

In reference to the balance of work and family act –

Just Nannies
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Submission No. 162

AUTHORISED:

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Submission

Just Nannies a national, independent nanny support group based in Adelaide wishes to put forward its views on how it perceives the nanny industry, nannies and nannies in the family.

Establishing Just Nannies and the mini magazine service was specifically because of the lack of national regard and support for nannies, to create awareness', to recognise nannies as a profession or a career choice, and to help set some guidelines for nannies as employees and parents as employers.

Having worked as a nanny in the UK where nanny support is second to none, coming home to Australia to find so many nannies working in below average conditions really frightened me, and what frightened me even more was there was no where for the 40 to 60 thousand working nannies in Australia to go to for any emotional, employment or social support.

Main trepidations within the nanny industry

- Privately employed nannies usually come off second best, working the most hours, for the least wage with maximum responsibility.
- The unregulated industry can see anyone as being a nanny and as more families seek a qualified, experienced nanny, many employ those without these qualities.
- Black market agencies that pop up as quick as they disappear are quite alarming, meanwhile during there money making venture, they may well be placing unscreened, un experienced nannies to families who have also not been well screened placing grave concern on nanny safety (i.e. matching a nannies experience and families needs is highly skilful and results in the success of the employment and the satisfaction of all involved.) as well as family safety.
- Parents will skimp on experience and qualifications in order to pay less for a nanny therefore putting there children at risk.
- Social activities and nanny networking is almost non existent meaning nannies are subject to depression, low confidence and self esteem through isolation and lack of adult interaction.
- Education and training centres or courses specific to nannies are few and far between and those that exist may not all be fully accredited.
- Many nannies are employed through the employers business as a personal assistant, therefore breaking all rules by creating low self esteem

for the nanny, inability to claim on things with her tax return and for the parents it's the easy way out.

Suggestions

- Codes of practice for all agencies to go by with a national code of ethics for nannies, job titles and descriptions
- Award rates of pay, a guideline that means being payed fairly and equally for the work you are doing
- Superannuation
- Monitoring of all agencies for ethical, moral and financial reasons.

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