

Agency Rate Card — Proffer Solution Ltd (2026)

Healthcare & Support Staffing

Wales

Role / Shift	Weekday	Weekend	Night	Bank Holiday
Support Staff / Carer	£16–£18/hr	£17–£22/hr	£18–£24/hr	£23–£32/hr
Healthcare Assistant (HCA)	£17–£21/hr	£19–£24/hr	£20–£28/hr	£28–£38/hr
Registered Nurse	£24–£32/hr	£28–£38/hr	£30–£42/hr	£38–£54/hr
Specialist Nurse (ICU/A&E)	£28–£38/hr	£32–£46/hr	£34–£50/hr	£45–£62/hr

Midlands (Derby, Nottingham, Birmingham, Walsall, Wolverhampton, Staffordshire, Sandwell, Dudley, Leicester, Stoke-on-Trent, Warwick)

Role / Shift	Weekday	Weekend	Night	Bank Holiday
Support Staff / Carer	£14–£19/hr	£16–£22/hr	£16–£24/hr	£23–£32/hr
Healthcare Assistant (HCA)	£15–£21/hr	£18–£24/hr	£19–£26/hr	£28–£36/hr
Registered Nurse	£22–£30/hr	£26–£34/hr	£28–£38/hr	£36–£50/hr
Specialist Nurse (ICU/A&E)	£27–£38/hr	£31–£45/hr	£34–£48/hr	£45–£60/hr

South-West (Cornwall & Devon)

Role / Shift	Weekday	Weekend	Night	Bank Holiday
Support Staff / Carer	£16–£18/hr	£18–£20/hr	£15–£22/hr	£22–£30/hr
Healthcare Assistant (HCA)	£14–£20/hr	£17–£22/hr	£18–£24/hr	£25–£32/hr
Registered Nurse	£20–£28/hr	£24–£32/hr	£26–£36/hr	£35–£48/hr
Specialist Nurse (ICU/A&E)	£25–£35/hr	£28–£40/hr	£30–£45/hr	£40–£55/hr

London & South East (Including Luton / Hertfordshire)

Role / Shift	Weekday	Weekend	Night	Bank Holiday
Support Staff / Carer	£18–£22/hr	£20–£26/hr	£20–£28/hr	£25–£35/hr
Healthcare Assistant (HCA)	£19–£24/hr	£22–£28/hr	£23–£30/hr	£30–£40/hr
Registered Nurse	£25–£35/hr	£30–£42/hr	£32–£45/hr	£40–£55/hr
Specialist Nurse (ICU/A&E)	£32–£45/hr	£38–£55/hr	£40–£60/hr	£50–£70/hr

Scotland

Role / Shift	Weekday	Weekend	Night	Bank Holiday
Support Staff / Carer	£16–£18/hr	£18–£22/hr	£17–£25/hr	£24–£34/hr
Healthcare Assistant (HCA)	£17–£22/hr	£18–£25/hr	£20–£28/hr	£29–£39/hr
Registered Nurse	£25–£33/hr	£29–£39/hr	£31–£43/hr	£39–£55/hr
Specialist Nurse (ICU/A&E)	£29–£39/hr	£33–£47/hr	£35–£51/hr	£46–£63/h

Channel Islands (Jersey, Guernsey)

Role / Shift	Weekday	Weekend	Night	Bank Holiday
Support Staff / Carer	£16–£18/hr	£18–£22/hr	£17–£25/hr	£24–£34/hr
Healthcare Assistant (HCA)	£17–£22/hr	£18–£25/hr	£20–£28/hr	£29–£39/hr
Registered Nurse	£25–£33/hr	£29–£39/hr	£31–£43/hr	£39–£55/hr
Specialist Nurse (ICU/A&E)	£29–£39/hr	£33–£47/hr	£35–£51/hr	£46–£63/h

Other Sectors

Education & Childcare Staffing (Teachers, Early Years Practitioners, Classroom Assistants, Childcare Support)

Role / Shift	Weekday	Weekend	Night	Bank Holiday
Teacher / Educator	£18–£28/hr	£20–£30/hr	£20–£32/hr	£30–£45/hr
Childcare Assistant	£14–£20/hr	£16–£22/hr	£16–£24/hr	£24–£32/hr

Beauty Industry Staffing (Salon Stylists, Makeup Artists, Wellness Professionals)

Role / Shift	Weekday	Weekend	Night	Bank Holiday
Stylist / Makeup Artist	£15–£22/hr	£18–£26/hr	£18–£26/hr	£25–£35/hr
Spa / Wellness Therapist	£17–£24/hr	£20–£28/hr	£20–£30/hr	£28–£38/hr

Retail Staffing (Store Teams, Sales Associates, Floor Support)

Role / Shift	Weekday	Weekend	Night	Bank Holiday
Retail Sales Associate	£12–£18/hr	£14–£20/hr	£14–£20/hr	£20–£28/hr
Retail Floor Supervisor	£15–£22/hr	£18–£26/hr	£18–£26/hr	£26–£36/hr
Shop fitters	£17–£26/hr	£19–£28/hr	£19–£28/hr	£28–£36/hr

Construction & Trades Staffing (Skilled Trades, Labourers, Supervisors)

Role / Shift	Std Weekday	Weekend	Night	Bank Holiday
Labourer / General Operative	£14–£20/hr	£16–£22/hr	£18–£26/hr	£25–£34/hr
Skilled Tradesperson	£18–£28/hr	£20–£30/hr	£22–£34/hr	£30–£42/hr
Site Supervisor / Manager	£24–£36/hr	£28–£40/hr	£30–£42/hr	£38–£52/hr

Information Technology Staffing (IT Support, Developers, Data Analysts, Cybersecurity)

Role / Shift	Std Weekday	Weekend	Night	Bank Holiday
IT Support Technician	£18–£26/hr	£20–£30/hr	£22–£32/hr	£30–£42/hr
Software Developer	£28–£40/hr	£30–£44/hr	£32–£48/hr	£40–£60/hr
Cybersecurity Specialist	£32–£46/hr	£36–£50/hr	£38–£54/hr	£48–£68/hr

Hospitality Staffing

Role / Shift	Std Weekday	Weekend	Night	Bank Holiday
Front of House / Waiter	£15–£18/hr	£18–£22/hr	£18–£22/hr	£20–£28/hr
Chef / Kitchen Staff	£16–£24/hr	£18–£28/hr	£20–£30/hr	£28–£40/hr
Hotel Reception / Concierge	£14–£22/hr	£16–£24/hr	£18–£26/hr	£26–£36/hr
Housekeeping Staff	£14–£18/hr	£17–£22/hr	£17–£22/hr	£20–£28/hr

(Restaurant, Bar, Hotel, Event Support)

Logistics & Warehousing Staffing (Material Handlers, Drivers, Supervisors)

Role / Shift	Std Weekday	Weekend	Night	Bank Holiday
Warehouse Operative	£12–£18/hr	£14–£20/hr	£15–£22/hr	£22–£30/hr
Forklift / Driver	£14–£22/hr	£16–£24/hr	£18–£28/hr	£26–£36/hr
Logistics Supervisor	£18–£28/hr	£20–£30/hr	£22–£34/hr	£30–£44/hr

Security & Concierge Staffing

Role / Shift	Std Weekday	Weekend	Night	Bank Holiday
Security Officer (Static / Mobile)	£16–£20/hr	£18–£24/hr	£19–£26/hr	£25–£36/hr
CCTV / Control Room Operator	£18–£24/hr	£20–£26/hr	£22–£28/hr	£28–£40/hr
Door Supervisor (Licensed)	£18–£26/hr	£22–£30/hr	£24–£34/hr	£32–£45/hr
Concierge / Front-of-House	£13–£19/hr	£15–£22/hr	£16–£24/hr	£22–£32/hr
Senior Concierge / Building Supervisor	£16–£24/hr	£18–£28/hr	£20–£30/hr	£28–£40/hr

All rates listed above are indicative and serve as a guideline. Final rates are negotiable depending on the volume of shifts, contract duration, specialist requirements, and regional considerations. Proffer Solution Ltd is committed to providing competitive and flexible pricing tailored to each client's specific needs.