

RANGE	LEVELS	PROFICIENCY LEVEL	EXPERIENCE	FOCUS	RESPONSIBILITY
0%	0	Routine Activities	None/Minimal	Works under supervision or routine direction	Seeks guidance in unexpected situations (SFIA Level 1 & 2)
1-15%	1	Fundamental Awareness	Basic Knowledge	Learning and climbing the knowledge curve	Basic Knowledge Acquired and used under instruction (SFIA Level 3)
16-30%	2	Novice	Limited Experience	Beginner/Developing on-the-job experience	Application of Knowledge & Problem Solving (SFIA Level 4)
31-50%	3	Intermediate	Practical Application	Competently applying & Enhancing Skill/Knowledge	Speaking & Communicating the Skill with Confidence (SFIA Level 5)
51-65%	4	Advanced Proficiency	Applied Theory	Broad Organisational/Professional Issues	Creative Development (SFIA Level 6)
66-80%	5	Expert	Teacher/Leader	Strategic/Lead Development of Reference Materials	Highest Level of Leadership and People Development (SFIA Level 7)
81-90%	6	Specialist	Subject Matter Expert	Maintaining Domain Authority in that area or topic	Subject Matter Expert
91-+100%	7	Innovator	Recognised Authority	Creator of New Reference Material/Body of Knowledge	Knowledge Enrichment & Into New Territories