

Benefits and PTO Explained



The goal of **benefits**, including paid time off, is to attract and retain the best possible talent.

To retain your ideal nanny, it's crucial to offer a holistic benefits package that includes not only wages but **thoughtful benefits that protect your nanny's financial and personal well-being**.

However, this is an industry where benefits packages aren't necessarily standard. Many families find themselves getting creative with benefits to stand out in a competitive industry or to offset lower hourly rates.

Nanny industry benefits include:

- Paid Time Off
- Mileage reimbursement (or a family car to use)
- Health insurance or health benefits
- Educational assistance
- Retirement contributions
- Bonus structure
- Wellness and self-care stipends



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