

Rates of Pay Statement 2024

No Limits Development are committed to providing high quality fun and accessible outdoor development through adventure and expedition to UK Schools. We are also committed to providing rewarding, well planned and enjoyable work to our freelance instructors.

Whilst of course we would love to be able to pay our valued instructors many £100's per day, we have to find an achievable balance of a sustainable business. One which allows us to have an appropriate infrastructure to support our delivery (Support Staff, Equipment Insurance, etc), pay a fair industry rate that is sustainable to our freelancers, all whilst charging a rate that not only retains our customers, but still allowing for the opportunities we provide to be achievable by as many young people as possible.

We have all felt the impact from the current rise in the cost of living and although we haven't been able to pass on an increase to our customers, we did want to demonstrate our commitment and appreciation to our freelance team through a higher pay rate.

The slight downside is that we will not be running with this years planned end of season gift from Rab, as we felt in the current climate, you'd prefer to see the money directly in your pockets.

2023 Rates of Pay	
Course Director and Lead Instructor Day Rate	Non DofE - £165 per day DofE - £175 per day
Instructor Day Rate	Non DofE - £135 per day DofE - £145 per day
DofE Report Bonus (for submitting reports in a timely manner)	£10
Van Collection Supplement (Where you take the Van from our HQ in Buxton) All fuel will be covered.	£70, and where required accommodation the night before a course to allow for travel time.

2024 Rates of Pay	
Course Director and Lead Instructor Day Rate	Non DofE - £170 DofE - £180 per day
Instructor Day Rate	Non DofE - £140 per day DofE - £150
DofE Report Bonus (for submitting reports in a timely manner)	£10
Van Collection Supplement (Where you take the Van from our HQ in Buxton) All fuel will be covered	£70, and where required accommodation the night before a course to allow for travel time.

Does NLD pay Milage and Parking?

No, our experience has told us that the simplicity of a day rate that is standard across the team of instructors delivering the same outcomes is a more manageable and fair way to work. Every instructors' businesses works differently, and decisions on where and when you choose to work are for your business to make. By having a set day rate with no "mileage" or "travel expense" this allows much more freedom to administer your business expenses in the way most efficient for your circumstances (e.g. if we paid mileage, you couldn't then also charge your mileage to your business as a tax deductible expense)