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CAREGIVER PAY &

BEST PRACTICES SURVEY

By [INYOURCIRCLE.COM](https://inyourcircle.com)

(formerly, Have A Nanny Need A Nanny)

SURVEY OBJECTIVE



We acknowledge that families face a myriad of questions related to caregiver compensation and best practices, covering topics such as "What is an appropriate nanny salary?" to "How can we set up phone boundaries?"

Our survey participants included parents from both our community members and non-members. Through this comprehensive survey, our aim is to furnish valuable insights, addressing the daily challenges families face and providing answers to their urgent questions.

Key Findings



Nanny Arrangements

Most families hire nannies for over 25 hours per week, with 98% having live-out nannies. Nearly half prefer to employ nannies "off the books," while 25% pay "on the books." The majority pay between \$20-\$25 per hour, with higher rates for families with multiple children.



Overtime and Vacation

42% of families compensate for overtime, mostly at a rate of time and a half. Most families offer two weeks of paid vacation, with 44% offering more. 73% collaborate on vacation scheduling with their nanny.



Transportation and Cell Phone Use

64% of families provide MTA Card/Uber/Lyft for their nanny's transportation, 98% of families do not provide a cellphone.



Bonus

90% of families give a year-end bonus or gift



Raise

67% of families give an annual raise of \$1 per hour. 50% of families that give a higher annual raise have more than 1 child. With the arrival of a new child, 44% of families increase their nanny's pay by \$2 per hour.



Sick Leave and Personal Days

52% of families do not limit paid sick days, and most nannies take a week or less off per year

Key Findings



Social Media and Camera Use

98% allow nannies to take pictures, with 40% requesting no social media sharing. 65% do not use a nanny cam. Household Duties: 65% expect their nanny to handle various tasks like meal prep and light cleaning.



Children's Activities and Playdates

46% of families plan their children's activities independently, and 78% prefer their nanny to actively engage with other nannies and take the initiative in arranging playdates.



Food and Reimbursement

65% of families provide some sort of meal support to their nanny, 62% of families do not provide a food stipend, and 73% do not furnish a credit card for child-related expenses.



Babysitters and Housekeepers

73% of families pay their babysitters \$20-\$25 per hour, and 82% employ housekeepers, mostly paying a daily rate.



Baby Nurses

56% of families have used a baby nurse and 61% of families choose to pay on a daily basis.



Certifications

43% of families require their caregivers to be CPR certified.



NANNIES

In this section, we surveyed parents about their arrangements for nannies under various situations.

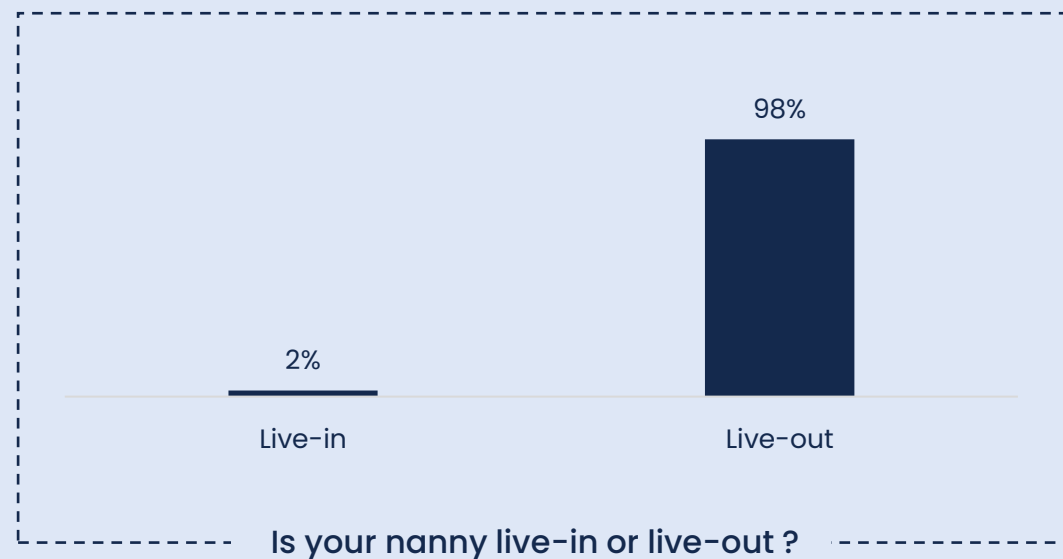
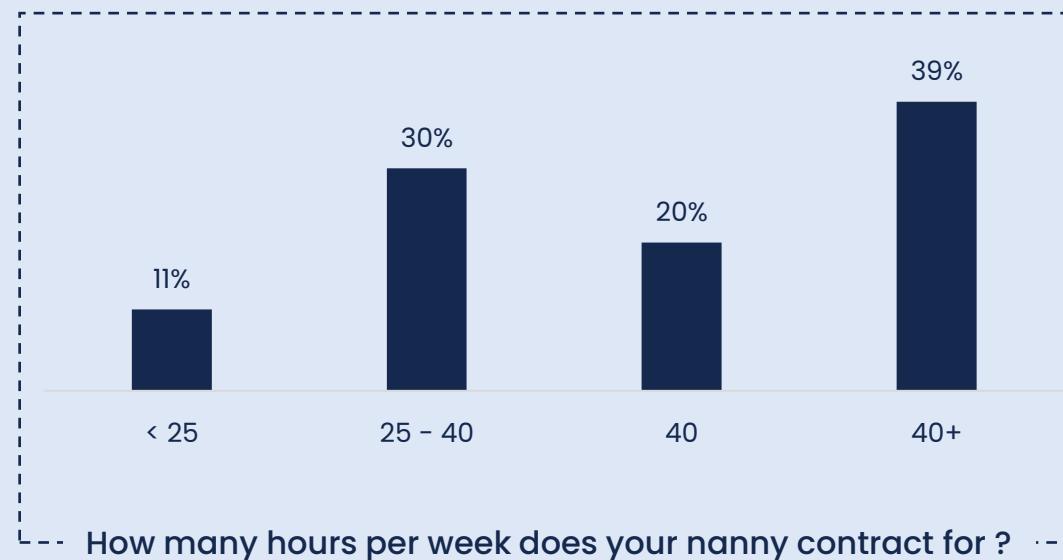
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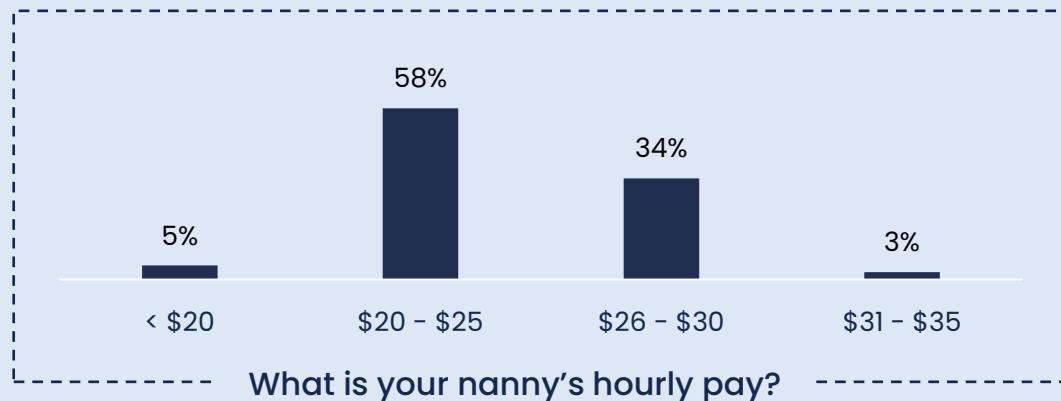
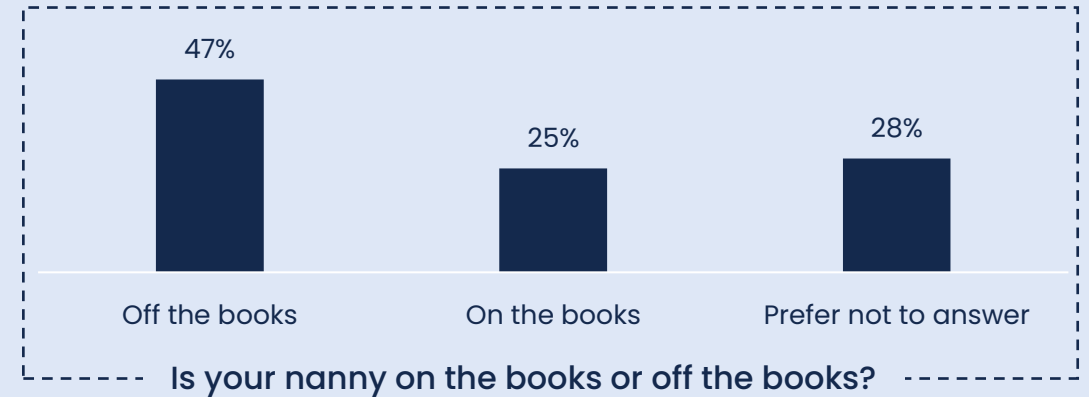
Time Commitment

A significant portion of our participants (**39%**) hires their nanny for more than 40 hours per week, while nearly **90%** engage their nanny for over 25 hours weekly. An overwhelming majority of participants (**98%**) have a live-out nanny.



Base Pay

Nearly **half** the participants expressed a preference for employing nannies "off the books." One-fourth of the participants opt to pay their nannies "on the books," while the remaining **28%** chose not to provide a response.

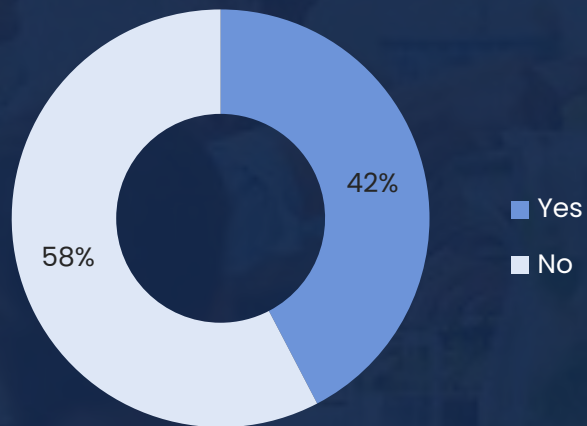


The majority, comprising **58%**, pay their nanny in the range of \$20-\$25 per hour, while an additional **34%** compensate within the \$26-\$30 per hour range. Notably, almost **66%** of families paying more than \$25 per hour have more than one child.

Overtime

42% percent of the participants compensate their nanny for overtime.

Among those who pay overtime, the majority (**71%**) pay their nanny at a rate of **time and a half**.

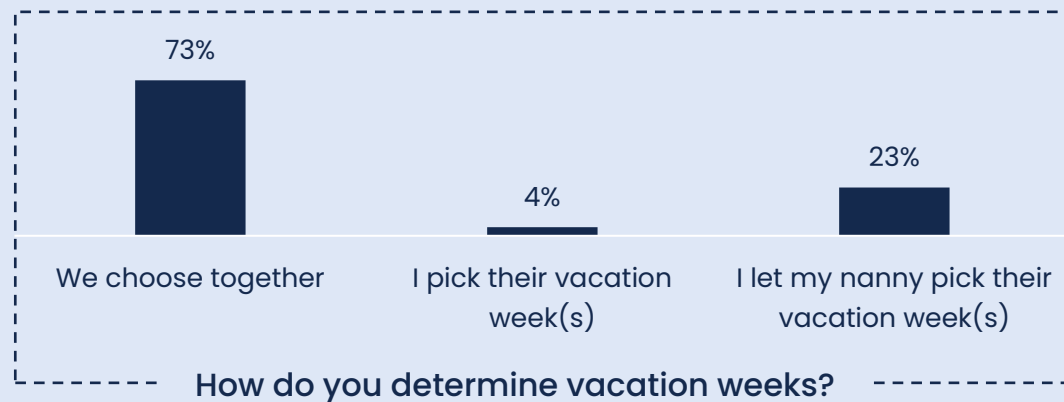


Do you pay overtime?



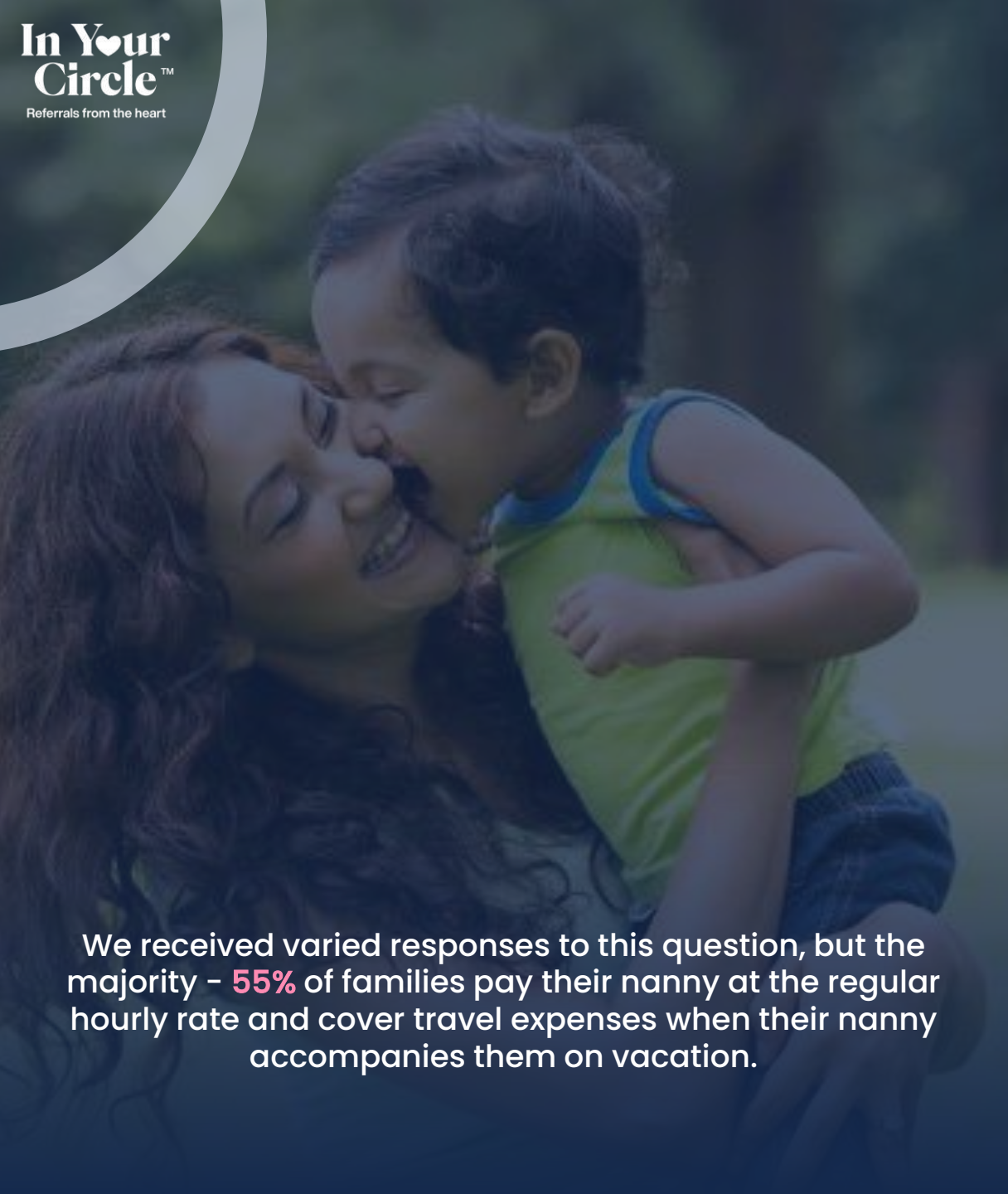
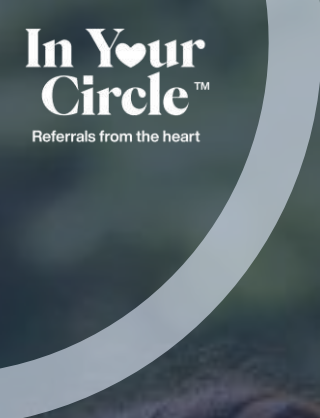
How much overtime do you pay?

Vacation



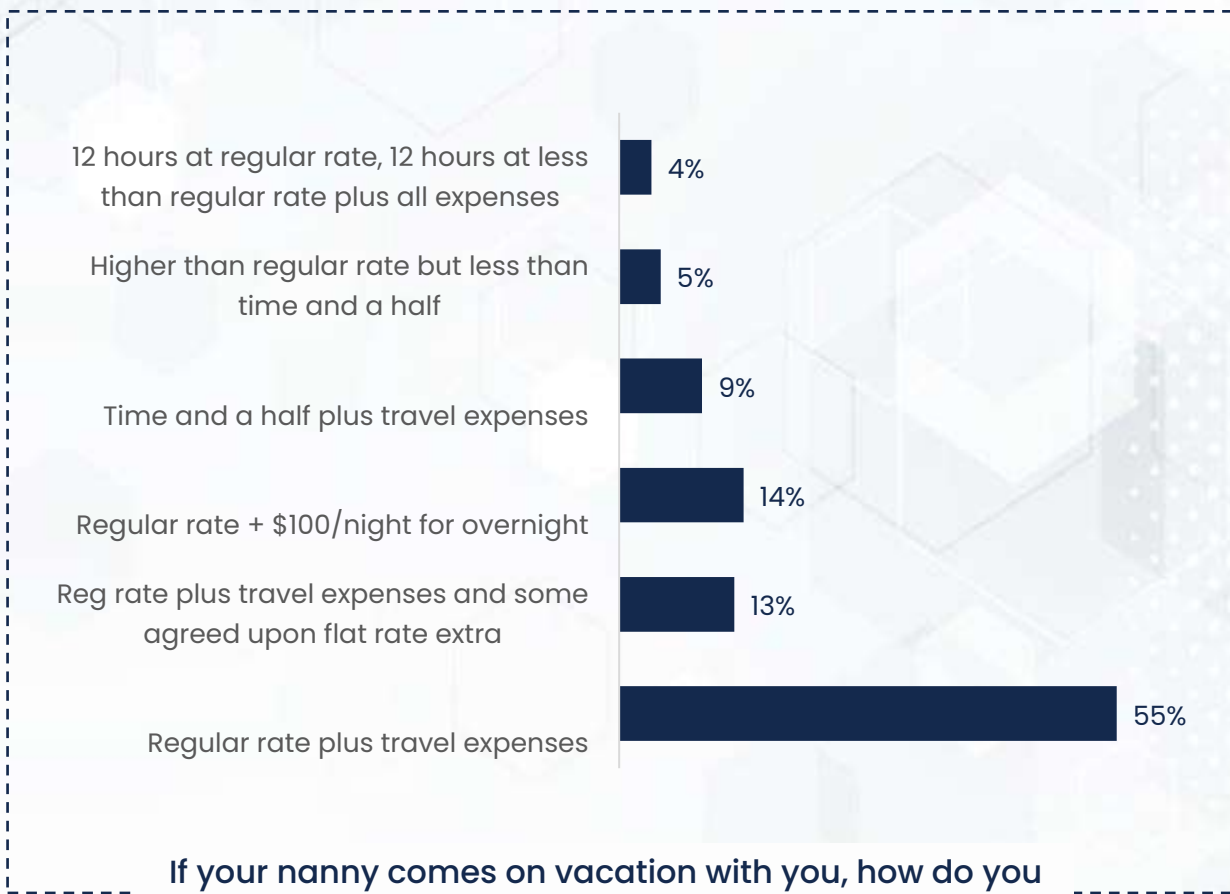
Most families, about **51%**, grant a two-week annual vacation allowance. What's interesting is that **44%** are even more generous, offering more than two weeks of paid vacation each year.

A whopping **73%** of families lean towards a team effort when it comes to scheduling vacations with their nanny, highlighting the importance of mutual agreement. On the other hand, **23%** give their nannies the freedom to pick their own vacation week(s).



We received varied responses to this question, but the majority - **55%** of families pay their nanny at the regular hourly rate and cover travel expenses when their nanny accompanies them on vacation.

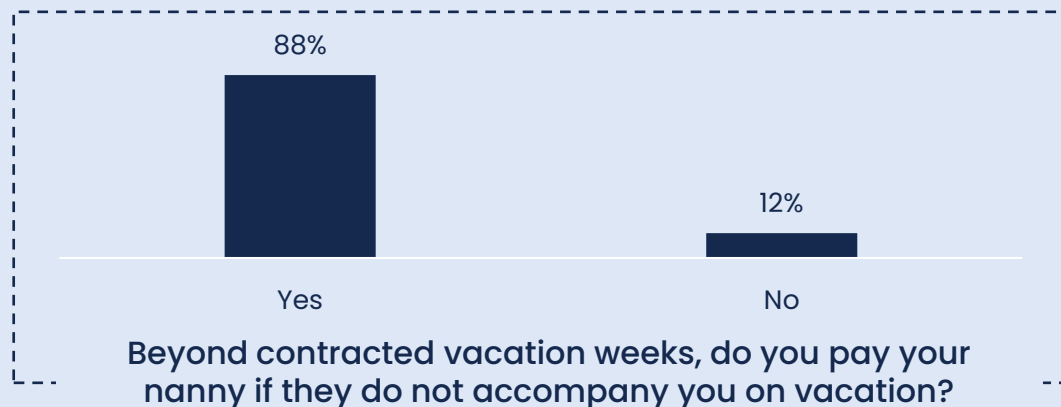
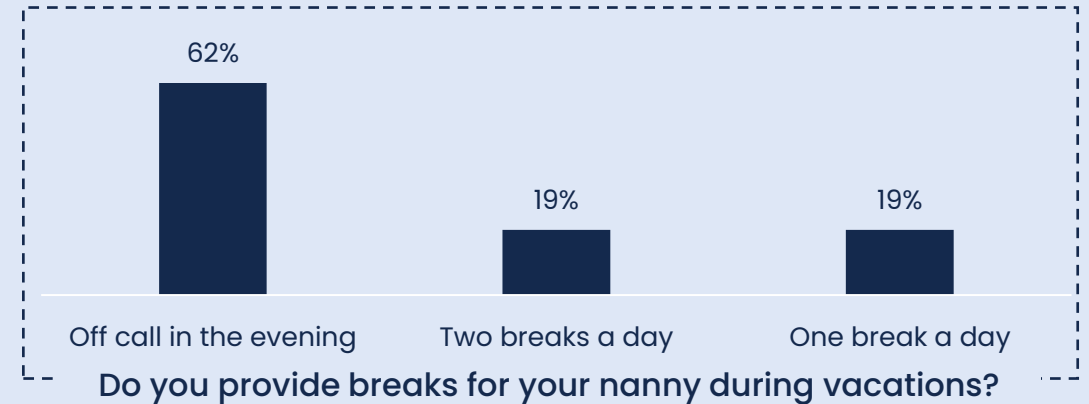
Vacation –Travel with Nanny



If your nanny comes on vacation with you, how do you compensate?

Vacation – Other

62% of families would rather have their vacationing nannies off-duty in the evenings, emphasizing the value of dedicated downtime and relaxation.

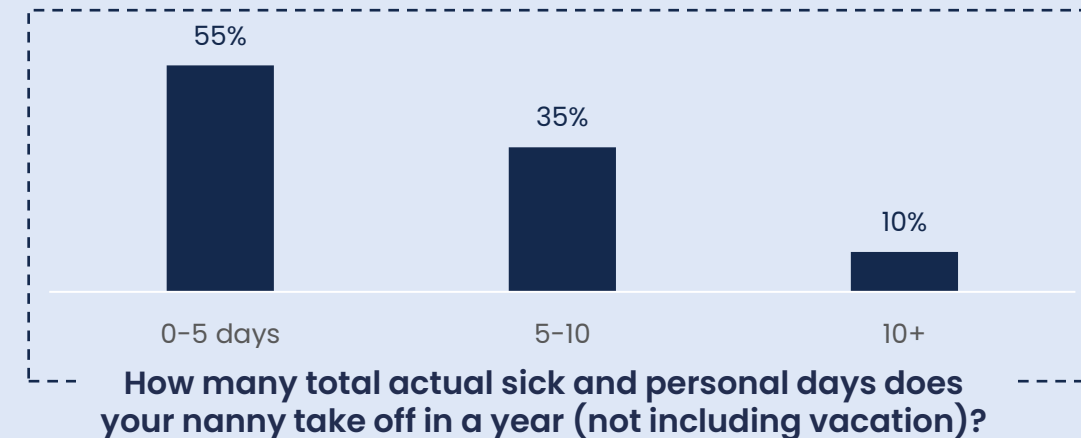
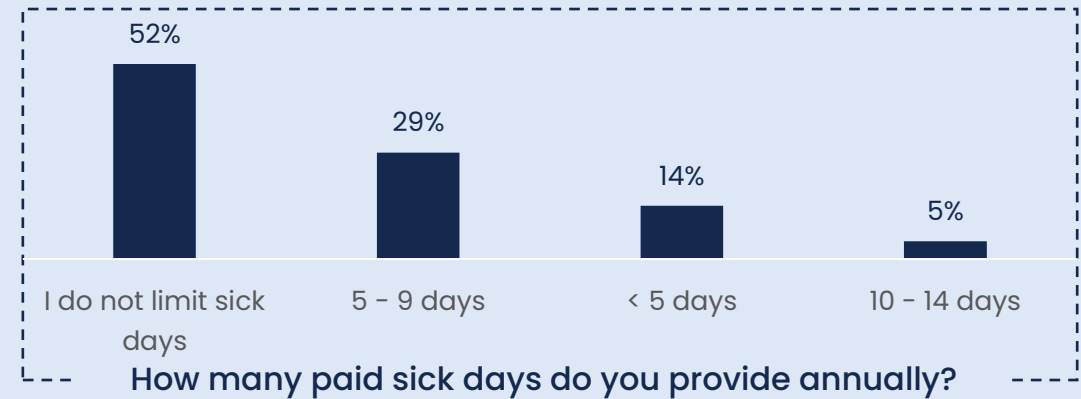


An overwhelming majority, **88%** of families, extends compensation beyond the contracted vacation weeks when their nanny does not accompany them on vacation.

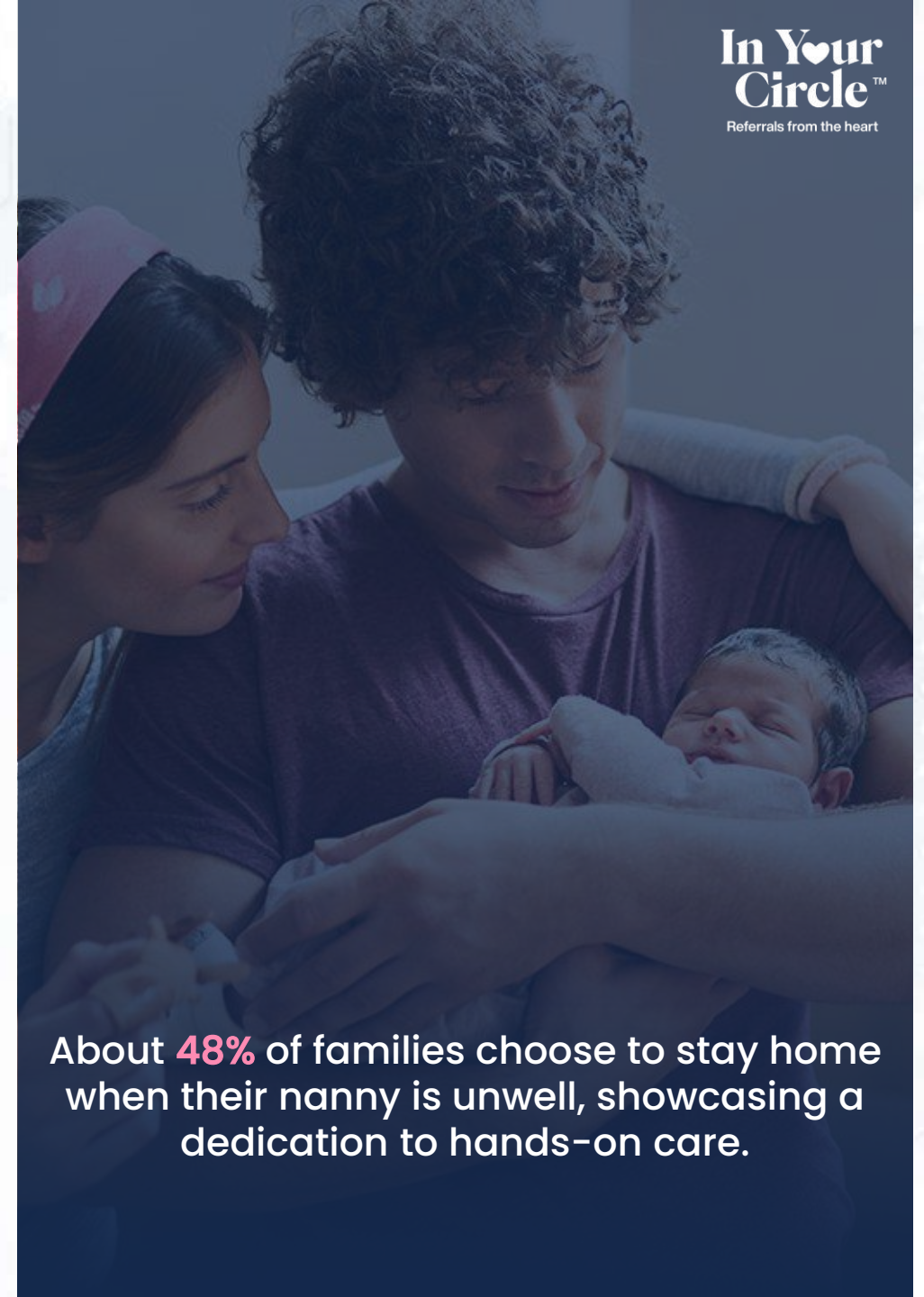
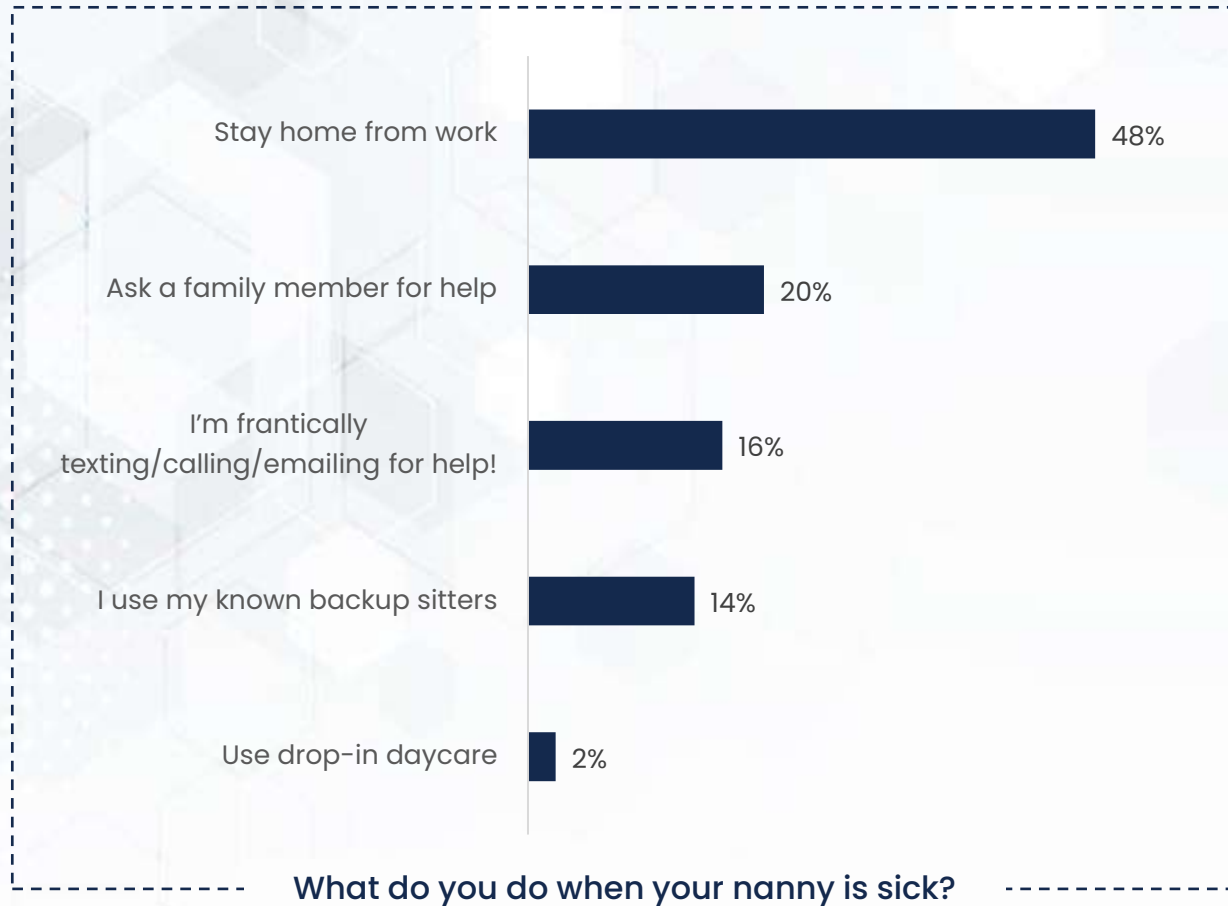
Sick Leave & Personal Days

The majority of families – **52%**, do not set any limitations on the number of paid sick days for their nanny, while **34%** of families permit a range of 5 to 14 sick days per year.

It is noteworthy that while families are generous with the sick days they provide for their nannies, the majority of nannies (**55%**) only take between a few days to a week off per year, whereas **10%** take more extended days off (10+ days).



Sick Days



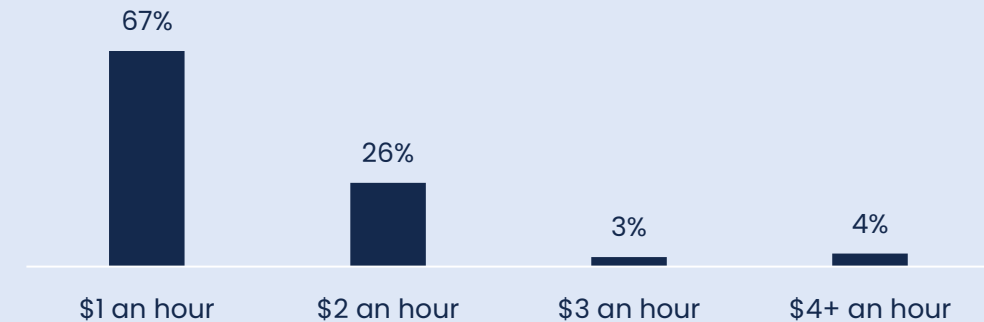
About **48%** of families choose to stay home when their nanny is unwell, showcasing a dedication to hands-on care.

Bonus & Raise



Do you give your nanny a year-end bonus? If so, what does that look like?

A significant majority of families, exceeding **90%**, show their gratitude to their nanny by providing a combination of a weekly salary and a year-end bonus gift, with **7%** expressing appreciation solely through a year-end gift.

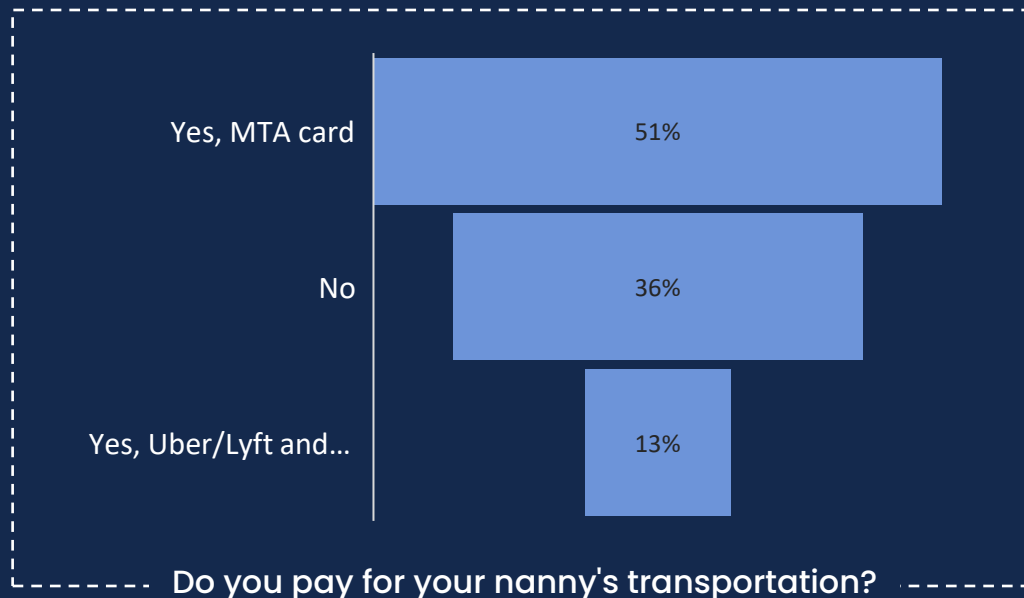
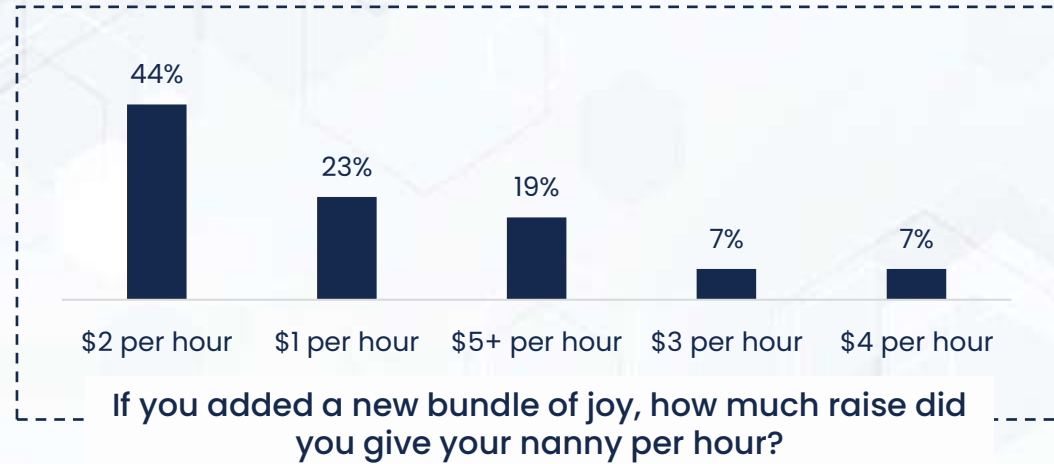


What is your typical yearly raise?

67% of families offer their nanny a yearly raise of \$1 per hour. Of the families that offer more than \$1 an hour yearly raise, **half** of them have more than 1 child.

Raise & Transportation

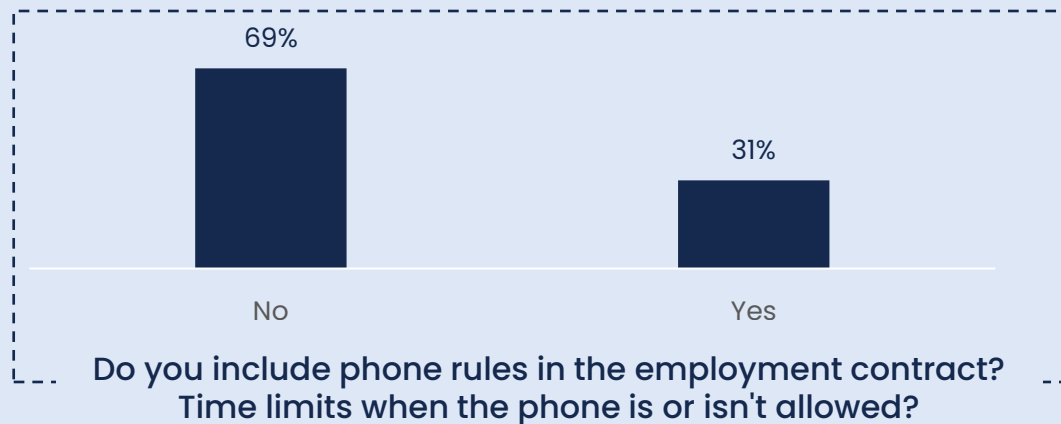
With the arrival of a new family member, **44%** of families choose to increase their nanny's pay by \$2 per hour, **33%** offer a raise exceeding \$2 per hour, and **23%** offer a raise of \$1 per hour.



64% of families provide an MTA card and/or Lyft/Uber to support their nanny's transportation needs.

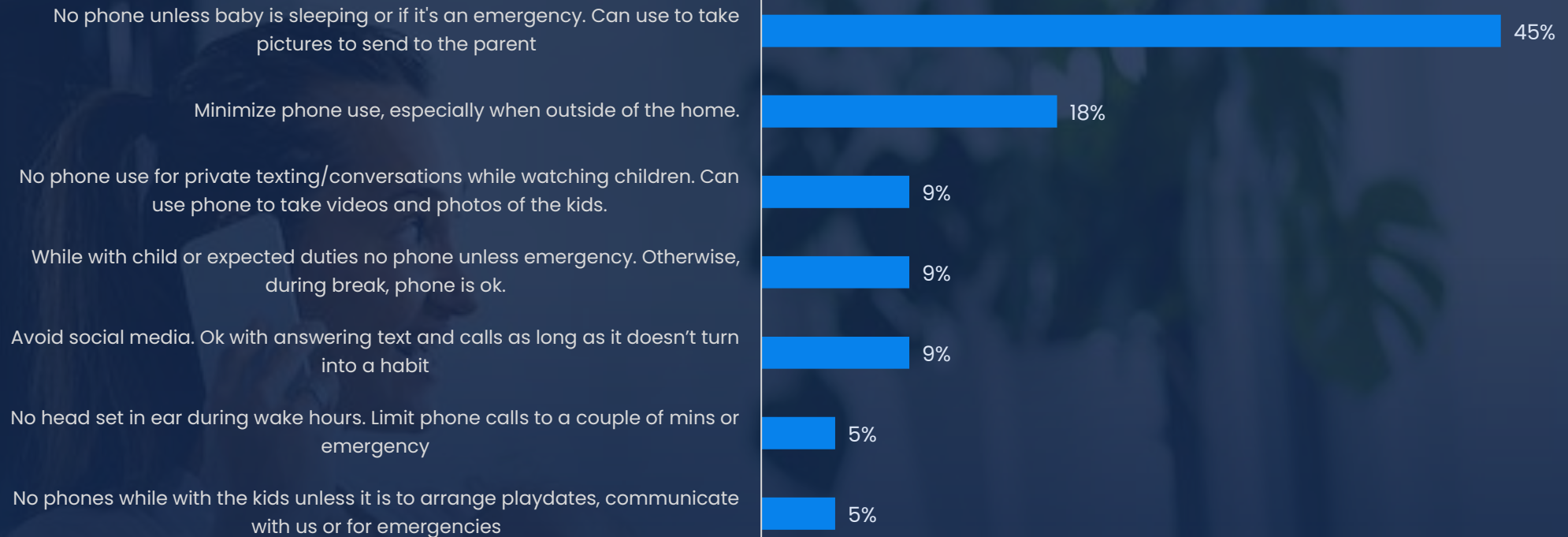
Cell Phone Use

98% of families do not provide cellphones for their nanny.



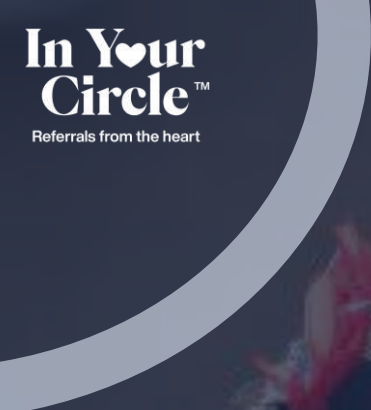
69% of families do not include specific phone rules or time limits in their nanny contracts.

Cell Phone Rules

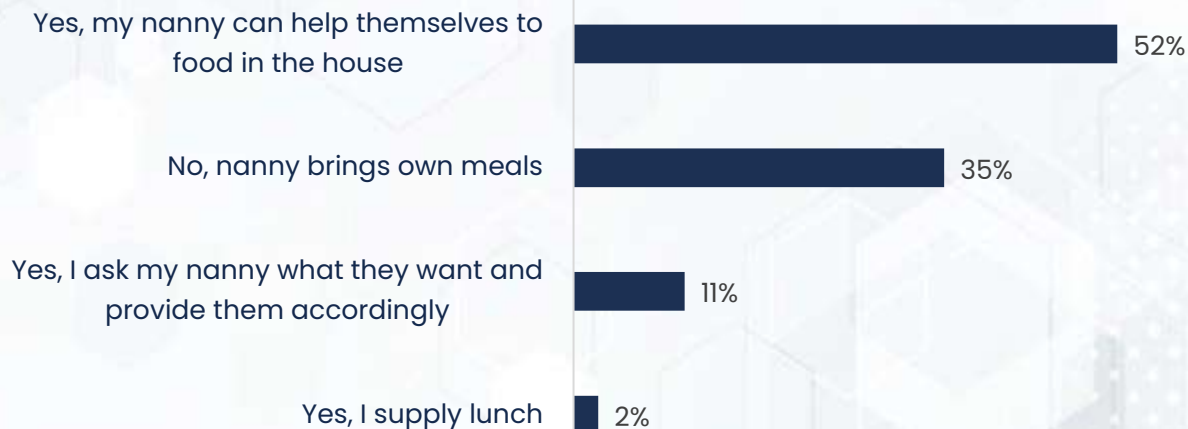


What phone rules/time limits you include in your employment contract?

Once again, we received a range of responses to this question. However, the prevailing trend indicates that the majority of families who include phone rules or time limits in their nanny contracts opt for some form of restricted phone usage, allowing it only during the baby's sleep or in case of an emergency.

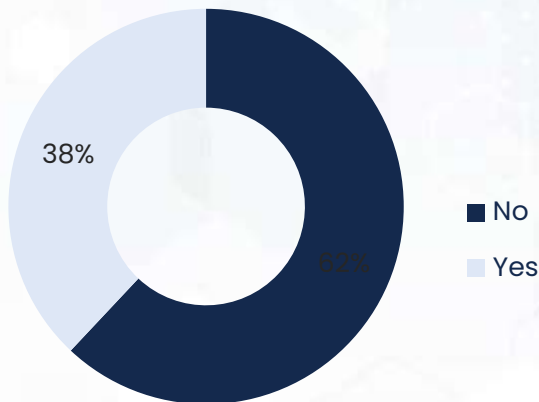


Meal Support



Do you supply food or lunch for your nanny?

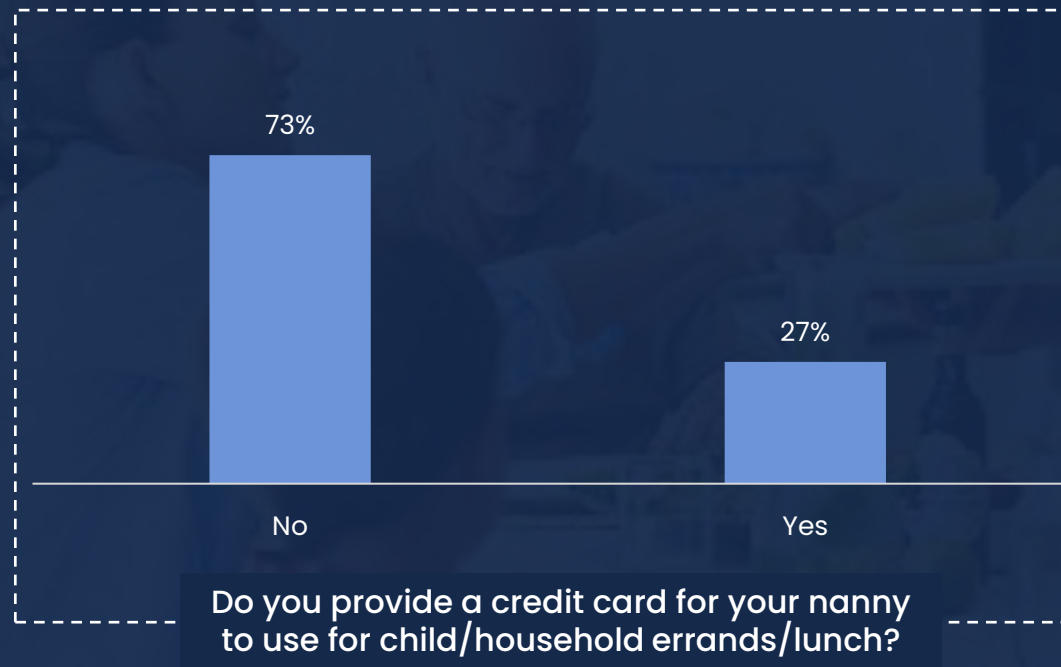
A significant majority, comprising **62%** of families, does not provide a food stipend to their nanny.



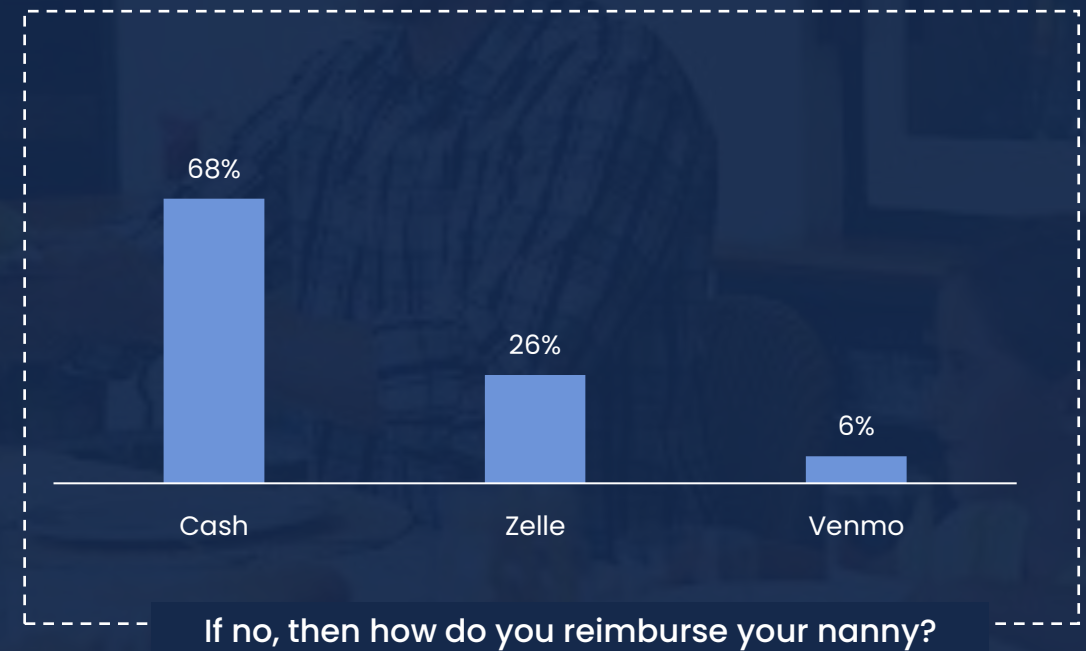
Do you offer a food stipend (e.g., when out with child; stops at a diner, etc.)?

65% of families provide some form of food support to their nanny.

Credit Card & Reimbursement



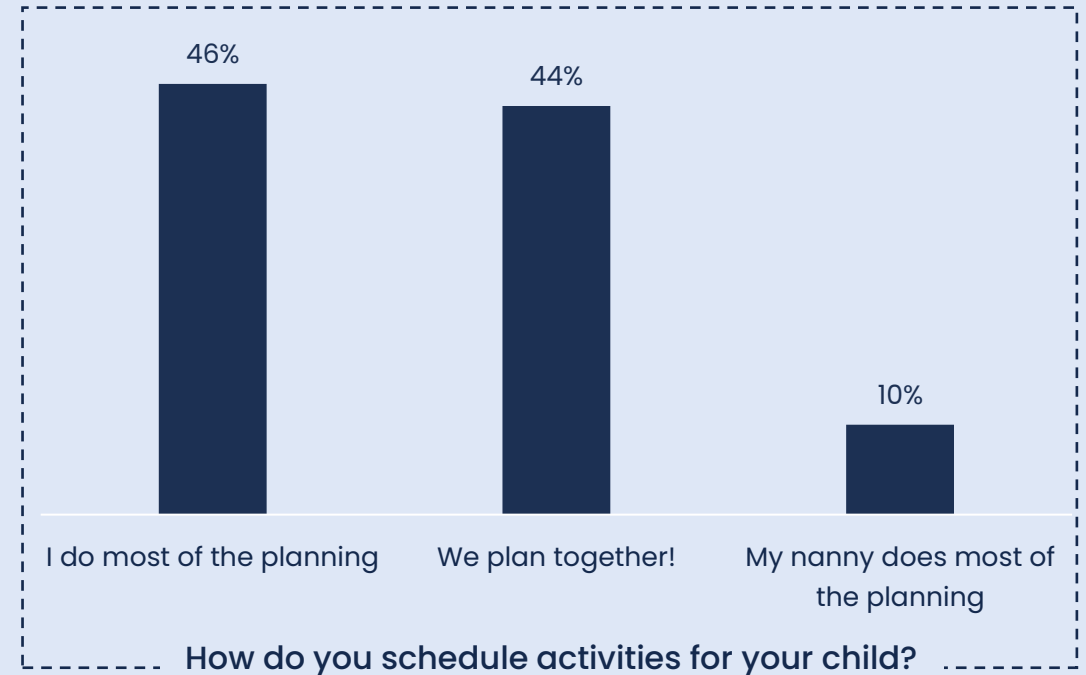
A majority of families, comprising **73%**, opt not to furnish their nanny with a credit card for child-related expenses, errands, or lunch. **27%** provide a credit card specifically for these purposes.



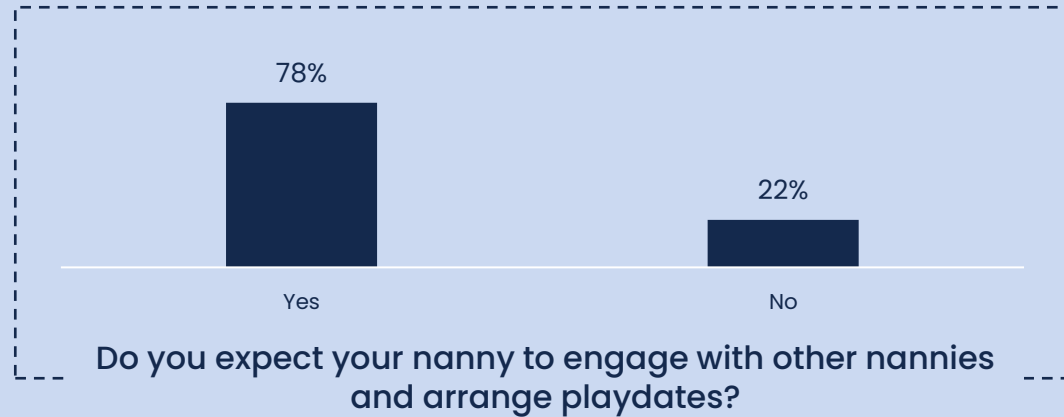
The preferred method for the majority of families, who do not provide a credit card for their nanny to use for child or household errands, is cash, followed by Zelle.

Children's Activities

46% percent of families independently plan and schedule activities for their children, while **44%** collaborate with their nanny in the planning process.

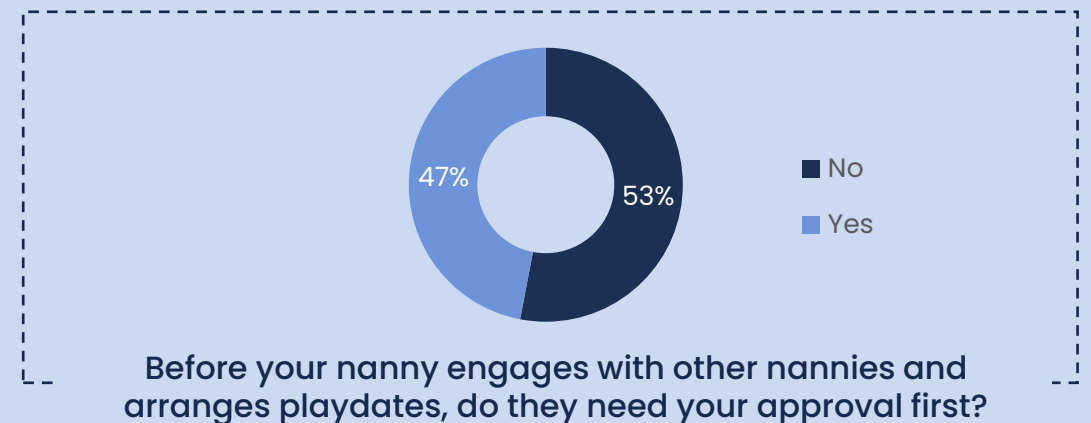


Playdate Guidelines

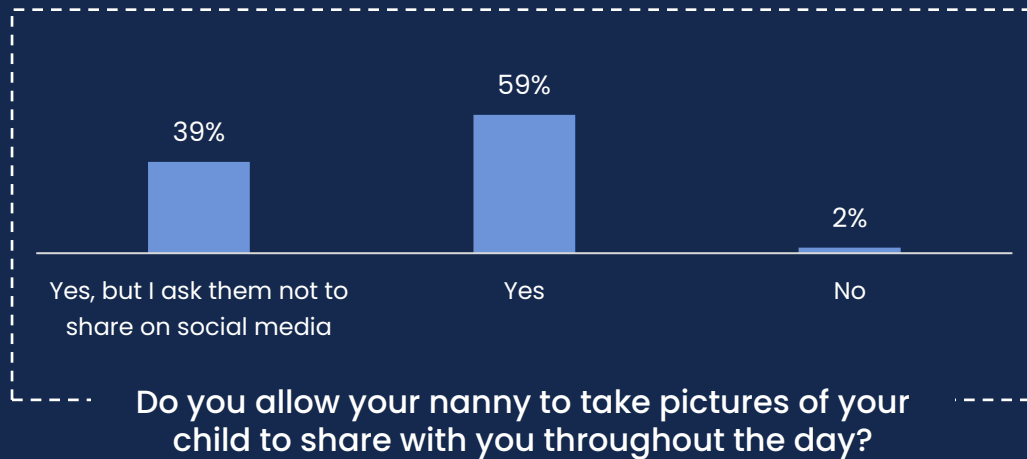


A significant majority, **78%** of families, express a preference for their nanny to actively engage with other nannies and take the initiative in arranging playdates.

A majority (**53%**) of families do not require a formal approval for their nanny to engage with other nannies and arrange playdates for their children.

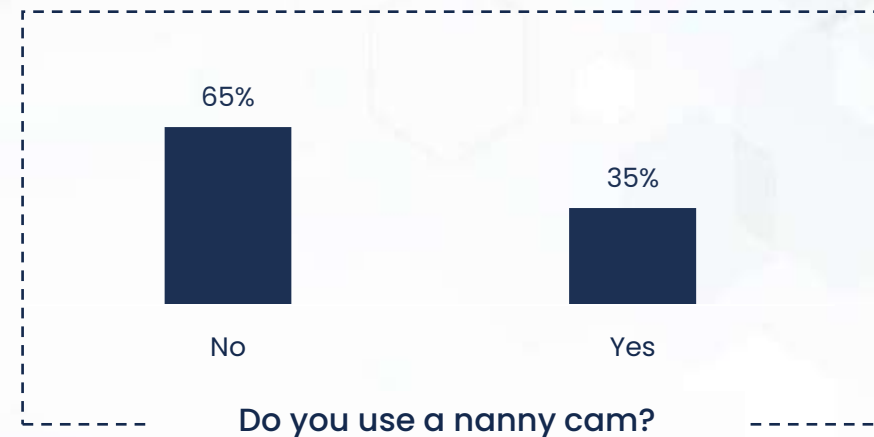


Social Media & Camera Use



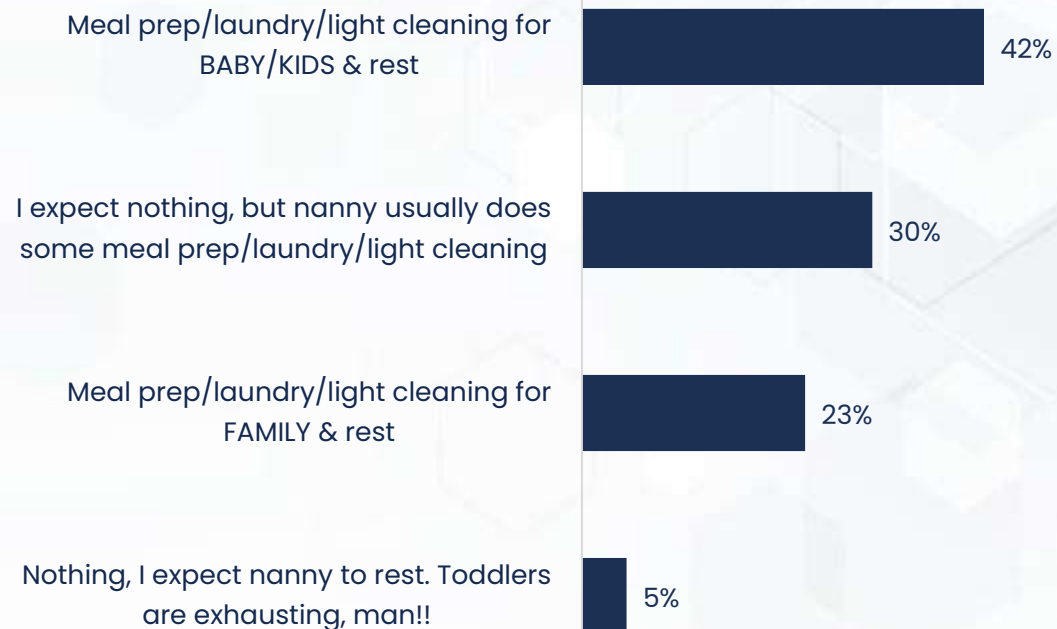
Nearly all families (**98%**) permit their nanny to take pictures of their child for sharing with them. However, approximately **40%** of these families specifically request that the photos not be shared on social media.

A significant majority, totaling **65%** of families, do not use a nanny cam.



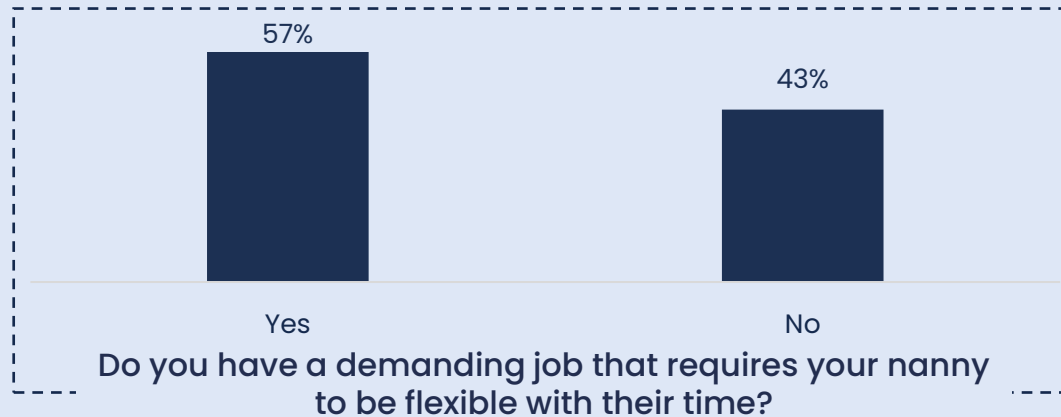
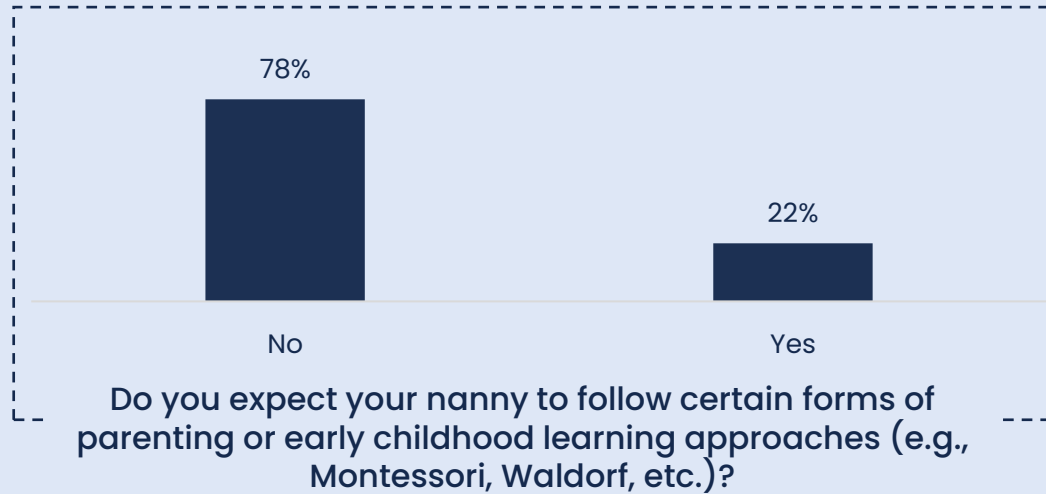
65% of families expect their nanny to engage in various responsibilities such as meal prep, laundry, and light cleaning. Meanwhile **30%** of families don't have specific expectations in these areas, but their nanny still undertakes some of these tasks.

Household Duties



--- What does your nanny do while your child is at school or napping? ---

Other Expectations



78% of families do not expect their nanny to follow any specific forms of parenting or learning approaches.

57% of families affirmed that they have demanding jobs that necessitate flexibility from their nanny in terms of time management.

The background image is a composite of two photographs. On the left, a woman with dark hair tied back and a young child are looking out a window. The woman is pointing her finger towards the window. On the right, a young girl is standing by a window, looking out. She is wearing a white shirt and a blue denim vest. The window shows a view of a residential neighborhood with houses and trees.

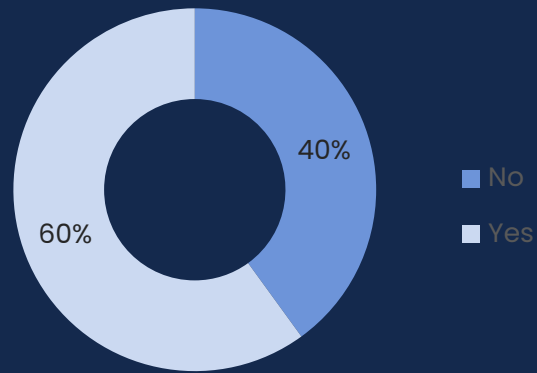
BABYSITTERS

In this section, we surveyed parents about their arrangements for babysitters under various situations.

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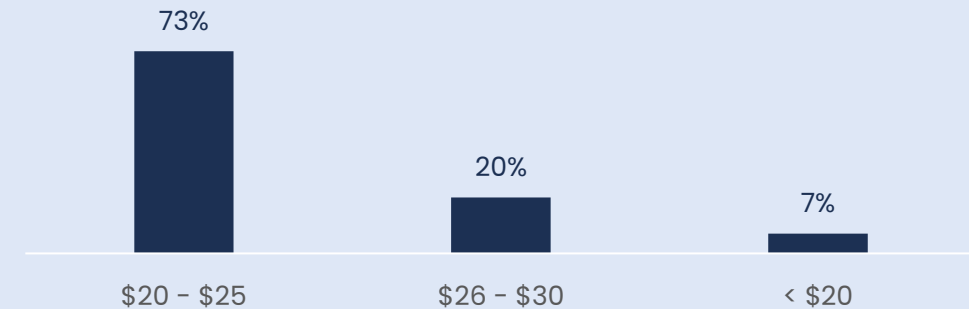
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Babysitters – Overview



Do you employ sitters?

60% of families hire babysitters alongside having a nanny.

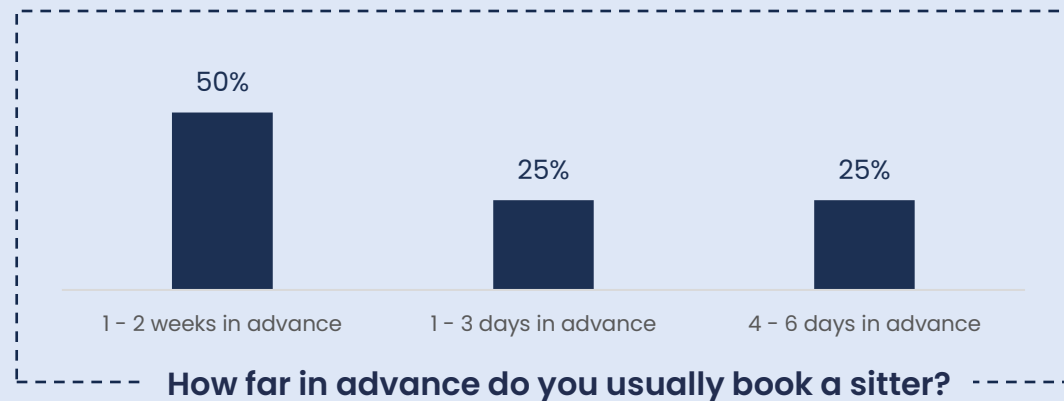
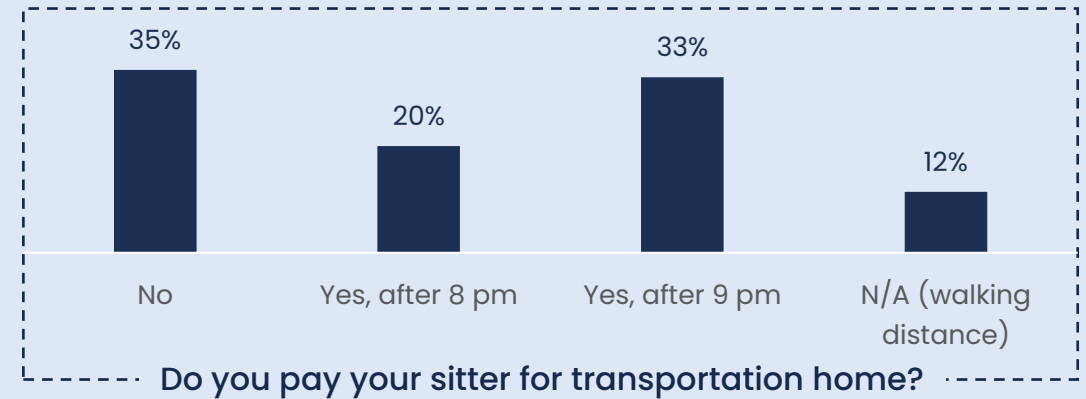


How much do you pay your sitter per hour?

A substantial majority, comprising **73%** of families, compensate their sitter at a rate ranging from \$20 – \$25 per hour.

Night Transportation & Booking

53% of families compensate their sitters if they leave after 8pm.



50% of families schedules a sitter 1-2 weeks in advance; the other **50%** schedules on shorter notice - between 1-6 days in advance.



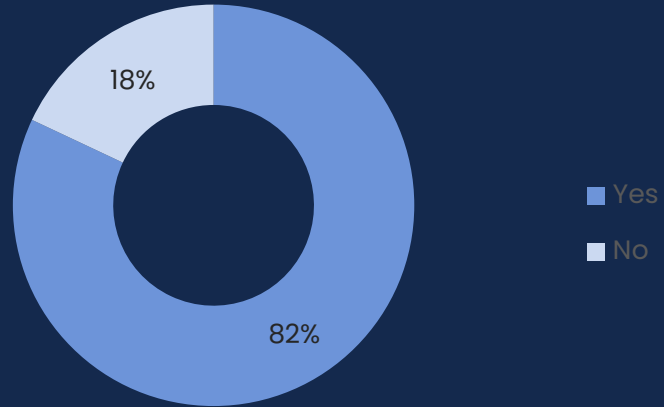
HOUSEKEEPERS/CLEANERS

In this section, we surveyed parents about their arrangements for housekeepers/cleaners under various situations.

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Housekeepers – Overview



Do you employ a housekeeper/cleaner?

82% of families surveyed, engages the services of a housekeeper or cleaner.

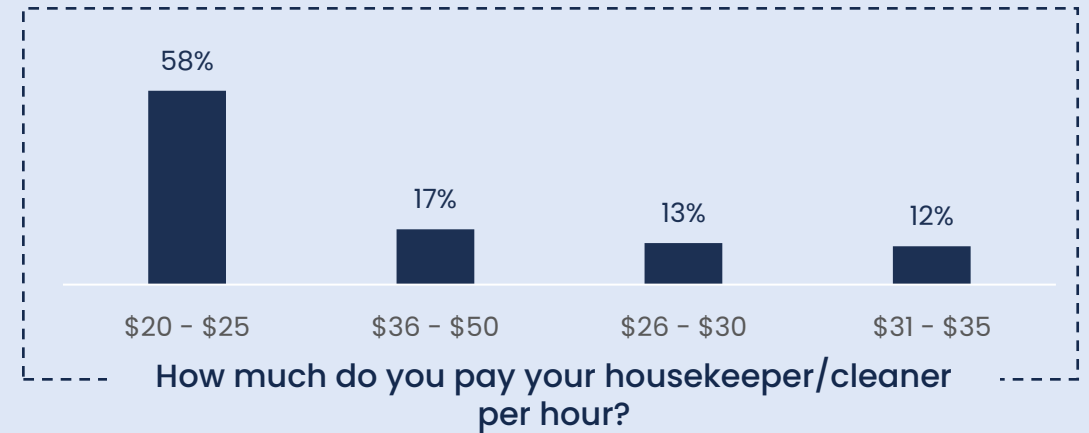
A significant majority, comprising **74%** of the families indicated a preference for daily payment to their housekeeper or cleaner.



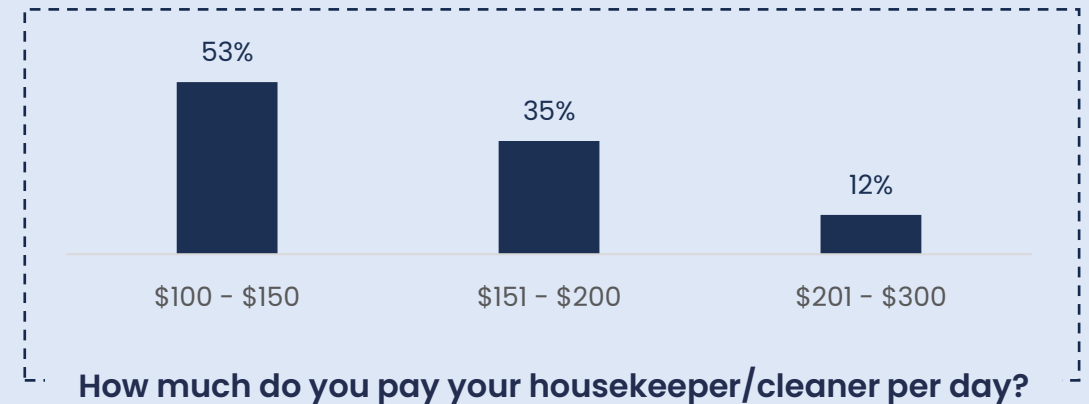
How do you pay your housekeeper/cleaner?

Compensation

Of the families that pay their housekeeper/cleaner an hourly rate, **58%** pay between \$20-\$25 per hour.



Of the families that pay their housekeeper/cleaner a daily rate, **53%** pay between \$100-\$150 per day.





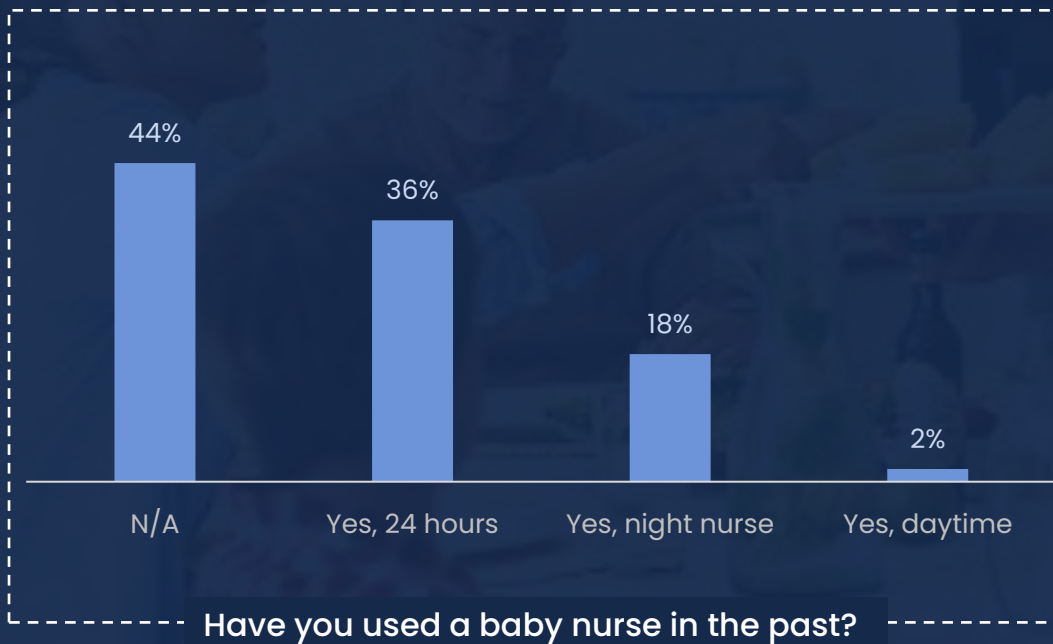
BABY NURSES

In this section, we surveyed parents about their arrangements for baby nurses under various situations.

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Baby Nurses – Overview



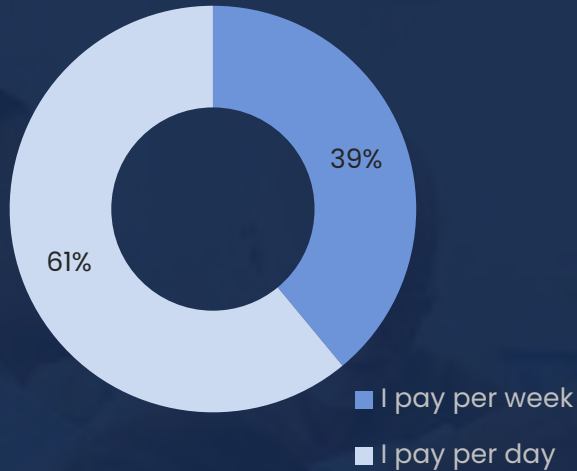
56% of families have employed a baby nurse to care for their infants, of which the majority have employed a 24-hour nurse.



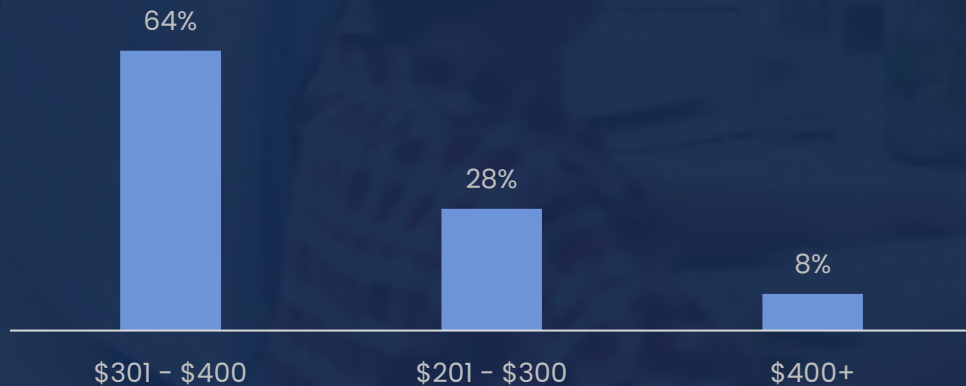
All families supply some form of meals for their baby nurse.

Compensation

61% of families pay their baby nurse on a daily basis. Among these, the majority (**64%**) pay their baby nurses between \$301 and \$400 per day. Of the **39%** of families that pay their baby nurse on a weekly basis, the majority (**46%**) pay their baby nurses between \$1,500 and \$2,500 per week.

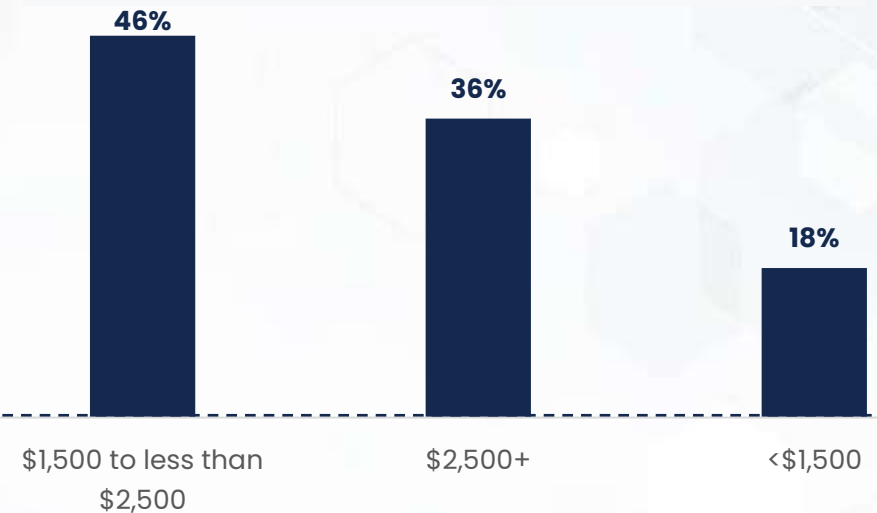


How do you pay your baby nurse?



How much do you pay your baby nurse per day?

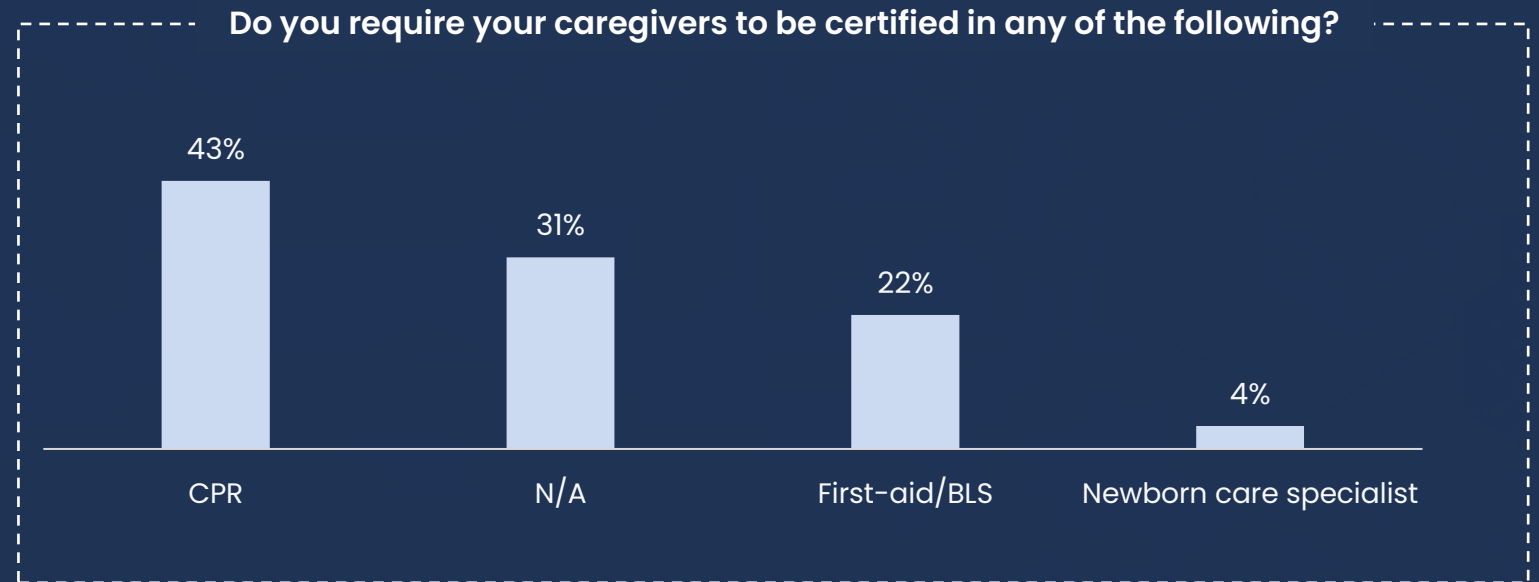
How much do you pay your baby nurse per week (assuming a 5-day week)?



Survey Overview – Baby Nurse

Certifications

A significant percentage of families (**43%**) require their caregivers be certified in CPR.



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