



ENIGMA PEOPLE

SOLUTIONS

21 Lansdowne Crescent Edinburgh EH12 5EH Tel: 0131 535 1140 W: www.enigmapeople.com

1A Woodside Terrace Glasgow G3 7UY Tel: 0141 332 4422 E: info@enigmapeople.com

CLIENT TERMS OF BUSINESS FOR THE INTRODUCTION OF PERMANENT 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 members of the Agency’s own staff;
“Client”	means the person, firm or corporate body together with any subsidiary or associated Company as defined by the Companies Act 1985 to which the Applicant is introduced;
“Agency”	means <i>Enigma People Solutions Limited</i>
“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 he 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 vitae or other information which identifies the Applicant; and which leads to an Engagement of the Applicant by the Client; or (iii) the notification of an applicants availability by the Agency to the client.
“Remuneration”	includes base salary

1.2. Unless the context requires otherwise, references to the singular include the plural and references to the masculine include the feminine and vice versa.

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

Client

Signed:

Print Name:

On Behalf of:

Date:



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2. THE CONTRACT

- 2.1. These Terms of Business are deemed to be accepted by the Client by virtue of an Introduction to, or the Engagement of an Applicant.
- 2.2. Unless otherwise agreed in writing by a director of the Agency, these Terms of Business shall prevail over any other terms of business or purchase conditions put forward by the Client.
- 2.3. No variation or alteration of these Terms of Business shall be valid unless approved in writing by a director of the Agency and by the client.

3. NOTIFICATION AND FEES

- 3.1. The Client agrees:
 - a) to notify the Agency immediately of any offer of an Engagement which it makes to the Applicant;
 - b) 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
 - c) to pay the Agency's fee within 14 days of the date of invoice.
- 3.2. No fee is incurred by the Client until the Applicant commences the Engagement
- 3.3. The Agency reserves the right to charge interest on invoiced amounts unpaid for more than 30 days at the rate of 10% per annum above the base rate from the due date until the date of actual payment.
- 3.4. The fee payable to the Agency by the Client for an Introduction resulting in an Engagement is 20% of the candidate's remuneration applicable during the first 12 months of the Engagement. VAT will be charged on all fees.

4. REFUNDS

- 4.1. In order to qualify for the refund the Client must pay the Agency's fee within 14 days of the date of invoice and must notify the Agency in writing of the termination of the Engagement within 7 days of its termination.
- 4.2. If the Engagement terminates before the expiry of 12 weeks from the commencement of the Engagement (except where the Applicant is made redundant) the fee will be refunded in accordance with the Scale of Refund (4.4) set out in the schedule to these Terms of Business.

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4.3. Should the Client or any subsidiary or associated Agency of the Client subsequently engage or re-engage the Applicant within the period of 6 calendar months from the date of termination of the Engagement or withdrawal of the offer, a full fee calculated in accordance with clause 3.4 above becomes payable, with no entitlement to the any replacement or refund.

4.4. Scale of Refund

The following scale of refund only applies in the event that the Client complies with the provisions of clause 3.1 of these Terms of Business.

Where the Applicant leaves during the first 12 weeks of the Engagement and a replacement is not found within 12 weeks of the Applicant leaving their employment, a credit note against the next placement or a partial refund of the introduction fee shall be offered to the Client in accordance with the scale set out below, subject to the conditions in clause 4.1.

Week in which the Applicant leaves	% of introduction fee refunded
1 - 4	75%
5 - 8	50%
9 - 12	25%

There will be no refund where the Applicant leaves during or after the 13th week of the Engagement.

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 or replacement.

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.

Client

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6. SUITABILITY AND REFERENCES

6.1. The Agency endeavours to ensure the suitability of any Applicant introduced to the Client. Notwithstanding this the Client shall satisfy itself as to the suitability of the applicant and the Client shall take up any references provided by the Applicant to it or the Agency before engaging such Applicant. The Client shall be responsible for obtaining work and other permits if required, for the arrangement of medical examinations and/or investigations into the medical history of any Applicant, and satisfying any medical and other requirements or qualifications required by law of the country in which the Applicant is engaged to work.

7. LIABILITY

7.1. The Agency shall 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.

8. LAW

8.1. These Terms are governed by the law of Scotland and are subject to the exclusive jurisdiction of the Courts of Scotland.

Signed for and on behalf of Enigma People Solutions

Date _____

Client

Signed:

Print Name:

On Behalf of:

Date: