

Employer Checklist

Employing someone to work within your home can feel daunting. That's why we've created this handy checklist for you to consider when hiring a new member of staff.

Simply work through the list and tick each item off once it's done.

Salary

When you are looking to employ a nanny, you should consider what gross salary you will be offering, in addition to what hours the nanny will be contracted to. You will also be required to set up a PAYE scheme, in order to produce payslips and declare the necessary Tax and NI contributions, each time you pay your nanny.

Total Cost

Knowing what your total employment costs will be (including salary, Tax and National Insurance) is vital. You can use our Nannytax [salary calculator](#) to help you work this out.

Pension

All employers are legally obliged to offer a pension to their employee. If the employee meets the age and salary criteria, they will be automatically enrolled to the pension scheme. Nannytax offers an additional service that can assist you with this should you need it.

Insurance

[Employers Liability Insurance](#) is a legal requirement for all nanny employers. This is to cover damages and/or claimant's costs.

Holiday

Your employee will be entitled to a minimum statutory holiday entitlement dependant on how many days/hours they work per week. You can use our handy Nannytax [holiday entitlement calculator](#) on our website to work this out.

Contract of Employment

An Employer must provide their employee with a contract or a particulars of employment statement, on their start date. As part of our payroll services, Nannytax can provide you with a bespoke contract.

Legal Checks on Employee

When employing a Nanny, you should undertake checks to ensure that the individual is eligible to work in the UK. This can include requesting a copy of the passport or Visa.

Nannytax is able to assist with the above as part of our comprehensive payroll service.

[See www.nannytax.co.uk](http://www.nannytax.co.uk) or call us on 020 3137 4401.