



## NORTHERN EMPLOYMENT SERVICES LIMITED SCALE OF FEES

### INTRODUCTION FEES FOR PERMANENT OR CONTRACT STAFF OR TEMP TO PERM (see below)

Gross remuneration	Engagement fee
£0 - £15,000	17.5%
£15,001 - £20,000	20%
£20,001 and over	25%
Minimum Fee	£1,000

### REFUND (not applicable to FTC [Fixed Term Contract] or Temp to Perm)

Week in which employment ceases	Percentage of introduction fee refunded
Not exceeding 2 weeks	Rebate of 100% of fee
Not exceeding 3 weeks	Rebate of 70% of fee
Not exceeding 4 weeks	Rebate of 50% of fee
Not exceeding 6 weeks	Rebate of 30% of fee
Not exceeding 9 weeks	Rebate of 20% of fee
Not exceeding 12 weeks	Rebate of 10% of fee
Over 12 weeks	NIL

### TEMP TO PERM

Fee chargeable if engagement during Relevant Period (which shall mean during an assignment or the later of either 14 weeks from the first day\* on which the agency worker is supplied by the agency to work for the client, or 8 weeks from the day after the agency worker is last supplied by the agency to the client [\*the first day of the first occasion of supply or the first day of any subsequent assignment if more than 42 days since the end of the previous assignment]) Alternative to fee is to extend hire period, in accordance with Regulation 10 of the Conduct of Employment Agencies and Employment Businesses Regulations 2003. No refund terms on Temp to Perm.

Weeks worked	Transfer fee	Or Extended Hire Period
Up to 2 weeks	100% of Engagement fee	26 weeks
Over 2 and up to 6 weeks	80% of Engagement fee	20 weeks
Over 6 and up to 10 weeks	60% of Engagement fee	14 weeks
Over 10 and up to 14 weeks	40% of Engagement fee	8 weeks
Over 14 and up to 26 weeks	20% of Engagement fee	4 weeks
Over 26 weeks	NIL	NIL

VAT at the current rate in force will be added to all fees. This scale of fees should be read in conjunction with the Terms of Business of Northern Employment Services Ltd for the Introduction of Permanent or Contract Staff and for the Introduction and Supply of Agency Workers.