



**Balancing Family and Work**

Just For Kids Pty Ltd  
PO Box 865  
Manly 1655

6<sup>th</sup> June 2005

**Submission**

Just For Kids provides casual, part time and full time Nannies to private homes. Just For Kids employs Nannies with a minimum of 3 years professional experience or a childcare qualification. All Nannies are personally interviewed, work histories taken, thorough reference checking, working with children check and criminal record check.

When Nannies work less than 25 hours per week whether casual or part time the agency pays them direct and acts as employer. This means staffs are covered for work cover, professional indemnity, public liability, superannuation, wages and group tax.

Above 25 hours per week for permanent work the Nannies are usually employed by the families who are supposedly responsible and act as employers unless they mutually agree to the Nanny being a self employed contractor. The agency assists families and the Nanny to negotiate a clear and acceptable terms of reference for both parties prior to commencement.

**Concerns regarding the industry:**

When employing a Nanny privately many families try and negotiate the lowest wage and pay no superannuation, sick leave, holiday leave or insurance protection.

The quality of people seeking work in the industry can vary enormously with many people employed privately by parents who have no childcare experience and working at a lower rate.

Many parents think paying \$16-20 per hour (based on experience and qualifications of the nanny) is too expensive and will seek less qualified people for less pay.

The black market industry in Nanny work is rife with many unethical agencies placing people without experience or qualifications.

There is no in home childcare course apart from the Certificate 3 course in childcare (which has a centre focus).

The esteem and social regard for nannies and childcare workers is low, reflected by the pay rates.

Nannies can become socially isolated, especially young, inexperienced carers with young children in their care.

Some parents can have unrealistic expectations of the role of a Nanny and expect all household duties and the childcare all to be met by often young women.

### **Suggestions**

Rebate available for in home care where standards of employment and qualifications are met.

Certificate 3 in Childcare in the home available in TAFE colleges.

Standards of practice required for all Nanny agencies to operate under.

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