



# Snap Care: Specialist support for adults, young people and children since 2001

## Snap Care: Recommended Wage Rates

At Snap Care, we recruit skilled professionals who offer more than basic care - supporting children, young people and adults with their therapy and rehabilitation goals, education, independence, and quality of life. We monitor market trends to ensure clients attract and retain high-calibre candidates.

### Additional Notes:

- Night Rate: 10:00pm to 6:00am
  - Weekend Rate: 10:00pm Friday to 6:00am Monday
  - Weekends typically attract an additional £2.00 gross per hour
  - Spilt shifts: Wrap around support, before and/or after school roles. Etc., attract an additional £1.00 to £2.00 gross per hour
  - Where more than one child is being looked after in nanny roles, attract + £1.00 to £2.00 gross per hour.
  - Live-in roles providing full-time accommodation deduct £2.00 gross per hour
  - For roles that do not require experience and provide training/supervision, deduct £2.00 - £3.00
  - All hourly rates are quoted gross and do not include Employer's NIC, or Pension Contributions
  - Employment is on a PAYE basis, not self-employed
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## Night Carers

**Sleeping Night Carer:** A Sleeping Night Carer should expect to be able to sleep unless there's an emergency. Reverts to On-Call or Waking Night Rate as appropriate if support is required.

**Rates:** London: £12.21 | Home Counties/Southeast: £12.21 | All Other Regions: £12.21

**On-Call Night Carer:** An On-call (Also known as a 'Sleep-in'), the On-call Night Carer is likely to attend to the client once or twice for periods of 20 minutes or less, or 1 time of 30 minutes or less. Reverts to a Waking Night rate if exceeded. May be on shift with a Waking Night Carer to assist as and when required.

**Rates:** London: £15.50 | Home Counties/Southeast: £15.00 | All Other Regions: £14.50

**Waking Night Carer:** Awake all night attending to the client, consistent monitoring, vital sign observations

**Rates:** London: £18.80 | Home Counties/Southeast: £18.30 | All Other Regions: £17.80



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## Professional Support Workers

**Professional Support Worker** Including Personal Assistants, Healthcare Assistants, Buddy/Mentor

**Rates:** London Weekday: £18.80 | Home Counties/Southeast: £18.30 | All Other Regions: £17.80

**Complex Professional Support Worker** Including Personal Assistants (PA), Healthcare Assistants, Buddy/Mentor.

PEG, suctioning, oxygen administration, epilepsy/seizure management, complex behavioural/SEMH needs etc.

**Rates:** London Weekday: £19.80 | Home Counties/Southeast: £19.30 | All Other Regions: £18.80

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## Team Leaders

**Care Team Leader** Manages a home care team. Client support plus rota management, supervision, medication stock, equipment management, care plan management etc.

**Rates:** London Weekday: £22.00 | Home Counties/Southeast: £21.50 | All Other Regions: £21.00

**Assistant/Deputy Team Leader** Assisting/covering the Care Team Leader, as above

**Rates:** London Weekday: £19.50 | Home Counties/Southeast: £19.00 | All Other Regions: £18.50

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## Nannies, Mannies

**SEN/D Nanny/Manny Complex Care.** Looks after siblings too, as appropriate to the needs of the main child.

PEG, suctioning, oxygen administration, epilepsy/seizure management, complex behavioural/SEMH needs etc.

**Rates:** London: £21.00 | Home Counties/Southeast: £20.50 | All Other Regions: £20.00

**SEN/D Nanny/Manny** Supports a child with a disability or additional needs. Looks after siblings too, as appropriate to the needs of the main child.

**Rates:** London: £18.50 | Home Counties/Southeast: £18.00 | All Other Regions: £17.50



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**Rota Nanny/Manny** (e.g. 7 days on/off, or 14 days on/off) Is effectively on-call for the duration. Requires a minimum of 2 hours free per 24 hours.

**Rates:** All regions: £75k – £95k+ annual salary

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## Educational Support

**Governess/Governor** Educational focus in addition to nannying tasks

**Rates:** London: £25.00 | Home Counties/Southeast: £24.50 | All Other Regions: £24.00

**Tutors 1:1** Educational tutoring. Typically, short shifts 2-3 hours

**Rates:** London: £35.00 | Home Counties/Southeast: £30.00 | All Other Regions: £25.00

**Teaching Assistants (TA)**

**Rates:** London: £17.50 | Home Counties/Southeast: £17.00 | All Other Regions: £16.50

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## International Placements

Please speak with a recruiter as salaries vary for each country and role.

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For tailored advice or to discuss your individual requirements, please contact a member of our recruitment team on 020 7729 2200 or email [info@snapcare.co.uk](mailto:info@snapcare.co.uk)

Recommended Wages, updated 1<sup>st</sup> January 2025