

Rates of Pay Statement for 2026

No Limits Development are committed to providing young people with high quality, fun and accessible outdoor development through adventure and expedition. 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) and to pay a fair industry rate that is sustainable to our Freelancers; all whilst charging a rate that not only retains our customers, but still allows for the opportunities we provide to be achievable by as many young people as possible.

We therefore want to demonstrate our commitment and appreciation to our freelance team through a higher pay rate effective from January 2026. The details of this are outlined below, but essentially the day rate for Instructing and Course Directing/Lead Instructing will be increasing by £15 per day for DofE and non-DofE course delivery respectively.

2025 Rates of Pay	
Course Director and Lead Instructor Day Rate	Non DofE - £170 per day DofE - £180 per day
Instructor Day Rate	Non DofE - £140 per day DofE - £150 per day
DofE Report Bonus (for submitting reports in a timely manner)	£10
Van Collection Supplement	£70

2026 Rates of Pay	
Course Director and Lead Instructor Day Rate	Non DofE - £185 DofE - £195 per day
Instructor Day Rate	Non DofE - £155 per day DofE - £165
DofE Report Bonus (for submitting reports in a timely manner)	£10
Van Collection Supplement	£70

What does Van Collection Supplement mean?

Some of our courses include the supply of kit, and some also include a Support Vehicle. The Instructor driving this in one of our vehicles from our Buxton base to and from the course will be paid this supplement, have all of their fuel covered and be provided accommodation the night before the course.

Why a different rate for Non-DofE and DofE delivery?

Every course is different, regardless of whether it is DofE or not. However, we have found it is better to use a flat day rate (see more explanation of this below) and to differentiate between these two types of courses because there are key differences which affect an Instructors costs in delivering them. On Non-DofE courses, in addition to being accommodated, you are also catered for along with the group and your in course travel costs are usually much lower if not zero, compared with DofE where you are more likely to be travelling to different campsites and possibly stopping in-between to see your group(s). We subsequently pay a slightly higher rate for DofE as on average the cost of delivery is slightly higher to the Instructor.

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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. We continue to endeavour to plan expeditions which minimise use of chargeable car parks and include information in our Joining Instructions where we have identified a suggested alternative.