

CHOOSING A NANNY

Nannies provide childcare in your own home. Trained nannies can provide you with high quality, professional childcare. They can look after children of any age and they can often work flexible hours to fit in with your working hours. You need to provide good working conditions, a reasonable salary and make simple tax and National Insurance arrangements. Nannies are covered by national Minimum Wage regulations.

There are no legal requirements on a person applying to work as a nanny – so it is up to you to make sure that you are employing a nanny who will look after your children well.

Plus points:

- Nannies can provide childcare tailor-made for your children's needs
- Your children will be cared for in their own home

Types of nanny:

- Live-in nannies live in your home and will need a private bedroom and food, in addition to their salary
- Daily nannies come to your home to look after your children
- Nanny-share arrangements can be set up to share a nanny with another family

Making a careful choice

Employing a nanny is an important responsibility because it will be up to you to make sure the person is able to look after your children well. Being a nanny is a skilled and demanding job. Look for training, experience and a positive attitude to the job. You can use a nanny agency or advertise for a nanny, but always interview thoroughly and always check all references

Q How many children can a nanny look after?

A Nannies usually look after the children of just one family in that family's home. However, in the case of nanny-shares, the children of two or more families can be looked after together, but only in the homes of those two families. A nanny looking after children of more than two families must register with the OFSTED Early Years Directorate to do so.

Q How much does a nanny cost?

A Employing a nanny means you become responsible not only for paying the nanny's wage or salary but also for deducting the tax and National Insurance contributions. The National Minimum Wage is £4.77 per hour for 18-21 year olds and £5.73 per hour for those aged 22 and over. (Source Unison April 2009)

For more information for employers visit www.hmrc.gov.uk or call the helpline 0800300 3900. Alternatively visit www.direct.gov.uk

**For more information and advice
Contact Leicestershire's Family Information Service
0116 305 6545 or email family@leics.gov.uk**