

Full employer

When a nanny works over 3 days a week for one family, the parents must become full employers, have an employersnumber from the tax-office and pay taxes and social security for the nanny.

The parents and nanny sign a labour contract, with the labourconditions demanded by law: payment per month or 4 weeks period, 4 weeks vacation, paid sickleave and 8% vacation money. A nanny can work a maximum of 12 hours a day. There can be 3 temporary contracts over a period of 2 years (8 months per contract). After two years the nanny is entitled to a contract without an end-date. The labour contract can only be ended by the employer, with permission of the UWV, the judge or with an ending agreement. The employee can always end the contract, considering the agreed upon notice period. When a temporary contract is not prolonged, the employer must let the employee know at least a month in advance.

Te nanny gets paid a net salary and is insured with the UWV. The salary has to be at least the minimum wages + 8% vacation money (it rises every six months a bit). The nanny negotiates with the parents about the gross salary herself. Professional Nanny can help both parties with these negotiations and with the organizing of the necessary salary administration. The salary administration bureau provides the monthly papers and salary slip, the yearly report as an employer to the tax-office and sees everything is done according to the law. The parents pay taxes before the end of january of the next year.

Besides the necessity for salary administration, the employer must see the employee has access to a company doctor and sometimes it is wise to take an employers insurance against the risk of longterm illness and invalidity. Price estimations can be asked for the insurance as the costs depend on the salary of the nanny and the coverage the parents want.

Parents pay around 1/3 on top of the gross salary for taxes and social insurances. Salary administration costs around 150 euro's a year, the acces to a company doctor around 50 euro's and the price of the employers insurance is variable.

When the nanny is registered (with kinderopvangtoeslag), the parents pay Professional Nanny monthly bureau costs and the monthly payments are handled by Professional Nanny. When the nanny is not registered, (no kinderopvangtoeslag) the parents pay her directly.