

14 November 2018

Circular 31 - 2018

Dear Residents,

STAFF CHRISTMAS FUND 2018

While there is still some time to go before the festive season gets into full swing, many residents will have planned holidays and staff will be looking forward to their annual leave. Central to Christmas is the spirit of goodwill and giving, not only to loved ones but also to those who are less fortunate than ourselves.

As you all know we currently have a "no gift" policy with regards to our staff at Evergreen Villages. However, this policy is relaxed over the Christmas period and we accept voluntary contributions to a "Christmas Fund" that will be managed by two members of Mancom and which will be distributed equally amongst the village staff. This will take place on Friday, 14 December. Village Management and senior staff are excluded from this distribution.

Some residents may also wish to make specific contributions to individual staff members who they feel have given an above average personal service. Similarly, some residents might want to make additional contributions to "staff clusters" such as security or gardening staff to be shared between the specific teams. The "earmarking" of specific contributions is not discouraged but the preferred option is to collect as much as possible for the general "Christmas Fund" so that all employees receive a meaningful gift.

Christmas is also a time for reflection; we have all experienced the high rates of increases in our daily living cost; and fortunately, most of our residents are able to absorb these increases. Our staff, on the other hand, continue to be more adversely affected because their living expenses include a proportionately greater allocation to grocery costs.

On the basis of a targeted allocation of R1 100 to each employee from the Christmas Fund, we suggest a contribution of R460 from each residence.

Please be generous with your contributions to the Christmas Fund and help in making the festive season a special time for our staff.

Yours sincerely



Christine Dempers
Village Manager



Joan Misplon
Chairman: MANCOM