
**TERMS OF BUSINESS FOR THE INTRODUCTION OF PERMANENT OR CONTRACT STAFF
TO BE DIRECTLY EMPLOYED BY THE CLIENT**

1 DEFINITIONS

1.1 In these Terms of Business the following definitions apply:

- "Applicant" means the person introduced by the Agency to the Client for an Engagement including any officer or employee of the Applicant if the Applicant is a limited company and members of the Agency's own staff;
- "Client" means XXXX together with any subsidiary or associated Company as defined by the Companies Act 1985 to which the Applicant is introduced;
- "Agency" means Gillies Recruitment Ltd, company number 10760564;
- "Engagement" means the engagement, employment or use of the Applicant by the Client or any third party on a permanent or temporary basis, whether under a contract of service or for services; under an agency, licence, franchise or partnership agreement; or any other engagement; directly or through a limited company of which the Applicant is an officer or employee
- "Introduction" means (i) the Client's interview of an Applicant in person or by telephone, following the Client's instruction to the Agency to search for an Applicant; or (ii) the passing to the Client of a curriculum vitæ or information which identifies the Applicant; and which leads to an Engagement of that Applicant;
- "Remuneration" includes the annual base salary of the Applicant, paid by the Client during the term of the Engagement, including annual bonus (if applicable)

1.2 Unless the context requires otherwise, references to the singular include the plural.

1.3 The headings contained in these Terms of Business are for convenience only and do not affect their interpretation.

2 THE CONTRACT

2.1 These Terms constitute the contract between the Agency and the Client and are deemed to be accepted by the Client by virtue of an Introduction to, or the Engagement of an Applicant or the passing of any information about the Applicant to any third party following an Introduction.

2.2 These Terms contain the entire agreement between the parties and unless otherwise agreed in writing by a representative of the Agency, these Terms of Business prevail over any other Terms of Business or purchase conditions put forward by the Client.

2.3 No variation or alteration to these Terms shall be valid unless the details of such variation are agreed between the Agency and the Client and are set out in writing and a copy of the varied terms is given to the Client stating the date on or after which such varied terms shall apply.

3 NOTIFICATION AND FEES

3.1 The Client agrees:

3.1.1 To notify the Agency immediately of any offer of an Engagement which it makes to the Applicant;

- 3.1.2 To notify the Agency immediately that its offer of an Engagement to the Applicant has been accepted and to provide details of the Remuneration to the Agency; and
- 3.1.3 To pay the Agency's fee within 14 days of the date of invoice. Invoice to be sent on the Applicant's first day of the Engagement with the Client.
- 3.2 Except in the circumstances set out in clause 5.1 below, no fee is incurred by the Client until the Applicant commences the Engagement when the Agency will render an invoice to the Client for its fees.
- 3.3 The Agency reserves the right to charge interest on invoiced amounts unpaid for more than 14 days at the rate of 4% of the gross fee for each month (or part thereof) for which the debt remains unpaid beyond the due date.
- 3.4 The fee payable to the Agency by the Client for an Introduction resulting in an Engagement is calculated at TBA% of the Applicant's annual salary following appointment by the Client.
- 3.5 In the event that the Engagement is for a fixed term of less than 12 months, the fee and rebate will apply prorata.

4 CANCELLATION FEE

- 4.1 If, after the offer of Engagement has been accepted by the Applicant, the Client decides for any reason not to proceed with the appointment prior to the Applicant starting work, the client shall be liable to pay the Agency 50% of the fee in clause 3.4.

5. REBATE CLAUSE

- 5.1 If an Applicant is appointed by the Client and leaves employment within 8 weeks, the equivalent % will be returned depending on the length of employment. The following rebate scale applies:

Leaving within 1 week	100%		
1 – 2 weeks	87.5% refund	5 - 6 weeks	37.5%
2 - 3 weeks	75% refund	6 – 7 weeks	25%
3 – 4 weeks	62.5% refund	7 – 8 weeks	12.5%
4 – 5 weeks	50%		

5 INTRODUCTIONS

- 5.1 Introductions of Applicants are confidential. The disclosure by the Client to a third party of any details regarding an Applicant introduced by the Agency which results in an Engagement with that third party within 6 months of the Introduction renders the Client liable to payment of the Agency's fee as set out in clause 3.4 with no entitlement to any refund.
- 5.2 An introduction fee calculated in accordance with clause 3.4 will be charged in relation to any Applicant engaged as a consequence of or resulting from an introduction by or through the Agency, whether direct or indirect, within 6 months from the date of the Agency's Introduction.
- 5.3 Where the amount of the actual Remuneration is not known the Agency will charge a fee calculated in accordance with clause 3.4 on the minimum level of remuneration applicable for the position in which the Applicant has been engaged with regard to any information supplied to the Agency by the Client and/or comparable positions in the market generally for such positions.

6 SUITABILITY AND REFERENCES

- 6.1 The Agency endeavours to ensure the suitability of any Applicant introduced to the Client by obtaining confirmation of the Applicant's identity; that the Applicant has the experience, training, qualifications and any authorisation which the Client considers necessary or which may be required by law or by any professional body; and that the Applicant is willing to work in the position which the Client seeks to fill.

- 6.2 At the same time as proposing an Applicant to the Client the Agency will inform the Client of such matters in clause 7.1 as they have obtained confirmation of.
- 6.3 The Agency endeavours to take all such steps as are reasonably practicable to ensure that the Client and Applicant are aware of any requirements imposed by law or any professional body to enable the Applicant to work in the position which the Client seeks to fill.
- 6.4 The Agency endeavours to take all such steps as are reasonably practicable to ensure that it would not be detrimental to the interests of either the Client or the Applicant for the Applicant to work in the position which the Client seeks to fill.
- 6.5 Notwithstanding clauses 7.1, 7.2, 7.3 and 7.4 above the Client will satisfy itself as to the suitability of the Applicant and the Client will take up any references provided by the Applicant to it. The Client is responsible for obtaining work permits and/or such other permission to work as may be required, for the arrangement of medical examinations and/or investigations into the medical history of any Applicant, and satisfying any medical and other requirements, qualifications or permission required by law of the country in which the Applicant is engaged to work.
- 6.6 To enable the Agency to comply with its obligations under clauses 7.1, 7.2, 7.3 and 7.4 above the Client undertakes to provide to the Agency details of the position which the Client seeks to fill, including the type of work that the Applicant would be required to do; the location and hours of work; the experience, training, qualifications and any authorisation which the Client considers necessary or which are required by law or any professional body for the Applicant to possess in order to work in the position; and any risks to health or safety known to the Client and what steps the Client has taken to prevent or control such risks.

In addition, the Client shall provide details of the date the Client requires the Applicant to commence, the duration or likely duration of the work; the minimum rate of remuneration, expenses and any other benefits that would be offered; the intervals of payment of remuneration and the length of notice that the Applicant would be entitled to give and receive to terminate the employment with the Client.

7. DATA PROTECTION NOTICE

- 7.1 Any and all candidates provided to the Client by the Agency will be done so with the full consent of the candidate in compliance with Data Protection laws. Each candidate will have expressly consented to their CV and any supporting documentation being provided to the Client for the purposes of applying for a position. No candidate will ever be introduced that has not been informed as far as is possible regarding the role in question. All information held by Gillies Recruitment for any and all candidates is done so with full consent and with strict data protection processes and policies in place.

7. LIABILITY

- 7.1 The Agency will not be liable under any circumstances for any loss, expense, damage, delay, costs or compensation (whether direct, indirect or consequential) which may be suffered or incurred by the Client arising from or in any way connected with the Agency seeking an Applicant for the Client or from the Introduction to or Engagement of any Applicant by the Client or from the failure of the Agency to introduce any Applicant. For the avoidance of doubt, the Agency does not exclude liability for death or personal injury arising from its own negligence.

8. LAW

- 8.1 These Terms are governed by the law of England & Wales and are subject to the exclusive jurisdiction of the Courts of England & Wales

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I confirm that any information supplied to Gillies Recruitment may be used for recruitment and consulting purposes under the Data Protection Act and that Gillies Recruitment may advertise vacancies on behalf of XXXX.

I confirm that I am duly authorised to acknowledge and accept the Terms and Conditions of business for the supply of permanent or contract staff.

Signed

Dated

On behalf of XXXX