

HIRE A NANNY CHECKLIST

This checklist outlines 21 things to consider when deciding to hire a nanny. Use it to determine if you and your family are ready to take on this important responsibility.

Before You Begin Your Nanny Search

- Determine your childcare needs** (e.g., traditional nanny, tutor, household manager, newborn care specialist; part-time, full-time, live-in, live-out, etc.)
- Set your budget:** Establish a budget for your nanny's salary and benefits.
- Write the job description:** Outline the nanny's responsibilities, expectations, and any specific skills or qualifications you require.
- Interpersonal considerations:** Are you open to sharing your home and developing a work relationship with someone new?
- Workspace considerations:** Do you have a designated child-friendly space(s) in your home where the nanny can safely care for your children?
- Training and Guidance:** Will you have time to train and guide the nanny for at least the first couple of weeks on the job?
- Legal Considerations:** Are you familiar with local labour laws and regulations related to hiring a nanny? Be prepared to offer fair compensation, adhere to employment laws, and provide necessary benefits.
- Nanny Search:** Will you be looking and hiring a nanny independently or use a professional nanny agency?

During the Nanny Search

- Contact a Reputable Nanny Agency:** Reach out to a professional nanny agency, like [The Nanny Solution](#), with a proven track record in matching families with qualified nannies to save time and stress.
- Background Checks:** Conduct thorough background checks on potential nannies. These checks should include criminal history, references, and previous work experience. If working with an agency, they will do this for you.
- Interview Nannies:** Ask them about their experience, childcare philosophy, and how they would handle specific situations. Be sure to discuss your expectations and the job description.
- Check References:** Contact the nanny's previous employers and ask about their experiences and the nanny's performance. If working with an agency, they will do this for you.



- Trial Period:** Consider a trial period for the nanny to work with your family. This helps both you and the nanny assess if the arrangement is a good fit.
- Agree on Terms:** Once you've chosen a nanny, work with the agency to create a written contract that outlines all terms and conditions, including salary, work hours, responsibilities, and benefits. A written contract protects the interests of both your family and the nanny.

After Hiring the Nanny:

- Welcome the Nanny:** Introduce them to your family and home environment. Establish clear lines of communication and address any questions or concerns.
- Regular Check-Ins:** Schedule regular check-in meetings with your nanny to discuss your child's development, any concerns, and to provide feedback.
- Provide Necessary Resources:** Ensure your nanny has access to a child-friendly space in your home, as well as the tools and resources they need to care for your child effectively and safely.
- Maintain a Work-Life Balance:** Respect your nanny's personal time and ensure they have reasonable breaks and time off. This helps prevent burnout and maintains a positive work environment.
- Open Communication:** If any issues or concerns arise, address them promptly and professionally. Open and honest communication can resolve most problems and strengthen your relationship with your nanny.
- Evaluate Performance:** Periodically assess your nanny's performance based on the initial job description and expectations. Recognize and reward outstanding work and address any areas that need improvement.
- Stay Informed About Employment Laws:** Stay updated on employment laws, especially if they change. Ensure your nanny's working conditions and compensation remain in compliance with legal requirements.

Hiring a nanny is a significant decision, but with careful planning, clear communication, and by keeping in mind these 21 essential considerations, you can make the right choice for your family and ensure a positive and enriching experience for your children.

We're here to help!

With over 22 years of experience, [The Nanny Solution](#) specializes in connecting educated, career-driven nannies with Canadian families in need of various childcare services, including traditional part-time or full-time nannies, nanny educators, tutors, household managers, newborn care specialists, doulas, travel nannies, night nannies, and temporary nannies.

We would love to help you and your family in your Canadian nanny search. Learn more about our Nanny services and hiring process [here](#) and [contact us](#) to schedule a consultation.