

Payroll

When parents do not can/want to be a full employer, they can use the services of a payroll organisation. This organisation becomes the employer of the nanny instead of the parents. The parents do not have any risks (with most of the payroll organisations) when the nanny gets ill or invalid. The payroll organisation signs a labourcontract with the nanny, which is bound by the law, takes care of the salary administration, files the yearly employers tax-report, gives the nanny access to a company doctor etc.

The nanny gets a net salary, 4 weeks of paid vacation, payment during periods of illness and at invalidity, 8 % vacation money and at least the minimum wages. The nanny negotiates with the parents about her gross salary (Professional Nanny can support both parties in this process) and the parents tell the payroll organization to pay this salary. The parents pay 1,67 or 1,85 times the gross salary of the nanny.

Professional Nanny can help with price estimations and reading the contracts of payroll organisations.