

## Parental Choice Payroll Advice – should my nanny come to work?

Deciding if your nanny can or should come to work is ultimately a decision that you will need to make with your employee. At Parental Choice we can offer guidance based on the government directives.

The Government has stated that people should leave the house for one of four reasons:

1. *Shopping for necessities, for example food and medicine, which must be as infrequent as possible.*
2. *One form of exercise a day, for example a run, walk, or cycle - alone or with members of your household.*
3. *Any medical need, or to provide care or to help a vulnerable person.*
4. *Travelling to and from work, but only where this absolutely cannot be done from home.*

Therefore, travelling to and from work is still ok providing it is essential and you (the employee) cannot work from home. Whilst *it is clear that nannies cannot work from home*, we don't think it is clear that the work they do is essential or involves care for the vulnerable. It is a decision to be reached between you and your nanny but clearly you have a duty to take care of the health and safety of your employee.

If your nanny is able and happy to go to work, the strict adherence to guidance should be maintained at all times (see [NHS 111 online](#) for further guidance). This includes but is not limited to:

- *Regularly hand washing for at least 20 seconds.*
- *Avoid touching the face (particularly eye, nose and mouth).*
- *Social distancing with other people not in the household. This means maintaining at least 2 metres distance.*

If you choose to continue to have your nanny working in your home, the guidance is for one nanny to one family. You will need to negotiate any nanny share situations, bearing in mind you are both employers.

We would also recommend that where possible your nanny walks or cycles to work, or if this is not possible you should be collecting and dropping them off. Should you have room in your house and you feel it is impossible for you to continue working without your nanny we are recommending they become part of your family and stay with you. Whatever you choose, this remains a decision for you both. In the short term you can place your employee on annual leave but thereafter you may choose to furlough them.

The other factor to consider, following advice from the Government, *is 'if your work is critical to the COVID-19 response, or you work in one of the critical sectors listed'*. Many parents working in these sectors may be able to ensure their child is kept at home. And every child who can be safely cared for at home should be. There are two relevant key principles to follow:

1. If it is at all possible for children to be at home, then they should be.



2. Parents should not rely for *childcare upon those who are advised to be in the stringent social distancing category* such as grandparents, friends, or family members with underlying conditions.

**Critical Sectors** (for further information please [click here](#))

- **Health and social care**
- **Education and childcare**
- **Key public services**
- **Local and national government**
- **Food and other necessary goods**
- **Public safety and national security**
- **Transport**
- **Utilities, communication and financial services**

Please be aware that this advice is based on the information that we have available to us, which is limited with many grey areas. We will do our best to find out as much as we can and will keep you updated when we know more. Parental Choice Payroll have created a [Coronavirus Advice Hub](#) for employers and nannies, we are also regularly adding useful content and advice to our [blog](#).

## The Parental Choice Payroll Team

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