

## **Nanny Employers Should Avoid These Common Mistakes**

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- 1. Didn't check references carefully:** When talking to past employers about a candidate, be sure to discuss your own job description and ask the former employer if they feel the nanny will be successful in your job. You should feel confident that the reference you spoke to is a past employer and not a family member or friend of the nanny.
- 2. Not offering a salary that is appropriate:** Even a nanny that relocates from another area will soon find out that other nannies make more money than she/he does and will be looking for another job if the compensation she/he is making isn't on a par with other nannies in the area.
- 3. Job duties are not realistic:** Parents often think that while their child naps the nanny should be able to clean the house. Nannies will do all duties related to the child to include: doing the dishes that they and the children use and keeping the kitchen, child's playroom and child's bedroom neat and clean as well as doing the child's laundry and linens. It isn't safe to ask a nanny to be occupied with lots of other duties that may distract her or him from giving the child 100% of their attention.
- 4. Don't show respect and appreciation for the nanny:** Nannies work in a very isolated environment and have very little adult interaction. Most nannies work 45 to 50 hours a week and rarely have an opportunity to sit down, have a cup of tea, phone a friend, or even gather their own thoughts. Take a moment in your day to ask how she is, ask about her family or hobbies, listen to her suggestions and thank her for a job well-done.
- 5. No written employment agreement before work commences:** A good work agreement will address all the terms and conditions of the employment relationship, including hours, duties, benefits, and compensation. Morningside Nannies will provide a guide to help you draw up a comprehensive employment agreement.
- 6. Failure to train the nanny:** Every family is unique and though your new nanny may be well experienced she/he will need to learn how you want things done. It is a good idea to spend the first few days together to help your nanny understand your needs and meet your expectations.
- 7. Failure to pay salary on holidays:** If you don't need the nanny to work because you have the day off or are going on vacation the nanny should be paid her full week's salary. Most full time nannies receive paid holidays, a few paid days for sick leave and receive two weeks (or more) paid vacation.
- 8. Failure to pay for gas or provide a vehicle when driving is required:** If the nanny is required to use her personal vehicle for work purposes, you need to reimburse her for mileage at the IRS stipulated amount and you should offer to increase her insurance

limits so “on the job driving” is covered. If your nanny will be transporting your child it is much wiser to provide a vehicle for your nanny’s use. That way you’ll know that the vehicle is well maintained, safe and fully insured.

**9. Failure to get a comprehensive background check:** It is imperative that you seek the help of experts before you bring a nanny into your home to care for your child or children. A reputable nanny agency will provide you with written reports from the nanny’s past employers and from a licensed investigation company. A good background report will include an identification verification, a wants and warrants search, a sex offender search, a criminal investigation report (state and county), a verification of social security account and a driving history.

**10. Choosing the least expensive route:** Hiring a nanny on-line or through the newspaper may be less expensive, but it may cost you dearly in the end. Keep in mind that this is one of the most important decisions that you are ever going to make. A reputable nanny agency will screen out many applicants because of their inexperience, unacceptable references, inappropriate presentation, lack of knowledge, or other areas that they feel will not represent their business well. Morningside Nannies has a stellar reputation in our community and we will do everything we can to maintain our reputation. We want to refer nanny candidates that we can take pride in and feel confident that our clients will be impressed with. Many of our clients have commented that they had a hard decision choosing just the “right” nanny out of the great candidates that we presented to them.