

## What kind of worker am I?

### YOU ARE AN AU PAIR IF

- You work anywhere between 1-30 hours per week
- You live with your employers
- You carry out childcare duties and, in some cases, light housework related to your charges
- You are not left as sole charge for children under five
- You are provided food and a private room by your employers
- You are given free time during the week to attend English classes.
- **You must be paid pocket money, usually around £80-£120 per week.**
- **You are not entitled to sick pay or holiday pay.**
- **You should have a contract.**

### YOU ARE A LIVE-IN NANNY IF

- You work anywhere between 1-48 hours per week
- You are paid an hourly rate
- You live with your employers
- You carry out childcare duties and, in some cases, light housework related to your charges
- **You must be paid at least the minimum wage, but we recommend between £11-£14/hour gross.**
- **You are entitled to sick pay, holiday pay, and break times.**
- **You should have a contract.**

### YOU ARE A LIVE-OUT NANNY IF

- You work anywhere between 1-48 hours per week
- You are paid an hourly rate
- You do not live with your employers
- You carry out childcare duties and, in some cases, light housework related to your charges
- **You must be paid at least the minimum wage, but we recommend between £13-£16/hour gross.**
- **You are entitled to sick pay, holiday pay, and break times.**

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## Au pair - sample description of role

Recommended pocket money: £80-£120 minimum for no more than 30 hours per week

- An au pair is generally a young person between the ages of 18-30
- The primary objective of au pairing is to engage in a **cultural exchange**. Hosts must not expect au pairs to operate as a worker or employee.
- An au pair works no more than 30 hours per week
- Au pairs exclusively undertake light domestic duties and childcare. This means no housekeeping work and no sole care of children under the age of 5.
- An au pair must be provided with their own bedroom.
- An au pair can travel on holiday with their host and must be able to return to their home country for holidays throughout the year.
- Au pairs should be paid at least £80-£120 per week in pocket money, regardless of the hours they are working.
- If a host expects their au pair to work more than 30 hours per week, they are no longer classed as an au pair. They would be considered a live-in nanny and must be paid accordingly.
- Au pairs must be able to attend English classes during the week if they choose without interference from the employers.
- Hosts must pay provide three meals a day to au pairs free of charge.
- The live-in worker offset does not apply to au pairs. Hosts cannot deduct money from au pair's pocket money to cover board or food.

### **Live-in nanny - sample description of role**

Recommended hourly rate: £11-£14

- A live-in nanny is a worker who is entitled to at least the minimum wage.
- Live-in nannies are entitled to employee benefits such as annual leave and statutory sick pay. They are also expected to pay tax and national insurance contributions.
- Live-in nannies cannot generally be self-employed. Even if a live-in nanny chooses to be self-employed, it is the responsibility of the employer to carry out an [Employment Status](#) check.
- Live-in nannies can work anywhere from 1-48 hours per week. To work over 48 hours per week, employers must receive a signed opt-out agreement from the employee confirming they are happy to work more than the maximum weekly working hours.
- Live-in nannies may look after children of any age.
- Live-in nannies may be responsible for light housekeeping duties related to the children, depending on their contract.
- Live-in nannies are childcare professionals, not cleaners. They should only be expected to carry out housekeeping duties not related to their charges if this is outlined in their contract and agreed by both parties.

### **Live-out nanny - sample description of role**

Recommended hourly rate (one family): £13-£16

Recommended hourly rate (nanny share): 150% of normal hourly rate, £19.50-£24

- A live-out nanny is a worker who is entitled to at least the minimum wage.
- Live-out nannies are entitled to employee benefits such as annual leave and statutory sick pay. They are also expected to pay tax and national insurance contributions.
- Live-out nannies cannot generally be self-employed. Even if a live-in nanny chooses to be self-employed, it is the responsibility of the employer to carry out an [Employment Status](#) check.
- Live-out nannies can work anywhere from 1-48 hours per week. To work over 48 hours per week, employers must receive a signed opt-out agreement from the employee confirming they are happy to work more than the maximum weekly working hours.
- Live-out nannies may look after children of any age.
- Live-out nannies may be responsible for light housekeeping duties related to the children, depending on their contract.
- Live-in nannies are childcare professionals, not cleaners. They should only be expected to carry out housekeeping duties not related to their charges if this is outlined in their contract and agreed by both parties.