

Pink Polish

Professional Nanny & Domestic Worker Placement Services

Find Your Perfect Nanny or Domestic Worker Match

We connect families with reliable, trustworthy, and professional nannies and domestic workers. Our comprehensive screening process and ongoing support ensure peace of mind for your family and fair treatment for our caregivers.

Unlike other agencies, we don't disappear after placement

We stay involved with 24/7 support, performance reviews, training, and proactive check-ins. Because a successful placement isn't just about day one - it's about year one and beyond.

Placement Packages

Essential

Perfect for budget-conscious families

R3,500

One-time placement fee

 **3-Month Guarantee**

What's Included:

- ✓ Professional candidate screening
- ✓ ID verification & reference checks

- ✓ Face-to-face family interview arranged
- ✓ Standard employment contract template
- ✓ Email support for 3 months
- ✓ One free replacement if nanny leaves within 3 months
- ✓ Basic UIF registration guidance

Guarantee Terms:

If your nanny resigns or is dismissed for valid misconduct within 3 months, we'll find you a replacement at no additional placement fee.

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Professional

MOST POPULAR

Complete peace of mind

R5,500

One-time placement fee

🛡️ **6-Month Guarantee**

What's Included:

- ✓ All Essential Package features
- ✓ Police clearance certificate verification
- ✓ Basic health screening check
- ✓ Customized employment contract
- ✓ UIF registration assistance (step-by-step)
- ✓ One mediation session if issues arise
- ✓ Phone & email support for 6 months
- ✓ One free replacement within 6 months
- ✓ Contract template for salary increases

Payment Options:

Pay R2,500 upfront + R1,500 after successful 2-month trial period, or pay full R5,500 upfront for R500 discount (R5,000 total).

[Get Started](#)

Premium

Comprehensive care & support

R8,000

One-time placement fee

 **12-Month Guarantee**

What's Included:

- ✓ All Professional Package features
- ✓ Comprehensive background screening
- ✓ Full medical health check
- ✓ Personality & compatibility assessment
- ✓ First Aid & CPR training for your nanny (R1,200 value)
- ✓ Professional Welcome Package for family & nanny
- ✓ One emergency temp coverage day (waived booking fee - R1,500 value)
- ✓ 24/7 WhatsApp emergency support line
- ✓ Structured 6-month & 12-month performance reviews
- ✓ Tailored employment contract with annual review clause
- ✓ Mediation support for full 12 months
- ✓ Priority replacement service
- ✓ Up to 2 free replacements within 12 months
- ✓ Quarterly proactive check-ins with family & nanny
- ✓ Annual salary review guidance

- ✓ Contract renewal support after year 1

Payment Options:

Flexible payment plan: R3,000 upfront + R2,500 after month 2 + R2,500 after month 4. Or pay R8,000 upfront.

[Get Started](#)

Optional Support Services

Additional services you can add to any package

Monthly Payroll Service

We handle all the admin while you pay your nanny directly

R450/month

- ✓ Monthly payslip generation
- ✓ UIF calculations & submissions
- ✓ Leave tracking & management
- ✓ Annual IRP5 tax certificate
- ✓ Annual payroll summary

Note: You still pay nanny directly - we just handle the paperwork

Annual Compliance Package

Stay compliant without the hassle

R2,500/year

- ✓ Annual contract review & renewal
- ✓ Wage increase calculations
- ✓ UIF annual filing support
- ✓ Leave entitlement updates
- ✓ Labour law compliance check

Mediation Service

Professional conflict resolution

R800/session

When issues arise between family and nanny, our trained mediator helps find fair solutions that work for everyone.

Included free in Premium package

Emergency Temp Coverage

Backup nanny when you need it

R1,500 + R350/day

Vetted temp nanny for emergencies, holidays, or when your regular nanny is unavailable. R1,500 booking fee + R350 per day to the temp nanny.

Premium clients get 1 emergency day with waived booking fee (just pay R350 daily rate)

Advanced Nanny Training

Additional professional development beyond basic First Aid

R800 - R1,300

- ✓ Child development workshops (R800)
- ✓ Nutrition & meal planning (R600)
- ✓ Behaviour management techniques (R900)
- ✓ Infant care certification (R1,300)

Note: Basic First Aid & CPR included free in Premium package

Legal Contract Review

Attorney-reviewed employment contract

R1,800

Have your nanny contract reviewed by an employment law attorney to ensure full legal compliance and protection for both parties.

What Does Help at Home Cost? (2025 Guide)

Affordable solutions for nannies, domestic workers, and household support

What You Need	Monthly Budget Guide
Basic Childcare Live-out, 8am-5pm weekdays	From R6,000/month
Live-In Nanny On-site, includes room & meals	From R6,000/month

House Executive

Cleaning, laundry, cooking - no childcare

From R5,500/month

Nanny + Some Housework

Kids plus light cleaning/laundry

From R7,500/month

Multiple Children

3+ kids or infant care

From R8,500/month

Extended Hours

Early mornings, evenings, or weekends

From R9,000/month

♥ Good News for Families:

These are **starting points**, not fixed rates. We work with families at all budget levels. During your free consultation, we'll help you find the right person who matches both your needs AND your budget - whether that's a nanny, domestic worker, or combination role. Many wonderful candidates are happy to start at entry-level rates and grow with your family over time.

💡 How to Determine Fair Pay

Start with the role, not the person:

- **What are you asking them to do?** Just childcare, or childcare + housework?
- **How many children?** One toddler vs. three kids at different schools = very different workload
- **Special needs?** Infants, children with disabilities, or challenging behaviours deserve higher pay
- **Hours & flexibility?** Strict 8-5 vs. occasional evenings/weekends
- **Location & transport?** If nanny must commute far, consider transport allowance on top of salary

Then adjust based on the candidate:

- Does she have relevant experience with this age group?
- Does she have certifications (First Aid, early childhood development)?
- Do her references rave about her?
- Is she going above and beyond what you asked for?

♥ Pink Polish Tip:

Pay at the top of the range if you can afford it. The best nannies have options - competitive pay means they choose YOU and stay long-term. A R1,000-R2,000 difference per month is life-changing for a nanny, but usually manageable for families. It's the best investment in stability you can make.

📁 What Else Should I Budget For?

- **UIF (unemployment insurance):** 1% of salary per month (we help you with this)
- **December bonus:** Traditionally 1 month's salary at year-end (13th cheque)

- **Annual increases:** 5-7% per year is standard to keep good nannies
- **Transport:** Some families provide transport allowance if nanny travels far

✓ **Don't worry - we guide you through all of this! Our packages include help with contracts, UIF registration, and compliance.**

How Our Placement Process Works

1

Initial Consultation

We discuss your family's needs, schedule requirements, and preferences. You choose your placement package.

2

Candidate Matching

We screen and vet candidates from our database, matching experience, personality, and availability to your needs.

3

Interviews Arranged

We set up face-to-face interviews with 2-3 carefully selected candidates at your home or preferred location.

4

Trial Period

Once you select a nanny, we recommend a 1-2 week paid trial period to ensure the match works for everyone.

5

Contract & Registration

We provide your employment contract and guide you through UIF registration. You sign contract directly with your nanny.

6

Ongoing Support

We're here for questions, mediation if needed, and support throughout your guarantee period (3-12 months depending on package).

The Pink Polish Promise

We stand behind every placement with our comprehensive guarantee

✓ **Thorough Screening**

All nannies undergo ID checks, reference verification, and face-to-face interviews before we introduce them to families.

✓ **Replacement Guarantee**

If your nanny leaves or doesn't work out within the guarantee period, we find you a replacement at no additional placement fee.

✓ **Fair to Nannies**

We ensure families pay legal minimum wage and treat nannies fairly - creating stable, long-term placements.

✓ **Legal Compliance**

We guide you through proper employment contracts, UIF registration, and labour law requirements.

✓ **Responsive Support**

Email, phone, and WhatsApp support throughout your guarantee period. We're here when you need us.

✓ **Transparent Pricing**

One-time placement fee with no hidden costs. Optional support services clearly priced separately.

What Makes Pink Polish Different

We don't just place nannies - we build lasting relationships

Professional Welcome Package

Every Premium placement starts with a comprehensive welcome folder containing:

- Signed employment contract (family & nanny copies)
- Laminated job description card
- Emergency contact sheet for refrigerator
- House rules template to customize
- Pink Polish support magnet with all our contact numbers
- Welcome letter for your nanny

Makes day one professional and organized for everyone

24/7 WhatsApp Emergency Support

Life happens. We're here when you need us:

- **Nanny didn't show up?** We'll help you solve it
- **Workplace injury?** We'll guide you step-by-step
- **Urgent replacement needed?** We'll mobilize fast
- **Dispute or conflict?** We'll mediate fairly

2-hour response guarantee during business hours

Premium clients only - because peace of mind matters

Performance Review Sessions

We don't disappear after placement. At 6 and 12 months, we facilitate structured performance reviews:

- Review job performance and expectations
- Address any concerns before they become problems
- Discuss salary adjustments fairly
- Set goals for the next period
- Document everything professionally

Prevents small issues from becoming big problems

We Care About Your Nanny Too

Happy nannies = stable placements. We support the nannies we place:

- Birthday recognition and cards
- Check-ins to ensure fair treatment
- Professional development opportunities
- Advocacy if issues arise
- Connection to support network of other nannies

When nannies feel valued, they stay longer and work harder

Proactive, Not Reactive

Most agencies disappear after placement. We stay involved:

- **Week 1:** Check-in to ensure smooth start
- **Month 1:** Address any early concerns
- **Month 3:** Formal review and adjustment
- **Month 6:** Performance review session
- **Month 12:** Annual review + contract renewal

We prevent problems before they happen

Real People, Real Support

No call centers. No automated responses. Just real support:

- You'll have our personal cell numbers
- WhatsApp, call, or email - we respond fast
- Same person from start to finish
- We remember your family and your nanny
- Personal service, always

Because you're not just a number to us

Our Promise to You

We don't succeed unless your placement succeeds. That's why we invest in relationships, not just transactions. When you choose Pink Polish, you're choosing a partner who will be there through the good days and the challenging ones. **We're in this together - for the long haul.**

Important Terms & Information

Employment Relationship

You are the employer: Pink Polish is a placement agency. Once we place a nanny with your family, you become the direct employer. This means:

- You pay your nanny's salary directly (not through Pink Polish)
- You are responsible for UIF registration and contributions
- You manage day-to-day employment (leave, discipline, etc.)
- You must comply with domestic worker labour laws

Guarantee Conditions

Our replacement guarantee covers:

- ✓ Nanny resigns or is dismissed for valid misconduct
- ✓ Nanny fails to meet reasonable job requirements
- ✓ Personality or compatibility issues emerge

Guarantee does NOT cover:

- ✗ Family changes requirements, location, or working conditions after placement
- ✗ Family fails to pay legal minimum wage or violates labour laws
- ✗ Family relocates or no longer needs a nanny
- ✗ Dismissal without valid cause or due process

Your Responsibilities

- Pay at least legal minimum wage (R5,700/month for full-time as of March 2025)
- Register nanny with UIF within first month of employment
- Provide written employment contract (we supply template)
- Grant statutory leave entitlements (21 days annual, sick leave, etc.)
- Maintain appropriate household insurance for your protection

Liability

Pink Polish is not liable for:

- Employment disputes between you and your nanny
- Damages, losses, or injuries caused during employment
- Labour law violations by either party
- Performance issues after the guarantee period expires

By engaging our services, you acknowledge that you understand these terms and accept full responsibility as the employer.

Ready to Find Your Perfect Nanny?

Get started with a free consultation - no obligation

We'll discuss your needs and help you choose the right package

 **Call: 070 404 4570**

 **Email: **

 **WhatsApp Us**

Serving families across Johannesburg, Pretoria, and surrounding areas
Trusted nanny placements since [YEAR] | Over [NUMBER] succe