



NANNY FACTSHEET

Working as a nanny

By law, your employer must operate a PAYE scheme, deduct Tax and National Insurance from your salary and pay this to HMRC on your behalf. They should also provide you with a payslip, clearly showing all deductions that have been made for that period. If your Tax and NI isn't being paid, it may affect your entitlement to statutory rights and benefits. Detailed information is available at: www.nannytax.co.uk/your-rights/paying-your-tax-and-ni

Agree a gross wage

Nannytax recommends agreeing a gross salary so that both you and your employer know where you stand regarding your salary. On a gross agreement you will also benefit from the increase in the Tax-Free allowance each year, whereas on a net agreement you will not. To see the benefits of agreeing a gross salary, visit: www.nannytax.co.uk/salary-considerations/gross-vs-net

Contract of employment

A contract is an important part of the employment relationship and as such you are entitled to receive one, upon starting your new role. It is important to read through your contract and get to know it, as it is there for your benefit as well as your employers. More advice is available at: www.nannytax.co.uk/salary-considerations/gross-vs-net

Right to work, within the UK

Employers are legally required to make thorough document checks to ensure that you have the right to work in the UK, even if you are a UK national. To do this your employer should take copies of the required documents and return the originals to you.

Statutory Rights

Being an employee on a PAYE scheme entitles you to certain rights. These include:

National Minimum Wage (NMW)

Unless you are a live-in nanny, who is living as part of the family.

Statutory Sick Pay (SSP)

If you are sick for 4 consecutive days or more.

Statutory Maternity Pay (SMP)

If you have been working for the same employer for at least 41 weeks, prior to the baby's due date.

Shared Parental Leave

Expectant parents are able to split the 52 weeks of childcare leave and statutory pay.

Redundancy

If you have been working for the same employer for at least 2 years. The amount that you will receive is dependent on your age and length of service.

Holiday Entitlement

The statutory entitlement is 5.6 weeks (28 days) for a full-time employee, pro rata for part-time employees. This is inclusive of bank holidays.

Workplace Pension

Employers are obliged to automatically enrol any qualifying workers into a Workplace Pension and make contributions into the scheme.



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National Insurance Number (NINO)

You must have a National Insurance Number to undertake work within the UK. If you are a UK national, the department of Work and Pensions will have a record of this. However if you have come to work in the UK, from overseas you will need to apply for a NINO from your local Jobcentre Plus.

The Ofsted Register

Nannies are not legally required to register with Ofsted, but can do so voluntarily. To become Ofsted registered you must meet their mandatory registration criteria and hold the following:

- Approved training in the Common Core Skills of Childcare and be suitable to work with childcare
- A valid Paediatric First Aid Certificate
- Public Liability Insurance (such as Nannyinsure)
- An enhanced DBS check and disclosure

Please note: a DBS check is no longer included within Ofsted's registration fee and process. However a DBS check can still be carried out, for an additional fee.

Detailed information about registration, training and guidance on DBS checks can found at: www.nannytax.co.uk/employing-a-nanny/ofsted-register/about-ofsted-registration

nannyinsure

At Nannytax we provide Nannyinsure, a specialist Public Liability Insurance for nannies. The policy provides cover in the event of an incident occurring whilst the nanny is carrying out their professional duties. Our Nannyinsure policy cost £70 per year and provides:

- £70 per year including Public Liability as required by Ofsted.
- Up to £5 million Public Liability and up to £50,000 Personal Accident Cover.
- Covers you for up to 90 days per trip abroad and 180 days in total.

More information is available at: www.nannyinsure.co.uk

Special offer: new applicants will get 13 months cover for the price of 12.*

*Special offer is only applicable for new business customers, is subject to terms and conditions and is based on a 13 months for the price of 12 months Nannyinsure policy. This offer is not to be used in conjunction with any other promotion or discounts. Offer ends 31/12/2020