

PBS4's 2025-2026 Indicative Hourly Rates

This document provides an overview of the pay rates PBS4 offers and the indicative hourly rates we charge. Please note that all rates are for the 2025-2026 financial year and will be subject to an annual uplift in April 2026.

PBS4 provide personalised support which is designed to meet the people we support's wishes and needs. We employ an internal clinical team of Registered Learning Disabilities Nurses and UKBA(cert), or individuals working towards these career pathways.

Our hourly rate is also variable and calculated dependent on;

- The rate of pay needed to recruit team members with the skills and experience the person needs.
- The management and clinical infrastructure needed to support the person and their team members.

When determining the rate of pay we consider a number of factors relating to recruitment and retention of team members. Please see below for some examples of the factors we consider;

- Type of support
- Level of risk to the person, their team members and members of the public
- Impact of incidents on the person we support or their team members in terms of duration, intensity, frequency or severity
- Risk of placement breakdown and potential hospital admission
- Level of restrictive practices
- Training requirements, e.g. mandatory, person specific or specialist
- Geographical location in terms of the cost of living and also rurality of the person's home
- Complexity of the person's support needs

From experience, we know that offering an increased pay rate will significantly improve our chance of recruiting high quality team members who are highly skilled, experienced and resilient.

Rate of Pay	Starting Hourly Rate
£13	£24
£13.84	£26.50
£15.38	£29

Please note that the hourly rates above are a starting hourly rate and are likely to vary following an assessment of the person's needs.