

(Nanny name)

(Nanny address)

1. Terms of Employment

1.1 (nanny name) is employed to work for:
(Parent's name)

(a) In their home at: (parents address)

(b) Commencing on the: (Starting date)

1.2 The Nanny's duties shall be:

(a) Caring for the children: (Child's name and age)

(b) Babysitting at times agreed in advance

(c) Organizing children's diary for classes, events or playdates

(d) Cooking healthy meals

(e) Keeping the house organised, where relevant to the children

(f) Doing the laundry, dry cleaner drop off and pick up for the children only

(g) Activities for the development of the children

(h) Reporting to the employers on daily activities with the children; and any relevant incidents or issues

1.3 The Nanny shall normally work the following days:

1.4 Normal working hours shall be agreed by the Employers and Nanny in advance, but shall generally be:

(working time and amount of hours)

1.5 The Nanny shall be entitled to a rest period of not less than 11 consecutive hours between the end of her normal working hours on one day and the commencement of her normal working hours on the following day. It shall be the responsibility of the Nanny to ensure that she takes such a rest period.

1.6 Unless prevented from doing so by illness or injury the Nanny

(a) shall devote the whole of her time, attention and ability, both during normal working hours and during such other reasonable additional hours as may be agreed between the Employers and Nanny, for the performance of her duties for the Employers, and

(b) Follow all lawful instructions of the Employers,

(c) Not perform any paid or unpaid work for any third party without the prior written consent of the Employers.

2. Remuneration

2.1 The Nanny's gross salary will be () per week. The hourly rate £15.00 , for any extra day during the week will be £15 per hour .The salary shall be reviewed (once) a year but any increase in salary shall be at the total discretion of the Employers.

2.2 The Nanny is self-employed and is responsible for her taxes and pension. In case the family pays the nannie's tax and insure (add exactly) what they should pay

2.3 The salary shall be payable in arrears on the last working day in each week.

2.4 Any reasonable expenses incurred in the performance of duties will be reimbursed in full by the employers

3. Holidays

3.1 The holiday year will run from (), with all entitlements and subsequent provisions pro rata-ed on that basis.

3.2 In each holiday year the Nanny's holiday entitlement 20 days plus 8 bank holidays .Total of 28 days per year.

3.3 In case the family decide to take more than 28 days per year on holidays, the nanny still gets paid .Those hours will not be compensated with extra work or babysittings.

3.4 Holiday pay will be made at the Nanny's normal rate.

3.5 The Nanny will choose 14 days holidays and the Employers will choose the other 14 days

3.6 Both parts shall give not less than (1) (2) month's notice of the intention to take holiday.

3.7 Where the Nanny is working out any notice following either party giving notice to terminate this contract, the Nanny may be required to take any unused holiday during that notice period.

3.8 If the Nanny is required to work on a bank or other public holiday, the Nanny will be given a day off in lieu on a date to be agreed by the Employers, or alternatively will be paid a double day's pay.

3.9 The nanny does not travel with the family.

3.9.1 In case the nanny has agreed to travel . Add exactly how many days per year are you happy to travel with them

4. Sickness & Sick Pay

4.1 If the Nanny is unable to attend work due to sickness or injury she shall (insofar as she is able) promptly notify the Employers either in person or by telephone (as appropriate) on the first day of absence and provide the Employers with such evidence of her sickness or injury and the cause of it as the Employers may from time to time reasonably require.

4.2 The Nanny shall be entitled to receive payment (inclusive of any Statutory Sick Pay) during her absence on sick leave in accordance with the following:

(a) 5 days per year

(b) Thereafter Statutory Sick Pay in accordance with the Government's (ESA). (ESA for self-employed and SSP for nanny with full contract with the family)

4.3 If the Nanny takes sick leave due to injuries caused to her by a third party, and the Nanny recovers damages from the third party for her injuries, the damages recovered shall include all payments made to the Nanny by the Employers during the sick leave and all payments recovered shall then be paid to the Employers as soon as possible.

5. Confidentiality

5.1 The Nanny shall not during her employment with the Employers, or at any time thereafter (otherwise than in the proper course of her duties or as is required by law) without the prior written approval of the Employers, divulge or disclose any information which, by reason of its character or the circumstances or manner of its disclosure, is evidently confidential to the Employers.

5.2 The nanny should be informed if there is any camera inside or outside the house.

6. Termination

6.1 If either party wishes to terminate this contract, the notice to be given by either party shall be as follows:

(a) During the first four weeks of employment ("the Probationary Period"), not less than a week's notice.

(b) After the Probationary Period no less than 2 months' notice.

6.2 The Nanny's employment under this contract may be terminated by the Employers at any time immediately and without any notice or payment in lieu of notice if the Nanny:

(a) is guilty of gross misconduct or serious and persistent breaches of the terms of this contract, or

(b) Is convicted of any criminal offence involving dishonesty, violence, causing death or personal injury, or damaging property.

6.3 Misconduct which may be deemed gross misconduct includes but is not limited to theft, drunkenness, illegal drug taking, child abuse and violent or threatening behaviour (be it verbal or physical).

7. Disciplinary & Capability Procedure

7.1 Reasons which might give rise to the need for measures under the Disciplinary & Capability Procedure include the following:

(a) Causing a disruptive influence in the household

(b) Job incompetence

(c) Unsatisfactory standard of dress or appearance

(d) Conduct inside or outside Normal Working House prejudicial to the interests or reputation of the Employers.

(e) Unreliability in time keeping or attendance

(f) Failure to comply with instructions and procedures

(g) Loss of driving licence

(h) Breach of confidentiality

7.2 In the event of the Employers needing to take disciplinary action the procedure shall, save in cases involving gross misconduct, be:

Firstly Verbal Warning

Secondly Written Warning

Thirdly Dismissal

8. Grievance Procedure

If the Nanny has any reasonable grievance relating to her employment the matter should be raised with the Employers either in person or in writing as the Nanny deems Appropriate. The Employers and the Nanny agree to take all such reasonable steps as are necessary to resolve the issue.

SIGNED by the Employers:

DATED:

SIGNED by the nanny:

DATED: