

How to Retain a Great Nanny



Families who hire with transparency and honesty keep their nannies the longest. If your household has irregular hours, or requires a lot of activities, that needs to be in the job description.

Transparency at the hiring stage attracts candidates who are genuinely excited about the actual job, not an idealized version of it.

- **Comprehensive screening.** Thorough background checks, direct conversations with past references, and verification of any required certifications. Our team handles these foundational steps.
- **A paid working trial.** See how someone operates in your home, and give them the chance to decide if it's the right fit too.
- **Pay competitively.** Treat your nanny like the professional they are.
- **Build a family handbook.** It should cover anything they'd need to know if you suddenly weren't reachable.
- **Use an employment contract.** No gray areas with clearly outlined boundaries and performance goals.
- **Communicate consistently.** Set a weekly meeting.
- **Respect off-hours.** Make last-minute schedule changes few and far between.
- **Stay legally compliant.** Ensure your payroll and taxes are issue-free.



THE SIGNATURE
— NANNY PLACEMENT —

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