

Info sheet: Nannies

A nanny counts as an employee in a private household.

In Switzerland, there is no binding job profile for the position of nanny. The Swiss Red Cross offers an eight-day “Nanny Training” course which covers the whole range of subjects a nanny is required to deal with in practice.

The employment contract is drawn up by the parents and the carer. In principle, both part-time and full-time employment is possible.

Samples of contracts and instructions for employment conditions

Help is available from the following internet sources:

www.nannyvermittlung.ch/arbeitsvertrag.php

A contract specifically drawn up for nannies which costs CHF 100.-

www.seco-admin.ch

A platform with further information for employees – how is employment be officially registered?

www.hauswirtschaft-zh.ch

Legal information order form: *Der Verband für Hauswirtschaft Schweiz* has published a useful dossier with information for domestic staff, including a sample contract, info sheet and salary guidelines. Cost: CHF 8.- or CHF 5.-.

www.quitt.ch

In just a few clicks this Swiss internet platform enables you to draw up a private employment contract, register it in accordance with legal requirements and manage it efficiently.

Recommended salary

Salaries depend on the region, services and availability, age, qualification and experience of the nanny as well as the number of children to be supervised. For the city of Zurich and surroundings, the following salary bands are recommended:

Hourly wage

- CHF 25.- to CHF 35.- gross for carers with a specific qualification
- CHF 23.- to CHF 25.- gross for carers without a specific qualification

Monthly salary

- Carers with certified professional expertise and experience
CHF 3800 to CHF 4800 gross on a 100% working basis (43 hrs/week)
- Carers without a specific qualification
CHF 3200 to CHF 3800 gross on a 100% working basis (43 hrs/week)

Food and board can be deducted by the employer.

Social security payments

The employer is obliged to register the nanny with the AHV Compensation Office and to pay social security contributions. In collaboration with the Federal Office for Social Security, the AHV/IV information centre publishes the 2.06 info sheet "Hausdienstarbeit" (Domestic Work) which contains all relevant information on social security payments that also apply to hiring a nanny. This information is also available on the internet at www.ahv-iv.info.

Adult nannies born between 1997 and 1990 must only be registered for social security payments when their salary exceeds CHF 750 per year. Salaries below this figure are exempt from contributions: the employee can however ask for the payments to be made.

On their website, the SVA provides step-by-step instructions for becoming an employer. Also available online is a social security payment calculator:

<http://www.svazurich.ch/internet/de/home/private/hausangestellte/anmelden1.html>

Accident insurance

If a person is employed in a private household, the employer is obliged to take out professional accident insurance. Anyone working more than 8 hours a week for this employer must also be insured for non-work-related accidents. Various insurance companies offer reasonable flat-rate solutions.

Reference:

„Kinderbetreuung- Alternativen zu Kita“ Anleitungen zum Engagement für Eltern und Interessierte, Stadt Zürich Sozialdepartement 2014

https://www.stadt-zuerich.ch/sd/de/index/kinderbetreuung/publikationen/alternativen_zur_kita.html