

Why Should We Use Nanny Options As Our Recruitment Agency?

Professional Reference Checking

When a family registers with Nanny Options, they can be confident in knowing that all references will be thoroughly checked and all our candidates are Garda vetted. Our recruitment consultant will speak personally with each reference and a copy of all references will be on file. The nanny must provide us with a complete history of her / his employment, CV, Nanny Options Application Form, Qualifications, First Aid Cert, References, Photo ID, Copy of Passport and Driver's License, and completed Garda Vetting Form.

Experience and Knowledge in the Nanny Industry

Teresa Boardman has over 25 years of combined experience in the Nanny, Maternity, Sleep Consultant, Recruitment Consultant and business Owner. The family will always be in contact with a professional, who is sensitive to their needs. Our placement specialists will identify and present only those candidates who meet the specific criteria of the individual family. Nanny Option provides valuable assistance to our clients while always maintaining confidentiality.

Step-by-Step Guidance throughout the Hiring Process

Nanny Options provides the client with personal guidance in all phases of the placement process. We will offer suggestions in order to identify appropriate salaries, tax information, days off, vacation time, car use, etc.

Our staff is in constant contact with both the nanny candidates and the families assisting them in scheduling interviews, arranging trial days, and giving valuable feedback to both parties after meetings have taken place.

Salaries and Benefits

Depending upon qualifications, experience, education and flexibility of the nanny. All salaries must be agreed upon between nanny and family, including who pays taxes, health insurance.

Working Hours and Days

Families should expect a typical work schedule of Monday-Friday or Tuesday-Saturday. All nannies are given 2 days off per week. Some families require alternative days off, and this should be discussed prior to the nanny accepting a job offer. Families generally expect nannies to work 30-55 hours per week and additional hours should be compensated in time or money. Nannies should receive bank holidays off with pay, and 20 days paid holidays per year.

One Year commitment

Most families are looking for a year commitment plus.

Terms of Employment

Our “terms of employment” agreement was created to outline all the specific aspects of each nanny position. Many of our clients use this agreement as a contract between the nanny and the family. The “terms of employment” agreement is designed to insure that the expectations and restrictions of the position are completely clear to everyone involved. Open communication is a key factor in the success of each placement. Our Terms and Conditions outline all duties, responsibilities and expectations, and is credited in large part to our high success rate.

All responsibilities should be mutually agreed upon before a nanny commences employment

Support to Both Families and Nannies

Our professional recruitment consultant is always available to assist with any concerns which may arise during the placement process. If the family or nanny has any questions, they may contact us at any time during the course of employment. At Nanny Options, we strive to maintain our goal of achieving the highest success rate within the nanny/family relationship.

Garda Vetting

All our candidates that are placed in full time employment with a family are Garda Vetted.

Nanny Pack and Nanny Visit

Once a Nanny is placed with a family we provide the employment contract and our Nanny Pack. The Nanny Pack is general information for the nanny and the family regarding duties, emergency phone numbers etc. also providing some fun activities and recipes.

At 12 weeks our consultant will arrange with family and the Nanny a nanny visit. This services is provided to give support and ensure everyone is happy.

Nanny Responsibilities

The most important aspect of our Nanny Candidate’s role is both to stimulate and to encourage your child’s emotional, intellectual, physical and social development. While our ‘Nannies’ main priorities are the care and the well-being of the children, a childcare professional must also undertake some nursery duties and responsibilities relating to the children’s daily lives for example:

- Getting children ready for the day; washed, dressed and breakfast time duties
- Taking the children to and from playschool/schools
- Taking care of all baby bottles sterilizing (if applicable)
- Children’s laundry and ironing

- Maintaining children's bedrooms, bathroom and play areas
- Cleaning of kitchen floor & kitchen counters/cupboards, filling/emptying dishwasher and emptying bins are expected daily tasks.
- Taking the children to additional activities – play/toddler groups (see attached leaflet), mother & baby groups, music classes, sports etc.
- Preparation of all meals – healthy, nutritious and varied menu
- Keeping a diary, so that parents know their children's routine during each day. Parents may wish for various elements of the day to be highlighted i.e. behavior, sleep/nap times, food intake, milestones and achievements etc. It may also be important to note any school requirements that may need to be prepared for the following day/days e.g. school trips, sports equipment, swimming gear etc.
- Organizing “play dates” with children's friends
- Bringing the children on outings – park, zoo, adventure playgrounds, museums
- On their return home from school children's home work to be completed with assistance and support where required
- Providing arts & crafts and educational activities for the children – fully equipped art box should be in the family home at all times.
- Organizing doctor, dentist appointments, haircuts etc.
- Organizing uniforms, school books, any new clothes required etc.

All Nannies should plan and organize their week ensuring that all aspects of the children's life are taken care of. A very high level of preparation and organizational skills are expected from all of our candidates.