**Nanny Employment Contract**

**This Agreement is made and entered into on this [Date] by and between:**

**(1) [Employer's Name] ("the Employer")**

**(2) [Nanny's Name] ("the Nanny")**

**Terms of Employment**

**1. Employment Terms**

1.1 The Nanny is employed by the Employer to provide childcare services at the Employer’s residence located at [Address] or such other location(s) as may be reasonably required. Employment commenced on [Start Date] and is not continuous with any prior employment.

1.2 The Nanny’s duties include, but are not limited to:

- Caring for the children, [Children’s Names and Ages].

- Babysitting during agreed-upon times.

- [Other specific duties].

1.3 The Nanny shall typically work on [Days of the Week].

1.4 Standard working hours are [Start Time] to [End Time] or as otherwise agreed upon by both parties.

1.5 The Nanny is entitled to a rest period of no less than 11 consecutive hours between shifts. It is the Nanny's responsibility to ensure this rest period is taken.

1.6 The Nanny agrees to:

- Devote her full time, attention, and ability to the performance of her duties during agreed-upon working hours and any additional reasonable hours as necessary.

- Follow all lawful instructions given by the Employer.

- Not engage in any other paid or unpaid work without prior written consent from the Employer.

**2. Compensation and Benefits**

2.1 The Nanny’s gross salary will be £[Amount] per [Week/Month], subject to review [Annually/Biannually] on [Review Date]. Salary adjustments are at the Employer’s discretion.

2.2 Salary will be paid on the last working day of each [Week/Month] by [Method of Payment]. The Employer will provide the Nanny with a payslip detailing gross payment, deductions, and net payment.

2.3 The Nanny is entitled to the following benefits:

- Accommodation: [Details of provided accommodation, if applicable].

- Meals: [Details of provided meals, if applicable].

- Use of Car: [State whether a car is provided].

- Pension: [Details of pension contributions].

- Private Health Insurance: [State whether private health insurance is provided].

2.4 The Nanny will be reimbursed for all reasonable expenses incurred during the performance of her duties, provided these are pre-approved by the Employer and receipts are submitted. Mileage for the use of the Nanny’s personal vehicle will be reimbursed at the rate recommended by the Automobile Association.

2.5 The Employer is entitled to make the following deductions from the Nanny’s salary:

- Any deductions required by law (including PAYE income tax and National Insurance Contributions).

- Any reimbursement of funds owed by the Nanny to the Employer.

2.6 The Employer will account for all Income Tax and National Insurance Contributions with HM Revenue & Customs.

**3. Holiday Entitlement**

3.1 The holiday year shall commence on [Start Date].

3.2 The Nanny is entitled to [Number] weeks of paid holiday per year, [including/excluding] public and bank holidays.

3.3 Holiday pay will be calculated at the Nanny's standard rate of pay.

3.4 The Nanny is not permitted to carry forward unused holiday to the next holiday year, nor will payment in lieu be provided, except as stated in clause 3.7.

3.5 The Nanny must provide [Number] weeks' notice for any holiday requests. The Employer reserves the right to agree to an alternative period if the requested dates are not convenient. The Nanny may not take more than 10 consecutive working days of holiday at any time.

3.6 During any notice period, the Employer may require the Nanny to take any remaining holiday entitlement.

3.7 Upon termination of employment, any accrued but unused holiday will be paid to the Nanny. If more holiday has been taken than accrued, the excess will be deducted from the final salary payment.

3.8 If the Nanny works on a public holiday, she will be entitled to a day off in lieu at a mutually agreed time.

**4. Sickness and Sick Pay**

4.1 The Nanny must notify the Employer as soon as possible on the first day of any illness or injury preventing her from working. The Nanny must provide appropriate medical certification as requested by the Employer.

4.2 The Nanny is entitled to [Statutory Sick Pay (SSP) or agreed pay terms] during periods of sickness, which are:

- Full pay for the first [Number] days/weeks of sick leave.

- [Half/Reduced] pay for the next [Number] days/weeks.

- Statutory Sick Pay thereafter, as per the Government SSP scheme.

4.3 The Employer reserves the right to require the Nanny to undergo a medical examination by a practitioner of the Employer’s choosing. The Nanny must provide consent for the medical practitioner to disclose the results to the Employer.

**5. Confidentiality**

5.1 The Nanny must not disclose any confidential information regarding the Employer’s family or household during or after the period of employment, except as required by law or necessary for the performance of her duties.

**6. Termination**

6.1 Notice periods for termination are as follows:

- During the first four weeks of employment (Probationary Period), either party may terminate with [Number] days' notice.

- After the Probationary Period, [Number] weeks’ notice in writing is required.

6.2 The Employer may terminate employment without notice or pay in lieu if the Nanny is found guilty of gross misconduct or a serious breach of this contract.

**7. Disciplinary & Capability Procedure**

7.1 The following are examples of behavior that may lead to disciplinary action:

- Disruptive behavior within the household.

- Job incompetence.

- Unsatisfactory dress or appearance.

- Unreliability in timekeeping or attendance.

- Breach of confidentiality.

7.2 The disciplinary procedure typically follows three stages:

- First: Verbal Warning.

- Second: Written Warning.

- Third: Dismissal.

**8. Grievance Procedure**

8.1 If the Nanny has a grievance, she should raise it with the Employer either in person or in writing. Both parties agree to take reasonable steps to resolve the grievance.

**9. General Provisions**

9.1 This contract is governed by the laws of [England and Wales/Scotland/Northern Ireland], and both parties submit to the exclusive jurisdiction of the courts in this region.

9.2 Any reference to statutory provisions includes reference to any amendments or re-enactments thereof.

9.3 Words in the singular shall include the plural, and vice versa. References to any gender shall include all genders.

**Signed by the Employer:**

**[Employer’s Name]**

**Date:**

**Signed by the Nanny:**

**[Nanny’s Name]**

**Date:**