

DAISYCHAIN NANNIES LIMITED

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TERMS OF BUSINESS

IMPORTANT! PLEASE READ THESE TERMS BEFORE REGISTERING YOUR VACANCY WITH US AS WHEN YOU REQUEST OUR RECRUITMENT SERVICES, YOU WILL BE BOUND BY THESE TERMS!

Daisychain will endeavour to find you the perfect nanny with as little fuss as possible! We are a quick, no nonsense agency - we won't have you filling in copious forms - with us you register a job and within 2 hours we will be filling your inbox with suitable nannies! We are honest and straightforward, and we expect the same from our clients! The following is purely to protect us from those who aren't!

Temporary Staff

Daisychain will endeavour to provide temporary staff as quickly as possible and can provide emergency, short term and long-term cover, both full and part time. The hourly rate agreed will be paid directly to the nanny on a weekly basis by you, the client, who will also have responsibility for deducting and paying their National Insurance and tax (please see Your Responsibilities as a Nanny Employer section below). An administration fee for temporary staff (as laid out in the Daisychain list of charges) will be invoiced directly to you, the client.

In the event of a temporary nanny proving unsuitable, please inform the agency immediately. The assignment will be terminated and only hours worked with be charged for.

Should you wish to take your temporary nanny on in a permanent capacity whether it be full or part time, employed, contract or self-employed, our standard introduction fee will apply.

Permanent Staff

When we 'introduce' a nanny to you, this can be in any way including by email, post or telephone conversation. From this moment on, Daisychain has made the introduction between you, the client and the applicant, the nanny. Should you subsequently employ this nanny in any way - be it temporary, permanent, contract, self-employed or in any other capacity - our standard agency introduction fees will apply (please see separate document for fee structure). There is no time limit on introductions - once we have introduced you to a candidate, should you employ them in any capacity, at any point in the future, our standard introduction fee will apply.

Daisychain will endeavour to make sure our nannies are highly suitable. Each candidate will have been interviewed by a trained childcare recruitment consultant, followed by the taking of an absolute minimum of two written references (this can be by email), checking all certificates held including qualification certificates, first aid, driving licences and CRB/DBS's if held.

However, we must stress that the final decision to employ a nanny is yours and you must therefore take any checks that you feel are necessary. We cannot be held responsible for the unsuccessful employment of a nanny - we are responsible for the successful recruitment of a nanny only.

Your Responsibilities as a Nanny Employer

You are responsible for arranging the nanny's salary including NI contributions, PAYE etc. We strongly recommend two wonderful organisations to help you with this. NANNYTAX and Way2Paye deal with absolutely everything for you and can also save you money! Contact details are on our website.

Daisychain recommends to all Employers that they obtain appropriate insurance. It is the sole responsibility of the Employer to ensure they have suitable cover themselves and that any person they should employ has current Public Liability Insurance with a recommended minimum £1,000,000 limit of Indemnity. It shall be the responsibility of the Employer to ensure that adequate motor insurance is arranged for the Employee during childcare duties, whatever car may be used.

Beware

Please be very careful about introducing a nanny we have introduced to you, to someone else! This will incur a fee not only to you - the standard introduction fee - but also a standard introduction fee to the family or nursery you have passed the nanny on to! Instead, do recommend any families or nurseries to our agency and they can go through the normal process and pay the standard introduction fee like everyone else.

Something else to avoid - taking on a nanny behind our back! Very few people try but it will work out very costly for any who do. In addition to the full introduction fee being due, there will be a penalty fee of £500.00 applied, plus interest added at the standard bank of England rate, from the date the placement took place and the fee was initially due.

Payment

All invoices are due to be settled on completion of the recruitment service, when an offer has been made and accepted in writing, irrespective of the nanny's start date. In the unlikely event that you do not settle your invoice within 30 days of the date your nanny or nursery nurse commenced employment - and we will send you gentle reminders that our invoice is due - we reserve the right to add interest to the amount due at the current Bank of England rate of interest. This surcharge, together with all other charges and legal fees incurred will be the responsibility of the client and will be legally enforceable.

Should you offer a nanny a position and then for any reason have to withdraw that offer within 30 days of them commencing employment, 50% of our standard introduction fee will still be payable. With more than 30 days' notice, no fee will be due.

Reduced fees are available should you wish Daisychain to recruit for you on a sole agency basis - please ask for further details. A simple ready-prepared contract can be signed if you wish to deal with us solely and gain significant financial savings.

In exceptional cases, Daisychain reserves the right to charge a nominal fee to cover administration costs should a client simply 'change their mind' about employing a Nanny when a substantial amount of work has been undertaken on their behalf. This does not apply should you recruit a nanny from any other source - you are not restricted in any way from recruiting through other avenues (unless you have signed a sole agency agreement with us of course).

Should a nanny prove unsuitable when employment has commenced, we offer a completely free replacement service provided you have let Daisychain know that things aren't working out and the nanny has actually left your employment within 8 weeks. We will provide one free replacement per engagement should your Nanny leave your employment within 8 weeks of the confirmed start date. For a free replacement to be applicable the invoice must have been settled within 30 days.

Privacy Policy

Daisychain is committed to maintaining your privacy and operates under the General Data Protection Regulations (GDPR). We will only ask for personal information that directly helps us identify suitable candidates for your vacancy. By agreeing to these Terms of Business you are agreeing to Daisychain securely holding the personal data that you provide. A copy of our Privacy Policy is available on our website www.daisychainnannies.com or by request to daisychainnannies@ymail.com.

Disclaimer

Daisychain accepts no liability for loss or damage to the Employer's property and/or person or anyone else residing at or visiting the Employer's property, arising directly or indirectly from any act or omission of any employee introduced by the company.

That's about it! Thank you for reading our Terms and we look forward to helping you find the perfect Nanny!