

# *How Much Does A Nanny Cost?*

The Nannytax Salary Index 2021/2022

[www.nannytax.co.uk](http://www.nannytax.co.uk)



# The Nannytax Salary Index

*Using data sourced directly from our payroll records*

Welcome to the 2021/22 edition of our Nannytax Nanny Salary Index which the team and I are delighted to share with you once again.

Within the report you will find the latest insight on the average nanny salaries across the UK. The parents, nannies, and agencies we work with regularly tell us just how valuable the data is, and that is why we continue to share this free resource.

With 29 years of experience, you can trust in our expertise. Our award-winning payroll service which includes payslips, employment contracts and HR support as well as add-on services in pensions and specialist insurance is delivered by dedicated teams who ensure compliance is met with HMRC regulation and employment law in all areas.

The Nannytax Nanny Salary Index is one of the many additional resources available to our customers which we hope makes life as a UK nanny employer

that bit easier and hassle free.

So many businesses rely on skilled payroll teams, a human resource department, and insurance and pension advisors and with Nannytax, you can too.

Think of my team as your very own 'in-house' professional and friendly nanny employment experts who are on hand to support you every step of the way.

We are here to help you be the best employer you can be.

Jenni Bond, Managing Director

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### Give us a call

If you would prefer to talk to someone about our services, a member of our team will be happy to help, just call us on 020 3137 4401 – we're open 7 days a week!

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125-135 Preston Rd, Brighton BN1 6AF



71%

OF NANNIES ARE  
PAID MONTHLY



70%

OF FAMILIES AGREE  
A GROSS SALARY



61%

OF NANNIES ARE  
PART TIME

# 2022 Saw An Increase in Nanny Salaries Across the UK

Each year we publish our Nannytax Nanny Salary Index to showcase the latest average salaries for nannies across the UK.

These comparison tables provide a snapshot of nanny salary trends over the last 5 years.

## How do we capture our data?

- All data is based on our internal payroll records.
- The annual figures are based on a Live Out Nanny, working 50 hours per week.
- Each salary is in Gross terms. This means the salary includes the nanny's tax and NI that must be paid on top of their 'take home' pay.

## What did we find in 2021/22?

### London

Nanny salaries have increased by 8% in London, the biggest increase since 2018/19, before Covid-19. It comes as the government urges people to return to workplaces, driving the demand back up for nannies in the capital.

### Home Counties & Greater London

Nanny salaries in Home Counties & Greater London have seen the smallest increase at 3%, a big contrast to the 19% increase we reported in 20/21. The previous tax year's increase of 19% was fuelled in part by cautious parents choosing nannies over nurseries and childminders during the pandemic to reduce the risk of Covid-19 transmission.

### Rest of UK

Nanny salaries in the rest of the UK have seen the biggest increase at 13%. There are fewer nannies operating in the UK now, with Brexit making it much harder for au pairs and nannies from the EU to work here.

LONDON					
	HOURLY	WEEKLY	MONTHLY	ANNUAL	% CHANGE
<b>21/22</b>	<b>£15.31</b>	<b>£766</b>	<b>£3,317</b>	<b>£39,806</b>	<b>8.43%</b>
20/21	£14.12	£706	£3,059	£36,712	5.77%
19/20	£13.35	£668	£2,893	£34,710	-0.00%
18/19	£13.35	£668	£2,893	£34,721	8.10%
17/18	£12.35	£617	£2,676	£32,110	15.85%

HOME COUNTIES & GREATER LONDON					
	HOURLY	WEEKLY	MONTHLY	ANNUAL	% CHANGE
<b>21/22</b>	<b>£13.63</b>	<b>£682</b>	<b>£2,953</b>	<b>£35,438</b>	<b>2.79%</b>
20/21	£13.26	£663	£2,873	£34,476	18.92%
19/20	£11.15	£558	£2,416	£28,990	-6.38%
18/19	£11.91	£596	£2,581	£30,973	5.59%
17/18	£11.28	£564	£2,444	£29,328	-15.76%

REST OF UK					
	HOURLY	WEEKLY	MONTHLY	ANNUAL	% CHANGE
<b>21/22</b>	<b>£12.52</b>	<b>£626</b>	<b>£2,713</b>	<b>£32,552</b>	<b>12.79%</b>
20/21	£11.10	£555	£2,405	£28,860	5.82%
19/20	£10.49	£525	£2,273	£27,274	-4.29%
18/19	£10.96	£548	£2,374	£28,496	8.41%
17/18	£10.11	£506	£2,191	£28,286	-1.94%

# 2022 Saw An Increase in Nanny Salaries Across the UK

Agencies are reporting strong demand from parents for nannies throughout the UK which has contributed to this. There are several factors at play here:

## Covid-19

Nursery closures meant many parents were forced to seek other childcare arrangements over the course of the pandemic. In fact, nannies were the only childcare providers the Government confirmed could work during UK lockdowns. Due to the on-going contagion risk, some parents felt safer using nannies over nurseries and childminders, encouraging a more permanent switch.

## Brexit

Stricter rules post Brexit mean au pairs from EU countries are no longer able to travel freely to the UK. Families who previously had an au pair are now looking for nannies to cover their childcare arrangements, driving further demand.

## Cost-Saving Benefits

Families are realising the cost-saving benefits of hiring a nanny when seeking childcare for multiple children, in comparison to nursery fees per child. 73% of our agencies confirmed that the cost of a nanny does not rise for additional children.

There are further financial benefits when considering a nanny share arrangement as parents can split the costs of the nanny - please note, both employers must pay at least [National Minimum Wage](#).

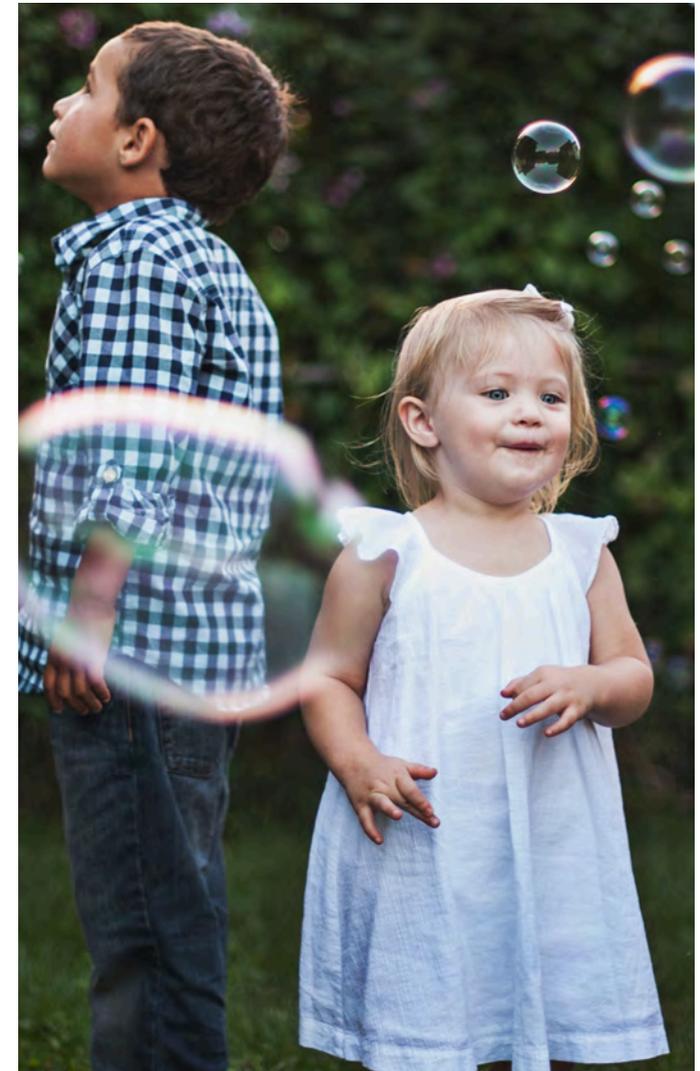
## Tax-Free Childcare

Eligible parents can also use Tax-Free Childcare to help pay their nanny.

If you're a working parent of a child under 11, or a child under 17 with a disability, you may be able to claim up to £500 per child every three months, equating to £2,000 per year, and up to £4,000 per year for a disabled child. Check your eligibility [here](#).

"The salary expectation for professional nannies has soared in the past 18 months. Rising demand for in home childcare, alongside a candidate shortage compounded by Brexit, has contributed to the increases in salaries. With the quantity of jobs far exceeding the number of applicants, we are the busiest that we have ever been. Many families are new to rural areas, having moved out of cities after changing their work life to semi flex, where home working has been embraced by some employers, creating many more part time roles."

*Frankie Gray, Founder and Director  
of Harmony at Home*



# Nanny Salaries – What Else Should I Consider?

## *Additional Factors vs Myth Busters!*

The number one factor that determines a nanny's pay rate is location, which we breakdown via UK region in our nanny salary index maps. However, are there other factors to consider? We asked our nanny recruitment agencies to share their insights.

### *Additional Factors*

#### *Years Of Experience*

In any position, the more experience you have specific to the job, the more you can practise and refine your skills. This means that usually you earn more as you progress through your career. Does the same apply for a nanny?

#### **What do our agencies say?**

60% of agencies said experience had the biggest impact on a nanny's pay and desirability.

#### **What do our employers say?**

In a Nannytax survey of 152 parents who employ nannies (responses collected online in May-June 2022), 55% of parents said 5-10 years' of childcare experience was either 'preferable' or a 'must have' and 17% said the same of 10+ years' experience.

This reaffirms that the demand for this level of experience may increase the pay rate for nannies who meet this bracket.

#### *Qualifications & Training*

Additional qualifications and training can also enhance a nanny's rate of pay.

*"In my professional opinion, a qualified childcare practitioner, to Level 6 standard, should respectfully be paid more for their knowledge and skills."* Charlotte, Little Steps

#### *Norland Nannies*

Norland qualified nannies are recognised as some of the highest paid nannies in the UK and across the world.

The college has published the following guidelines on Norland nanny salaries in line with their years of experience after graduating.

As of 2022, a Norland nanny in London with 1-2 years' experience can earn between £45,000-48,000 whilst 5-8 years is £58,000-£65,000 and 8- 10+ years is benchmarked at £70,000+.

[norland.ac.uk/salaries-fees](https://norland.ac.uk/salaries-fees)

## Interested to know more about nanny training opportunities?

Looking for nanny training courses to take your career to the next level? In any childcare profession, training is essential for carrying out your duties safely, confidently and to a high standard. But – did you know that nanny training is also great for enhancing your professional status, building up your CV and even commanding a higher salary?

Check out our pick of the best nanny training courses available in London and the UK in 2022.



[nannytax.co.uk/news/top-6-nanny-training-courses](https://nannytax.co.uk/news/top-6-nanny-training-courses)

## Finding Your Nanny

These findings from our survey are not strict guidelines.

Finding the right nanny for your family is a very personal process and that's why we highly recommend you choose a method that suits you. Our top nanny search methods are outlined on our website.

[nannytax.co.uk/ways-to-find-a-nanny](https://nannytax.co.uk/ways-to-find-a-nanny)

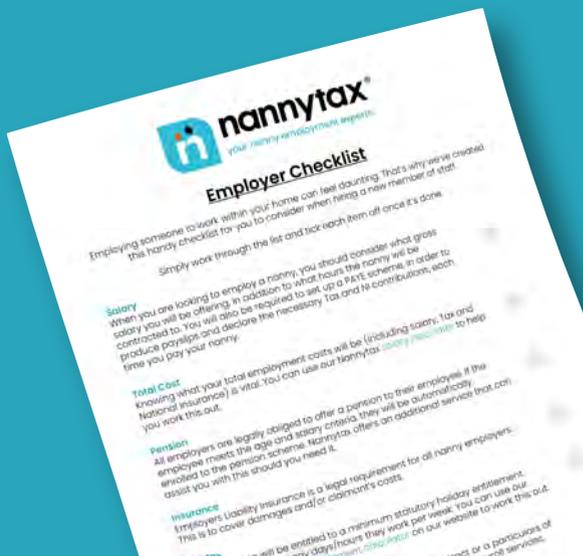
## Nanny Agencies

Our nanny Agency Directory connects you with local agencies who can support you in your search.

[nannytax.co.uk/nanny-agency-directory](https://nannytax.co.uk/nanny-agency-directory)

Once you've found your nanny, we recommend you download a copy of our free employer checklist to guide you through the next steps.

[nannytax.co.uk/employers-checklist](https://nannytax.co.uk/employers-checklist)



# Nanny Salaries – What Else Should I Consider?

## Myth Busters

### Additional Duties

Some families may want their nannies to take on additional duties. We explore whether this impacts pay.

#### What do our agencies say?

57% answered no, additional duties will not enhance a nanny's rate of pay.

*“Due to their workplace setting, nannies typically expect to complete additional household chores related to taking care of children. These could include children's laundry, tidying their rooms and preparing their meals.*

*However, if there is an expectation of further household tasks related to the wider family such as laundry and ironing, cooking meals or running errands, this is more of a housekeeper/nanny hybrid role and this must be agreed beforehand and written in the nanny's contract of employment.”* Happy Families Nannies

### Number of Children Cared For

Another common question is whether the number of children the nanny cares for plays a part in the cost of a nanny.

#### What do our agencies say?

73% answered no, the number of children a nanny cares for will not affect a nanny's rate of pay.

Nanny shares are an exception as they are an arrangement where two or more families employ the same nanny - each family must still pay the National Minimum Wage.

[nannytax.co.uk/nanny-shares](https://nannytax.co.uk/nanny-shares)

*“A nanny who is 23 years old+ could be earning £13- £15 gross per hour for one family but in a share with two families, they could be earning at least £9.50 gross per hour per family. This is why nanny shares are popular as an employer won't pay more for the nanny share but the nanny has the potential to earn more from both salaries combined.”* Hazel, East Green Childcare Services Ltd



*Regional Breakdowns*

# UK Regions

## AVERAGE GROSS SALARY IN SCOTLAND

GROSS	HOUR
LIVE OUT	£12.00

## AVERAGE GROSS SALARY IN THE NORTH WEST

GROSS	HOUR
LIVE OUT	£13.20

## AVERAGE GROSS SALARY IN NORTHERN IRELAND

GROSS	HOUR
LIVE OUT	£11.00

## AVERAGE GROSS SALARY IN WALES

GROSS	HOUR
LIVE OUT	£11.28

## AVERAGE GROSS SALARY IN THE WEST MIDLANDS

GROSS	HOUR
LIVE OUT	£11.99

## AVERAGE GROSS SALARY IN THE SOUTH WEST

GROSS	HOUR
LIVE OUT	£13.77



## AVERAGE GROSS SALARY IN THE NORTH EAST

GROSS	HOUR
LIVE OUT	£11.00

## AVERAGE GROSS SALARY IN YORKSHIRE & THE HUMBER

GROSS	HOUR
LIVE OUT	£13.85

## AVERAGE GROSS SALARY IN THE EAST MIDLANDS

GROSS	HOUR
LIVE OUT	£13.60

## AVERAGE GROSS SALARY IN THE EAST OF ENGLAND

GROSS	HOUR
LIVE OUT	£12.47

## AVERAGE GROSS SALARY IN LONDON

GROSS	HOUR
LIVE OUT	£15.31

## AVERAGE GROSS SALARY IN THE SOUTH EAST

GROSS	HOUR
LIVE OUT	£14.59

Average salaries have been calculated from Nannytax payroll data for the 2021/22 Tax Year. All figures are shown in gross and have been rounded to the nearest pence. Please note, these figures are intended for guidance purposes only. As with any industry, a nanny's salary can fluctuate depending on the individual's qualifications, skills, and experience. We recommend that you consider these factors when agreeing the salary.

# London

## AVERAGE GROSS SALARY IN THE NORTH WEST OF LONDON

GROSS	HOURLY
LIVE OUT	£14.81

## AVERAGE GROSS SALARY IN THE NORTH OF LONDON

GROSS	HOURLY
LIVE OUT	£15.25



## AVERAGE GROSS SALARY IN THE WEST OF LONDON

GROSS	HOURLY
LIVE OUT	£15.75

## AVERAGE GROSS SALARY IN THE EAST OF LONDON

GROSS	HOURLY
LIVE OUT	£14.19

## AVERAGE GROSS SALARY IN THE SOUTH WEST OF LONDON

GROSS	HOURLY
LIVE OUT	£14.80

## AVERAGE GROSS SALARY IN THE SOUTH EAST OF LONDON

GROSS	HOURLY
LIVE OUT	£14.68

## AVERAGE GROSS SALARY IN CENTRAL LONDON

GROSS	HOURLY
LIVE OUT	£15.03

# Greater London

## AVERAGE GROSS SALARY IN BUCKINGHAMSHIRE

GROSS	HOUR
LIVE OUT	£14.46

## AVERAGE GROSS SALARY IN HERTFORDSHIRE

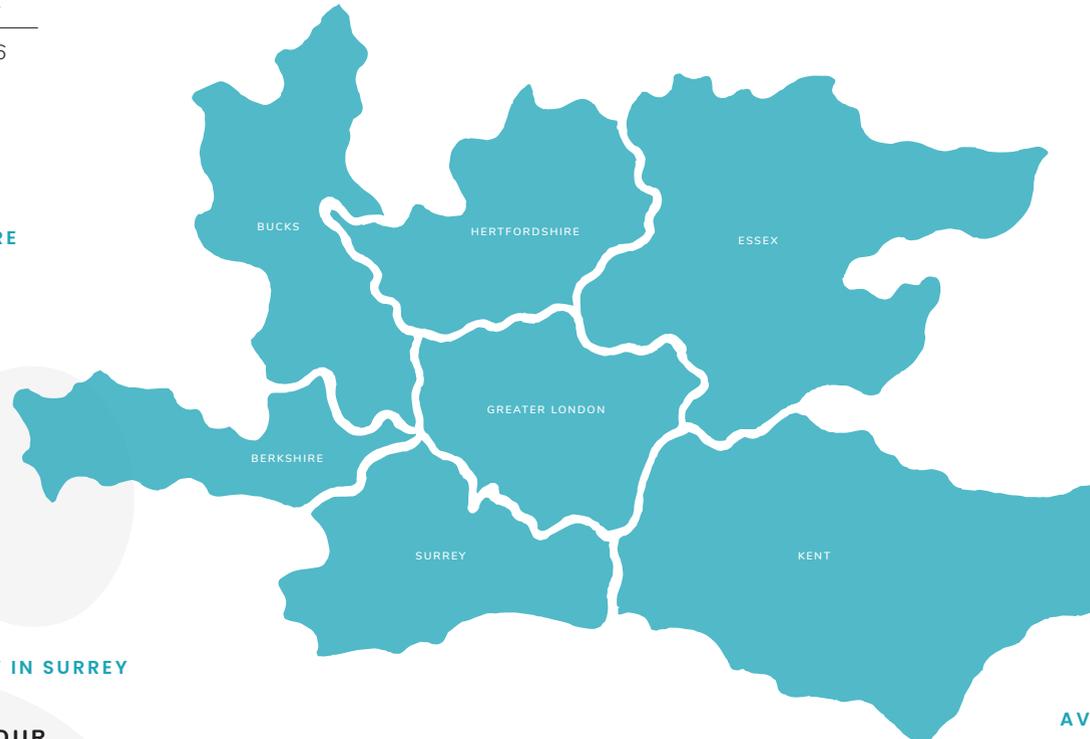
GROSS	HOUR
LIVE OUT	£13.66

## AVERAGE GROSS SALARY IN BERKSHIRE

GROSS	HOUR
LIVE OUT	£14.35

## AVERAGE GROSS SALARY IN ESSEX

GROSS	HOUR
LIVE OUT	£12.36



## AVERAGE GROSS SALARY IN SURREY

GROSS	HOUR
LIVE OUT	£13.35

## AVERAGE GROSS SALARY IN GREATER LONDON

GROSS	HOUR
LIVE OUT	£13.58

## AVERAGE GROSS SALARY IN KENT

GROSS	HOUR
LIVE OUT	£13.64

Average salaries have been calculated from Nannytax payroll data for the 2021/22 Tax Year. All figures are shown in gross and have been rounded to the nearest pence. Please note, these figures are intended for guidance purposes only. As with any industry, a nanny's salary can fluctuate depending on the individual's qualifications, skills, and experience. We recommend that you consider these factors when agreeing the salary.

# Live Out - Full Time

Each year we collate our payroll data from the previous tax year, to calculate the average nanny salaries per region. These tables illustrate a detailed breakdown of our findings per county.

Please note, not all counties are included within this table. If you are unable to find your county, we recommend referring to the regional averages highlighted in blue.

## How can I work out the Gross annual salary?

You simply need to multiply the gross hourly rate by the number of hours your nanny will be working per week. This will give you the weekly gross salary, which can then be multiplied by the number of weeks in a year to get the annual gross salary.

We also recommend that you consider what your 'Total Cost' will be on top of the Gross salary. Our Nannytax nanny Salary Calculator will highlight your total cost in the 'Employer Breakdown'.

[www.nannytax.co.uk/gross-to-net-salary-calculator](http://www.nannytax.co.uk/gross-to-net-salary-calculator)

AVERAGE GROSS SALARY	HOURLY
<b>LONDON</b>	<b>£15.31</b>
Central	£15.03
East	£14.19
North	£15.25
North West	£14.81
South East	£14.68
South West	£14.80
West	£15.75
<b>HOME COUNTIES &amp; GREATER LONDON</b>	<b>£13.63</b>
Berkshire	£14.35
Buckinghamshire	£14.46
Hertfordshire	£13.66
Kent	£13.64
Surrey	£13.35
Greater London	£13.58
Essex	£12.36
<b>SOUTH EAST</b>	<b>£14.59</b>
East Sussex	£16.02
Hampshire	£13.58
Oxfordshire	£14.17
Isle of Wight	£11.87
<b>NORTH EAST</b>	<b>£11.00</b>
County Durham	£11.53
Tyne & Wear	£10.54

AVERAGE GROSS SALARY	HOURLY
<b>WALES</b>	<b>£11.28</b>
Glamorganshire	£11.01
Conwy	£11.82
<b>EAST MIDLANDS</b>	<b>£13.60</b>
Derbyshire	£12.57
Leicestershire	£12.14
Lincolnshire	£17.56
Nottinghamshire	£12.12
<b>WEST MIDLANDS</b>	<b>£11.99</b>
Worcestershire	£14.54
Shropshire	£10.77
West Midlands	£12.21
Herefordshire	£11.98
Staffordshire	£10.16
Northamptonshire	£12.31
<b>EAST OF ENGLAND</b>	<b>£12.47</b>
Bedfordshire	£12.35
Cambridgeshire	£13.52
Norfolk	£12.15
Suffolk	£11.85
<b>NORTHERN IRELAND</b>	<b>£11.00</b>
<b>YORKSHIRE/HUMBER</b>	<b>£13.85</b>

AVERAGE GROSS SALARY	HOURLY
<b>SCOTLAND</b>	<b>£12.00</b>
Dumfries and Galloway	£11.71
Aberdeenshire	£11.41
Dundee	£12.57
Highlands	£12.83
Falkirk	£10.55
Fife	£12.19
Lothian	£13.33
Strathclyde	£10.70
Scottish Borders	£12.30
<b>NORTH WEST</b>	<b>£13.20</b>
Cheshire	£14.18
Cumbria	£12.86
Greater Manchester	£13.09
Lancashire	£12.42
Merseyside	£13.44
<b>SOUTH WEST</b>	<b>£13.77</b>
Somerset	£13.96
Cornwall	£13.03
Bristol	£13.80
Devon	£13.15
Wiltshire	£13.56
Dorset	£12.56
Gloucestershire	£16.33

