



2015 Nanny Survey Results

Survey Summary

A big thank you to all of our participants in the first PAMP Nanny Survey!

The intent of this project is to help families considering a nanny, families actively looking for a nanny and families who already employ a nanny. For the purposes of this survey we defined “nanny” as “caregivers who have an extended and regular commitment to your family and work at least 10 hours per week.” We asked participants to exclude information about babysitters and Au Pairs as we believe these constitute different categories of caregivers.

Survey results were collected from April 12, 2015 to May 15, 2015 and 304 participants responded.

The survey results demonstrate that there is a wide range of practices for schedule, duties, vacation/sick and salary. Every nanny situation is unique, and the circumstances of your household should always be considered in addition to any data found in these survey results.

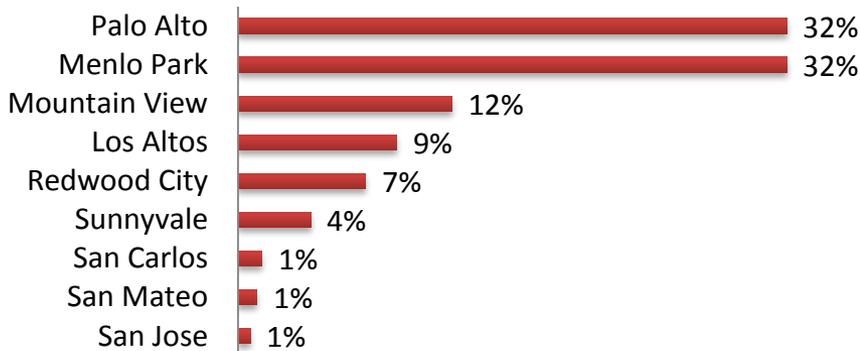
Please note, reporting “under the table” payment should not be regarded as an endorsement of the practice, merely an acknowledgment of a method utilized for this type of work.

For additional questions about this survey please email membershipchair@pampclub.org.

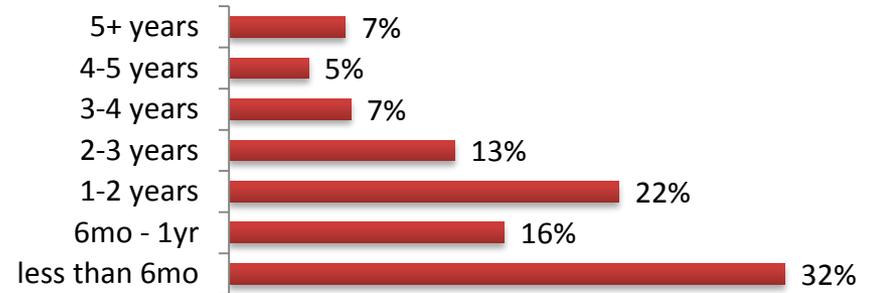
Survey Participants and Demographics

The majority of respondents live in Menlo Park or Palo Alto and have one or two children. Interestingly, a large percentage have had their current nanny less than six months and of that group 75% have children over 1 year of age indicating new nannies either through turnover or changing childcare arrangements.

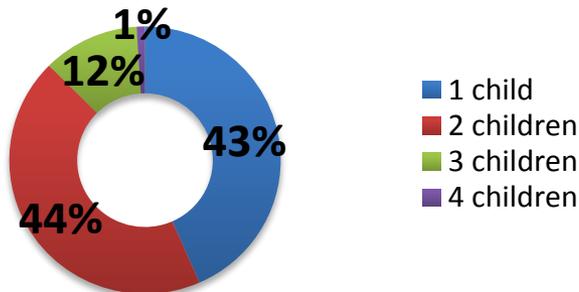
City of participants



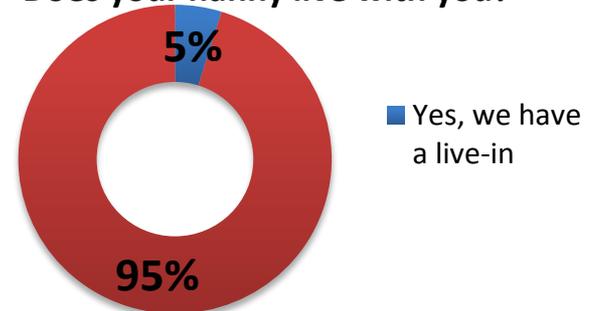
How long has your current nanny been with you?



Number of children per family



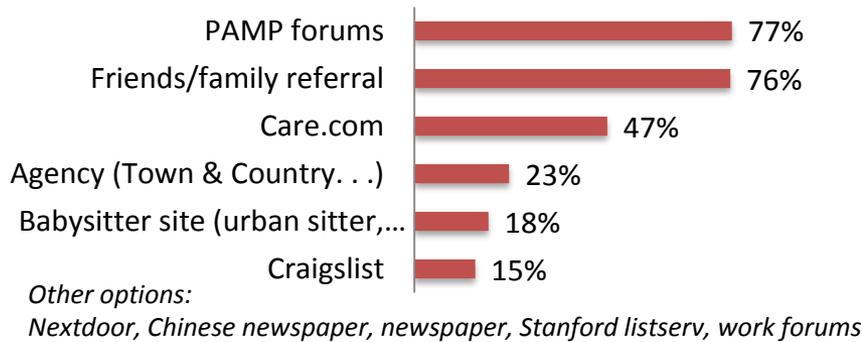
Does your nanny live with you?



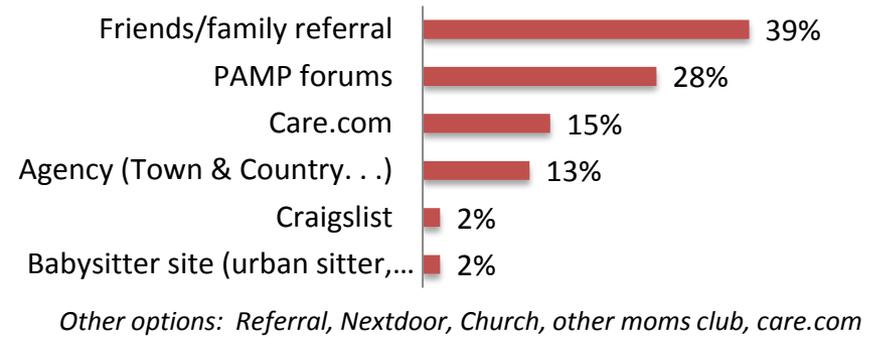
Finding a Nanny

PAMP forums and Friend/Family referrals were the top places to look for and to find a nanny. Many respondents had long lists of questions used when interviewing nannies, the summary of these interview questions can be found in the appendix.

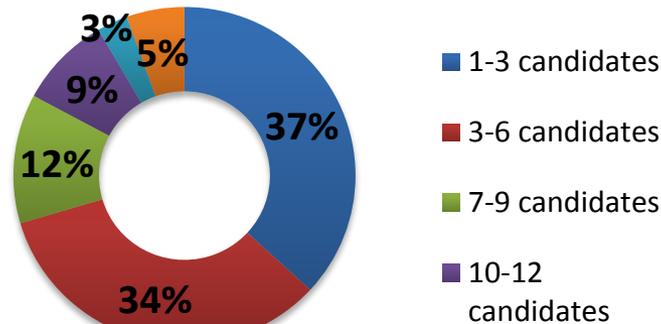
Where do you LOOK when trying to hire a nanny?



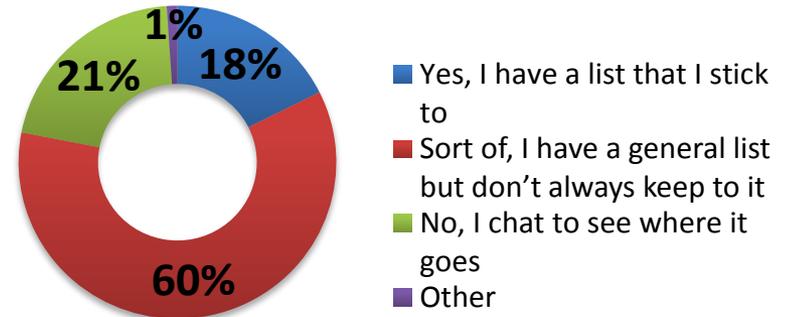
Where did you FIND your current nanny?



How many nanny candidates did you interview (in person or on the phone) before selecting one?



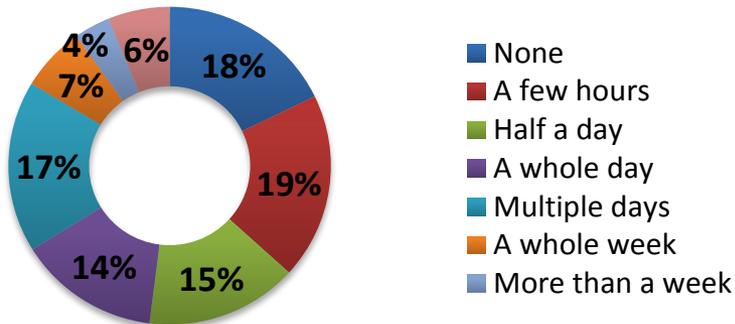
Do you have a set list of interview questions you ask nanny candidates?



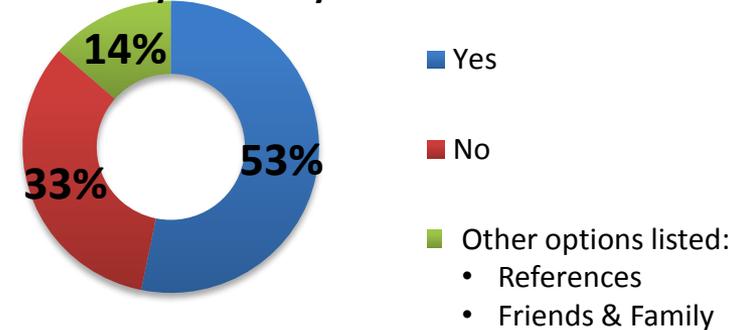
Finding a Nanny (cont.)

There is a wide variety of practices around trial runs with nanny candidates. Many respondents reported skipping a trial if the candidate was previously their babysitter, others hired nannies with a "trial" period implied in the first weeks or months. The vast majority of families pay the nanny candidate during the trial period. The length of trial did not correlate to if the trial was paid or not, with unpaid trials being anywhere from several hours to multiple days.

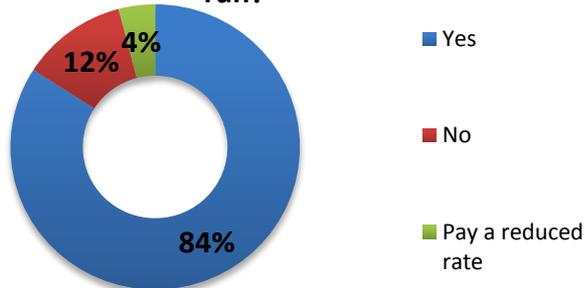
How much of a "trial" do you do with your top nanny candidate(s)?



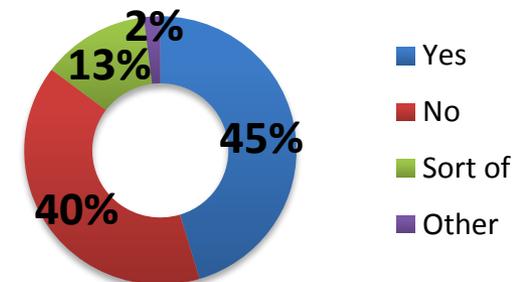
Do you perform a background check on your nanny candidate?



Do you pay the candidate for the "trial" run?



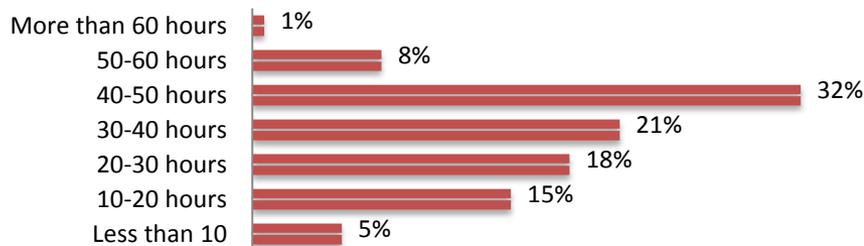
Do you have a written agreement with your nanny that specifies your expectations?



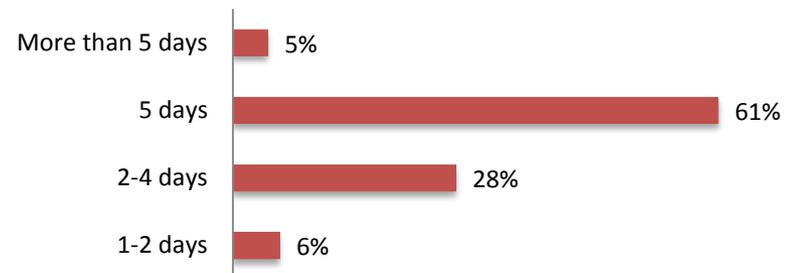
Nanny Hours

Daytime hours (morning, mid-day, afternoons) are the most common nanny working hours. While no significant difference was found between nannies and live-ins on hours worked per week or days of the week worked, live-ins did cover more of the reported night time hours.

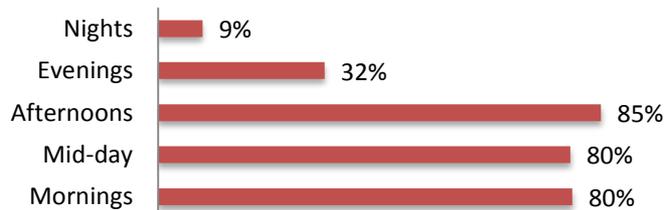
How many hours per week does your nanny work with your family?



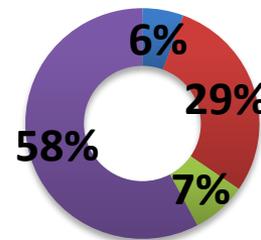
How many days of the week does your nanny work with your family?



What time(s) of day does your nanny work with your family?



Does your nanny work with another family besides yours?

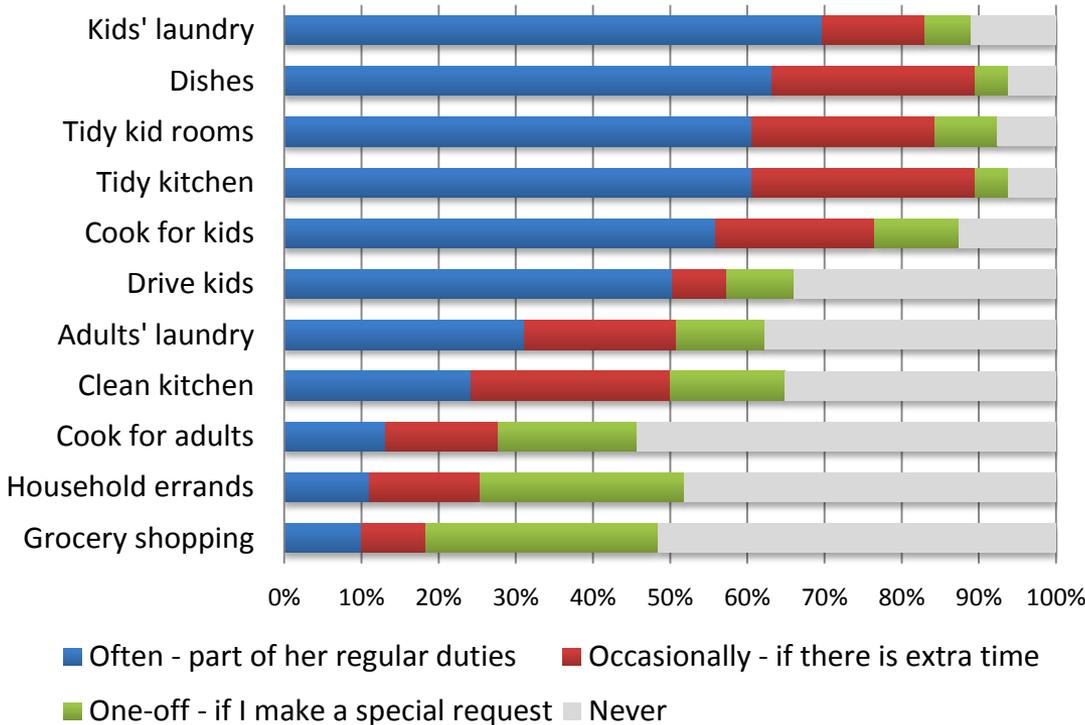


- Yes, We do a nanny share (2 families at the same time)
- Yes, we have her part time and then she works at a another family part time
- Yes, we have her full time and she picks up other hours elsewhere
- No, just us (we keep her pretty busy!)

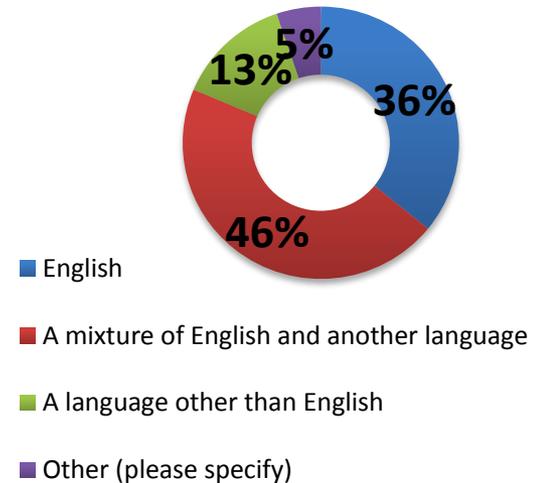
Nanny Activities

Kid-related chores such as laundry and cleaning up were the most common tasks handled by nannies, but nearly half of all nannies do engage in tasks not limited to the kids.

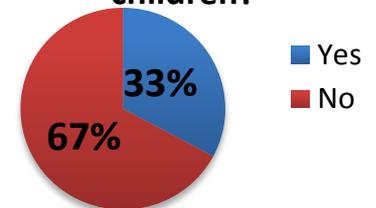
Which of the following activities does your nanny perform?



What language(s) does your nanny speak with your children?



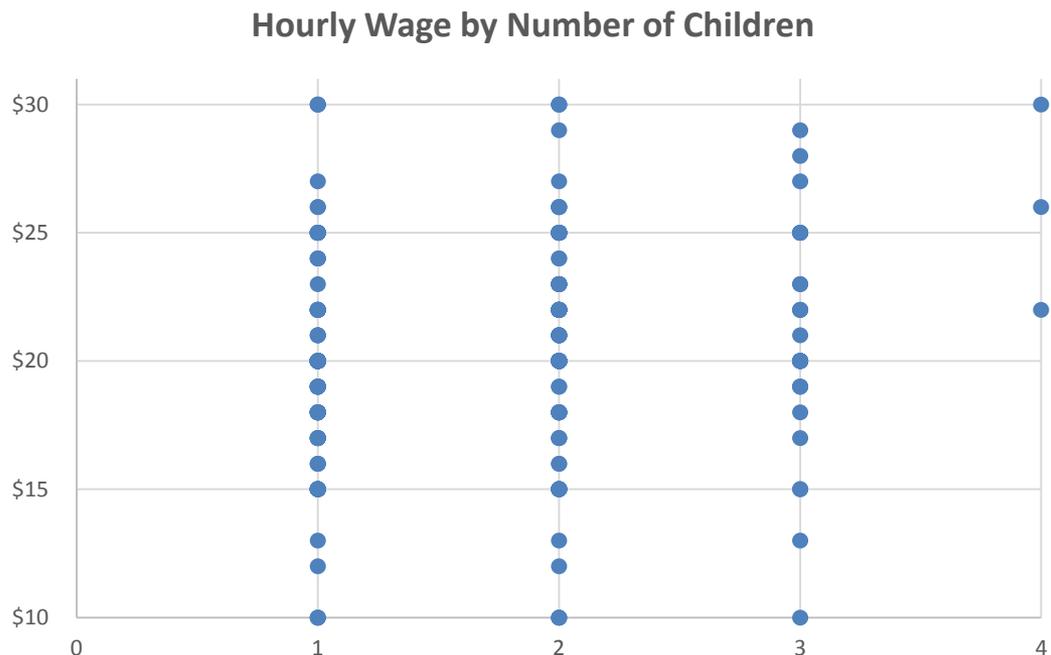
Do you provide an "allowance" for your nanny to use with your children?



Pay Rate Analysis

Pay rates were highly variable. The average pay for 1 child was \$19, for 2 was \$20 and for 3 was \$21. However, there were just as many responses above as below the midpoint illustrating that there is no standard wage. There was no significant difference found due to household duties performed, duration of nanny relationship or payment method (“under the table” vs “on the books”).

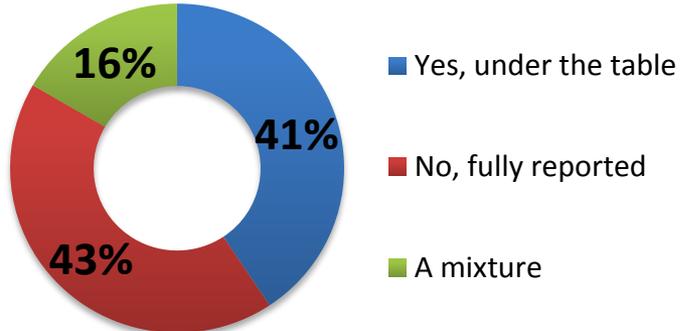
For additional input on wages please also consider the 2014 UrbanSitter childcare survey found at: <http://www.urbansitter.com/blog/3rd-annual-national-childcare-rate-survey-babysitting-rates-nanny-rates/>.



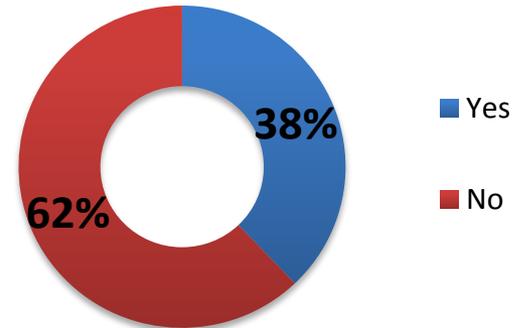
Compensation Details

Paying a nanny can be a complicated business with families calculating salaries with different methods, paying “under the table” and “on the books” and sometimes a combination of the two approaches, and reimbursements fluctuating. Of the respondents who pay “on the books” less than half use a payroll service.

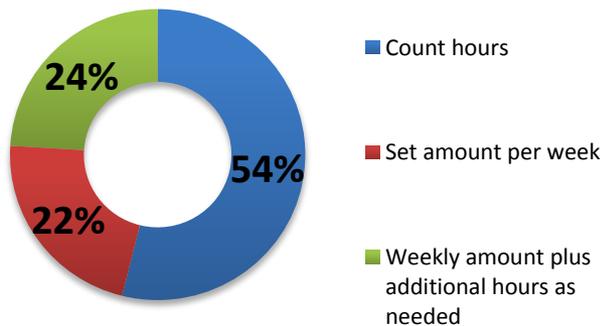
Do you pay your nanny "under the table"?



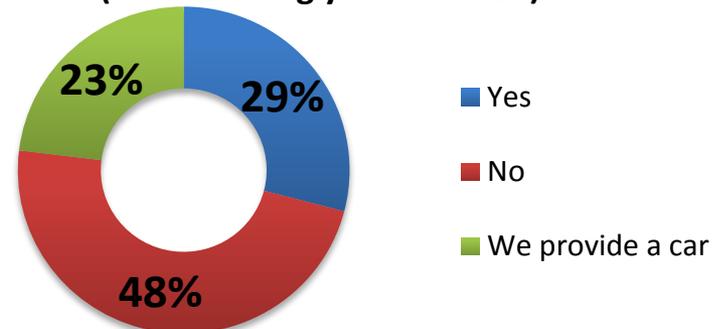
Do you use a payroll service ?



How do you determine weekly compensation?



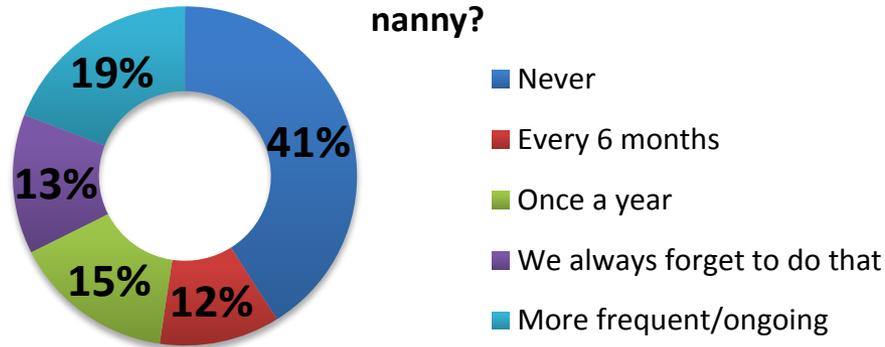
Do you reimburse mileage on a nanny's car (when driving your children)?



Nanny Review and Raises

How often nannies have a “review” varies dramatically, with some have ongoing input and some reviews not happening at all. Curiously, for raises there is a big divide with either a dollar or more per hour raise or no raise at all.

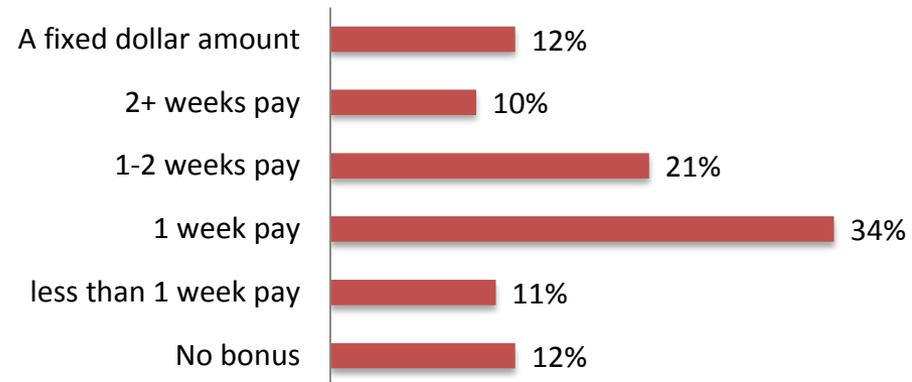
How often do you hold a "review" with your nanny?



If you gave your nanny a raise in the past year, by how much do you increase her hourly rate?
(excludes nannies employed less than 6 months)



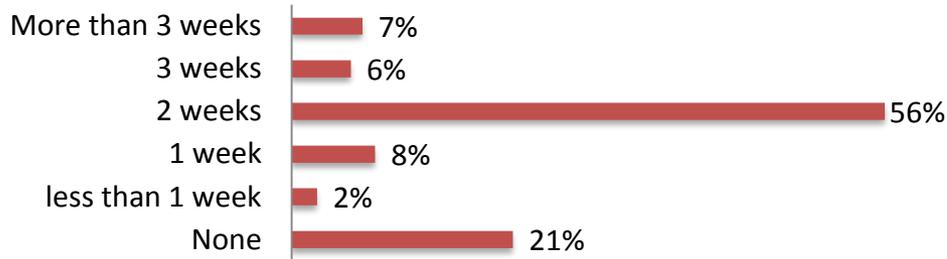
How much of a year-end bonus do you typically give your nanny?



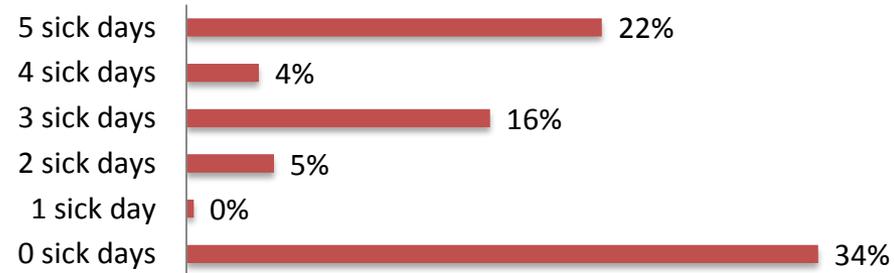
Vacation and Sick Days

Two weeks vacation emerged as the general practice, with the majority of nannies being paid if the family is away for additional time during the year. Regarding when nannies take vacation, most families in the “other” category report they select one week off and the nanny selects the other week off.

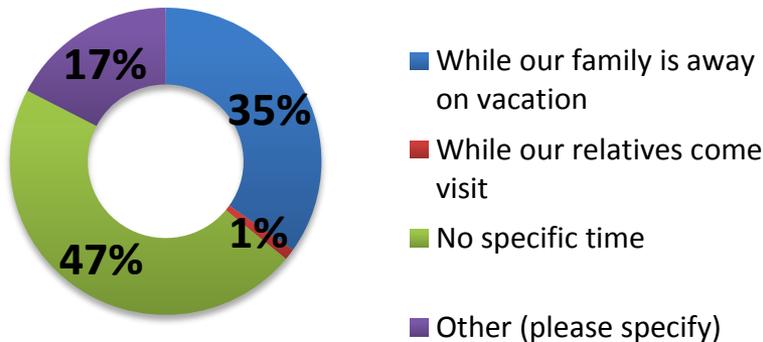
How many paid vacation days do you guarantee your nanny?



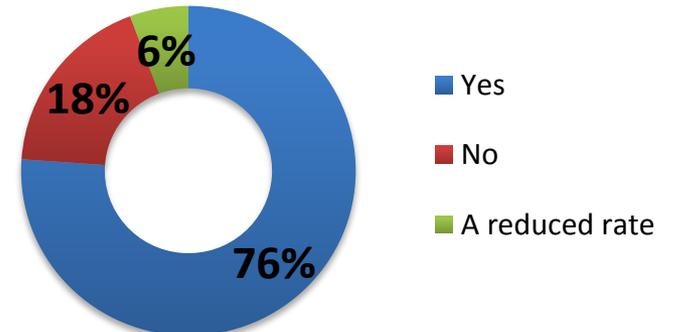
How many paid sick days do you guarantee your nanny?



Do you request that your nanny takes vacation at specific times?



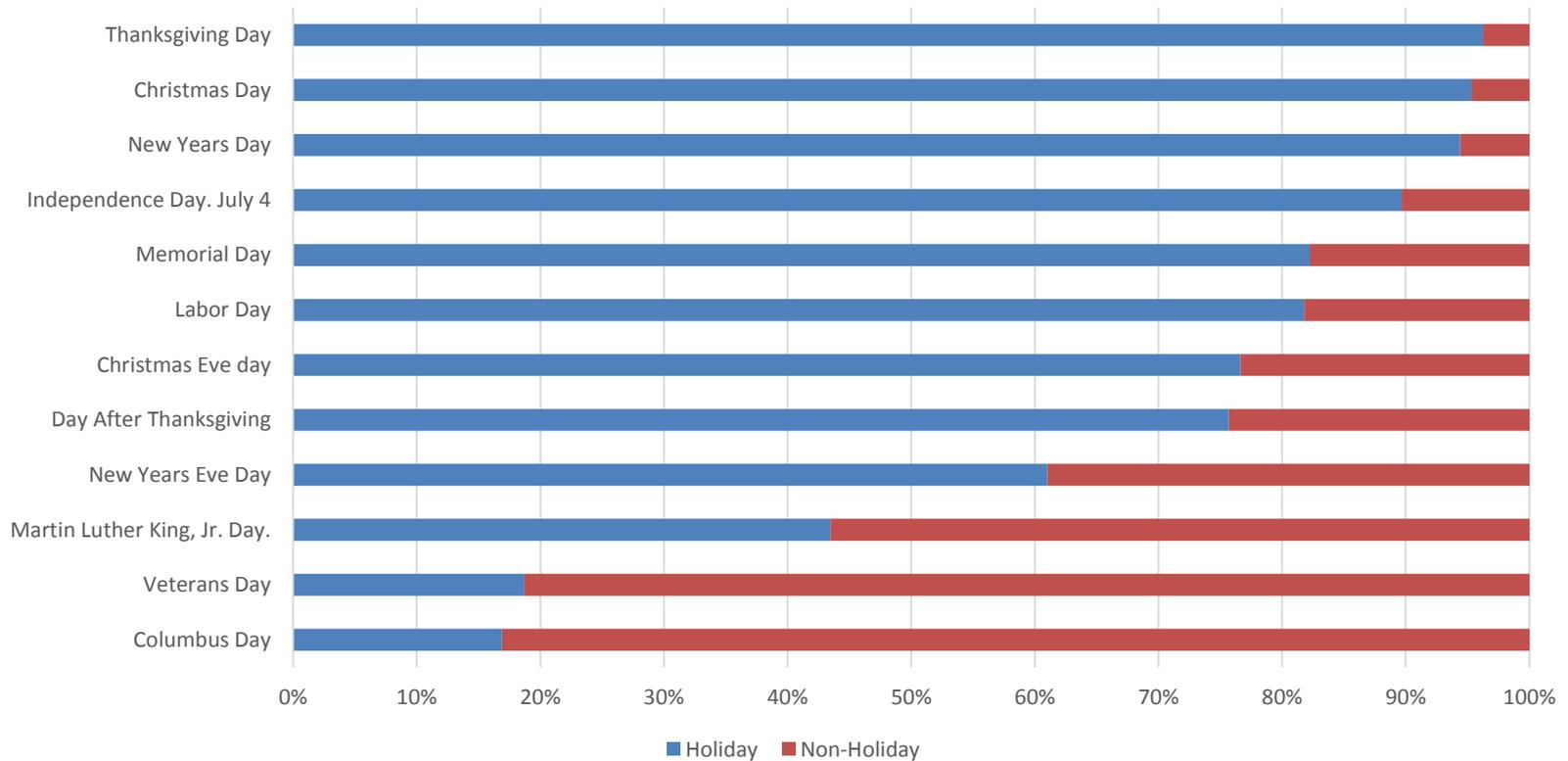
If your family is away more than the agreed upon vacation time do you pay your nanny while you are away?



Holidays

Thanksgiving, Christmas Day and New Years Day are the most commonly given paid holidays. In some cases respondents reporting not having set paid holidays but agreeing with their nanny on paid holidays off as needed.

Which Holidays do you provide paid and off?



Appendix

What questions do you ask Nanny candidates?

Survey respondents reported several lists of questions which fell into the categories summarized below. Additionally, many parents reported watching the candidate interact with the children was the most important factor in selecting a nanny.

Question Themes:

- **Background** – Why do you choose to be a nanny? Do you have current CPR training? Are your immunizations up to date (Tdap, TB)?, Can you provide a valid drivers license and a copy of a clean driving record?
- **Previous roles** – How many kids and what were the ages of the kids at your previous roles? How long were you in each prior position? What were your household duties in each role? Why did your pervious jobs end? Are you still in touch with prior families?
- **Philosophy** – What is your approach to discipline/sleep/eating/play?
- **Duties** – Do you do cooking for kids/cooking for adults/laundry for kids/laundry for adults/errands? What do you do while the child is napping?
- **Behavioral “what would you do”** – What would you do in an emergency situation? Have you ever been in an emergency with a child you were watching? What would you do with a child throwing tantrum at home? What would you do with a child throwing a tantrum because they won't leave the park? What do you do if the child refuses to eat a meal?
- **Expectations** - What hourly rate are you requesting? How much notice do you require if the schedule is changing?
- **Flexibility** – Are you ok if the schedule changes? By how much can the schedule change (add/drop days or alter start/stop hours)? Do you have other commitments outside of this job (other jobs or something else you are responsible to do)?