



# Rates & Role Descriptions

Since 2001, Snap Care has specialised in recruiting high-calibre support staff for children, young people, and adults with additional needs and disabilities. From the outset, we've believed that great outcomes come from great people — and that those people should be properly recognised and rewarded.

As a service provider, we offer some of the most competitive rates in the sector to ensure support staff are paid appropriate, fair rates that reflect their experience, skills, and commitment. This enables us to attract and retain dedicated professionals for our clients; individuals who provide more than basic care — supporting therapy and rehabilitation goals, education, independence, and quality of life.

## Snap Care Charge Rates

|                                      | <b>Weekday<br/>Charge<br/>Rate</b>    | <b>Weekend<br/>Charge<br/>Rate</b> | <b>Standard<br/>Bank<br/>Holiday<br/>Charge<br/>Rate</b> | <b>*Enhanced<br/>Bank<br/>Holiday<br/>Charge Rate</b> |
|--------------------------------------|---------------------------------------|------------------------------------|----------------------------------------------------------|-------------------------------------------------------|
| <b>Complex Support Worker</b>        | £37.92                                | £41.74                             | £51.94                                                   | £57.63                                                |
| <b>Professional Support Worker</b>   | £36.00                                | £39.83                             | £49.42                                                   | £54.72                                                |
| <b>SEN Assistant</b>                 | £30.40                                | £34.40                             | £41.65                                                   | £46.21                                                |
| <b>Waking Night Senior</b>           | £36.00                                | £39.83                             | £49.32                                                   | £54.72                                                |
| <b>Waking Night</b>                  | £33.00                                | £37.00                             | £45.21                                                   | £50.16                                                |
| <b>On-Call Night</b>                 | £31.00                                | £35.00                             | £42.47                                                   | £47.12                                                |
| <b>Sleeping Night</b>                | £24.42                                | £28.42                             | £33.46                                                   | £37.12                                                |
| <b>Team Leader</b>                   | £42.13                                | £45.94                             | £57.72                                                   | £64.03                                                |
| <b>Assistant Team Leader</b>         | £37.34                                | £41.17                             | £51.16                                                   | £56.76                                                |
| <b>SEN/D Nanny/Manny Senior</b>      | £40.21                                | £44.04                             | £55.09                                                   | £61.12                                                |
| <b>Specialist Nanny/Manny Senior</b> | £40.21                                | £44.04                             | £55.09                                                   | £61.12                                                |
| <b>SEN/D Nanny/Manny</b>             | £32.55                                | £36.38                             | £44.60                                                   | £49.48                                                |
| <b>Parent Support</b>                | £30.40                                | £34.40                             | £41.65                                                   | £46.21                                                |
|                                      | <b>Per 24<br/>hours:<br/>Standard</b> | <b>Per 7 days:<br/>Standard</b>    | <b>Per 24<br/>hours:<br/>Complex</b>                     | <b>Per 7 days:<br/>Complex</b>                        |
| <b>24-Hour Live-in Support</b>       | £325.32                               | £2,277.24                          | £339.68                                                  | £2,377.76                                             |

## Client Holiday Support

Support on a temporary basis at a different location, including holidays. All expenses including travel, insurance, accommodation and food are the responsibility of the client.

|                                            | Support Rate | Off Duty Hours |
|--------------------------------------------|--------------|----------------|
| Complex Support Worker                     | £40.92       | £24.42         |
| Professional Support Worker                | £39.00       | £24.42         |
| SEN Assistant                              | £33.40       | £24.42         |
| Waking Night Senior                        | £39.00       | £24.42         |
| Waking Night                               | £36.00       | £24.42         |
| On-Call Night                              | £34.00       | £24.42         |
| Sleeping Night                             | £27.42       | £24.42         |
| Team Leader                                | £45.13       | £24.42         |
| Assistant Team Leader                      | £40.34       | £24.42         |
| SEN/D Nanny/Manny Senior                   | £43.21       | £24.42         |
| Specialist Nanny/Manny Senior              | £43.21       | £24.42         |
| Nanny/Manny                                | £35.55       | £24.42         |
| Parent Support                             | £33.40       | £24.42         |
| 24-hour Live-in Standard<br>(per 24 hours) | £506.28      | -              |
| 24-hour Live-in Complex<br>(per 24 hours)  | £520.64      | -              |

## Additional Rate Information

- Night Rate: 10:00pm to 6:00am
- Weekend Rate: 10:00pm Friday to 6:00am Monday
- Experience is a minimum of one year except for senior roles/ otherwise stated
- Minimum shift length is 4 hours
- \*Enhanced Bank Holiday Rates = Christmas Day, Boxing Day, and New Years Day. Day starts at midnight.

**Buyout Fees:** We offer a temp-to-perm option, giving you the chance to work with a candidate through our fully managed service before deciding to employ them directly through our recruitment service.

If you'd like to move a candidate to a direct contract, just let us know in writing – and it will need to be agreed by the candidate too.

A buyout fee applies if you go ahead:

- £4,000.00 + VAT per candidate if the move happens between 3 and 6 months from their start date
- £2,500.00 + VAT per candidate if it's after 6 months

**Descriptions of Support Roles:** Rates are defined by the role and the client's needs/experience required. Below is a description of each role.

**Night Carers:** **Sleeping Night Carer:** A Sleeping Night Carer should expect to be able to sleep unless there's an emergency. Moves to On-Call or Waking Night Rate if support need increase.

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

**On-Call Night Carer:** An On-call (Also known as a 'Sleep-in'), the On-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 required.

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

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

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

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

**Candidate Experience:** On-Call Night Experience +. Will initially need guidance, training, and supervision.

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**24-Hour Live-in Support:** **24-Hour Live-in Support:** Work shifts such as 4,7, or 14 days on/off.

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

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## **Professional Support Workers:**

**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.

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

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

**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.

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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.

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

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

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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:** Sole charge professional nanny experience in a private household + SEN experience including complex care, behavioural, SEMH, neurodivergent, etc.

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:** 1:1 childcare experience, for example, within an SEN school.

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