

## Is your house in order?

### Health check: Domestic help employment



#### The Package

- **Review:** a review of any contractual documentation or practical working arrangements already in place
- **Meeting/phone call:** get to know us and discuss your current arrangements and any practical employment issues
- **Report:** a step-by-step written guide identifying any issues that exist and recommending solutions.

#### Focusing on what really matters

Are you using or looking to use a nanny or some other form of domestic help? If so, you are almost certainly entering into an employment relationship. It is therefore essential to consider your obligations as an employer.

For £750 (plus VAT) our employment law 'Health check' is aimed at identifying the key issues that exist as a part of such arrangements. If we identify a possible concern we will offer you a step-by-step plan for what needs to be done to resolve any issues going forward.

#### Can I ignore the problem?

**No.** Ignoring your legal obligations can potentially lead to uncapped damages / awards in the Courts and Tribunals or, worse still, a tenancy dispute with a disgruntled helper living in your home indefinitely. Recent additions to discrimination legislation in particular, have brought about a significant increase in the number of potential claims available to nannies or other domestic helpers. In addition, failing to carry out proper immigration checks for foreign nationals can result in substantial fines or, under anticipated legislation, a prison sentence.

These are just some of the issues that we can identify and troubleshoot to avoid costly mistakes and fundamental errors.

#### Contact

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