

Places to Call for More Information

For information regarding your responsibility to remit tax and other deductions and contributions, call or visit the website(s) of the following agencies:

Canada Customs and Revenue Agency (Source Deductions)

1.800.959.8281 or
604.689.5411

www.cra-arc.gc.ca

For information about minimum wage, maximum hours of work, statutory holidays, and vacation leave, call or visit the website(s) of the following agencies:

Employment Standards Information

1.800.663.3316

www.labour.gov.bc.ca

For information about your responsibility to provide Workers' Compensation protection, call:

Employers Advisors

604.713.0360

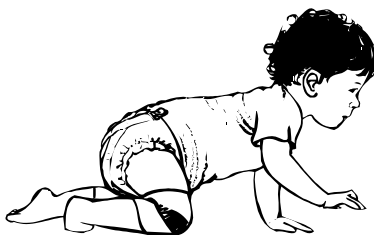
For more information about child care in your area, please contact:

Child Care Resource and Referral Programs

Local listings for Child Care Resource and Referral Programs are available at Enquiry BC:

1.800.663.7867 or
604.660.2421

www.mcf.gov.bc.ca/childcare/ChildCar/rrp_city_index.htm



This brochure is available in:
Chinese, English, Farsi, French, Punjabi,
Spanish and Vietnamese

Deciding on a Fair Wage for Your In-Home Caregiver



Produced by
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When you decide to hire an in-home caregiver, you may be unsure what to pay. When parents use a family child care provider or a group care program, the fee is almost always set in advance and is seldom negotiable. However, when the caregiver provides care in your home, you may have more say in deciding what you will pay.

Since most families have limited dollars for child care and all families want the best possible care for their children, there is no easy answer to the question of how much to pay your in-home caregiver. However, there are some important things to consider when deciding what is fair.

- Consider that the minimum wage in B.C. is \$8.00/hour (Nov 2001). Employment Standards requires that you pay minimum wage to a live-in caregiver. If your caregiver does not live in your home, minimum wage is not required.
- Research shows that the quality of care often increases

when the caregiver's wages and working conditions improve. Caregivers with formal training or lots of experience may cost more, but they may also provide more dependable, better quality child care.

- What does child care cost other parents in your neighbourhood? Talk with friends and look in the newspaper to find out what others pay. Ask staff at Child Care Resource & Referral Programs about child care fees that are typical in your community.
- Find out if you are eligible for help with the cost of an in-home caregiver through the Ministry of Human Resources, Daycare Subsidy Program. Talk with Child Care Resource & Referral staff about subsidy or call your local Ministry of Human Resources office.
- The caregiver might be classified as self-employed in some circumstances. This means you would not be responsible for making deductions on his/her behalf. A

Canada Customs & Revenue Agency Advisor can help you and the caregiver find out if this applies to your situation. Tell the advisor that the caregiver does not live-in and works without your direct supervision.

Before you employ an in-home caregiver, you need to think about what else you can do to make the relationship with the caregiver as pleasant as possible.

It is important for you and your in-home caregiver to have a written agreement. A written agreement describes shared understanding of expectations and responsibilities.

For assistance in writing such an agreement, ask for the pamphlet, *Writing A Parent-Caregiver Agreement*