

Nanny placement at Familycare Basel

General information

Familycare Basel supports families in their search for a nanny in their place of residence. Familycare Basel can take on an advisory role for the process of employing a nanny in a family and provide specific documentation (suggestions for employment contracts, checklists, etc.).

Familycare Basel is constantly on the lookout for suitable nannies and carries out certain clarifications before recommending a placement (checking qualifications and experience on the basis of work references, clarifying suitability by means of interviews).

Familycare Basel focuses on the placement of experienced and qualified childcare professionals for workloads from 60% up to max. 100% able to guarantee qualified childcare. For workloads below 60% we recommend the services of our cooperation partner BABSY www.babsy.ch. The household tasks must be limited to those directly related to the children.

Profile childcarer

- Trustworthy personality
- Experience in caring for other people's children and possibly additional training in the pedagogical field
- Current criminal record available
- Various mother tongues and foreign languages
- Driving licence/readiness to drive given in exceptional case

Consulting, Follow-Up, Conclusion

A consultation and placement of a nanny via Familycare Basel is covered by the private or company membership fee and is therefore not associated with any further placement costs for families.

Familycare Basel cannot guarantee a successful placement, but aims to achieve the highest possible placement rate. A placement is successful if a suitable nanny can be placed within a family and both parties consider the cooperation to be good in the long term.

By issuing an employment contract, the family assumes the responsible role of an employer as well as liability for the further course of events (declaration of liability). Familycare Basel does not assume an intermediary role between the nanny and the family, nor is it liable for any disputes or damages arising from the mutually agreed employment relationship.

Difficult conditions for successful placement

- The search request at short notice (less than 2 months prior the start of care)
- The family lives in a very remote location or outside the canton of Basel-Stadt or Basel-Landschaft
- The desired care times are unfavorable, e.g. fragmented, less than 4.5 hours at a time, regularly in the evening, at weekends or at night
- The family has unreasonable demands on the nanny (e.g. handling the entire household, cooking for the whole family, etc.)
- The nanny does not find a friendly or trusting working environment
- The family is not willing or able to pay a fair market wage

What to do in case of difficulties?

Basically, once a placement has been completed, Familycare Basel no longer has any obligations in relation to the family or the nanny. Familycare Basel does not assume a mediating role in the event of conflicts or problems between the family and the nanny. Problems should sensibly be settled between the family and the nanny. Familycare Basel recommends defining the tasks in as much detail as possible in an employment contract and job description.

Free legal information on legal issues concerning illness, vacation, accident, maternity, etc. can be obtained from the Basel Bar Association and the Basellandschaft Bar Association.

Remarks

For the sake of better readability, female terms (mainly nanny) have been used in this document; nevertheless, the information always refers to members of all genders.

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