

Statutory pay

Holiday pay

Your nanny is entitled by law to four weeks paid leave every year, and part-time nannies are entitled to the pro-rata equivalent.

Currently are also required to give at least 4 bank holidays as paid leave, many families give all 8 bank and public holidays. From October 2008 all 8 bank and public holidays will be given as compulsory paid leave.

Sick pay

Statutory sick pay is due if your nanny is ill for more than three working days in a row. The first three days are normally paid at the standard rate, however this is at the discretion of the employer.

Your nanny should provide a doctors certificate or self certify to explain the reason for her absence. Part of SSP can be claimed back.

Maternity pay

If your nanny becomes pregnant it is likely that you will be required to pay Statutory Maternity Pay (SMP), even is she leaves your employment before her period of maternity leave begins. However most of SMP paid can be reclaimed through your nanny PAYE company.