

Need a Nanny but feeling the pinch?

The current financial climate is leading to more parents returning to work, while being faced with the challenge of balancing their income with the demands of childcare costs. One solution could be a Nanny Share!

What is a Nanny Share?

A Nanny share is an arrangement that involves more than one family employing the same Nanny. This could be families that require a Nanny part-time and share a Nanny who would like to work full-time. Or more than one family sharing Nanny care full-time.

This can be a very effective way to make Nanny care affordable as families can share the cost of employing the Nanny.

The average cost of employing a Nanny full-time in the South East of England is £21,233 pa but can be as high as £31,200 pa, while in other UK areas it can cost an average of £15,600 pa but can be as high as £18,200 pa. This is a significant portion of any families income.

So, for example if you have one child and the other family also have one child you could look at a financial arrangement that equates to a 50/50 split. On the salaries above that is a significant saving, potentially up to £15,600 pa.

What are the benefits of sharing a Nanny?

- As stated above, potentially significant financial savings
- Additional company and friends for your child or children
- Affordable care in or near your home
- Possibly light housework completed for you
- Flexible childcare
- Personal, homely care

What are the potential pitfalls of sharing a Nanny?

- Disagreements with the family you are sharing your Nanny with
- The impact of the other family no longer requiring the Nanny share
- Opposing childcare ethos between the families e.g. discipline or diet
- Combining holiday dates
- Agreeing which home the Nanny works in
- Finding a family to share a Nanny with
- Compatibility between the children
- Agreeing outings and how these are financed

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Another big consideration when sharing a Nanny is the quality of care. The more children an individual Nanny is caring for the greater the quality of care can suffer.

The viability of sharing a Nanny will begin with how many children you have yourself.

The government have set ratio's for registered care (childminders and Nurseries) to the following:

- Children aged 0 to 2 years old 1 adult to 3 children
- Children aged 2 to 3 years old 1 adult to 4 children
- Children aged 3 to 5 years old 1 adult to 8 children

In registered care these adult to child ratios are strictly adhered to and often require some careful consideration when there is a mix of ages.

When considering a Nanny Share it is advisable to follow these ratio's yourself and be very honest with yourself regarding what you sincerely believe your Nanny can cope with.

Steps to take when entering into a Nanny Share:

Begin your recruitment for a Nanny Share and or Nanny Share family

- Advertise locally
- Register with an agency
- Ask your friends and neighbours with Nannies if they would like to enter into a Nanny Share arrangement
- Register with available2work, advertising your requirements
- Discuss entering a Nanny Share agreement with your current Nanny

To help avoid misunderstandings:

- Agree a job specification/description with your Nanny and Nanny Share family
- Always have a contractual agreement in place detailing the terms of employment and financial agreements

To help you draft your contract of employment you can visit the resources page of available2work.com for a master template.