

# EDUCARE

## First Aid and Childcare Courses

Specialising in courses for: • Domestics • Parents • Childcare Workers • Au Pairs



### **DON'T LAND IN HOT WATER WITH THE EMPLOYMENT ACT**

Living in South Africa has all sorts of wonderful advantages, one of those being the affordability of domestic help! Having a 'nanny' to help with housework and childcare is wonderful, but it can have its disadvantages, as Linda van Niekerk found out recently.

Linda's domestic, Mavis was not coping with the housework and looking after Jenna, Linda's 5-month-old baby, so she asked Linda if she could bring her daughter, Virginia to assist with the baby. Linda agreed, but because she was so busy at work, she never got around to registering either of them for UIF, nor did she bother with a contract.

Virginia was only supposed to work half-day, and had agreed to a salary of R700 per month, but most days, Virginia waited for Mavis to finish at 5 so that they could travel home together. When Jenna turned one, Linda decided to send her to a crèche, and told Virginia that she no longer required her services. A week later, Linda got a call from the Labour department... Virginia was claiming that she had worked until 5 daily and had been paid less than the minimum salary and that she was unable to claim UIF because she had not been registered. There was no contract to prove that she had only been employed to work mornings only, and Linda ended up at the CCMA and had to pay Virginia R6000.00 to settle the case!

If you don't have an employment contract with your domestic, or if she is not registered for UIF, PLEASE CONTACT US RIGHT NOW to help you in this regard! We charge a minimal fee for an EXCELLENT contract, give you disciplinary procedure guidelines, warning and UIF forms, and we will help you with a step-by-step procedure on how to go about registering you domestic with the UIF.

**It is best to enter into a contract on the very first day of employing a Domestic so that the probation period is also covered by a contract!**

### **Through our contract we can help you:**

- Encourage minimal use of sick leave
- Encourage punctuality
- Deal with safety in the home rules
- Have an efficient disciplinary procedure, including a schedule of offences and possible penalties and warning forms
- Give your domestic a clear understanding of what her duties entail

***Don't delay... Contact us today!***