



女佣与保姆 · 家庭雇用协议

Maid and Nanny – Family Agreement

本协议由本公司客户（以下称“家庭”）与 _____（“女佣 / 保姆”）签订，自双方签字之日起生效。除因过错被解雇外，双方同意在终止雇佣前至少提前一个薪资周期（按月支薪者即提前一个月）通知对方。本协议虽列明女佣 / 保姆的主要职责，但并非全部；家庭可不时要求女佣承担其他有助于保障子女安全与福祉的额外工作。

This contract, between our client (hereinafter the “Family”) and _____ (the “Maid / Nanny”), shall be in force from the date of signature of both parties. Both parties agree to give at least **one pay period’s notice** (one month’s notice for a monthly-paid Maid) before job termination, unless the Maid is terminated for cause. Although this Agreement outlines the key duties of the Maid / Nanny, it is not all-inclusive, and from time to time the Maid may be asked to perform additional duties that contribute to the safety and well-being of the children.

工作时间与日期 · Work Hours and Dates

服务类型 Service type	全职 / 兼职（请圈选） Full-time / Part-time (circle one)
每日工作时数 Hours per day	_____ 小时 hours
每周工作天数 Days per week	_____ 天 days
服务期间 Period of service	自 from _____ 至 to _____

薪酬 · Payment

月薪 Salary	_____ 泰铢 / 月 Baht / month
发薪日 Payment date	每月 day _____ 日 of every month
餐食补贴 Meal allowance	每日一餐 1 meal/day 或 or _____ 泰铢 / 日 Baht/day（仅限全职女佣 Full-time Maid only）
交通补贴 Transportation	_____ 泰铢 / 日 Baht / day
加班费 Overtime	_____ 泰铢 / 日 Baht / day
假期 Holiday	按需安排 As required

病假 Sick Leave	按需安排。女佣 / 保姆同意尽力在因病缺勤前至少提前 12 小时通知家庭。 As required. The Maid / Nanny agrees to use best efforts to give the Family at least 12 hours' notice before being absent due to illness.
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工作职责 · Job Responsibilities

- 打扫、除尘并用吸尘器清洁整个住宅。
Clean, dust and vacuum the entire house.
- 清洁厨房并清空洗碗机 — 每日。
Clean the kitchen and empty the dishwasher – daily.
- 清洁室内窗户与镜子。
Clean interior windows and mirrors.
- 烹饪。
Cooking.
- 清洗家庭的衣物。
Wash the Family's clothes.
- 熨烫衣物，并整理干洗衣物。
Ironing – and arrangement of dry cleaning.
- 协助保持家中各类电器与设备处于正常可用状态。
Assist in keeping all household appliances and equipment in working order.
- 不时照料到访的客人。
From time to time, look after houseguests.
- 为服务人员（有线 / 电话维修、虫害防治、包裹递送等）开门提供进出便利。
Grant access to the home for service personnel – cable / telephone repair, pest control, and package delivery.
- 喂养并照料家庭的宠物 — 每日。
Feed and care for the Family's pets – daily.
- 采购日常食品杂货。
Grocery shopping.
- 整理全屋床铺。
Make beds – entire home.
- 每日记录保姆日志，载明子女的用餐、午睡、用药、活动及学习进展，并始终将子女的安全放在首位。
Keep a daily Nanny journal recording the children's meals, naptime, medication, activities and educational progress. Put the absolute safety of the children first.
- 照料子女的基本需求，如洗澡、穿衣、换尿布、刷牙及午睡。
Tend to the children's basic needs such as bathing, dressing, changing diapers, brushing teeth, and afternoon naps.
- 照料阳台及室内的花草植物。
Tending of plants and flowers, on the balcony and inside the apartment.
- 轻度的长者照护。
Light elderly care.
- 其他合理范围内按需要安排的工作。
Other duties as required – within reasonable request.

保密条款 · Confidentiality

女佣 / 保姆理解，在受雇期间所获知的有关家庭的一切私人信息 — 包括但不限于医疗、财务、法律、职业以及家庭资产等 — 均属严格保密，不得以任何理由向任何第三方披露。

The Maid / Nanny understands that any and all private information obtained about the Family during the course of her employment — including but not limited to medical, financial, legal, career and the Family's assets — is strictly confidential and may not be disclosed to any third party for any reason.

公共假期 · Public Holidays

公共假期依照泰国政府所定的日历执行。

Public Holidays follow the calendar set by the Thai government.

一般条款（仅适用于保姆） · General (Nanny only)

保姆理解家庭为无烟环境，家中绝不允许保姆或其客人吸烟。保姆同意在照护子女期间绝不吸烟，包括散步、前往游乐场、户外活动或郊游期间。所有来访客人须事先经家庭批准，方可进入家庭住所。保姆在值勤期间绝不允许饮酒。保姆在此保证本人不使用非法药物，并理解一旦使用即构成立即解雇的理由。

The Nanny understands that the Family has a smoke-free home and that smoking by the Nanny or the Nanny's guests is never permitted in the home. The Nanny agrees never to smoke while providing childcare, even on walks, trips to the playground, outside activities or field trips. All guests must be pre-approved by the Family before being allowed entrance into the Family's home. Alcohol consumption is never permitted while the Nanny is on duty. The Nanny hereby certifies that she does not use illegal drugs and understands that such use is cause for immediate termination.

可立即解雇的事由（因过错） · Grounds for Immediate Termination (with cause)

包括任何危及子女安全的情形：Including allowing the children's safety to be compromised:

- A. 未持续履行或未履行约定的工作职责。
A. Inconsistent or non-performance of agreed-upon job responsibilities.
- B. 对家庭不诚实或谎报情况。
B. Dishonesty or lying to the Family.
- C. 盗窃。
C. Stealing.
- D. 不当使用家庭车辆。
D. Misuse of the Family's automobile.
- E. 违反保密条款。
E. Breach of the confidentiality clause.
- F. 无正当理由持续迟到超过 15 分钟。
F. Persistent tardiness of more than 15 minutes without valid reason.
- G. 未经批准擅自带入客人。
G. Unapproved guests.
- H. 值勤期间吸烟或饮酒。
H. Smoking or consumption of alcohol while on duty.
- I. 使用非法药物。
I. Illegal drug use.

Hello Nanny 的角色与免责声明 · Role of Hello Nanny & Disclaimer of Liability

1. VanNess Inc. (“Hello Nanny”) 仅作为居间介绍与配对服务方。本协议所形成的雇佣关系，仅存在于家庭（雇主）与女佣 / 保姆（受雇人）之间。Hello Nanny 并非本协议的当事方，亦非女佣 / 保姆的雇主。

VanNess Inc. (“**Hello Nanny**”) acts solely as an introduction and matching service. The employment relationship created by this Agreement exists exclusively between the Family (the employer) and the Maid / Nanny (the employee). Hello Nanny is not a party to this Agreement and is not the employer of the Maid / Nanny.

2. Hello Nanny 不对女佣 / 保姆的工作进行监督、指挥或控制；除介绍本身外，对任何一方的行为、工作表现、诚信或适任性均不作任何保证或担保。

Hello Nanny does not supervise, direct or control the work of the Maid / Nanny, and gives no guarantee or warranty as to the conduct, performance, honesty or suitability of either party beyond the introduction itself.

3. 在法律允许的最大范围内，对于因本协议或因雇用女佣 / 保姆而产生或与之相关的任何损失、损害、伤害、盗窃、事故、纠纷、索赔、费用或开支，Hello Nanny（包括 VanNess Inc. 及其董事、员工与代理人）概不承担责任 — 包括但不限于任何一方的作为、不作为、过失或不当行为，任何人身或财产损害，任何人身伤害，或任何提前终止雇佣。

To the maximum extent permitted by law, Hello Nanny (including VanNess Inc., its directors, employees and agents) shall not be liable for any loss, damage, injury, theft, accident, dispute, claim, cost or expense of any kind arising out of or in connection with this Agreement or the engagement of the Maid / Nanny — including, without limitation, any act, omission, negligence or misconduct of either party, any damage to persons or property, any personal injury, or any early termination of employment.

4. 家庭自行承担雇用女佣 / 保姆的风险，并独自负责对女佣 / 保姆的监督，以及其家庭、子女与财产的安全。

The Family engages the Maid / Nanny at its own risk and is solely responsible for supervising the Maid / Nanny and for the safety of its household, children and property.

5. 家庭同意，就因雇佣关系或家庭与女佣 / 保姆之间任何纠纷而产生或与之相关的一切索赔、请求、责任及费用（包括律师费），对 Hello Nanny 及 VanNess Inc. 予以赔偿并使其免受损害。

The Family agrees to indemnify and hold harmless Hello Nanny and VanNess Inc. against any and all claims, demands, liabilities and expenses (including legal fees) arising from or relating to the employment relationship or any dispute between the Family and the Maid / Nanny.

6. Hello Nanny 就女佣 / 保姆所提供的任何信息，均系本着诚信、尽力而为的原则提供，并不构成任何保证。

Any information Hello Nanny provides about the Maid / Nanny is offered in good faith on a best-effort basis and does not constitute a guarantee.

双方于下方签字，即确认已阅读并理解本协议条款，并同意完全受其约束。By signing below, both parties confirm that they have read, understood and agreed to be fully bound by the terms of this Agreement.

家庭签名 Family Signature: _____

日期 Date: _____

女佣 / 保姆签名 Maid / Nanny Signature:

日期 Date: _____