



Pink Polish Nanny Terms & Conditions

◆ Worker Fees

- Registration fee: R500–R800 (paid upfront by nanny; non-refundable)
- Minimum salary: R5,000+ per month (paid via Pink Polish payroll system)
- Optional benefits package: R150/month (funeral + investment savings), deducted from salary if elected

◆ Employment Placement

1. Registration with Pink Polish does not guarantee immediate placement. Placements depend on client demand and suitability.
2. Pink Polish reserves the right to match workers with families based on experience, skills, and client requirements.
3. Once placed, nannies must honour the terms of the employment contract agreed with the client.

◆ Conduct & Professionalism

4. Nannies must maintain a high standard of honesty, punctuality, cleanliness, and professionalism at all times.
5. Any form of dishonesty, misconduct, or negligence may result in termination of placement.
6. Uniforms or dress codes provided by Pink Polish must be adhered to when required.

◆ Payment & Payroll

7. Clients pay Pink Polish directly, and Pink Polish disburses salaries to nannies.
8. Salaries are paid on a monthly basis, on or before the agreed payday.
9. Deductions (e.g., benefits package) will be itemised on payslips.

◆ Benefits & Loyalty

10. Nannies who remain with the same client for 12 months may qualify for the Pink Polish Loyalty Program, which may include training opportunities, certificates, and priority placements.
11. Optional funeral + investment cover (R150/month) ensures both immediate security and long-term savings.

◆ **Termination & Replacements**

12. If a nanny resigns without valid reason during the first 6 months, they may be disqualified from future placements.
13. Pink Polish reserves the right to terminate registration if a nanny repeatedly fails to meet client expectations.
14. Workers may request reassignment if a placement is genuinely unsuitable, but this is subject to Pink Polish's discretion.

◆ **Liability**

15. Pink Polish acts as a placement and payroll agency, not the direct employer.
16. Pink Polish is not responsible for disputes arising between nanny and client, though mediation may be offered.
17. Any damages or losses caused during employment remain the responsibility of the individual worker.

✨ By registering with Pink Polish, the nanny agrees to these Terms & Conditions in full.