%	£151.25	£105.88
Back-End Developer	Lead	114%	£156.75	£109.73
Back-End Developer	Lead	114%	£156.75	£109.73
Back-End Developer	Principal	125%	£171.88	£120.31
Back-End Developer	Principal	125%	£171.88	£120.31
QA/Tester	Junior	90%	£78.75	£55.13
QA/Tester	Accessibility	100%	£87.50	£61.25
QA/Tester	Senior	110%	£96.25	£67.38
QA/Tester	Head	130%	£113.75	£79.63
Conversation Designer	Associate	80%	£95.00	£66.50
Conversation Designer	Junior	90%	£106.88	£74.81
Conversation Designer	Content	100%	£118.75	£83.13
Conversation Designer	Senior	110%	£130.63	£91.44
Conversation Designer	Lead	114%	£135.38	£94.76
Conversation Designer	Head	130%	£154.38	£108.06
Conversation Designer	Content	100%	£118.75	£83.13
Business Consultant	Content	90%	£135.00	£94.50

Graphic Designer	Associate	80%	£77.00	
Graphic Designer	Junior	90%	£86.63	£60.64
Graphic Designer	Graphic	100%	£96.25	£67.38
Graphic Designer	Senior	110%	£105.88	£74.11
Graphic Designer	Lead	114%	£109.73	£76.81
Graphic Designer	Head	130%	£125.13	£87.59
Conversation Designer	Associate	80%	£95.00	£66.50
Conversation Designer	Junior	90%	£106.88	£74.81
Conversation Designer	Interaction	100%	£118.75	£83.13
Conversation Designer	Senior	110%	£130.63	£91.44
Conversation Designer	Lead	114%	£135.38	£94.76
Conversation Designer	Head	130%	£154.38	£108.06
Conversation Designer	Associate	80%	£95.00	£66.50
Conversation Designer	Junior	90%	£106.88	£74.81
Conversation Designer	Service	100%	£118.75	£83.13
Conversation Designer	Senior	110%	£130.63	£91.44
Conversation Designer	Lead	114%	£135.38	£94.76
Conversation Designer	Head	130%	£154.38	£108.06
QA/Tester	Technical	100%	£87.50	£61.25
QA/Tester	Lead	114%	£99.75	£69.83
Business Analyst	Associate	80%	£95.00	£66.50
Business Analyst	Junior	90%	£106.88	£74.81
Business Analyst	User	100%	£118.75	£83.13
Business Analyst	Senior	110%	£130.63	£91.44
Business Analyst	Lead	114%	£135.38	£94.76
Business Analyst	Head	130%	£154.38	£108.06