

Live In Nanny Contract

This **Live-In Nanny Employment Contract** ("**Contract**") is entered into as of _____ ("**Start Date**"), by and between the parties identified below:

Employer

Nanny

Employer and Nanny may be referred to individually as a "**Party**" and collectively as the "**Parties.**"

1. Purpose of the Contract

The purpose of this Contract is to establish the terms and conditions under which the Nanny will provide childcare and related services as a live-in employee in Employer's household.

2. Term of Employment

Employment under this Contract shall commence on the Start Date and shall continue:

- Until terminated by either Party in accordance with the Termination clause; or
- For an initial fixed term of _____, if specified, after which it may continue on a month-to-month basis unless otherwise agreed in writing.

3. Nature of Employment

The Nanny shall be employed as a live-in domestic employee and shall reside at Employer's residence during the term of employment. This arrangement does not create any tenancy or ownership rights in the accommodation provided.

4. Duties and Responsibilities

The Nanny agrees to perform childcare and related duties with reasonable care, diligence, and professionalism. Duties may include:

- Providing attentive care for _____ child(ren), including supervision, feeding, bathing, and dressing
- Supporting age-appropriate development through activities, play, and educational engagement
- Preparing meals for the child(ren)
- Maintaining cleanliness and organization of areas used by the child(ren)
- Assisting with school routines, including drop-off and pick-up (if applicable)
- Administering medication only as instructed by Employer
- Communicating regularly with Employer regarding the child(ren)'s well-being

The Nanny shall not be required to perform unrelated household tasks unless expressly agreed in writing.

5. Work Schedule

The Nanny's regular working hours shall be:

Total weekly hours: _____ hours

Any work beyond the agreed schedule shall be considered additional hours and compensated accordingly, as agreed between the Parties.

Reasonable flexibility may be required based on the needs of the household, provided that adequate rest periods are maintained.

6. Compensation

Employer agrees to pay the Nanny:

Base salary: _____ per _____

Payment method: _____

Additional compensation:

Overtime rate (if applicable): _____

Bonuses (if applicable): _____

All compensation arrangements are subject to applicable employment and tax obligations, which each Party is responsible for fulfilling in accordance with applicable laws.

7. Accommodation and Living Arrangements

Employer shall provide the Nanny with:

- A private bedroom within the residence
- Access to bathroom and shared household facilities
- Basic furnishings and reasonable utilities

The Nanny agrees to maintain the accommodation in a clean and respectful condition and to comply with reasonable household rules communicated by Employer.

8. Meals and Daily Living Provisions

Employer shall provide:

- Daily meals or access to food within the household
- Reasonable access to kitchen facilities

Any additional personal expenses shall be the responsibility of the Nanny unless otherwise agreed.

9. Time Off and Leave

The Nanny shall be entitled to:

- Weekly rest days: _____
- Paid or unpaid leave: _____
- Public holidays: _____

Leave requests should be communicated in advance and approved by Employer, taking into account household needs.

10. Confidentiality

The Nanny agrees to maintain strict confidentiality regarding all personal, financial, and family matters of the Employer and the child(ren), both during and after employment.

No information, photographs, or details concerning the household shall be shared with third parties without prior consent.

11. Conduct and Standards

The Nanny shall:

- Act in the best interests of the child(ren) at all times
- Maintain a respectful and professional demeanor
- Follow reasonable instructions from Employer
- Refrain from behavior that may endanger the child(ren) or disrupt the household

Employer agrees to provide a safe and respectful working environment.

12. Health and Safety

The Nanny agrees to:

- Follow safety guidelines provided by Employer
- Report any accidents, injuries, or health concerns immediately
- Use reasonable care in supervising the child(ren)

Employer shall provide necessary information regarding medical needs, allergies, or special care requirements.

13. Use of Household Property

The Nanny may use household equipment and facilities only for purposes related to employment or as reasonably permitted by Employer.

Unauthorized use of property or misuse of household resources is not permitted.

14. Termination

Either Party may terminate this Contract:

- By providing _____ written notice; or
- Immediately, in the event of serious misconduct, breach of trust, neglect of duties, or behavior that endangers the child(ren) or household.

Upon termination:

- The Nanny shall vacate the provided accommodation within [Number] days unless otherwise agreed
- All Employer property shall be returned
- Final compensation shall be paid for all completed work

Confidentiality obligations shall survive termination.

15. Governing Law and Dispute Resolution

This Contract shall be governed by the laws of _____.

Any disputes arising from this Contract shall first be addressed through good faith discussions between the Parties. If unresolved, the dispute may be referred to an appropriate legal authority or dispute resolution mechanism in the applicable jurisdiction.

16. Entire Agreement

This Contract represents the entire agreement between the Parties and supersedes any prior discussions or understandings.

Any amendments must be made in writing and signed by both Parties.

17. Acknowledgment

By signing below, both Parties confirm that they have read, understood, and agreed to the terms of this Contract.

Employer

Nanny

Name

Name

Date

Date

Signature

Signature



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