



## CELEBRATING WORK ANNIVERSARIES WITH YOUR NANNY

The work anniversary marks an important milestone for your nanny, and is an opportunity to celebrate another year of progress and growth with your children. For some nannies, it can also lead to a natural curiosity of what will come next in their career, particularly since some nanny agreements are designed to be renewed each year, even though nannies are at-will employees. Here are a few things to consider as your family decides how to celebrate this milestone with your nanny!

### **Have a review.**

Even if you've been diligent about having weekly or monthly check-ins, having a more formal review is a great opportunity at the year-mark to sit down with your employee, reflect on the past year, and talk about collaborative goals for the year to come. Please let us know if you'd like a copy of our review template if you'd like some assistance in making sure your review goes smoothly!

### **Audit and update your employment agreement.**

Regardless of how thoroughly your employment agreement was completed, schedules, responsibilities, and guidelines naturally shift throughout the year. This is the perfect time to review the employment agreement and make any updates necessary to ensure the agreement is reflective of the work being performed, and is representative of your family's current guidelines for expectations, household rules and procedures, and usual schedule.

## **Do something thoughtful and meaningful.**

Many families choose to commemorate the 1-year mark with a bonus or a raise, and/or a thoughtful gift. In addition to these, a hand-written card and an art project from your children are also generally big hits!

Your gift doesn't need to be lavish or extravagant, but doing something to acknowledge the year, whether it's ordering a special dinner for the nanny, giving them a surprise day off and a spa package, gifting them a bottle of wine and a gift certificate to a local business, or having something special waiting for them when they arrive to work on their anniversary, shows them that the investment they've made into your family's lives and your children's well-being does not go unnoticed.

If your employee has shared that gifts make them uncomfortable, consider a donation to a non-profit, such as Nanny Relief Fund or a local organization that is meaningful to them, in their honor.

## **Contribute to their future.**

Some families take the opportunity of an anniversary to show their employee that the family genuinely cares past the scope of employment, and will add a benefit or find a way to contribute to another area of their life. Some families will add an educational stipend or put money into an education account for the nanny or for the nanny's own children. Often families will take this time to begin a 401k retirement account and match funds. Others assist with a car payment, or provide help upgrading or repairing a personal vehicle, particularly when the nanny uses their own vehicle on the job.

However you choose to honor your nanny's work anniversary, we hope you are able to reflect on your family's growth in the past year and continue to collaboratively plan a future that continues to be rewarding for all parties involved. We're happy for you, and always here to help or provide guidance along the way!