



The Best Guide on

1st day with a Nanny or Sitter



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!

If possible, arrange a pre-hire trial session

If possible, do a 3 hour session to see how things go with the children present. Explain to the nanny that this is the last step before a hire is confirmed. This pre-hire session is usually paid.

Initially I tried to leave the kids in the care of the nanny, as the issue is that if I stayed, they always cling to mom and run away from the nanny. Leaving them behind was not any better however.

So over the years, another approach seemed to work much better - make this session similar to a playdate visit from a family friend, and include coffee or even a meal. Then there is no pressure on anyone, and things still come through in terms of how well the nanny interacts with me and the kids as well as how well the kids like her. Things just happen gradually and this makes the transition after the hire much faster and much easier on the kids. .



Structuring onboarding - one example

Kids manage change well when adults are not anxious - otherwise they feed off the stress they perceive. So relax, treat it as a fun adventure and they will too.

As soon as you can

- ❑ Start reading books and watching movies about kids being left with sitters and nannies (all the series have them - Caillou, Franklin, etc, do a quick internet and Youtube search and your local librarian should be able to help)
- ❑ Role play it with their dolls, or you become the child and they act the mommy (eg- we say hello to the sitter, wave good by to parents (kids usually find it hard to leave if hugged) and firmly depart; then come back, big hugs (now this is great), share stories about your day
- ❑ Have them draw if they are old enough the different moments of the daily schedule - get up, brush teeth, eat breakfast, welcome nanny etc...

Day one

- ❑ Plan on starting all three days at the same time as you will normally have the person come
- ❑ Welcome them, explain how stroller works, show how to lock up,, show where local parks
- ❑ I try and to a session at the park with the nanny and child, as the kids find it reassuring to see mom knows where this stranger is taking them. Gives me a chance to chat and get to know the nanny too. If not, skip that and proceed with activities for day 2.

Day two -

- ❑ Orient the person to where things are at the house, involve the child if possible - max 30 min
- ❑ Make sure she knows emergency exits, as well as phone location, and has your numbers
- ❑ Warn the child that you will be leaving in 5 min, using a matter of fact calm voice
- ❑ Then you leave - friendly and firmly, no long tearful goodbyes, as hard as it is to do, prolonging the departure or doing the back and forth only escalates the child anxiety
- ❑ The session should be spent ideally in the home, no outings
- ❑ Come back on time, if not early, if possible grab some coffee with the nanny - debrief but also show the child, the nanny is a household member, similar to a friend

Day three

- ❑ Same as day two but a longer day. Make sure your schedule allows for calls from the nanny.

Practical steps to set up before day one

1. Get from your helper (sitters or nannies):

- ☐ Home address
- ☐ Home phone number
- ☐ Cell phone number
- ☐ Take a photo or photocopy of 2 pieces of ID (passport, driver's license etc.)

2. If you are hiring a nanny, you have to:

- ☐ Get Social Insurance Number and date of birth
- ☐ Sign a contract (that usually covers: 1) start date, 2) trial period, 3) work schedule, 4) hourly wages or salary, 5) overtime pay, 6) pay period/frequency, 7) holidays, 8) vacation, 9) sick leave, 10) job duties, 11) house rules, 12) extra benefits, 13) taxes, 14) unemployment insurance and workers' compensation, 15) transportation, 16) emergencies, 17) background check, 18) work eligibility, 19) confidentiality, and 20) termination of employment.
- ☐ Set up a business number to be seen as an employer by the tax authorities
- ☐ Have helper sign a personal tax deduction form
- ☐ Set up Insurance and a WorkSafe employer account

3. Practical steps

- ☐ Plan an introduction schedule - dates, times and hours to get them onboarded
- ☐ Make a copy of a set of keys
- ☐ Make 2 copies of the emergency info list (one for inside the home & one for trips)
 - Your home address & phone number (when people panic they forget!)
 - Contact info for you
 - Back up contact info for trusted people when you are not reachable
 - Kid(s) names, ages and any other info: e.g. allergies

4. **Optional – nice to have:** Daily schedule for kid(s), favorite games and outdoor activities

- ☐ Memberships to local museums, play places, maker places, swim centers etc

Tip: For a new sitter plan at least one extra hour on each end of the time you need to be away for. For a new nanny, on board over three days, each day starting at the same time. Day one, do 3 to 4 hours, then next day 6 hrs then day three do a full day.

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
- Over 50% of our helpers have a university degree

AVERAGE RATE



\$14
PER HOUR

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

WHO HIRES THE HELPERS?



MOM



**MOM FINDS,
DAD APPROVES**



BOTH



DAD

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.”

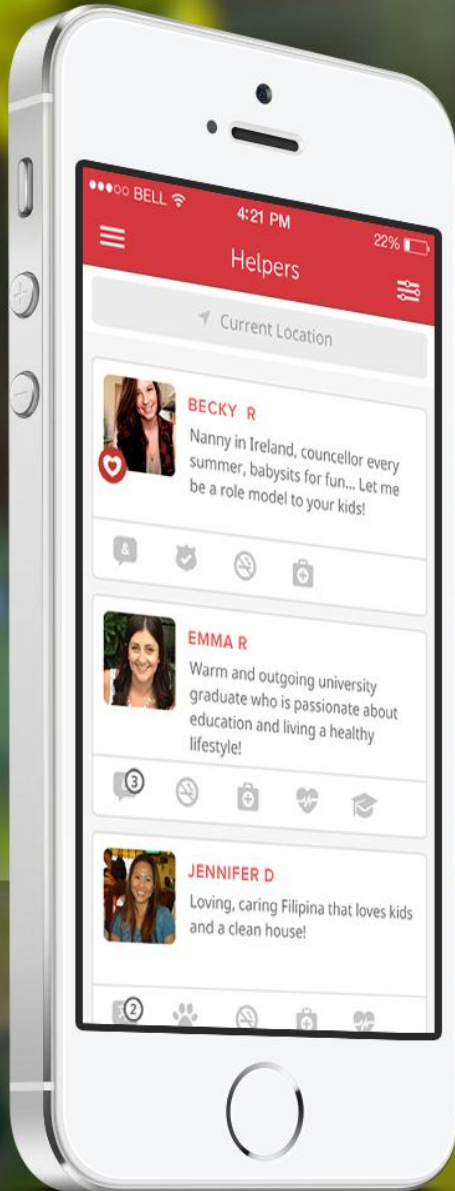


Now what?

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.



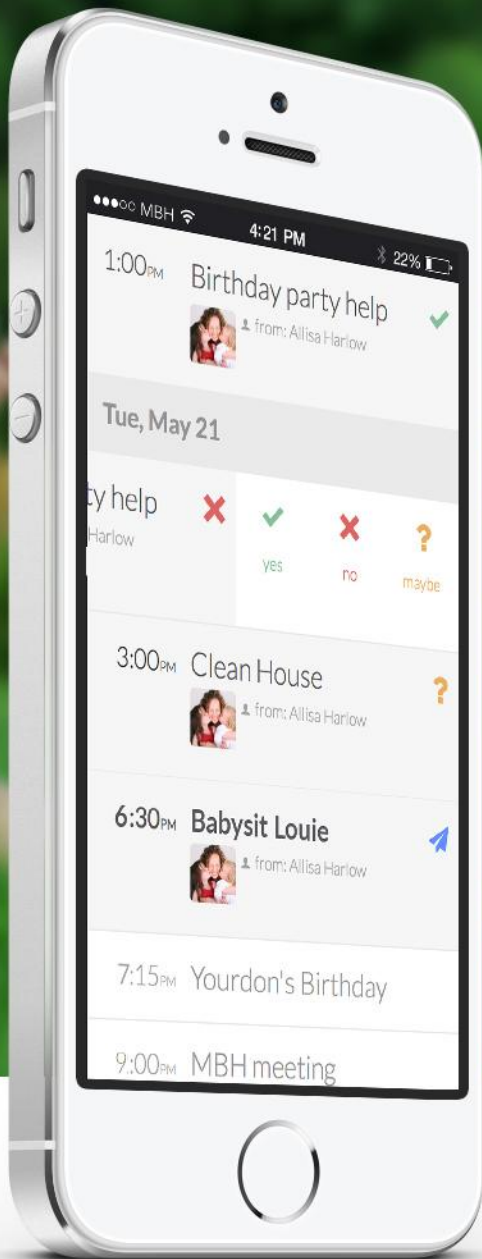
FAST & EASY

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.



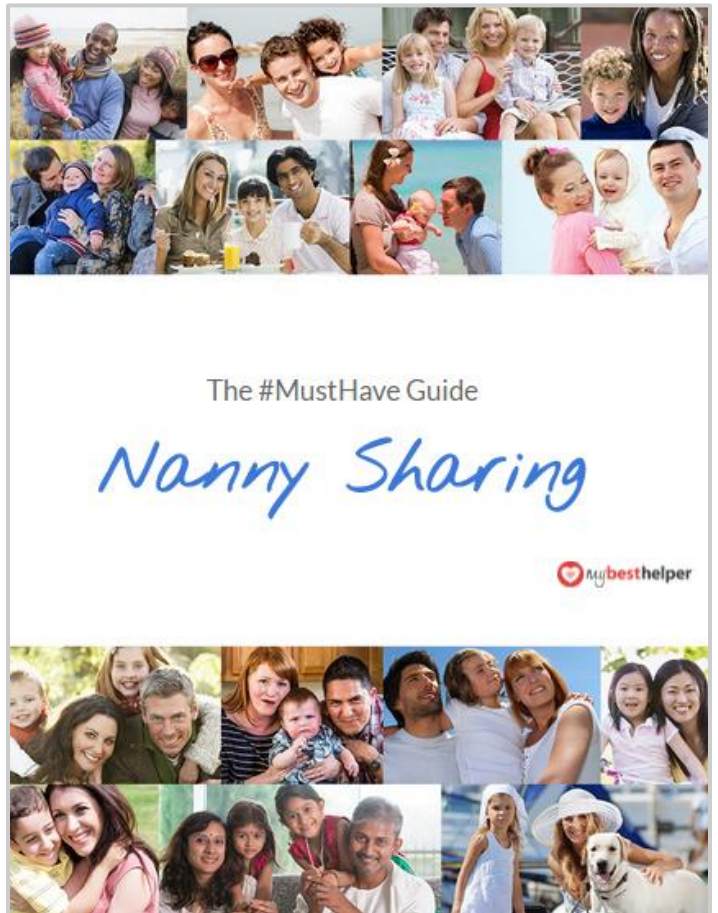
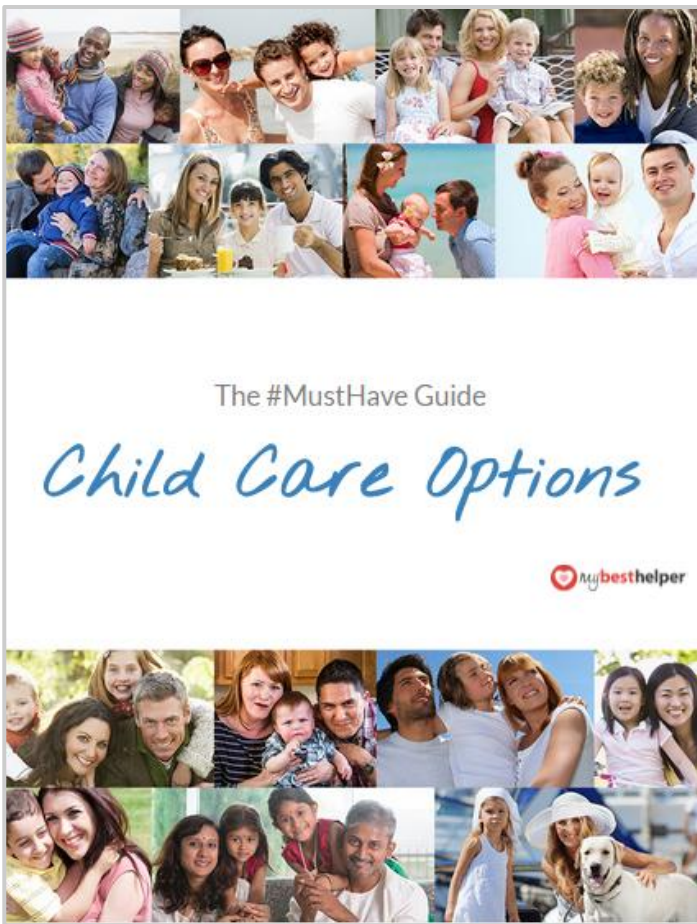
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About the Author



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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