



# 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. Rates vary by role and client requirements. To guide decisions, we outline typical experience levels for each wage bracket.

### 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, but please speak with one of our recruiters as this can vary from job to job
- Spilt shifts: Wrap around support, before and/or after school roles. etc, attract an additional £1.00 to £2.00 gross per hour
- Experience is a minimum of one year except for senior roles/ otherwise stated
- 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
- 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.

Candidate Experience: Support Worker Experience as appropriate to the client's needs

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.

**Candidate Experience:** Night Care Experience. Experience as appropriate to the client's needs

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

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

**Candidate Experience:** 1 year+ Waking Night Experience, appropriate to the client's needs. Sleep Hygiene knowledge

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



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

**Candidate Experience:** Up to 1 year Waking night experience or On-Call Night Experience. Will initially need guidance, training, and supervision.

**Rates:** London: £16.50 | Home Counties/Southeast: £16.00 | All Other Regions: £15.50

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## 24-Hour Live-in Support

**24-Hour Live-in Support:** Work shifts such as 7 days on/off, or 4 days on/off etc.

**Candidate Experience:** Support Worker/Care Experience as appropriate to the client.

**Rates:** The rate is determined by how many hours the support worker is working or not working/on-call, and the complexity of the support required.

Standard Support			
Working Hours	Non-Working Hours	Wage per 24 hours	Wages per 7 days
8	16	£161.68	£1,131.76
9	15	£169.89	£1,189.23
10	14	£178.10	£1,246.70
11	13	£186.31	£1,304.17
12	12	£194.52	£1,361.64
13	11	£202.73	£1,419.11
14	10	£210.94	£1,476.58

Complex Support			
Working Hours	Non-Working Hours	Wage per 24 hours	Wages per 7 days
8	16	£169.68	£1,187.76
9	15	£177.39	£1,241.73
10	14	£185.10	£1,295.70
11	13	£192.81	£1,349.67
12	12	£200.52	£1,403.64
13	11	£208.23	£1,457.61
14	10	£215.94	£1,511.58

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## Professional Support Workers

**SEN Assistant:** Including Parent's Help (formally known as Mother's/Father's Help), Buddy, Trainee team member. Provides additional support (shared care), this is not a sole charge role.

**Candidate Experience:** Limited/no professional experience. Initially needs guidance, training, and supervision.

**Rates:** London Weekday: £15.20 | Home Counties/Southeast: £14.70 | All Other Regions: £14.20

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

**Candidate Experience:** Support Worker Experience as appropriate to the client.

**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.

**Candidate Experience:** Complex Healthcare experience that may include PEG, suctioning, oxygen administration, epilepsy/seizure management 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. Duties can include rota management, supervision, medication stock, equipment management, care plan management etc. Plus, hands on client support.

**Candidate Experience:** 5+ years SEN/Disability experience incl. at least 1 year in team leadership and administration.

**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

**Candidate Experience:** 3+ years support experience plus administrative experience.

**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, Senior.** Supports a child with a disability or additional needs. Looks after siblings too, as appropriate to the needs of the main child.

**Candidate Experience:** One year+ sole charge professional nanny experience in a private household + SEN experience including complex care, behavioural, SEMH, neurodivergent, 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.

**Candidate Experience:** Up to 1 year's nannying experience and/or 1:1 childcare experience, for example, within an SEN school.

**Rates:** London: £17.00 | Home Counties/Southeast: £16.50 | All Other Regions: £16.00

**Specialist Nanny/Manny, Senior.** Supports and enables a parent to care for their child/children. Looks after siblings too, as appropriate to the needs of the main child.

**Candidate Experience:** One year+ sole charge professional nanny/childcare experience in a private household, that may include proxy parenting, + SEN experience including behavioural, SEMH, neurodivergent, etc.

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

**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.

**Candidate Experience:** Experienced rota nanny/manny with relevant SEN experience.

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



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**Rota Nanny/Manny (First Job) (e.g. 7 days on/off, or 4 days on/off)** Is effectively on-call for the duration. Requires a minimum of 2 hours free per 24 hours. Typically, 2 Rota Nannies/Mannies are employed to work to cover all shifts.

**Candidate Experience:** Experienced nanny/manny with relevant SEN experience.

**Rates:** All regions: £55k – £75k+ annual salary

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## Educational Support

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

**Candidate Experience:** Sole charge and childcare/nannying experience in a private household + SEN + education/teaching background.

**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

**Candidate Experience:** Tutoring experience, qualified or unqualified teacher

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

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> June 2025