

CONTRACT WITH THE CLIENT (CLIENT TERMS OF BUSINESS) FOR THE SUPPLY OF LIMITED COMPANY LOCUMS

1. DEFINITIONS

1.1. In these Terms of Business the following definitions apply:

“Assignment”	means the period during which the Limited Company Locum is supplied by the Employment Business to render services to the Client
“Client”	means the person, firm or corporate body together with any subsidiary or associated Company as defined by the Companies Act 1985 to whom the Limited Company Locum is supplied or introduced;
“ Limited Company Locum”	means the Limited Company introduced to the Client by the Employment Business to carry out an Assignment (and save where otherwise indicated, includes any officer, employee or representative thereof).
“Employment Business”	means <i>MedSol Healthcare Services Limited of 5 Gold Street, Northampton, NN1 1RA trading as Locumpages.com</i>
“Engages/Engaged/Engagement”	means the engagement, employment or use of the Limited Company Locum’s services or the services of any officer, employee or representative of the Limited Company Locum, directly by the Client or any third party or through any other employment business on a permanent or temporary basis, whether under a contract of service or for services; an agency, license, franchise or partnership arrangement; or any other engagement;
“Introduction”	means (i) the Client’s interview of an officer, employee, or representative of the Limited Company Locum, in person or by telephone, following the Client’s instruction to the Employment Business to supply a Limited Company Locum or (ii) the passing to the Client of information which identifies a Limited Company Locum; and which leads to an Engagement
“Introduction Fee”	means the fee payable in accordance with clause 8.2(b) below and Regulation 10 of the Conduct of Employment Agencies and Employment Businesses Regulations 2003.
“Remuneration”	includes fees, guaranteed and/or anticipated bonus and commission earnings, allowances, inducement payments, and all other payments taxable, (and, where applicable, non-taxable) payable to or receivable by the Limited Company Locum for services rendered to or on behalf of the Client.
“Transfer Fee”	means the fee payable in accordance with clause 8.1(b) below and Regulation 10 of the Conduct of Employment Agencies and Employment Businesses Regulations 2003.

1.2 Unless the context otherwise requires, references to the singular include the plural.

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

2. THE CONTRACT

- 2.1. These Terms constitute the contract between the Employment Business and the Client for the supply of the Limited Company Locum's services to the Client and are deemed to be accepted by the Client by virtue of its request for, interview with or engagement of a Limited Company Locum or the passing of any information about the Limited Company Locum to any third party following an Introduction.
- 2.2. These terms contain the entire agreement between the parties and unless otherwise agreed in writing *by a Director* of the Employment Business, these Terms prevail over any terms of business or purchase conditions put forward by the Client.
- 2.3 No variation or alteration to these Terms shall be valid unless the details of such variation are agreed between the Employment Business and the Client and are set out in writing and a copy of the varied terms is given to the Client stating the date on or after which such varied terms shall apply.

3. CHARGES

- 3.1. The Client agrees to pay the hourly charges of the Employment Business. The charges are calculated according to the number of hours worked by the Limited Company Locum (to the nearest quarter hour). The charges comprise mainly the Limited Company Locum's hourly rate but also include the Employment Business's commission calculated as a percentage of the Limited Company Locum's hourly rate, and any travel, hotel or other expenses as may have been agreed with the Client or, if there is no such agreement, such expenses as are reasonable. VAT, if applicable, is payable on the entirety of these charges.
- 3.2 The charges are invoiced to the Client on a weekly basis and are payable within 21 days. The Employment Business reserves the right to charge interest on any overdue amounts at the rate of 4% per annum above the base rate from time to time of Lloyds TSB Bank from the due date until the date of payment.
- 3.3 There are no rebates payable in respect of the charges of the Employment Business.

4. INFORMATION TO BE PROVIDED

- 4.1. When making an Introduction of a Limited Company Locum to the Client the Employment Business shall inform the Client of the identity of the Limited Company Locum; that the Limited Company Locum has the necessary or required experience, training, qualifications and any authorisation required by law or a professional body to work in the Assignment; whether the Limited Company Locum will be employed by the Employment Business under a contract of service or apprenticeship or a contract for services; and that the Limited Company Locum is willing to work in the Assignment.
- 4.2. Where such information is not given in paper form or by electronic means it shall be confirmed by such means by the end of the third business day (excluding Saturday, Sunday and any public or Bank holiday) following, save where the Limited Company Locum is being Introduced for an Assignment in the same position as one in which the Limited Company Locum had previously been supplied within the previous five business days and such information has already been given to the Client, unless the Client requests that the information be resubmitted.

5. TIME SHEETS

- 5.1. At the end of each week of the Assignment (or at the end of the Assignment where the Assignment is for a period of less than one week the Client shall sign the Employment Business's time sheet verifying the number of hours worked by the Limited Company Locum during that week.
- 5.2 Signature of the time sheet by the Client is confirmation of the number of hours worked. If the Client is unable to sign a time sheet produced for authentication by the Limited Company Locum because the Client disputes the hours claimed, the Client shall inform the Employment Business as soon as is reasonably practicable and shall co-operate fully and in a timely fashion with the Employment Business to enable the Employment Business to establish what hours, if any, were worked by the Limited Company Locum. Failure to sign the time sheet does not absolve the Client's obligation to pay the charges in respect of the hours worked.
- 5.3 The Client shall not be entitled to decline to sign a timesheet on the basis that s/he is dissatisfied with the work performed by the Limited Company Locum. In cases of unsuitable work the Client should apply the provisions of clause 11.1 below.

6. PAYING THE LIMITED COMPANY LOCUM

- 6.1. The Employment Business is responsible for paying the Limited Company Locum.

7. TRANSFER AND INTRODUCTION FEES

7.1 Where there has been a supply

- 7.1.1 In the event of the Engagement by the Client of a Limited Company Locum supplied by the Employment Business either (1) directly or (2) pursuant to being supplied by another employment business, during the Assignment or within whichever is the longer of either
- 14 weeks from the start of the first Assignment (the first Assignment being each new assignment where there has been a break of more than 42 days (6 weeks) since the end of the previous Assignment); or
 - 8 weeks from the day after the last day the Limited Company Locum worked on the Assignment
- the Client shall be liable, to either an extended period of hire or a Transfer Fee the length or amount of which is to be agreed between the Employment Business and the Client.
- 7.1.2 The Client must give the Employment Business 7 days' written notice in advance of the Engagement of whether it has elected to take the period of extended hire or to pay the Transfer Fee.
- 7.1.3 If the client does not give such notice before the Limited Company Locum is engaged the parties agree that the Transfer Fee shall be due.
- 7.1.4 If the parties do not agree a period of extended hire or a Transfer Fee in accordance with 8.1.1 then the following shall be deemed to have been agreed:
- a) The length of the extended period of hire shall be 52 weeks during which the Client shall pay the current hourly charge agreed pursuant to clause 3.2 for each hour the Limited Company Locum is so employed or supplied; **or**
 - b) The amount of the Transfer fee shall be calculated as follows: 22.5% of the Remuneration applicable during the first 12 months of the Engagement or, if the actual amount of the Remuneration is not known, the hourly charges agreed pursuant to clause 3.2 multiplied by 337.5. No refund of the Transfer Fee will be paid in the event that the Engagement subsequently terminates. VAT is payable in addition to any fee due.

7.2 Where there has been an introduction but no supply

- 7.2.1 In the event that there is an Introduction of a Limited Company Locum to the Client which does not result in the supply of that Limited Company Locum by the Employment Business to the Client, but which leads to an Engagement by the Client of the Limited Company Locum by the Client either (1) directly or (2) pursuant to being supplied by another employment business within 6 months of the date of the Introduction the Client shall be liable, to either an extended period of hire or an Introduction Fee the length or amount of which is to be agreed between the Employment Business and the Client.
- 7.2.2 The Client must give the Employment Business 7 days' written notice in advance of the Engagement of whether it has elected to take the period of extended hire or to pay the Introduction Fee.
- 7.2.3 If the client does not give such notice before the Limited Company Locum is Engaged the parties agree that the Introduction Fee shall be due.
- 7.2.4 If the parties do not agree a period of extended hire or an Introduction Fee in accordance with 8.2.1 then the following shall be deemed to have been agreed:
- a) The length of the extended period of hire shall be 52 weeks during which the Client shall pay the current hourly charge agreed pursuant to clause 3.2 for each hour the Limited Company Locum is so employed or supplied; **or**
 - b) The amount of the Transfer fee shall be calculated as follows: 22.5% of the Remuneration applicable during the first 12 months of the Engagement or, if the actual amount of the Remuneration is not known, the hourly charges agreed pursuant to clause 3.2 multiplied by 337.5. No refund of the Transfer Fee will be paid in the event that the Engagement subsequently terminates. VAT is payable in addition to any fee due.

Inability to supply during the period of hire

- 7.2.5 If the Client elects for an extended period of hire, as set out above, but before the end of such period Engages the Limited Company Locum supplied by the Employment Business either directly or pursuant to being supplied by another employment business or the Limited Company Locum chooses not to be supplied for an extended period of hire, the Introduction Fee calculated in accordance with 7.2.2 may be charged, reduced by such percentage to reflect the period of extended hire already undertaken by the Limited Company Locum and paid for by the Client.

7.3 Where there has been Introduction to and Engagement by a Third Party

- 8.3.1 In the event that the **Limited Company Locum supplied to a Client is introduced by the Client to a third party, which results in the Engagement of the Limited Company Locum by the third party** during the Assignment or within whichever is the longer of either

- 14 weeks from the start of the first Assignment (the first Assignment being each new assignment where there has been a break of more than 42 days (6 weeks) since the end of the previous Assignment); or
- 8 weeks from the day after the last day the Limited Company Locum worked on the Assignment

the Client shall be liable, to pay a Transfer Fee the length of which is to be agreed between the Employment Business and the Client.

7.3.2 If the parties do not agree a Transfer Fee in accordance with 8.3.1 then the Client will be liable to pay a Transfer Fee calculated as follows: 22.5% of the Remuneration applicable during the first 12 months of the Engagement or, if the actual amount of the Remuneration is not known, the hourly charges agreed pursuant to clause 3.1 multiplied by 337.5

7.3.3 No refund of the Transfer Fee will be paid in the event that the Engagement subsequently terminates.

7.3.4 VAT is payable in addition to any fee due.

7.4 Where there has been an Introduction but no Supply resulting in an Engagement by a Third Party

7.4 In the event that there is an Introduction of a Limited Company Locum to the Client which does not result in the supply of that Limited Company Locum by the Employment Business to the Client, but **the Limited Company Locum is introduced by the Client to a third party** which results in the Engagement of the Limited Company Locum by the third party within 6 months from the date of Introduction the Client shall be liable, to **an Introduction Fee** calculated as follows: 22.5% of the Remuneration applicable during the first 12 months of the Engagement or, if the actual amount of the Remuneration is not known, the hourly charges agreed pursuant to clause 3.1 multiplied by 337.5. (No refund of the Introduction Fee will be paid in the event that the Engagement subsequently terminates. VAT is payable in addition to any fee due.

8. LIABILITY

8.1. Whilst every effort is made by the Employment Business to give satisfaction to the Client by ensuring reasonable standards of skills, integrity and reliability from the Limited Company Locum and to provide the same in accordance with the Assignment details provided by the Client, no liability is accepted by the Employment Business for any loss, expense, damage, costs or delay arising from the failure to provide a Limited Company Locum for all or part of the period of the Assignment or from the negligence, dishonesty, misconduct or lack of skill of the Limited Company Locum or if the Limited Company Locum terminates the Assignment for any reason. For the avoidance of doubt, the Employment Business does not exclude liability for death or personal injury arising from its own negligence.

8.2. Limited Company Locums provided by the Employment Business to the Client are deemed to be under the direction and control of the Client for the duration of the Assignment. The Client will comply in all respects with all relevant statutes, by-laws and legal requirements including provision of adequate Public Liability insurance in respect of the Limited Company Locum. The Client shall indemnify the Employment Business against any costs, claims, damages and expenses incurred by the Employment Business as a result of any breach of these Terms by the Client.

9.3 The Client shall advise the Employment Business of any special health and safety matters about which the Employment Business is required to inform the Limited Company Locum and about any requirements imposed by law or by any professional body, which must be satisfied if the Limited Company Locum is to fill the Assignment. The Client will assist the Employment Business in complying with the Employment Business' duties under the Working Time Regulations by supplying any relevant information about the Assignment requested by the Employment Business and the Client will not do anything to cause the Employment Business to be in breach of its obligations under these Regulations. Where the Client requires or may require the services of a Limited Company Locum for more than 48 hours in any week, the Client must notify the Employment Business of this requirement before the commencement of that week.

9.4 The Client undertakes that it knows of no reason why it would be detrimental to the interests of the Limited Company Locum for the Limited Company Locum to fill the Assignment.

9.5 The Client undertakes not to request the supply of a Limited Company Locum to perform the duties normally performed by a worker who is taking part in official industrial action or duties normally performed someone who has been transferred by the Client to perform the duties of the person on strike or taking official industrial action.

9.6 The Client shall indemnify and keep indemnified the Employment Business against any costs, claims or liabilities incurred by the Employment Business arising out of any Assignment or

arising out of any non-compliance with clauses 8.2, 8.3 and 8.5 and/or as a result of any breach of these Terms by the Client.

10. SPECIAL SITUATIONS

10.1 Where the Limited Company Locum or the person supplied to do the work is required by law, or any professional body to have any qualifications or authorisations to work on the Assignment or the Assignment involves caring for or attending one or more persons under the age of eighteen or any person who by reason of age, infirmity or who is otherwise in need of care or attention, the Employment Business will take all reasonably practicable steps to obtain and offer to provide copies of any relevant qualifications or authorisations of the Limited Company Locum or the person supplied to do the work, two references from persons not related to the Limited Company Locum or the person supplied to do the work who have agreed that the references they provide may be disclosed to the Client and has taken all reasonably practicable steps to confirm that the Limited Company Locum or the person supplied to do the work is suitable for the Assignment. If the Employment Business is unable to do any of the above it shall inform the Client of the steps it has taken to obtain this information in any event.

11. TERMINATION OF THE ASSIGNMENT

11.1 The Client may terminate the Assignment by giving to the Employment Business [in writing] the period of notice specified in the written confirmation.

11.2 Notwithstanding the provisions of sub-clause 11.1 the Client may terminate the Assignment forthwith by notice in writing to the Employment Business where:

11.2.1 the Limited Company Locum is in wilful or persistent breach of its obligations;

11.2.2 the Client reasonably believes that the Limited Company Locum has not observed any condition of confidentiality applicable to the Limited Company Locum from time to time; **or**

11.2.3 for any reason the Limited Company Locum proves unsatisfactory to the Client.

11.3 The Employment Business may terminate an Assignment forthwith by notice in writing: 11.3.1 if the Client is in wilful or persistent breach of its obligations under these Terms; or

11.3.2 if the Client becomes bankrupt or has a receiving order or administrative order made against it or is put into liquidation (save for the purposes of solvent reconstruction or amalgamation).

11.4 The Employment Business shall notify the Client immediately if it receives or otherwise obtains information which gives it reasonable grounds to believe that a Limited Company Locum supplied to the Client is unsuitable for the Assignment and shall be entitled to terminate the Assignment forthwith by notice in writing without prior notice and without liability.

12. LAW

12.1 These Terms are governed by the law of England & Wales and are subject to the exclusive jurisdiction of the Courts of England & Wales.