



the nanny specialist

# SERVICES & FEES

## AGENCY EMPLOYED NANNIES

Our experience has shown that many families find the process of employing a nanny to be time consuming and confusing. We provide more than a booking service; we offer peace of mind by ensuring that your nanny is carefully screened and insured, while managing all administration associated with employing and paying your nanny.

**When Rogan Family Care employs your nanny, we take care of:**

- paying your nanny through the agency payroll service by direct bank deposit every fortnight
- submitting PAYG taxation to the ATO
- issuing group certificates annually
- paying and managing superannuation
- paying and managing WorkCover insurance
- keeping records of sick leave and annual leave (if applicable)
- providing ongoing placement support to you and your nanny.

You receive one convenient fortnightly invoice (credit cards accepted). The initial contract term is generally twelve (12) months, however can vary according to your needs.

## AGENCY NANNY FEES

ongoing nanny	from \$31/hour
temporary assignments (up to 3 months)	from \$32/hour
casual day bookings (minimum 8 hours)	from \$32.80/hour
casual evening bookings	\$150 for the first 4 hours (min) and \$30/hour thereafter
newborn day care	from \$38/hour
newborn overnight care	from \$42.80/hour
active overnight care	from \$390
holiday nanny	\$390 per 24 hour period.

All rates are inclusive of salary, statutory costs, WorkCover insurance and agency fee. CPI increases from 1<sup>st</sup> July each year.

## AGENCY NANNY FEES

Calculating the nanny fees can be complex as every family has different requirements. Your Rogan consultant will be able to give you more information as we guide you through the options in the placement process.

**We take these factors into consideration when finding the best nanny for your situation:**

- experience of the nanny
- qualifications of the nanny
- number of children, and whether twins or triplets
- ages of children
- newborns or special needs
- your special requirements
- number of hours in a shift
- additional non-child related tasks, if required
- amount of flexibility required
- SCCB or families under stress
- your location
- travel distance required – your perfect match may live twice the distance away as other nannies on your shortlist
- how much time we have to find the right nanny.

### FAMILY REGISTRATION

The registration fee is charged the first time that you list a position with the agency.

\$95.00 inc GST

### HOME CONSULTATION & REGISTRATION (optional)

Meet with an experienced consultant to discuss all aspects of finding, selecting and employing your nanny.

\$150 inc GST

### CHILD CARE BENEFIT & IN HOME CARE

Rogan Family Care is approved by the Federal Government to provide "In Home Care". Eligible families receive CCB to reduce costs and claim the ATO 50% rebate. Contact us for more information.



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# SERVICES & FEES

## FAMILY EMPLOYED NANNIES

If you are offering an ongoing position of 30+ hours, you may opt to employ your nanny directly. The agency supports and advises you with all aspects of the recruitment and selection process. The placement is guaranteed for three months from the date of commencement. No fee is charged to replace the nanny within the guarantee period.

**You will be required to:**

- devise an agreement which includes all mandatory requirements in line with the Fair Work Australia Act
- pay your nanny on a fortnightly or weekly basis, as agreed
- submit PAYG taxation to the ATO
- issue a group certificate annually
- pay and manage your nanny’s superannuation
- pay and manage WorkCover insurance
- keep records of sick leave and annual leave.

## RECRUITMENT FEE

The recruitment fee is calculated at 6.5% of the gross annual salary + GST. This is a once only fee; no annual fees apply.

You can save valuable time and effort by employing your nanny under contract with the agency.

## NANNY PAY

Current rates start from \$23 per hour, plus paid annual leave and sick leave for your nanny. 9.5% superannuation applies if the nanny works more than 30 hours per week.

## TERMS AND CONDITIONS

1. The agency acts to source screened candidates for a position as listed by the client.
2. Rogan Family Care will not be party to a contractual agreement that results from a referral of a candidate to a client.
3. The client will notify the agency if employment is terminated within the three-month guarantee period.
4. Rogan Family Care will make all reasonable efforts to place another nanny at no further cost if the fee has been paid in full.
5. If Rogan Family Care is unable to source a suitable replacement to fill the position within one month of the termination date, the recruitment fee less \$850 will be refunded.
6. If the client does not require a replacement nanny from Rogan Family Care no refund will be given.
7. The replacement policy applies to the position as listed and only one replacement is made under guarantee.

“Experienced, screened and fully insured nannies”

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