

BC Live Out Nanny Employment Agreement

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1. Employer employee and prospective start

The household Employer is Morgan Example, of 100 Example Lane, Victoria BC. The Employee is Casey Sample, of 200 Sample Way, Victoria BC. The proposed indefinite employment start is 2026-11-16, after review and signing of a final approved agreement before work or any binding prior offer begins. This draft is not for changing existing employment.

2. Live out domestic duties

The workplace is 100 Example Lane, Victoria BC. The Employee will provide ordinary household childcare for 2 children. Agreed duties are: Ordinary supervision, preparing childrens meals and tidying the childcare area. Child identifying and medical details do not belong in this document. No live-in accommodation, room/board charge, driving, medical care or immigration arrangement is included. Material new responsibilities require a lawful agreed arrangement.

3. Working hours and relief

Ordinary weekly paid hours are 35. The selected working days are Monday, Tuesday, Wednesday, Thursday, Friday, with the same daily schedule from 09:00 to 16:00 in BC local time. All scheduled time is paid, including a paid thirty-minute meal break starting at 12:00. The Employer will arrange appropriate supervision relief for that break. The checked daily span is no more than eight hours, and the selected days reconcile to the stated weekly total of no more than forty hours. No averaging, time-bank or unpaid meal arrangement is created. Any additional required work or availability must be recorded and paid according to applicable rules.

4. Wage and payroll

The hourly wage is CAD 25.00, or a higher applicable legal minimum. Paydays and period cutoffs are: 8th for the previous month 16th to month end; 23rd for the current month 1st to 15th; in each case within eight days of period end. The Employer must keep accurate hours/payroll records and meet lawful payment, wage-statement, deduction and remittance requirements. No unauthorized deduction, hiring fee, room/board charge or recovery of household loss is authorized. Overtime and other required payments are additional where due; this hourly figure is not an all-inclusive waiver.

5. Vacation holidays leaves and workplace obligations

Applicable vacation time/pay, statutory holidays, protected leaves, breaks and other minimum rights remain available and increase with service or legal changes where required. No right is waived by silence in this draft. The Employer must assess applicable workers compensation, insurance, health/safety and payroll obligations and provide reasonable lawful instructions. Employment status is not changed to contracting by the label of a payment method.

6. Household information and personal rights

The Employee must reasonably protect non-public household information encountered through work and use it only for authorized duties. This does not restrict lawful reporting, legal advice, protection of a child, wage complaints or other protected rights. No social-media access, intrusive monitoring, intellectual-property assignment, non-competition or non-solicitation term is supplied. Any collection or use of personal information requires a lawful basis and appropriate safeguards.

7. Domestic worker records and changes

As an agreed practice the Employer will give the Employee a copy of the signed final employment contract. The Employer must determine whether registration duties apply under current law and complete any required registration. This live-out template does not assert that the statutory written-contract and registry provisions apply identically to live-in and live-out arrangements. It submits no form and records no completed registration. Each party should retain the contract and lawful agreed changes; no later policy authorizes unilateral material changes or waiver of mandatory rights.

8. No probation or termination cap

No probationary period, fixed term, advance release, automatic dismissal event or limit on notice, compensation or other termination rights is created. Statutory requirements and any greater common-law or other rights remain unaffected. Obtain advice about the actual circumstances before termination, resignation, a release or a change to existing work.

9. Signatures and copy record

Employer signature: _____ Actual date: _____

Employee signature: _____ Actual date: _____

Actual date a signed copy was provided to the Employee: _____

Registration applicability and actual date/reference if required: _____

Completion instructions

One household employer prospectively hires one adult live-out nanny wholly in BC, caring for one to three children in the employer home. Uses one to five fixed working days with the same two-to-eight-hour paid shift and a paid thirty-minute meal break. Provides agreed written terms and a household-employer checklist; it does not assert that every live-out nanny is subject to statutory written-contract or registration provisions.

Exclude existing work or accepted offers, live-in/room-board charges, casual sitter classification, temporary foreign worker or immigration arrangements, agencies, union/federal work, special/exempt classifications, sole-charge unpaid breaks, driving, medical/specialist care, travel, fixed terms, bonuses/equity, probation or termination caps. Do not enter children names, birthdates or medical information.

Important reviewer question: Employment Standards Regulation 37.18 excludes a worker not residing in the employer private residence from Act section 14; Regulation 13 describes the live-in domestic-worker registry. The broader government hiring page advises domestic-worker contracts and 30-day registration without that distinction. This source voluntarily supplies written terms; obtain a qualified determination of applicable registration/form duties rather than asserting every live-out hire must register. No registration is submitted.

All time in this selected daily shift is paid, including the thirty-minute meal break; the employer arranges supervision relief. This is a chosen contract term, not a claim that every meal break must be paid. Structured working days and quarter-hour clock times must reconcile with weekly paid hours. Review overtime, vacation, holidays, leaves, payroll/remittances, workers compensation and insurance. No room/board charge, unauthorized deduction, probation or termination-rights cap is included.

The ordinary hourly reference is CAD 18.25 effective June 1, 2026; preparation for June 1, 2027 or later stops pending an updated reference. This narrow source does not determine immigration/work eligibility or replace a caregiver/foreign-worker process.

Check all facts and completed wording before signing. This website does not sign, witness, register, serve or certify validity. Download PDF and editable Word from My Documents; originals remain available after explicit new versions.