

# Employee Reward & Benefit Technology

KPMG Rate Card for G Cloud 15



# Rate card

Employee Reward & Benefit Technology **£20,000** a unit per year. Any additional costs in line with the rate card below:

|                              |                                    |                                    | Maximums   |              |               |
|------------------------------|------------------------------------|------------------------------------|------------|--------------|---------------|
| Job Family                   | Job Role                           | Role Level                         | KPMG Grade | Onshore Rate | Offshore Rate |
| Architecture Roles           | Business architect                 | Trainee business architect         | E          | £840         | £195          |
|                              |                                    | Associate business architect       | D          | £1,080       | £300          |
|                              |                                    | Business architect                 | C          | £1,337       | £525          |
|                              |                                    | Lead business architect            | B          | £1,873       | £655          |
|                              | Data architect                     | Data architect                     | C          | £1,337       | £525          |
|                              |                                    | Senior data architect              | B          | £1,873       | £655          |
|                              |                                    | Chief data architect               | A          | £2,808       | £780          |
|                              | Enterprise architect               | Enterprise architect               | E          | £840         | £195          |
|                              |                                    | Senior enterprise architect        | D          | £1,080       | £300          |
|                              |                                    | Lead enterprise architect          | C          | £1,337       | £525          |
|                              |                                    | Principal enterprise architect     | A          | £2,808       | £780          |
|                              | Network architect                  | Associate network architect        | E          | £840         | £195          |
|                              |                                    | Network architect                  | D          | £1,080       | £300          |
|                              |                                    | Lead network architect             | C          | £1,337       | £525          |
|                              | Security architect                 | Security architect                 | D          | £1,080       | £300          |
|                              |                                    | Lead security architect            | C          | £1,337       | £525          |
|                              |                                    | Principal security architect       | B          | £1,873       | £655          |
|                              | Solution architect                 | Associate solution architect       | E          | £840         | £195          |
|                              |                                    | Solution architect                 | D          | £1,080       | £300          |
|                              |                                    | Senior solution architect          | C          | £1,337       | £525          |
|                              |                                    | Lead solution architect            | B          | £1,873       | £655          |
|                              |                                    | Principal solution architect       | A          | £2,808       | £780          |
|                              | Technical architect                | Associate technical architect      | E          | £840         | £195          |
|                              |                                    | Technical architect                | D          | £1,080       | £300          |
|                              |                                    | Senior technical architect         | C          | £1,337       | £525          |
|                              |                                    | Lead technical architect           | B          | £1,873       | £655          |
|                              |                                    | Principal technical architect      | A          | £2,808       | £780          |
| Chief digital and data roles | Chief data officer                 | Chief data officer                 | A          | £2,808       | £780          |
|                              | Chief information security officer | Chief information security officer | A          | £2,808       | £780          |
|                              | Chief technology officer           | Chief technology officer           | A          | £2,808       | £780          |

# Rate card

| Job Family           | Job Role                                      | Role Level                                                      | Maximums   |              |               |
|----------------------|-----------------------------------------------|-----------------------------------------------------------------|------------|--------------|---------------|
|                      |                                               |                                                                 | KPMG Grade | Onshore Rate | Offshore Rate |
| Cyber Security Roles | Cyber security audit and assurance            | Lead cyber security audit and assurance                         | B          | £1,873       | £655          |
|                      |                                               | Principal cyber security audit and assurance                    | A          | £2,808       | £780          |
|                      | Cyber security governance and risk management | Associate cyber security governance and risk manager            | C          | £1,337       | £525          |
|                      |                                               | Lead cyber security governance and risk manager                 | B          | £1,873       | £655          |
|                      |                                               | Principal cyber security governance and risk manager            | A          | £2,808       | £780          |
|                      | Cyber security monitoring                     | Associate cyber security monitoring                             | C          | £1,337       | £525          |
|                      |                                               | Lead cyber security monitoring                                  | B          | £1,873       | £655          |
|                      |                                               | Principal cyber security monitoring                             | A          | £2,808       | £780          |
|                      | Cyber security incident response              | Associate cyber incident response                               | C          | £1,337       | £525          |
|                      |                                               | Lead cyber security incident response                           | B          | £1,873       | £655          |
|                      |                                               | Principal cyber security incident response                      | A          | £2,808       | £780          |
|                      | Cyber security vulnerability management       | Associate cyber security vulnerability management               | C          | £1,337       | £525          |
|                      |                                               | Lead cyber security vulnerability management                    | B          | £1,873       | £655          |
|                      |                                               | Principal cyber security vulnerability management               | A          | £2,808       | £780          |
|                      | Cyber security digital forensics              | Associate cyber security digital forensics                      | C          | £1,337       | £525          |
|                      |                                               | Lead cyber security digital forensics                           | B          | £1,873       | £655          |
|                      |                                               | Principal cyber security digital forensics                      | A          | £2,808       | £780          |
|                      | Cyber security testing                        | Associate cyber security testing                                | C          | £1,337       | £525          |
|                      |                                               | Lead cyber security penetration testing                         | B          | £1,873       | £655          |
|                      |                                               | Principal cyber security testing                                | A          | £2,808       | £780          |
|                      | Cyber security secure design                  | Associate cyber security secure systems architecture and design | C          | £1,337       | £525          |
|                      |                                               | Lead cyber security secure systems architecture and design      | B          | £1,873       | £655          |
|                      |                                               | Principal cyber security secure systems architecture and design | A          | £2,808       | £780          |

# Rate card

|            |                                 |                                  | Maximums   |              |               |
|------------|---------------------------------|----------------------------------|------------|--------------|---------------|
| Job Family | Job Role                        | Role Level                       | KPMG Grade | Onshore Rate | Offshore Rate |
| Data Roles | Analytics engineer roles        | Trainee analytics engineer       | E          | £840         | £195          |
|            |                                 | Analytics engineer               | D          | £1,080       | £300          |
|            |                                 | Senior analytics engineer        | C          | £1,337       | £525          |
|            |                                 | Lead analytics engineer          | B          | £1,873       | £655          |
|            |                                 | Head of analytics engineering    | A          | £2,808       | £780          |
|            | Data analyst roles              | Associate analyst                | E          | £840         | £195          |
|            |                                 | Data analyst                     | D          | £1,080       | £300          |
|            |                                 | Senior data analyst              | C          | £1,337       | £525          |
|            |                                 | Principal data analyst           | B          | £1,873       | £655          |
|            | Data engineer roles             | Data engineer                    | E          | £840         | £195          |
|            |                                 | Senior data engineer             | D          | £1,080       | £300          |
|            |                                 | Lead data engineer               | C          | £1,337       | £525          |
|            |                                 | Head of data engineering         | A          | £2,808       | £780          |
|            | Data ethicist roles             | Data ethics lead                 | B          | £1,873       | £655          |
|            |                                 | Head of data ethics              | A          | £2,808       | £780          |
|            | Data governance manager roles   | Data governance manager          | C          | £1,337       | £525          |
|            |                                 | Lead data governance manager     | B          | £1,873       | £655          |
|            |                                 | Head of data governance          | A          | £2,808       | £780          |
|            | Data scientist roles            | Trainee data scientist           | E          | £840         | £195          |
|            |                                 | Associate data scientist         | D          | £1,080       | £300          |
|            |                                 | Data scientist                   | D          | £1,080       | £300          |
|            |                                 | Principal data scientist         | B          | £1,873       | £655          |
|            |                                 | Lead data scientist              | C          | £1,337       | £525          |
|            |                                 | Head of data science             | A          | £2,808       | £780          |
|            | Machine learning engineer roles | Senior machine learning engineer | D          | £1,080       | £300          |
|            |                                 | Lead machine learning engineer   | C          | £1,337       | £525          |
|            | Performance analyst roles       | Associate performance analyst    | E          | £840         | £195          |
|            |                                 | Performance analyst              | D          | £1,080       | £300          |
|            |                                 | Senior performance analyst       | D          | £1,080       | £300          |
|            |                                 | Lead performance analyst         | C          | £1,337       | £525          |
|            |                                 | Head of performance analysis     | B          | £1,873       | £655          |

# Rate card

| Job Family          | Job Role                                 | Role Level                                   | Maximums   |              |               |
|---------------------|------------------------------------------|----------------------------------------------|------------|--------------|---------------|
|                     |                                          |                                              | KPMG Grade | Onshore Rate | Offshore Rate |
| IT Operations roles | Application operations engineer roles    | Associate application operations engineer    | E          | £840         | £195          |
|                     |                                          | Application operations engineer              | D          | £1,080       | £300          |
|                     |                                          | Senior application operations engineer       | D          | £1,080       | £300          |
|                     |                                          | Lead application operations engineer         | C          | £1,337       | £525          |
|                     |                                          | Principal application operations engineer    | B          | £1,873       | £655          |
|                     | Business relationship manager roles      | Business relationship manager                | D          | £1,080       | £300          |
|                     |                                          | Senior business relationship manager         | C          | £1,337       | £525          |
|                     |                                          | Lead business relationship manager           | B          | £1,873       | £655          |
|                     | Change and release manager roles         | Configuration analyst                        | E          | £840         | £195          |
|                     |                                          | Change and release analyst                   | D          | £1,080       | £300          |
|                     |                                          | Change and release manager                   | C          | £1,337       | £525          |
|                     | Command and control centre manager roles | Operations analyst                           | E          | £840         | £195          |
|                     |                                          | Senior operations analyst                    | D          | £1,080       | £300          |
|                     |                                          | Operational control manager                  | C          | £1,337       | £525          |
|                     |                                          | Head of command and control                  | B          | £1,873       | £655          |
|                     | End user computing engineer roles        | Associate end user computing engineer        | E          | £840         | £195          |
|                     |                                          | End user computing engineer                  | D          | £1,080       | £300          |
|                     |                                          | Senior end user computing engineer           | D          | £1,080       | £300          |
|                     |                                          | Lead end user computing engineer             | C          | £1,337       | £525          |
|                     |                                          | Principal end user computing engineer        | B          | £1,873       | £655          |
|                     | IT service manager roles                 | IT service analyst                           | E          | £840         | £195          |
|                     |                                          | IT service manager                           | D          | £1,080       | £300          |
|                     |                                          | Senior IT service manager                    | C          | £1,337       | £525          |
|                     |                                          | Head of IT service management                | A          | £2,808       | £780          |
|                     | Incident manager roles                   | Incident manager                             | C          | £1,337       | £525          |
|                     |                                          | Major incident manager                       | B          | £1,873       | £655          |
|                     | Infrastructure engineer roles            | Associate infrastructure engineer            | E          | £840         | £195          |
|                     |                                          | Infrastructure engineer                      | D          | £1,080       | £300          |
|                     |                                          | Senior infrastructure engineer               | D          | £1,080       | £300          |
|                     |                                          | Lead infrastructure engineer                 | C          | £1,337       | £525          |
|                     |                                          | Principal infrastructure engineer            | B          | £1,873       | £655          |
|                     | Infrastructure operations engineer roles | Associate infrastructure operations engineer | E          | £840         | £195          |
|                     |                                          | Infrastructure operations engineer           | D          | £1,080       | £300          |
|                     |                                          | Senior infrastructure operations engineer    | D          | £1,080       | £300          |
|                     |                                          | Lead infrastructure operations engineer      | C          | £1,337       | £525          |
|                     |                                          | Principal infrastructure operations engineer | B          | £1,873       | £655          |

# Rate card

|                             |                                  |                                     | Maximums   |              |               |
|-----------------------------|----------------------------------|-------------------------------------|------------|--------------|---------------|
| Job Family                  | Job Role                         | Role Level                          | KPMG Grade | Onshore Rate | Offshore Rate |
| IT Operations roles (cont.) | Problem manager roles            | Problem analyst                     | E          | £840         | £195          |
|                             |                                  | Problem manager                     | C          | £1,337       | £525          |
|                             | Service desk manager roles       | Service desk analyst                | E          | £840         | £195          |
|                             |                                  | Senior service desk analyst         | D          | £1,080       | £300          |
|                             |                                  | Service desk manager                | C          | £1,337       | £525          |
|                             |                                  | Head of service desk                | B          | £1,873       | £655          |
|                             | Service transition manager roles | Service acceptance analyst          | D          | £1,080       | £300          |
|                             |                                  | Service readiness analyst           | D          | £1,080       | £300          |
|                             |                                  | Service transition manager          | C          | £1,337       | £525          |
|                             |                                  | Lead service transition manager     | B          | £1,873       | £655          |
| Product and delivery roles  | Business analyst roles           | Trainee business analyst            | E          | £840         | £195          |
|                             |                                  | Junior business analyst             | E          | £840         | £195          |
|                             |                                  | Business analyst                    | D          | £1,080       | £300          |
|                             |                                  | Senior business analyst             | C          | £1,337       | £525          |
|                             |                                  | Lead business analyst               | B          | £1,873       | £655          |
|                             |                                  | Head of business analysis           | A          | £2,808       | £780          |
|                             | Delivery manager roles           | Associate delivery manager          | D          | £1,080       | £300          |
|                             |                                  | Delivery manager                    | C          | £1,337       | £525          |
|                             |                                  | Senior delivery manager             | B          | £1,873       | £655          |
|                             |                                  | Head of (Agile) delivery management | A          | £2,808       | £780          |
|                             | Digital portfolio manager roles  | Digital portfolio analyst           | E          | £840         | £195          |
|                             |                                  | Digital portfolio manager           | D          | £1,080       | £300          |
|                             |                                  | Senior digital portfolio manager    | C          | £1,337       | £525          |
|                             |                                  | Head of portfolio                   | B          | £1,873       | £655          |
|                             | Product manager roles            | Associate product manager           | E          | £840         | £195          |
|                             |                                  | Product manager                     | D          | £1,080       | £300          |
|                             |                                  | Senior product manager              | C          | £1,337       | £525          |
|                             |                                  | Lead product manager                | B          | £1,873       | £655          |
|                             |                                  | Head of product                     | A          | £2,808       | £780          |
|                             | Programme delivery manager roles | Programme delivery manager          | B          | £1,873       | £655          |
|                             | Service owner roles              | Service owner                       | C          | £1,337       | £525          |

# Rate card

|                                 |                                                |                                        | Maximums   |              |               |
|---------------------------------|------------------------------------------------|----------------------------------------|------------|--------------|---------------|
| Job Family                      | Job Role                                       | Role Level                             | KPMG Grade | Onshore Rate | Offshore Rate |
| Quality assurance testing roles | QAT analyst roles                              | Tester (QAT)                           | E          | £840         | £195          |
|                                 |                                                | QAT analyst                            | D          | £1,080       | £300          |
|                                 |                                                | Senior QAT analyst                     | D          | £1,080       | £300          |
|                                 |                                                | Lead QAT analyst                       | C          | £1,337       | £525          |
|                                 | Test engineer roles                            | Tester (test engineer)                 | D          | £1,080       | £300          |
|                                 |                                                | Test engineer                          | D          | £1,080       | £300          |
|                                 |                                                | Senior test engineer                   | C          | £1,337       | £525          |
|                                 |                                                | Lead test engineer                     | B          | £1,873       | £655          |
|                                 | Test manager roles                             | Test manager                           | B          | £1,873       | £655          |
|                                 |                                                | Head of test                           | A          | £2,808       | £780          |
| Software development roles      | Development operations (DevOps) engineer roles | Apprentice DevOps engineer             | E          | £840         | £195          |
|                                 |                                                | Junior DevOps engineer                 | E          | £840         | £195          |
|                                 |                                                | DevOps engineer                        | D          | £1,080       | £300          |
|                                 |                                                | Senior DevOps engineer                 | D          | £1,080       | £300          |
|                                 |                                                | Senior DevOps engineer - management    | D          | £1,080       | £300          |
|                                 |                                                | Lead DevOps engineer                   | C          | £1,337       | £525          |
|                                 |                                                | Lead DevOps engineer - management      | C          | £1,337       | £525          |
|                                 |                                                | Principal DevOps engineer              | B          | £1,873       | £655          |
|                                 |                                                | Principal DevOps engineer - management | B          | £1,873       | £655          |
|                                 | Frontend developer roles                       | Apprentice frontend developer          | E          | £840         | £195          |
|                                 |                                                | Junior frontend developer              | E          | £840         | £195          |
|                                 |                                                | Frontend developer                     | D          | £1,080       | £300          |
|                                 |                                                | Senior frontend developer              | D          | £1,080       | £300          |
|                                 |                                                | Lead frontend developer                | C          | £1,337       | £525          |
|                                 |                                                | Head of frontend development           | B          | £1,873       | £655          |
|                                 | Software developer roles                       | Apprentice developer                   | E          | £840         | £195          |
|                                 |                                                | Junior developer                       | E          | £840         | £195          |
|                                 |                                                | Developer                              | E          | £840         | £195          |
|                                 |                                                | Senior developer                       | D          | £1,080       | £300          |
|                                 |                                                | Senior developer - management          | D          | £1,080       | £300          |
|                                 |                                                | Lead developer                         | C          | £1,337       | £525          |
|                                 |                                                | Lead developer - management            | C          | £1,337       | £525          |
|                                 |                                                | Principal developer                    | B          | £1,873       | £655          |
|                                 |                                                | Principal developer - management       | B          | £1,873       | £655          |

# Rate card

| Job Family                | Job Role                       | Role Level                      | Maximums   |              |               |
|---------------------------|--------------------------------|---------------------------------|------------|--------------|---------------|
|                           |                                |                                 | KPMG Grade | Onshore Rate | Offshore Rate |
| User-centred design roles | Accessibility specialist roles | Junior accessibility specialist | E          | £840         | £195          |
|                           |                                | Accessibility specialist        | D          | £1,080       | £300          |
|                           |                                | Senior accessibility specialist | C          | £1,337       | £525          |
|                           |                                | Head of accessibility           | B          | £1,873       | £655          |
|                           | Content designer roles         | Associate content designer      | E          | £840         | £195          |
|                           |                                | Junior content designer         | E          | £840         | £195          |
|                           |                                | Content designer                | D          | £1,080       | £300          |
|                           |                                | Senior content designer         | C          | £1,337       | £525          |
|                           |                                | Lead content designer           | B          | £1,873       | £655          |
|                           |                                | Head of content design          | A          | £2,808       | £780          |
|                           |                                |                                 |            |              |               |
|                           | Content strategist roles       | Content strategist              | B          | £1,873       | £655          |
|                           | Graphic designer roles         | Associate graphic designer      | E          | £840         | £195          |
|                           |                                | Junior graphic designer         | E          | £840         | £195          |
|                           |                                | Graphic designer                | D          | £1,080       | £300          |
|                           |                                | Senior graphic designer         | D          | £1,080       | £300          |
|                           |                                | Lead graphic designer           | C          | £1,337       | £525          |
|                           |                                | Head of graphic design          | B          | £1,873       | £655          |
|                           | Interaction designer roles     | Associate interaction designer  | E          | £840         | £195          |
|                           |                                | Junior interaction designer     | E          | £840         | £195          |
|                           |                                | Interaction designer            | D          | £1,080       | £300          |
|                           |                                | Senior interaction designer     | D          | £1,080       | £300          |
|                           |                                | Lead interaction designer       | C          | £1,337       | £525          |
|                           |                                | Head of interaction design      | B          | £1,873       | £655          |
|                           | Service designer roles         | Associate service designer      | E          | £840         | £195          |
|                           |                                | Junior service designer         | E          | £840         | £195          |
|                           |                                | Service designer                | D          | £1,080       | £300          |
|                           |                                | Senior service designer         | D          | £1,080       | £300          |
|                           |                                | Lead service designer           | C          | £1,337       | £525          |
|                           |                                | Head of service design          | B          | £1,873       | £655          |
|                           | Technical writer roles         | Technical writer                | D          | £1,080       | £300          |
|                           |                                | Lead technical writer           | B          | £1,873       | £655          |
|                           | User researcher roles          | Associate user researcher       | E          | £840         | £195          |
|                           |                                | Junior user researcher          | E          | £840         | £195          |
|                           |                                | User researcher                 | D          | £1,080       | £300          |
|                           |                                | Senior user researcher          | D          | £1,080       | £300          |
|                           |                                | Lead user researcher            | C          | £1,337       | £525          |
|                           |                                | Head of user research           | B          | £1,873       | £655          |



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