



# ePass

## Pricing & (SFIA) Rate Card 2026 - 2027

**Pricing & Skills Framework for the Information Age  
Rate Card**

**Date: January 2026**

**Version: V.1.0**

## OVERVIEW

This document outlines indicative pricing for the ePass platform and associated services. Pricing is indicative and subject to scope, authority size, integrations, governance requirements, and contractual terms.

Detailed implementation and delivery services pricing is provided via the SFIA rate card below.

## PLATFORM COST

| Service                               | Pricing                                                                                    |
|---------------------------------------|--------------------------------------------------------------------------------------------|
| ePass platform subscription           | £75,000 – £500,000+ per public sector organisation per year (indicative, subject to scope) |
| Usage-based or volume-based licensing | To be agreed on a case-by-case basis                                                       |

## IMPLEMENTATION, SUPPORT AND ADDITIONAL SERVICES PRICING

| Category                         | Service                                                                      | Pricing                                         |
|----------------------------------|------------------------------------------------------------------------------|-------------------------------------------------|
| Implementation and Configuration | Implementation and configuration                                             | Priced based on scope and customer requirements |
|                                  | Integrations with identity, payments, notifications, and third-party systems | Priced based on scope                           |
|                                  | Data migration and onboarding                                                | Priced based on scope                           |
| Support and Managed Services     | Standard support                                                             | Included with platform subscription             |
|                                  | Enhanced support and managed service options                                 | Optional, priced separately                     |
| Training                         | Administrator and user training                                              | Priced based on location and format             |
| Additional Services              | Custom development and feature configuration                                 | Priced based on scope                           |
|                                  | Consultancy and advisory services                                            | Priced based on SFIA rate card                  |

Implementation services are scoped based on customer requirements. Training can be delivered remotely or onsite, subject to agreement. Enhanced support packages may include extended support hours, service monitoring, and operational support. Alternative commercial models, including bundled platform, usage-based, and volume-based licensing, may be agreed.

## SKILLS FRAMEWORK FOR THE INFORMATION AGE RATE CARD

ePass 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 or within the London M25. 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.

## EPASS ROLES AND SFIA CAPABILITY MAPPING

The following table provides examples of ePass 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                                                                                                                           |
|-------------------------|---------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Follow (Level 1)</b> | 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.                                     |
| <b>Assist (Level 2)</b> | 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.                                      |
| <b>Apply (Level 3)</b>  | 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.                                           |
| <b>Enable (Level 4)</b> | 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                                                                                                              |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Ensure / Advise<br/>(Level 5)</b>        | 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. |
| <b>Initiate / Influence<br/>(Level 6)</b>   | 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.                |
| <b>Set Strategy / Inspire<br/>(Level 7)</b> | 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.                        |