

## Nanny Agreement

This Nanny Agreement is entered on \_\_\_\_\_ (the 'Effective Date').

### SUMMARY TERMS

ITEM	SPECIFICATION	Kenyan Law
Hiring Family Details	Full Legal Name (s) _____ Phone Number (s) _____ ID Number (s) _____	N/A
Nanny Details	Full Legal Name (s) _____ Phone Number (s) _____ ID Number (s) _____ NSSF Number _____ NHIF Number _____	
Job description	<ul style="list-style-type: none"> <li>• Day to day household chores as specified by Hiring Family</li> <li>• Take care of any and all children</li> </ul>	
Work hours and Dates	Monday to Saturday  _____ hours per week	
Vacation/Time off	_____ days per year with full pay  _____ days per year with half pay  _____ days per month	21 days in total after 12 months working with full pay
Notice for vacation	7 day notice	
Maternity/Paternity leave days	_____ days maternity leave  _____ days paternity leave days	3 months with full pay  14 working days minimum
Sick Days	_____ days per year  _____ with full pay  _____ with half pay	7 paid days minimum  7 days with half pay
Compensation & Benefits	Compensation: _____ gross salary per month  Benefits:	Ksh 9,780
Termination Notice period	_____ days notice	30 days notice

**Term and Termination:**

The Nanny is an at will employee and may choose to work for the Family for as little or as long as Nanny desires. Likewise, the Family may continue the Nanny's employment for as little or as long as they wish, respecting the termination notice period. There may, however, be immediate termination without notice by the Hiring family for gross misconduct. Gross misconduct herein includes:

- Allowing the child(ren)s safety to be compromised
- Theft
- Breach of confidentiality clause
- Unapproved guests
- Smoking or consumption of alcohol while on duty
- Illegal drug use
- Fear of harm or threat by either party due to actions of the other party

**Confidentiality:**

The Nanny understands and agrees to keep that any and all private information obtained about Family during the course of employment. This includes but is not limited to medical, financial, legal; career and Family's assets are strictly confidential and may not be disclosed to any third party for any reason. The obligations of the Nanny under this clause survive termination of this Agreement.

**Governing law:**

This contract, including alternative dispute resolution methodologies, which will take precedence in settling disputes, will be governed by and construed in accordance with the laws of Kenya.

IN WITNESS WHEREOF, the Nanny and the Hiring Family have executed this Agreement effective as of the date and year first written above.

**The Hiring Family****The Nanny**

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**Name****Name**

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**Title****Title**

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**Signature****Signature**