

Client Terms of Business

TERMS OF BUSINESS FOR THE INTRODUCTION OF STAFF

“Employment Business” means Harley James Nannies (HJ Nannies)

"Temporary Worker" means Nanny or Mother's Help

1. Terms of business - the engagement of any employee introduced will be deemed as an Acceptance of these terms and conditions as set out herein.
2. The client agrees to notify Harley James Nannies as soon as an engagement is accepted and to pay the agreed fee within 14 days of the nanny start date. A surcharge of 30% for non-payment after 14 days will be levied.
3. For the initial 6 months a free replacement rebate will be applied, this is only applicable to the invoice being paid within 14 days.
4. Introductions are confidential and passing on any employee's particulars introduced by or through Harley James Nannies to a third party who then engages that employee, renders the Client liable for full permanent fee.
5. Harley James Nannies endeavours to introduce only the most satisfactory employees but it cannot be held liable in any way for the employees introduced. The client shall therefore satisfy himself as to the applicant's suitability before engaging the applicant.
6. Where nannies are employed on a temporary basis and the period of employment is extended, the Client will be invoiced the appropriate fee.
7. The client agrees to provide employee with Contract of Employment and is responsible for all National Insurance and taxation matters and any such payments relating to any applicant engaged by the client.
8. Whilst every effort is made by Harley James (HJ Nannies) to give satisfaction to the Client by ensuring reasonable standards of skills, integrity and reliability from Nannies or Mothers Help and further to provide them in accordance with the Client's booking details, the Employment Business is not liable for any error, act, omission, loss, expense, damage or delay arising from the failure to provide any Temporary Worker for all or part of the period of booking or from the negligence, dishonesty, misconduct or lack of skill of the Temporary Worker. The client agrees to be responsible for all liabilities, acts, errors or omissions of Temporary Worker, whether wilful, negligent or otherwise as though the Temporary worker was on payroll of the client, including the provision of adequate Employers' and Public liability insurance cover.

Fee Structure excluding VAT

£20 per day or £80 per week

£30 night nanny, per night

Permanent 7% of salary. Minimum £695 + vat

Managed Service £1.25 + vat per hour, paid monthly. Minimum period 12 months or payable whilst the nanny is employed by the family.

Law

These Terms of Business are governed by UK and English law and are subject to the exclusive jurisdiction of the UK and English courts.

Bank Details

Barclays Bank

Sort Code: 20-90-69

Account Number: 60355380