



NATIONAL NANNIES
SUPPLYING CHILDCARE PROFESSIONALS IN THE U.K

Family Terms & Conditions

1. National Nannies™ (hereafter called the Agency) acts solely as an agent to introduce candidates (hereafter called the Applicant) to be employed by clients (hereafter called the client). These terms shall represent a legally binding contract between the client and agency.
2. The Agency does not directly or indirectly employ the Applicants; the agency is acting as an employment Agency.
3. The Client agrees: To notify the Agency immediately if the engagement is accepted by the Applicant either verbally or in writing. Upon accepted engagement and contracts being signed an Invoice will be issued to the client giving 7 days to pay or before the Applicant is due to start, whichever is soonest. The agency reserves the right to charge the Client a 25% surcharge on all accounts not settled within this time and in addition to that, re-claim any cost incurred by the agency as a result of chasing for payment (including debt collector's fees).
4. Any placement which is over 20 hours a week is classed as full time and a full time placement fee will be payable.
5. Should an Applicant work for a Client in a temporary position and the Applicant stays after the agreed time the Client must notify the Agency immediately. An additional fee will be charged to the Client by the Agency, this will be the difference between the fee already charged and the fee that would have been charged if the Applicant had been initially engaged for those longer hours.
6. The Agency will charge the difference in fee where a nanny has had her hours increased to avoid paying our lower fees.
7. All communications, either verbal or written and however communicated, will be confidential between parties. Introductions are strictly confidential. The passing on of an introduction to another employer or potential client, whether directly or indirectly, which results in an engagement for permanent, temporary or part time childcare employment, renders the Client liable for the relevant fee as though the booking had been made directly by the Client themselves and these terms and conditions will apply accordingly.
8. The Agency endeavours to ensure, but does not guarantee, the suitability of any Applicant introduction to the Client. The Client shall satisfy him/herself as to the suitability of any Applicant, and shall take up any references provided by any applicant and the Agency before engaging such Applicant. We advise that all Clients ask the Applicant to take a new CRB check when starting a new position. We cannot be held responsible if this does not happen.

9. The Agency does not accept under any circumstances, and excludes liability for any loss, damage, expenses or delay incurred, or suffering by the Client, the Clients family, the Clients staff or the Clients assets, allegedly arising from the acts, omissions or character of the Applicants introduction by the Agency or, to the extent permitted by law, in respect of services provided by the Agency.

10. An invoice will be raised on acceptance of an Applicant as suitable and contracts being signed. Payment of the Agency fee is due within seven days of invoice date or before the Applicant is due to start, whichever is sooner.

11. The Agency wishes to point out the Applicants are not employees of the Agency. Clients are responsible for paying the Applicants wages, income tax and national insurance premiums and that their home contents insurance includes cover for Employers and Public Liability insurance for domestic workers, including child carer's, as it is a legal responsibility.

12. The Agency may contact the client via email with any relevant information at any time.

13. If a Client does not pay the applicable fee before the carer starts work, National Nannies™ reserves the right to stop the carer working for the client until the fee has been paid in full.

14. The Agency cannot be held responsible for any delays outside our control i.e. Ofsted, CRB checks, Tax and National Insurance resulting in an Applicants start date being delayed.