## Once upon a time in:

- **2011** Emma patiently tried to persuade me to do social media and I enjoy Business Networking as face to face.
- **2011** I joined the Federation of Small Business (FSB) Association
- **2012** Debbie was a Bromley Business Award and finalist.

Debbie was invited and enjoyed voluntary work until 2015 on the BBA Beckenham Business Executive Committee.

As Nanny Christmas I joined Colonel Bob Stewart our Beckenham MP and BBA patron, Churchill Theatre Tinker Bell and my Pearly King friends in the Beckenham High Street torchlight procession then pushed with them a big button to turn on Christmas tree lights. Every year I saw lots of Children and Nannies I knew laughing in the audience.

- **2013** For the 2nd time since 1989 a severe recession started and the next few years have been the hardest challenge of my 34 year business career having to compete with online Find a Childcarer Websites setting up so I started to consider a LMMonline Service.
- **2014** Increasingly both Nannies and Employers started to call me upset after they used a Childcarer non-interview website where it is too easy for unscrupulous people to cheaply pay to display a fake and of course impressive CV.

In my view they are just a cheap 21st century sweet shop notice board.

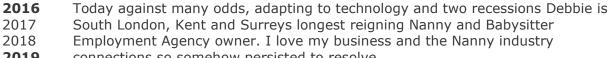
It was when I was told of a baby hospital admitted and of these situations deeply upset by, I reduced my agency fee to £350 when others charged £1000 - £2000 to find a Nanny:

- Doctor received from different people the same CV as each claimed to work the same dates for the same employer
- A Nanny applied to a job with a baby then arrived to meet a male and female to be told they had no Children and personally put at risk when offered an unsavoury job
- A genuine Nanny we know only found out her Internet displayed CV was copied when she had not applied for a job and told her previous Employer contacted for a reference
- I launched a RCI (Reference CV and Identity Card) given only to Nannies we had face to face interviewed so that they could show when meeting parents through a website who could telephone us to check if we are happy to still represent.

I also talked to many parents and most said they thought:

- The most popular non-interview website was a Nanny Agency
- Nannies were interviewed to go on Ofsted they are not
- Because of above were happy to use their own judgement
- Easier to use an online business as outside of my Agency office hours
- Most parents also wanted to avoid agency high fees

**2015** My 30 years of business I celebrated with just family and friends and my 80-year-old mother's whose health declined so also IT struggling and business exhausted I BBA resigned to weekend care for her in Broadstairs until passed.



**2019** connections so somehow persisted to resolve.

**Coming 2020 -** Our new Online Find a Daily Nanny, Temporary Nanny or Evening Babysitter for a one off £99 fee where parents can view CV Reports of Childcarers looking for work and can immediately contact Childcarers direct to invite for interview. 1st and 2nd interviews - Job offers and job acceptance will happen quicker.







