



Who are ANA?

ANA are a non-profit organisation exclusively established for nanny agencies to become members of.

What are our aims?

To establish a Professional Code of Conduct for all nanny agencies, ensuring they meet with their legal obligations and duty of care for both the nanny and the employer.

Why should I use an ANA agency?

All ANA members follow our Codes of Best Practice and Mission Statements, this means that you will:

- Be met at a face to face interview.
- Have all your paperwork, including a CRB collated ready for interviewing.
- Have at least two previous reference checks carried out.
- Be given information on Insurance and First Aid.
- Have a record of all interviews kept by the agency.
- Be provided with a job description before an interview, verbal or written.
- After placement support.

What can happen if I don't use an agency?

As ANA agencies we often are approached by nannies who have had a problem with a job that has not been through an agency.

The most common complaint is a nanny finding out on pay day that the figure they were quoted during an interview was a gross figure, and not a net (take home) figure. This usually results in the nanny having to leave a position as they are not earning as much as they thought.

Another common problem is the nanny's Tax and National Insurance not being paid or the parents only pay a certain amount in cash and the rest through the books.

This means that Sick Pay or Maternity Pay entitlements are affected, as well as the possibility of the employer receiving a fine.

If the parents use an ANA agency they will have the whole process explained to them from interviewing to employing a nanny and their responsibilities as an employer, including pay slips, insurance etc.

All our ANA members advertise their jobs on our website [www.anauk.org](http://www.anauk.org), you can register with the site for free to be emailed jobs in your area.