



The #MustHave Guide

*How much do nannies
get paid?*



Dedicated to...

All the parents who work so hard to raise their children to be happy, healthy and bright.

And of course, to all the people who help them do so!

Depend on when and how soon you need a solution.

Nanny salaries vary depending on many factors, ranging from minimum wage of \$8-10/hr to \$24/hr or higher, with an average of about \$12-15/hr.

Many families find it hard to pay this high of a rate, while many helpers struggle to make ends meet on this wage, so more and more people are choosing to nanny share so that families can make it work financially and still offer a great rate.

On a typical 40 hours a week, an average hourly wage of \$12/ hour represents an yearly salary of \$24,000.*

*There are other costs to the employer (benefits, insurance etc) and deductions from the employee (taxes and such).

Remember - it's always a negotiation between two parties. In some cities, the parents have the upper hand as there are many people to choose from, In others, families need to woo prospective rare applicants - and money is one important variable (but not the only one - a nice place to work that it's easy to get to and offers flexible hours can be preferable to one that pays slightly more).

Depend on when and how soon you need a solution.

The following aspects impact how much nannies get paid:



1) Location:

- What city you live in and what is the going rate in your specific neighborhood
- Is it easy to access by public transit? Does the person need a car to get to you?



2) The level of experience of helper

- What is the highest level of education? Is it pertinent to the job?
- What was the rate paid in prior jobs?



3) Job requirements

- Number and age of children.
- Number of hours required, are they within usual?
- Is overtime expected and paid for at an overtime rate?
- Are house cleaning, laundry, errands and cooking required?



4) Timing of the request

- Are you looking at times when many families are also looking (May/June, Aug/Sept, Dec/Jan)?
- Is it a time when many helpers are suddenly available (end of school year for high-school and universities)?



5) Other factors

- Is the job live-in or out?
- Are benefits and holidays offered?
- Other job perks

Rates and expectations

\$9-\$12/hr - nanny is 18-20 yrs old, less than 2 years of experience, job in smaller city, less than two children, no housekeeping

\$12 - 15/hr - nanny is older than 21 yrs, more than 2-5 years of experience, two to four children, some housekeeping/ cooking

\$15-\$25/hr - more than 5+ years experience; a child care related degree or equivalent, twins or more than four kids, house cleaning is a significant part of the job

Common packages:

1. most common expenses: gas mileage reimbursement if nanny has to use her own car, money towards a cell phone if required
2. 4 to 6 paid sick days, all the main holidays off and 1 week of paid vacation per year, option for some unpaid weeks off
3. Increasingly, health and dental insurance (usually 50% paid by family for first year, often fully paid after first year).

Net pay on 40hrs/week * 50 weeks/ yr before taxes and deductions			
	/week	/month	/year
\$12/hr	\$480	\$2,000	\$24,000
\$14/hr	\$560	\$2,330	\$28,000
\$16/hr	\$640	\$2,660	\$32,000
\$18/hr	\$720	\$3,000	\$36,000
\$20/hr	\$800	\$3,330	\$40,000

A few important notes

1. Make sure you understand if the pay discussed is gross or net.
2. Make a list of what deductions that will be made - they usually include federal and local taxes, as well as Employment Insurance and Workman's Compensation.
3. You may wish to consult an accountant or a nanny tax company for advice in these areas. In addition, don't forget that nannies are subject to federal and local employment rules that vary greatly.
4. Families can pay the nanny in cash, by personal check or through a reputable payroll service (direct deposit is very common).
5. Pay schedule can be every week, biweekly or semi-monthly.
6. A full time nanny will expect to be paid for the year (52 weeks) even if the family takes vacation or holidays without her.
7. A best practice is to have a semi-annual performance review and possibly adjust salary or benefit package. It's also increasingly common to give annual bonuses, which can be as high as a week's wages.

Some scenario planning - an example

DAYCARE

Scenario 1 : One child

\$50/day for 8 hrs of care

Monthly = \$1000

Scenario 2 : Two children

\$50/day x 2 children = \$100/day

Monthly = \$2000

Pros:

- Exposure to other kids of same age
- Enrichment activities are included
- Trained early childhood educators
- Built-in connection to other parents
- Don't have to manage an employee

Cons:

- Can be hard to find a spot
- More expensive if more than one child
- Regular start and end times
- May close for summer/winter holidays
- If child is sick, will need back up care

NANNY

Scenario 1: One child

\$15/hr x 8 hrs or \$12 x 10 hrs

Monthly = \$2400

Scenario 2 : Two children

\$15/hr x 8 hrs or \$12 x 10 hrs

Monthly = \$2400

Scenario 3: Nanny share

\$15/hr x 8 hrs or \$12 x 10 hrs

Monthly = \$1200

Pros:

- Less expensive if more than one child
- Can usually easily hire someone
- More flexible weekly schedule
- More flexibility on holiday schedule
- Can include help with the home

Cons:

- Need to do hiring and managing
- Will need to become an employer
- May not get someone with experience
- May need to help plan add on activities
- If nanny is sick, will need back up care

Who are the helpers?

Trends and facts
to help you choose



WHO ARE THE HELPERS?

 **90% WOMEN**
 **10% MEN**

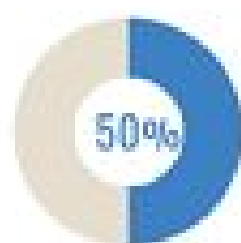
- 20 to 25 years old on average
- Certified in CPR, First Aid or safety training

AVERAGE RATE

 **\$14**
PER HOUR

Average pay for nannies and sitters ranges from \$10 - 20/hr

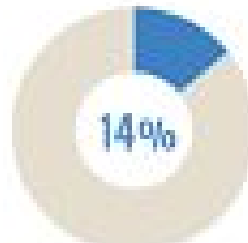
WHO HIRES THE HELPERS?



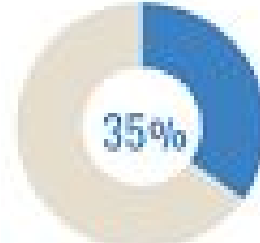
MOM



DAD












BOTH



**MOM FINDS,
DAD APPROVES**

HOW FAMILIES DECIDE WHAT TO PAY



   **2 IN 3** ask the helper
   **1 IN 3** ask friends
   **1 IN 3** use a pay rate calculator

FACTORS AFFECTING PAY RATE

1. Location (neighborhood more than city!)
2. Experience of helper
3. Number and age of kids
4. Whether housecleaning is required
5. Timing (last minute, weekend, holiday)



3 REASONS WHY FAMILIES DON'T HIRE SOMEONE

1 It's too expensive

2 Too stressful to find one

3 Can't get organized in time

4 Different Types of Helpers

Hi! I'm a

Stay At Home Mom

"I'm a happy mom and I want to help another family. I understand how difficult it is to find affordable child care during working hours, and I'm here to lend a hand."



Hi! I'm a

Granny Nanny

"I'm happily retired, but love children so much that I would happily spend a few hours with them after school, or when you have date nights (a must!)."



Hi! I'm a

COLLEGE STUDENT

“I need to money to go to school. I've plenty of previous experience. Helping a family is perfect for me to fit in between study time!”

Hi! I'm a

New Arrival

“I just moved here and I love it! Got lots of care experience and would love to help. I can also teach another language and share stories about my travels.”

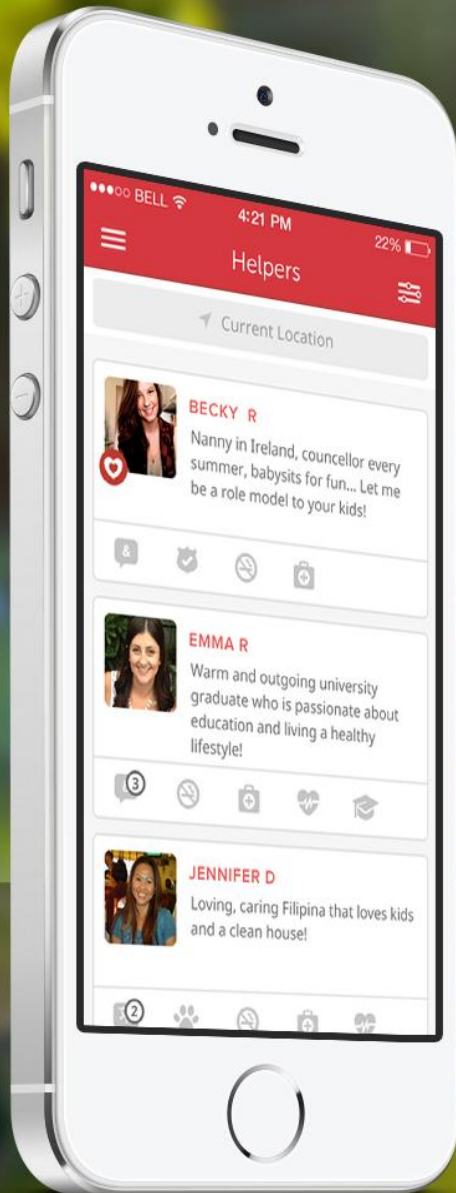


Now what?

Practical tools you can use
loved by thousands of families



WHO'S HELPING YOU?



Search for trusted helpers.
All in your neighbourhood.



“ I liked that myBestHelper matched candidates who were a good fit, and who were available at the time I needed. ”

- Angela V., Mom Of Three
Vancouver BC

www.myBestHelper.com

Built by: Dr. Alexandra T. Greenhill
Physician, mother of three



AFFORDABLE

Three simple choices.
Contact all of our
helpers. Full money
back guarantee.



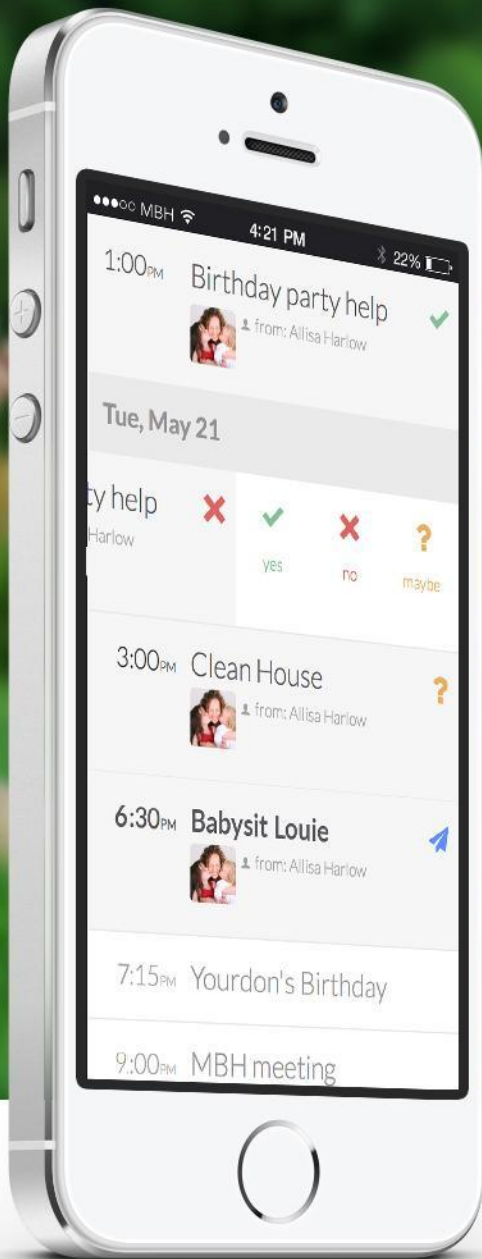
FAST & EASY






Post a job and relax while
caretakers apply. Or
search helpers and
contact the ones you like.



THE RIGHT FIT

Our Matching Wizard
suggests great people
who truly meet your
needs.



- 3:50PM  Usual nanny cancelled last minute.
- 4:01PM  Requested help on the myCrew app. "Need sitter ASAP."
- 4:30PM  3 people are available.
- 5:32PM  Help is on the way!
- 10:30PM  Paid nanny using myCrew app.

the uber-cool life tool
Organize. Delegate. Reward. *Live.*



Send requests to your contacts and groupsource your task.



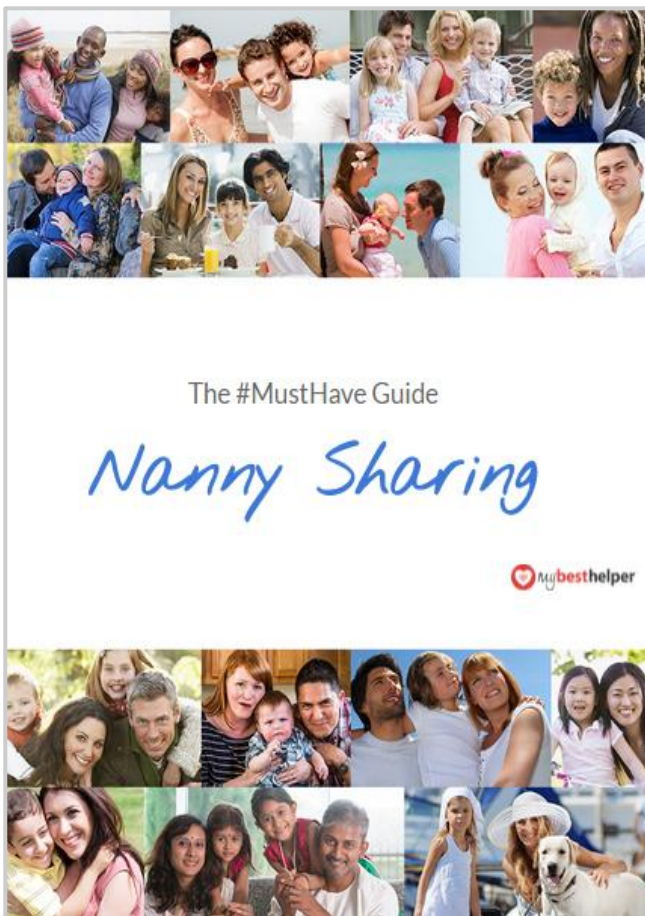
Create Crews that would best fit your requests.



Problem solved? Alert everyone you contacted in one click.

Email us!

To request the other #MustHave Guides,
email us: support@mybesthelper.com



About the Author



Alexandra T. Greenhill

CEO myBestHelper, physician and mom of three

This guide is written based on lessons learned about what really works from first hand experience as well as the thousands of families she has helped.

Passionate about making a real difference, Alexandra has served for decades on various volunteer causes including Chair of a Public School board and member of the Board of the Canadian Institute for Child Health. Her contributions have been recognized with many awards.



Queen
Elizabeth II
Medal of
Service



Cartier
Women's
Initiative
Awards
Finalist North America

We wish you the best in your search for the right care option for your family.

If you decide to follow the route of nanny, babysitter or homecare, take advantage of our job post wizard - post your ideal job with the help of our questionnaire, view parent-approved profiles and contact helpers directly.

MyBestHelper helps families find the right child care option.
www.mybesthelper.com

We'd love to hear from you!

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