

Tipping Guidelines:

We realize that tipping may not be a common practice in your country or culture, so this document is designed to help this process be easy, transparent, and fair for all involved as tipping is customary for your Kilimanjaro or Meru trek.

A tip plays a part in the compensation for the hard work your team on the mountain do and should always be based on the quality of service provided.

As a KPAP partner company, we are already committed to paying a fair basic wage for our support teams and market data shows KPAP companies pay above the market average. A tip is designed to add to the support team's financial compensation with a goal of providing a fair living wage for all involved in your trek with the combination of your generous tip and basic wage.

The current proper living wage defined by KPAP is at 34,000 Tanzanian Shillings (approx **\$15 USD**) per day and the below tables outline recommended tip amounts for your support team to achieve this. Our crew work extremely hard for your expedition and please give what you can afford based on the experience given by your crew.

Mount Kilimanjaro - Suggested / minimum recommended tip PER CREW MEMBER	
Mountain guide	USD \$85+ per guide, per trek*
Mountain porter	USD \$45+ per porter, per trek*
Mountain cook	USD \$65+ per cook, per trek*

Mount Meru - Suggested / minimum recommended tip PER CREW MEMBER	
Mountain guide	USD \$50+ per guide, per trek*
Mountain porter	USD \$25+ per porter, per trek*
Mountain cook	USD \$35+ per cook, per trek*

* All amounts are **per crew member, per trek** from all of the participants in the hiking group combined. Your crew will generally prefer tips paid in USD (\$, only bank notes printed after 2007) where possible. All guidelines are based on the latest 2023 proper living wage amounts.

Some crew members may have additional responsibilities or go above and beyond the standard call of duty. Although not compulsory, you are always welcome to add more for any or all crew members and it is popular for hikers to offer the following a slightly larger tip: **Head guide, waiters, dishwasher, personal porters, toilet porters, cook.**

If you do decide to tip, the following are the possible ways to tip:

- RECOMMENDED METHOD** - Cash directly to each crew member or entire amount to our lead guide: Put the amount of tip money for each crew member in an envelope with their name on the top and personally hand it to them individually or to the head guide at the exit gate to distribute in your presence.
- NOT RECOMMENDED METHOD** - Pre-pay the tip as part of your climb package + a 25% processing fee (admin, bank charges, VAT) + card or bank charges as per your payment method chosen. Please speak to your tour consultant for further information on pre-paid tipping. All pre-paid tips should be paid 30+ days prior to the start of the trek else only a cash payment directly to crew is possible.

Important information

- Office staff **CANNOT ACCEPT CASH** tips on behalf of your crew. **All tips should be paid to the crew or head guide.**
- Clear **any questions you have regarding tips during your initial email / phone** correspondence with your sales consultant. All quotes from Shah Tours should clearly indicate your expected crew size and suggested tip.
- **Never feel pressured** to give a certain amount of tip
- **DO NOT discuss the subject of tipping** with your Kilimanjaro crew. It is against our company policies for crew to discuss tips however if you have any questions unanswered your head guide will be the best person to check with.



- The distribution of tips is **BEST DONE AT THE PARK GATES** after your climb / before heading back to the base hotel as this is the end of the trek for some support team members and ensures each person receives what you intended them to receive.

Example tipping based on our suggested / minimum recommended tip

NOTE: Any comfort upgrades, add-ons or extra crew booked may have extra crew members in addition to the guidelines stated below. All ranges below are based on a maximum estimate of porters. Your exact crew size can be reconfirmed with your guide during your pre-climb briefing.

Kilimanjaro Marangu route

Number of hikers in group	Number of crew members	Suggested minimum tip	Total minimum suggested tip / tip per hiker
2 hikers	2 guides 5 max estimated porters 1 cook	2 guides x \$85 per guide = \$170 5 porters x \$45 per porter = \$225 1 cook x \$65 per cook = \$65	Approx \$460 total tip / Approx \$230 per hiker
4 hikers	2 guides 9 max estimated porters 1 cook	2 guides x \$85 per guide = \$170 9 porters x \$45 per porter = \$405 1 cook x \$65 per cook = \$65	Approx \$640 total tip / Approx \$160 per hiker
6 hikers	3 guides 14 max estimated porters 1 cook	3 guides x \$85 per guide = \$255 14 porters x \$45 per porter = \$630 1 cook x \$65 per cook = \$65	Approx \$950 total tip / Approx \$160 per hiker

Standard Kilimanjaro camping routes (e.g. Machame, Lemosho, Umbwe, Rongai, Shira)

Number of hikers in group	Number of crew members	Suggested minimum tip	Total minimum suggested tip / tip per hiker
2 hikers	2 guides 9 max estimated porters 1 cook	2 guides x \$85 per guide = \$170 9 porters x \$45 per porter = \$405 1 cook x \$65 per cook = \$65	\$640 total tip / Approx \$320 per hiker
4 hikers	2 guides 12 max estimated porters 1 cook	2 guides x \$85 per guide = \$170 12 porters x \$45 per porter = \$540 1 cook x \$65 per cook = \$65	\$775 total tip / Approx \$195 per hiker
6 hikers	3 guides 18 max estimated porters 1 cook	3 guides x \$85 per guide = \$255 18 porters x \$45 per porter = \$810 1 cook x \$65 per cook = \$65	\$1130 total tip / Approx \$190 per hiker

Premium Kilimanjaro camping routes (e.g. Northern circuit)

Number of hikers in group	Number of crew members	Suggested minimum tip	Total minimum suggested tip / tip per hiker
2 hikers	2 guides 10 max estimated porters 1 cook	2 guides x \$85 per guide = \$170 10 porters x \$45 per porter = \$450 1 cook x \$65 per cook = \$65	\$685 total tip / Approx \$345 per hiker
4 hikers	2 guides 13 max estimated porters 1 cook	2 guides x \$85 per guide = \$170 13 porters x \$45 per porter = \$585 1 cook x \$65 per cook = \$65	\$820 total tip / Approx \$205 per hiker
6 hikers	3 guides 19 max estimated porters 1 cook	3 guides x \$85 per guide = \$255 19 porters x \$45 per porter = \$855 1 cook x \$65 per cook = \$65	\$1175 total tip / Approx \$195 per hiker

4 day hike on Mount Meru

Number of hikers in group	Number of crew members	Suggested minimum tip	Total minimum suggested tip / tip per hiker
---------------------------	------------------------	-----------------------	---



2 hikers	1 guides 4 max estimated porters 1 cook	1 guides x \$50 per guide = \$50 4 porters x \$25 per porter = \$100 1 cook x \$35 per cook = \$35	\$185 total tip / Approx \$95 per hiker
4 hikers	1 guides 7 max estimated porters 1 cook	1 guides x \$50 per guide = \$50 7 porters x \$25 per porter = \$175 1 cook x \$35 per cook = \$35	\$260 total tip / Approx \$65 per hiker
6 hikers	2 guides 10 max estimated porters 1 cook	2 guides x \$50 per guide = \$100 10 porters x \$25 per porter = \$250 1 cook x \$35 per cook = \$35	\$385 total tip / Approx \$65 per hiker

Hiring extra crew:

From time to time you may need to hire additional crew to those listed in the ratio table. This could be additional porters for extra personal luggage, mountain guides for added safety and comfort or additional cooks to cater for allergies and severe dietary requirements.

You can hire the following extra crew members. Remember that your overall crew size for the tip will be larger.

Personal assistant / extra / dedicated mountain guide: If clients would like an extra guide to personally accompany them on tour, it will cost an additional \$30.00 per day of trek, per extra guide. Note that the guide will not carry client's luggage.

Additional personal luggage porter: If clients would like an extra porter in case the luggage exceeds their allowance, it will cost an additional \$15.00 per day of trek, per extra porter. Please note that this porter will not trek from the last hut / camp to the summit and will only carry up to 15kg of personal luggage up to the base camps of Barafu, Kibo, School hut.

Additional personal assistant porter: If clients would like an extra porter to accompany them whilst on trek e.g. to hold the client's day pack and for additional support to the summit, it will cost an additional \$20.00 per day of trek, per extra porter. This porter will carry up to 1 bag (max 10 kg) and accompany you during each days hike.

Please note: Assistance porters may not speak fluent or any English and are only designated to carry luggage and not replace guides.

Kilimanjaro Porters Assistance Project

The exploitation and mistreatment of porters can be a troubling challenge in the climbing industry. By climbing with us - **a qualified KPAP Partner company** - you can be assured that your porters are well taken care of. We voluntarily cooperate with KPAP's monitoring activities and allow KPAP to evaluate the treatment of our porters on all our climbs. We are proud to be an approved Partner company as this ensures we are providing a **fair salary to our porters, paying salaries on time, fair load weights, 3 meals a day** on the mountain, **proper shelter** and **equipment**, policies to **care for sick or injured porters on duty** and more to ensure a happy, healthy, and great support team for each trek. Find out more on www.kiliporters.org.

The basic standards we are monitored for are as listed below which are what we and KPAP believe our crew should get from a fair employer:

- Pay at least a fair minimum wage for Porters (20,000 TZS per day), Cooks and Assistant guides (30,000 TZS per day), Lead guides (40,000 TZS per day)
- Provide salary payments within 2 days after the descent of a climb.
- Implement a transparent tipping procedure to ensure that the porters receive the full amount of tip intended for them.
- Provide a tipping guide to climbers so that porters receive a proper living wage from the combined salary and tip.
- Provide the appropriate number of porters per climb so that each porter carries only 20kg of company gear. The minimum number of porters per climber on the camping routes is at least 3 porters per climber and 2 porters per climber on the Marangu route.
- Provide 3 meals a day and cover all costs for food while on the mountain.
- Provide proper tents, ground sheet, and appropriate sleeping space for crew. Regular porters are not to sleep in the mess tent.
- Offer equal climbing opportunities to all porters registered with the company.
- Inform crew of company's requirements regarding gear and equipment and ensure proper kit prior to the climb.



- Assist with the descent of an ill porter and provide for medical treatment as necessary.
- Provide transportation to Londorossi and Rongai gates.
- Participate in a biannual review of Guidelines for Proper Porter Treatment Scorecards with KPAP.
- Meet with porters, company Director/s and KPAP once per year to review and discuss crew welfare.
- Attend annual Partner Company general meeting.
- Adhere to all local and National Government standards and regulations.

CASH TIP DISTRIBUTION SHEET – PAGE 1

This sheet will help you to breakdown and ensure a fair distribution of your tip as well as ensure the full amount intended for each crew member reaches them accordingly. Please print in advance or request a blank copy on arrival from your guide or tour consultant.

Name of group:	Number of people:	Today's date:
Number of guides:	Tip amount per guide: \$	Total for guides: \$
Number of porters:	Tip amount per porter: \$	Total for porters: \$
Number of cooks:	Tip amount per cook: \$	Total for cook: \$
		TOTAL TIP: \$
I confirm I have handed the total tip above to the lead guide (signed by lead client):		

Number	Name	Position	Amount given / received	Signed
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				



13				
14				
15				
16				
17				
18				
19				
20				

Note: You sign a contract on day 1 at the park gate, it may be useful to take a quick photo to capture the crew names, positions, and total number on your expedition. Tipping is monitored by the Kilimanjaro Porters Assistance Project to ensure that each person receives their intended amount.

CASH TIP DISTRIBUTION SHEET – PAGE 2

Number	Name	Position	Amount given / received	Signed
21				
22				
23				
24				
25				
26				
27				
28				
29				
30				
31				
32				
33				
34				
35				
36				



37				
38				
39				
40				
41				
42				
43				
44				
45				

Note: You don't need to print this page unless your estimated crew is above 20 people.