

# G-Cloud SFIA RATE CARD

Framework Reference: RM1557x

## Skills for the Information Age (SFIA) Definitions & Rate Card

	Strategy and architecture	Business change	Solution development & implementation	Service management	Procurement & management support	Client interface
<b>Follow</b>	£1,008	£1,008	£1,008	£1,008	£1,008	£1,008
<b>Assist</b>	£1,104	£1,104	£1,104	£1,104	£1,104	£1,104
<b>Apply</b>	£1,184	£1,184	£1,184	£1,184	£1,184	£1,184
<b>Enable</b>	£1,384	£1,384	£1,384	£1,384	£1,384	£1,384
<b>Ensure or advise</b>	£1,544	£1,544	£1,544	£1,544	£1,544	£1,544
<b>Initiate or influence</b>	£1,632	£1,632	£1,632	£1,632	£1,632	£1,632
<b>Set Strategy or inspire</b>	£1,856	£1,856	£1,856	£1,856	£1,856	£1,856

## Standards for Consultancy Day Rate cards

**Consultant's Working Day** – 8 hours exclusive of travel and lunch

**Working Week** – Monday to Friday excluding national holidays

**Office Hours** - 9am to 5pm Monday to Friday

**Travel, mileage Subsistence** – Included in day rate within M25. Payable at department's standard T&S rates outside M25

**Mileage** – As above

**Professional Indemnity Insurance** – included in day rate

# Skills for the Information Age (SFIA) Definitions & Rate Card

## Level Definitions

	Autonomy	Influence	Complexity	Business Skills
<b>Follow</b>	<p>Works under close supervision.</p> <p>Uses little discretion.</p> <p>Is expected to seek guidance in expected situations.</p>	<p>Interacts with immediate colleagues.</p>	<p>Performs routine activities in a structured environment.</p> <p>Requires assistance in resolving unexpected problems.</p>	<ul style="list-style-type: none"> <li>• Uses basic information systems and technology functions, applications, and processes</li> <li>• Demonstrates an organised approach to work</li> <li>• Learns new skills and applies newly acquired knowledge</li> <li>• Has basic oral and written communication skills</li> <li>• Contributes to identifying own development opportunities</li> </ul>
<b>Assist</b>	<p>Works under routine supervision.</p> <p>Uses minor discretion in resolving problems or enquiries.</p> <p>Works without frequent reference to others.</p>	<p>Interacts with and may influence immediate colleagues.</p> <p>May have some external contact with customers and suppliers.</p> <p>May have more influence in own domain.</p>	<p>Performs a range of varied work activities in a variety of structured environments.</p>	<ul style="list-style-type: none"> <li>• Understands and uses appropriate methods, tools and applications.</li> <li>• Demonstrates a rational and organised approach to work</li> <li>• Is aware of health and safety issues. Identifies and negotiates own development opportunities</li> <li>• Has sufficient communication skills for effective dialogue with colleagues. Is able to work in a team</li> <li>• Is able to plan, schedule and monitor own work within short time horizons</li> </ul>

## Skills for the Information Age (SFIA) Definitions & Rate Card

				<ul style="list-style-type: none"> <li>Absorbs technical information when it is presented systematically and applies it effectively</li> </ul>
<b>Apply</b>	<p>Works under general supervision.</p> <p>Uses discretion in identifying and resolving complex problems and assignments.</p> <p>Usually receives specific instructions and has work reviewed at frequent milestones.</p> <p>Determines when issues should be escalated to a higher level.</p>	<p>Interacts with and influences department/project team members.</p> <p>May have working level contact with customers and suppliers.</p> <p>In predictable and structured areas may supervise others.</p> <p>Makes decisions which may impact on the work assigned to individuals or phases of projects.</p>	<p>Performs a broad range of work, sometimes complex and non-routine, in a variety of environments.</p>	<ul style="list-style-type: none"> <li>Understands and uses appropriate methods, tools and applications.</li> <li>Demonstrates an analytical and systematic approach to problem solving</li> <li>Takes the initiative in identifying and negotiating appropriate development opportunities.</li> <li>Demonstrates effective communication skills.</li> <li>Contributes fully to the work of teams</li> <li>Plans, schedules and monitors own work (and that of others where applicable) competently within limited deadlines and according to relevant legislation and procedures</li> <li>Absorbs and applies technical information</li> <li>Works to required standards</li> <li>Understands and uses appropriate methods, tools and applications</li> <li>Appreciates the wider field of information systems, and how own role relates to other roles and to the business of the employer or client</li> </ul>
<b>Enable</b>	Works under general direction within a clear	Influences team and specialist peers internally.	Performs a broad range of complex	<ul style="list-style-type: none"> <li>Selects appropriately from applicable standards, methods, tools and applications.</li> </ul>

## Skills for the Information Age (SFIA) Definitions & Rate Card

	<p>framework of accountability.</p> <p>Exercises substantial personal responsibility and autonomy.</p> <p>Plans own work to meet given objectives and processes.</p>	<p>Influences customers at account level and suppliers.</p> <p>Has some responsibility for the work of others and for the allocation of resources.</p> <p>Participates in external activities related to own specialism.</p> <p>Makes decisions which influence the success of projects and team objectives.</p>	<p>technical or professional work activities, in a variety of contexts.</p>	<p>demonstrates an analytical and systematic approach to problem solving</p> <ul style="list-style-type: none"> <li>Communicates fluently orally and in writing, and can present complex technical information to both technical and non-technical audiences</li> <li>Facilitates collaboration between stakeholders who share common objectives</li> <li>Plans, schedules and monitors work to meet time and quality targets and in accordance with relevant legislation and procedures.</li> <li>Rapidly absorbs new technical information and applies it effectively</li> <li>Has a good appreciation of the wider field of information systems, their use in relevant employment areas and how they relate to the business activities of the employer or client.</li> <li>Maintains an awareness of developing technologies and their application and takes some responsibility for personal development</li> </ul>
<b>Ensure or Advise</b>	<p>Works under broad direction.</p> <p>Is fully accountable for own technical work and/or</p>	<p>Influences organisation, customers, suppliers and peers within industry on the contribution of own specialism.</p> <p>Has significant responsibility for the work</p>	<p>Performs a challenging range and variety of complex technical or professional work activities.</p> <p>Undertakes work which requires the</p>	<ul style="list-style-type: none"> <li>Advises on the available standards, methods, tools and applications relevant to own specialism and can make correct choices from alternatives</li> <li>Analyses, diagnoses, designs, plans, execute and evaluates work to time, cost and quality targets</li> <li>Communicates effectively, formally and informally, with colleagues, subordinates and customers</li> </ul>

## Skills for the Information Age (SFIA) Definitions & Rate Card

	<p>project/ supervisory responsibilities.</p> <p>Receives assignments in the form of objectives.</p> <p>Establishes own milestones and team objectives, and delegates responsibilities.</p> <p>Work is often self-initiated.</p>	<p>of others and for the allocation of resources.</p> <p>Makes decisions which impact on the success of assigned projects i.e. results, deadlines and budget.</p> <p>Develops business relationships with customers.</p>	<p>application of fundamental principles in a wide and often unpredictable range of contexts.</p> <p>Understands the relationship between own specialism and wider customer or organisational requirements.</p>	<ul style="list-style-type: none"> <li>• Demonstrates leadership</li> <li>• Facilitates collaboration between stakeholders who have diverse objectives</li> <li>• Understands the relevance of own area of responsibility or specialism to the employing organisation</li> <li>• Takes customer requirements into account when making proposals</li> <li>• Takes initiative to keep skills up to date. Mentors more junior colleagues</li> <li>• Maintains an awareness of developments in the industry</li> <li>• Analyses requirements and advises on scope and options for operational improvement</li> <li>• Demonstrates creativity and innovation in applying solutions for the benefit of the customer</li> </ul>
<b>Initiate or influence</b>	<p>Has defined authority and responsibility for a significant area of work, including technical, financial and quality aspects.</p>	<p>Influences policy formation on the contribution of own specialism to business objectives.</p>	<p>Performs highly complex work activities covering technical, financial and quality aspects. Contributes to the formulation of IT strategy.</p>	<ul style="list-style-type: none"> <li>• Absorbs complex technical information and communicates effectively at all levels to both technical and non-technical audiences. assesses and evaluates risk</li> <li>• Understands the implications of new technologies</li> <li>• Demonstrates clear leadership and the ability to influence and persuade</li> <li>• Has a broad understanding of all aspects of IT</li> </ul>

## Skills for the Information Age (SFIA) Definitions & Rate Card

	<p>Establishes organisational objectives and delegates responsibilities.</p> <p>Is accountable for actions and decisions taken by self and subordinates.</p>	<p>Influences a significant part of own organisation and influences customers and suppliers and industry at senior management level.</p> <p>Makes decisions which impact the work of employing organisations, achievement of organisational objectives and financial performance.</p> <p>Develops high-level relationships with customers, suppliers and industry leaders.</p>	<p>Creatively applies a wide range of technical and/or management principles.</p>	<p>and deep understanding of own specialism(s).</p> <ul style="list-style-type: none"> <li>• Understands and communicates the role and impact of IT in the employing organisation and promotes compliance with relevant legislation</li> <li>• Takes the initiative to keep both own and subordinates' skills up to date and to maintain an awareness of developments in the IT industry</li> </ul>
<b>Set Strategy and inspire</b>	<p>Has authority and responsibility for all aspects of a significant area of work, including policy formation and application.</p>	<p>Makes decisions critical to organisational success. Influences developments within the IT industry at the highest levels.</p>	<p>Leads on the formulation and application of strategy.</p>	<ul style="list-style-type: none"> <li>• Has a full range of strategic management and leadership skills</li> <li>• Understands, explains and presents complex technical ideas to both technical and non-technical audiences at all levels up to the highest in a persuasive and convincing manner</li> <li>• Has a broad and deep IT knowledge coupled with equivalent knowledge of the activities of</li> </ul>

## Skills for the Information Age (SFIA) Definitions & Rate Card

	Is fully accountable for actions taken and decisions made, both by self and subordinates	<p>Advances the knowledge and/or exploitation of IT within one or more organisations.</p> <p>Develops long-term strategic relationships with customers and industry leaders.</p>	<p>Applies the highest level of management and leadership skills.</p> <p>Has a deep understanding of the IT industry and the implications of emerging technologies for the wider business environment.</p>	<p>those businesses and other organisations that use and exploit IT</p> <ul style="list-style-type: none"> <li>Communicates the potential impact of emerging technologies on organisations and individuals and analyses the risks of using or not using such technologies</li> <li>Assesses the impact of legislation, and actively promotes compliance</li> <li>Takes the initiative to keep both own and subordinates' skills up to date and to maintain an awareness of developments in IT in own area(s) of expertise.</li> </ul>
--	--	--	--	---