

## Recommended Kilimanjaro Tipping Procedure

A very warm congratulations (and our very sincere respect) to any climbers that have pushed themselves hard over the last few days and attained their personal goals on this mountain. Throughout the course of your expedition we very much hope that you have both enjoyed the challenge of climbing Kilimanjaro and the warm company of your *Team Kilimanjaro* staff, and that your support team has served you faithfully and diligently, and to the very best of their abilities.

At this point it will be known that climbers now have the opportunity to discuss their climb together and make a decision about how they would like to tip the crew. Prior to reaching a decision however, we have found that many climb groups value the knowledge that their decision conforms to a tried and tested model of distribution that encourages and rewards each member of staff in the way that the climb group would wish.

Team Kilimanjaro have long deliberated the respective merits of various methods of tip distribution, particularly with respect to:

- ensuring that on the one hand the chief guide maintains a significant degree of control over the distribution ratio, so that he can at the same time incentivise those members of his team that he knows have worked particularly hard - often with the less coveted tasks that are performed away from the gaze of climbers - and inspiring members of staff to increase their effort level next time in the case of those that he feels could have done better; and

- ensuring that those members of staff who have excelled and gone the extra mile by making special efforts that have perhaps only been apparent to one or two climbers, and which the chief guide may not have noticed, should be made a positive example of by being specially rewarded over and above the level of their peers.

**With such considerations in mind, the following is Team Kilimanjaro's recommended procedure of tip distribution.**

1. We suggest that as soon as possible following your arrival into camp after your summit attempt, the climb group asks their chief guide to complete two copies of the list of names and roles of all the members of their support team, and to return the list of names back to the climb group, in time for dinner.
2. Perhaps during your final dinner of the expedition, we suggest that the climbers consult the appendices of this document and then deliberate together as to what they concur to be the overall value of the tip with which they wish to reward their team. At this point it is particularly helpful if the climbers can discuss their personal recommendations with each other as to which members of the crew they feel have most conspicuously exceeded the call of duty and who therefore ought perhaps to be earmarked for a slightly higher proportion of the overall gift.
3. We then suggest that once the climbers have completed the list of their proposed tip values (preferably in duplicate, ie. on both sets of this table) they then ask their guide to take away both copies of the form and to himself input the tip distribution that *he* believes is appropriate, with his suggested values totalling the value that the climb group has stated at the top of the table.
4. Once the chief guide has completed his own column of suggested values, we suggest that the climbers invite the chief guide to sit with them and to discuss any pertinent discrepancies between what the climbers have suggested and what he is proposing. At this point we would suggest that there will be components of the work that certain members of staff have performed - such as fetching water, or staying up late at night washing up while their peers slept - that the climbers may not have been aware of, but that there will also have been actions that some members of staff have performed that the climbers have valued and which have not yet reached the attention of the chief guide.
5. Once the climb group and chief guide have discussed these matters and both have been made fully aware of the reasons behind each parties' special recommendations and had opportunity to respond, we ask that a final value be entered into the column at right and that these values be understood to be binding on the part of the chief guide, when the following day he will be required to distribute the tips amongst the climb team.
6. Once these final figures are agreed, we ask that the climbers nominate two members of staff, apart from the chief guide, to enter the mess tent and to witness all of the values in the right hand column, and to print their own names and sign at the bottom of each table. While this measure is not strictly necessary, and we believe that it is very rare for any of TK's chief guides to succumb to temptation in abusing their position of trust, it nonetheless offers a useful protection of the chief guide's reputation in the event that his actions should ever be questioned subsequently.
7. Following the witnessing of the final values, we suggest that the climb group retains one copy of the table, and that the chief guide retains the other. Where a climb group does not consider such a request to be an inconvenience we ask that on their return to their country of normal residence, they consider possibly photographing or scanning their copy and emailing us the image, simply to serve as a failsafe in the event that the guide's copy is damaged and accidentally defaced, or he loses his copy en route to the office!

## Appendix A - Typical Expected Distribution Values of Tips

In the event that climbers contribute around **10%** of their climb costs:

no. Of climbers	sample climb cost	tip per climber	total group tip	chief guides' tip	no. of AGs	tip per AG	no. of cooks	tip per cook	no. of porters	tip per porter
1	\$2,619	\$262	\$262	\$80	0	\$69	1	\$59	5	\$25
2	\$2,241	\$224	\$448	\$94	1	\$75	1	\$64	8	\$27
3	\$2,090	\$209	\$627	\$126	1	\$87	1	\$74	11	\$31
4	\$2,016	\$202	\$807	\$150	2	\$92	1	\$79	12	\$33
5	\$1,975	\$198	\$988	\$154	2	\$101	1	\$87	15	\$36
6	\$1,959	\$196	\$1,175	\$172	2	\$108	1	\$93	18	\$39
7	\$1,949	\$195	\$1,365	\$174	3	\$108	1	\$93	20	\$39
8	\$1,928	\$193	\$1,542	\$200	3	\$111	1	\$95	23	\$40

In the event that climbers contribute around **15%** of their climb costs:

no. Of climbers	sample climb cost	tip per climber	total group tip	chief guides' tip	no. of AGs	tip per AG	no. of cooks	tip per cook	no. of porters	tip per porter
1	\$2,619	\$393	\$393	\$120	0	\$103	1	\$89	5	\$37
2	\$2,241	\$336	\$672	\$142	1	\$113	1	\$96	8	\$40
3	\$2,090	\$313	\$940	\$189	1	\$130	1	\$111	11	\$46
4	\$2,016	\$302	\$1,210	\$225	2	\$138	1	\$118	12	\$49
5	\$1,975	\$296	\$1,481	\$231	2	\$152	1	\$130	15	\$54
6	\$1,959	\$294	\$1,763	\$258	2	\$162	1	\$139	18	\$58
7	\$1,949	\$292	\$2,047	\$262	3	\$162	1	\$139	20	\$58
8	\$1,928	\$289	\$2,313	\$300	3	\$167	1	\$143	23	\$60

## Appendix B - Typical Staff Numbers on Team Kilimanjaro Advantage Series Climbs

climbers	chief guides	assistant guides	cooks	porters	total staff
1	1	0	1	4 - 6	6 - 8
2	1	1	1	7 - 9	10 - 12
3	1	1	1	10 - 12	13 - 15
4	1	2	1	11 - 13	15 - 17
5	1	2	1	14 - 16	18 - 20
6	1	2	1	17 - 19	21 - 23
7	1	3	1	19 - 21	24 - 26
8	1	3	1	22 - 24	27 - 29

Name of climber who has previously corresponded with the TK office:

Please enter the **number of climbers** in the group:

Please enter the **total amount to be tipped** to the mountain support team:

Please enter **today's date**:


Staff name & surname	Role of staff member	Climb group's suggested tip value for each staff member	Chief guide's suggested tip value for each staff member	Agreed tip value per staff member following discussions of performance
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1st witness' name & surname:


1st witness' signature:


2nd witness' name & surname:

2nd witness' signature:

Name of climber who has previously corresponded with the TK office:

Please enter the **number of climbers** in the group:

Please enter the **total amount to be tipped** to the mountain support team:

Please enter **today's date**:


Staff name & surname	Role of staff member	Climb group's suggested tip value for each staff member	Chief guide's suggested tip value for each staff member	Agreed tip value per staff member following discussions of performance
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1st witness' name & surname:


1st witness' signature:


2nd witness' name & surname:

2nd witness' signature: