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Ref NHS Midlands & Lancashire CSU / John Henderson (Monday, 17th January 2022 - Friday, 15th April 2022)

SCHEDULE 1
CLIENT ASSIGNMENT SCHEDULE

CLIENT NAME:	NHS Midlands & Lancashire CSU
REGISTRATION NUMBER:	NHS
REGISTERED CLIENT ADDRESS:	Jubilee House, Lancashire Enterprise Business Park, Centurion Way, Leyland, Lancashire, PR26 6TR
CLIENT VAT NUMBER	
WORKING ADDRESS:	NHS Midlands & Lancashire CSU , Jubilee House, Lancashire Enterprise Business Park, Centurion Way, Leyland, Lancashire, PR26 6TR
HIRING MANAGER:	[REDACTED]
HIRING MANAGER EMAIL ADDRESS:	[REDACTED]
HIRING MANAGER PHONE NUMBER:	
CLIENT INVOICE ADDRESS:	Jubilee House, OCX Payables M385, Phoenix House, Topcliffe Lane, Wakefield, WF3 1WE
PAYMENT TERMS:	30 days net
SPECIFIED CONSULTANT:	[REDACTED]
SERVICE PROVIDER:	[REDACTED]
SERVICE PROVIDER ADDRESS:	[REDACTED]
SERVICE PROVIDER REGULATION STATUS:	Opt Out
OFF-PAYROLL APPLIES:	No
NATURE OF CLIENT'S BUSINESS:	Nhs
CONSULTANCY SERVICES:	[REDACTED]
CONTRACT NUMBER:	[REDACTED]
PURCHASE ORDER:	
START DATE:	Monday, 17th January 2022
END DATE:	Friday, 15th April 2022
STANDARD WEEKLY COMMITMENT:	[REDACTED]
WORKSHEETS TO BE APPROVED BY EMAIL ADDRESS:	[REDACTED]
NOTICE PERIOD (CLAUSE 10.1):	If Real Staffing Group wishes to terminate the contract 28 days' notice should be given in writing to [REDACTED] at NHS Midlands & Lancashire CSU , Jubilee House, Lancashire Enterprise Business Park, Centurion Way, Leyland, Lancashire, PR26 6TR. If the Client wishes to terminate the contract 7 days' notice should be given in writing to [REDACTED] at Real Staffing Group, 1st Floor, 75 King William Street, London, EC4N 7BE, UK.
AGREED VARIATIONS TO THE TERMS AND CONDITIONS ATTACHED HERETO:	"Off-Payroll" means the amendments to the Income Tax (Earnings and Pensions) Act 2003 set out in section 1 of the Finance Bill 2017 and any legislation (including statutory instruments) introduced pursuant to, or amending these provisions. The Client warrants that: - It or the end-client is a United Kingdom public authority within scope of Off Payroll rules; - It will determine whether Off Payroll applies to the Supply and will notify the Company of its view as soon as possible; - It will provide such timely, accurate, full and honest information as may be required by the Company from time to time to comply with Off Payroll; and - It will notify the Company immediately if there is evidence of change of Off Payroll status during the Supply.



Where Off Payroll applies to the Supply and where required in accordance with Off- Payroll, the Client acknowledges and agrees that the Company shall procure that sums

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are deducted in respect of PAYE income tax and national insurance contributions calculated in accordance with Off-Payroll in respect of sums paid to the Service Provider in connection with the Supply and that such sums deducted shall be remitted to HMRC.

The Company may terminate the Agreement forthwith should the Client provide evidence of change of Off Payroll status.

INVOICING RATES (excluding VAT)

Standard Hourly

[REDACTED]

[REDACTED]
[REDACTED]

SPECIAL NOTES:



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CONTRACT FOR THE SUPPLY OF TECHNICAL SERVICES

This Agreement ("the Agreement") is between:

1. Real Staffing Group, a trading division of SThree Partnership LLP
whose registered office is **1st Floor, 75 King William Street, London, EC4N 7BE, United Kingdom**
(Hereinafter referred to as the Company)

And:

2. NHS Midlands & Lancashire CSU
whose registered office is **Jubilee House, Lancashire Enterprise Business Park, Centurion Way, Leyland, Lancashire, PR26 6TR**
(Hereinafter referred to as the Client)

I have read and accept the Terms and Conditions contained herein.

Signed for and on behalf of Signed by an Authorised Signatory of the Client
Real Staffing Group NHS Midlands & Lancashire CSU

By:

Name:

Title:

Date: Monday, 10 January 2022

By:

Name:

Title:

Date:

19-Jan-2022 | 09:02 GMT

WHEREAS:

The Company is acting as an employment business. The Client has identified a need for technical help and assistance in the performance and completion of works and wishes to utilise the services of a service provider to be introduced and supplied by the Company.

1 Definitions

In the Agreement the following definitions apply, unless the context otherwise requires:

"Agreement" means the agreement between the Company and the Client, incorporating the terms and conditions contained herein, the schedules and the worksheets.

"Agency Workers Regulations" means the Agency Workers Regulations 2010.

"AWR Compliance Information" means accurate and complete information relating to the basic working and employment conditions which the Consultant(s) would have been entitled to for doing the same job had the Consultant(s) been recruited directly by the Client, including, but not limited to, the level of basic pay; overtime payments and/or shift/unsocial hours allowance; working time and annual leave entitlements; the types of bonus schemes the Client operates (and how individual performance is appraised in relation to such bonus schemes) and entitlement to any monetary voucher scheme, and any other information reasonably requested by the Company in order to comply with its obligations under regulation 5 of the Agency Workers Regulations.

"Client" means person, firm or corporate body to whom the Service Provider is Introduced and supplied by the Company.

"Confidential Information" means any information relating to the business and affairs of both the Company and the Client and to the identity and business and affairs of either parties' customers and clients and potential customers and clients which comes to either parties' attention or possession and which both parties regard or could reasonably be expected to regard as confidential, whether or not any such tangible information is marked 'confidential'.

"Consultant(s)" means the person(s) introduced to the Client by the Company and shall include the Consultant(s) specified in Schedule 1.

"Data Protection Legislation" means all applicable data protection and privacy legislation in force from time to time in the United Kingdom including the General Data Protection Regulation ((EU) 2016/679); the Data Protection Act 2018; the Privacy and Electronic Communications Directive 2002/58/EC (as updated by Directive 2009/136/EC, and including any subsequent Regulations issued pursuant to this Directive) and the Privacy and Electronic Communications Regulations 2003 (SI 2003/2426) as amended;

"Engagement" means the engagement, employment, retention or utilisation of a Service Provider other than through the Company and "Engage" shall be construed accordingly.



"Extended Period of Hire" means an extended period of hire during which the Service Provider will be supplied to the Client by the Company, upon no less favourable terms, the length of which is determined by the duration of the Agreement and which will be calculated on a sliding scale as follows:

<u>Duration of the Agreement</u>	<u>Extended Period of Hire</u>
Between 0-6 months	9 months
Between 6-12 months	6 months
Greater than 12 months	3 months

"Intellectual Property Rights" include but are not limited to copyright, patents, utility models, trade marks, service marks, design rights (whether registered or unregistered), database rights and proprietary information rights in all materials, designs, programs, reports, manuals, visual aids and any other material prepared under the Agreement.

"Introduction" means the provision of any information to the Client by the Company (whether in writing or orally), which identifies a Service Provider or a Consultant.

"Introduction Fee" means a fee payable by the Client to the Company equivalent to 12 weeks of the anticipated gross charge out rate for the Service Provider and/or Consultant(s), or £30,000 plus VAT whichever is the greater amount.

"Online Worksheet System" means the Company's password protected, web-based time recording system, facilitating the Parties' management of the Service Provider's worksheets, invoices and payments.

"Regulations" means The Conduct of Employment Agencies and Employment Businesses Regulations 2003 as amended from time to time.

"Restriction Period" means the 12 months following either:

1. the Introduction of the Service Provider and/or its Consultant(s); or
2. the termination or expiration of the Agreement; whichever expires last.

Save that if the Service Provider and its Consultant(s) have not opted out of the Regulations and there has been a Supply then the Restriction Period shall mean the relevant period stated in the Regulations.

"Service Provider" means the limited companies employing the Consultant(s) including any representative, employee, or officer thereof (and shall include the Consultant(s)) introduced to the Client by the Company and includes the service provider with whom the Company contracts to carry out the Services.

"Services" means all or any part of the work or services to be performed by the Service Provider detailed herein and in the schedules.

"Supply" means the supply of Services to the Client by the Service Provider through the Company.

"Transfer Fee" means a fee payable by the Client to the Company, calculated by multiplying the weekly client rate specified in Schedule 1 by 12. For the purposes of calculating the Transfer Fee, if no weekly client rate is specified in Schedule 1, such a rate shall be calculated by multiplying the weekly working commitment by the hourly rate specified in Schedule 1.

Any reference to the masculine throughout the Agreement shall be deemed to include the feminine.

2 The Agreement

- 2.1 The Agreement is deemed to have been accepted by the Client with effect from the date of an Introduction and shall remain in force for the period specified in the relevant schedule unless terminated in accordance with Clause 10 below.
- 2.2 The Parties agree that the terms of this Agreement shall only apply to business conducted between the Client and Real Staffing Group, and are not applicable to business conducted by any of the Company's other trading divisions.

3 Performance of Services

- 3.1 Prior to the commencement of the Supply:
 - 3.1.1 the Company shall, if practicable, notify the Client if the Regulations apply to the Agreement; and
 - 3.1.2 the Client warrants to provide the Company with the AWR Compliance Information, in order that the Company can comply with its obligations under the Agency Workers Regulations, to the extent applicable.
- 3.2 Services
 - 3.2.1 The Supply shall be for the period detailed in the relevant schedule. The Service Provider is engaged by the Company under a contract for services.
 - 3.2.2 It is the Client's responsibility to specify its requirements and timeframes and to provide all information to the Service Provider and to liaise with the Service Provider to ensure it is providing the Services as required and to the Client's satisfaction, such service reviews should be conducted prior to authorising worksheets which will commit the Client to settle invoices. The Client shall, at its own expense, provide the Service Provider with all documents or other materials and data, or other information necessary for the completion of the Services. The Service Provider shall use its own equipment where appropriate.
 - 3.2.3 The Service Provider shall freely and independently arrange its activities and may perform the Services at its place of business subject to prior agreement with the Client.
 - 3.2.4 The Service Provider may schedule the Services at its discretion subject to the terms set out in the schedules and agreement with the Client.
 - 3.2.5 The Client shall ensure that the Service Provider is accorded sufficient access to any of the Client's premises, information, data or personnel and use of any equipment, which is reasonably necessary for the completion of the Services. Whilst the Service Provider is working at the Client's premises, its Consultant(s) should be provided with a suitable place of work and such materials in a good condition and sufficient for the purposes for which they are required and the Client should ensure that the Service Provider's Consultant(s) abides by the rules and regulations of the Client's site.
 - 3.2.6 The Client understands that the Service Provider is providing specialist independent services and that the Consultant(s) should not be integrated into the Client's workforce, nor should the Client issue employer type instructions.
 - 3.2.7 Whilst the Service Provider's Consultant(s) is working at the Client's premises, the Client shall ensure that the health and safety standards required by the applicable law and regulations are observed. The Client undertakes to notify the Company of specific risks to health or safety known to it and what steps the Client has taken to prevent or control such risks and confirms it knows of no reason why it would be detrimental to the interests of the Service Provider to undertake the Supply.



3.2.8 The Client will provide the Service Provider with its data protection policies and (where required) training as soon as practically possible, and in any event prior to the Supply commencing.

3.3 Standard of Services

3.3.1 The Company shall use its best endeavours to ensure that the Service Provider is suitable to carry out the Services with reasonable skill and care and in this regard has made all reasonable enquiries of the Service Provider concerning suitability and technical competence. The Company does not test the Service Provider's technical skills and it is for the Client to satisfy itself as to the Service Provider's overall capability to fulfil the Agreement when interviewing the Service Provider and/or during the first week of the commencement of the assignment. The Company will accept no responsibility for information relating to the Service Provider, which is outside its knowledge.

3.3.2 The Client should notify any complaints concerning the Service Provider's performance promptly to the Company.

3.4 The Company shall issue a Schedule 1 detailing terms specific to the Supply to the Client prior to its commencement.

4 Payment of fees

4.1 The Client shall pay the Company for all work performed by the Service Provider. All charge rates, including additional hour rates and special rates for weekends and bank holidays, are set out in the relevant schedule. Fees are calculated by multiplying the relevant charge rate by the number of hours/days/weeks (as appropriate) worked by the Consultant(s) in performing the Services.

4.2 The Company shall provide the Service Provider with access to the Online Worksheet System to record the time worked by the Consultant(s). The Service Provider will submit these worksheets to the Client for authorisation either in writing or by way of online authorisation. It is the Client's responsibility to ensure that the worksheets are a true reflection of the time worked by the Service Provider, and that it is satisfied with the quality of the work performed. Failure to authorise the worksheet(s), for any reason, does not absolve the Client of its obligation to pay the Company's charges in respect of all Services supplied by the Service Provider.

4.3 The Client shall authorise these worksheets via the Online Worksheet System without delay, or in the case of manual worksheets sign the worksheets and return them promptly to the Service Provider. In any event the Client shall be obliged to authorise worksheets (whether online or manual) within 14 days of their submission by the Service Provider.

4.4 The Parties acknowledge that the Company relies on the fact that the Client has authorised the worksheets when making payment to the Service Provider, and that the Company may also rely on any refusal by the Client to authorise the worksheets, for instance by disputing (including in legal proceedings) the Service Provider's right to payment. The Client shall assist the Company if it needs to verify hours claimed on a worksheet. The Client shall retain one copy of each worksheet for its own records.

4.5 An authorised representative of the Client must approve all expenses, before they are incurred, and provide confirmation of such approval either in writing or through the Online Worksheet System. The Client may reimburse the Service Provider's expenses directly. The Client shall retain copies of all expense receipts submitted.

4.6 An invoice for the work performed by the Service Provider shall be presented to the Client for payment, and the Client warrants that it shall be paid within 14 days of the invoice being tendered, unless otherwise specified in the relevant schedule or unless a standing order is arranged. No fee rebates shall apply.

4.7 In the event of late payment of an invoice, the Client shall pay to the Company statutory interest on the sum due, in accordance with the Late Payment of Commercial Debts (Interest) Act 1998 (as amended from time to time) together with the compensatory payment specified by section 5A of the aforesaid Act. The Client shall be liable to the Company and indemnify the Company fully in respect of any legal costs incurred by the Company as a result of failure by the Client to pay an invoice in accordance with sub-clause 4.6. For the avoidance of doubt, the provisions of this clause are without prejudice to any other rights which the Company may possess (whether at common law or under statute) to recover interest or costs.

4.8 The Company shall be responsible for making payment to the Service Provider and in no circumstances shall the Client make payment to the Service Provider directly, except as specified in sub-clause 4.5 above.

4.9 Under no circumstances should the Client discuss with the Service Provider the rates charged by the Company to the Client.

4.10 The Client agrees to supply the Company with any required Purchase Order within 14 days of the last working day covered by the worksheet. Where the Client fails to do so the Company is authorised to invoice the Client without an accompanying Purchase Order. The Company's invoice shall be payable as specified in sub clause 4.6 above.

5 Special Payment Conditions

5.1 Any special conditions as to payment, if applicable, shall be specified in a schedule to the Agreement.

6 Intellectual Property Rights

6.1 All Intellectual Property Rights and other rights shall belong to the Client and the Company shall assist the Client in acquiring any Intellectual Property Rights that shall arise as a result of the Services.

7 Confidentiality

7.1 Except as permitted by law, the Parties shall not disclose any Confidential Information relating to the other party without the other party's prior written consent.

7.2 Either party shall immediately notify the other party if it becomes aware of the possession, use or knowledge of any of the Confidential Information by any unauthorised person, whether during or after the term of the Agreement and shall provide such assistance as is reasonable to deal with such an event.

8 Limitation of Liability

8.1 The Company shall, subject to Sub Clause 8.2 below, indemnify the Client against its direct losses, to the extent that such death, injury, loss or damage is attributable to its negligent acts or omissions in its provision of employment business services.

8.2 The Company shall not have any liability to the Client under or in connection with the Agreement howsoever arising in respect of loss of profits or contracts or for special, indirect or consequential loss or damage, or for any increased costs or expenses and its liability under



Sub Clause 8.1 shall be limited to a maximum of £250 000 per claim. These exclusions shall not apply to personal injury, including death caused by its negligence.

- 8.3 No liability is accepted by the Company for any loss, expense, damage, costs or delay arising from;
 - 8.3.1 the negligent acts or omissions, dishonesty, misconduct or lack of skill of the Service Provider or its Consultant(s); and/or
 - 8.3.2 failure by the Service Provider to complete the Services.
- 8.4 The Client will comply with all relevant legal requirements, including the provision of adequate Public Liability insurance in respect of the Service Provider. The Client shall indemnify the Company against any costs, claims, damages and expenses incurred by the Company as a result of any breach of the Agreement by the Client.
- 8.5 The Client shall indemnify and hold the Company harmless against any all claims, losses, liabilities, damages, expenses or costs (including legal costs) connected with, or resulting from any claim (whether valid or invalid) made by a Consultant against the Company under Part 3 of the Agency Workers Regulations arising out of any breach or alleged breach of the Agency Workers Regulations by the Client, and or any failure to provide the AWR Compliance Information in accordance with clause 3.1.2.
- 8.6 The Client shall indemnify and hold the Company harmless against any and all claims, losses, liabilities, damages or costs (including legal costs) connected with, or resulting from any claim (whether valid or invalid) made against the Company arising out of any breach of the Data Protection Legislation. .
- 8.7 Neither party shall have any liability in respect of any delay in carrying out or failing to carry out any of its obligations under the Agreement caused by fire, strikes or other industrial action or dispute, Acts of Government or any circumstance outside the reasonable control of the Parties.

9 Replacement of the Service Provider / Consultant(s)

- 9.1 The Client shall notify the Company in writing if it wishes to terminate the Services of the Service Provider in reliance upon Sub Clause 10.5 below. The Client shall provide the Company with a clear written account of the problems and the Company shall endeavour to find a replacement.
- 9.2 The provision of a replacement is in no way an acceptance by the Company that the work carried out by the Service Provider was not carried out with reasonable skill and care.
- 9.3 The Service Provider may substitute the Consultant named in Schedule 1 provided that;
 - 9.3.1 the Services remain as detailed in the Agreement; and
 - 9.3.2 the Client and the Company are reasonably satisfied that the proposed substitute possesses the necessary skills, expertise and resources to fulfil the Services; and
 - 9.3.3 the Client is reasonably satisfied that the proposed substitute will comply with its rules on health, safety, security and confidentiality; and
 - 9.3.4 no delay or reduction in quality shall occur due to the lack of technical or Client knowledge held by the substitute.

10 Termination

- 10.1 The Agreement may be terminated at any time by either party upon the provision of 28 days' notice to the other party in writing, unless otherwise stated in the relevant schedule.
- 10.2 In the event that the Service Provider and / or its Consultant(s) are unable to perform the Services and the Client is advised of the same prior to the start date, the Company may terminate the Agreement forthwith.
- 10.3 Should the Client fail to pay any one invoice in accordance with Sub-Clause 4.6 then the Company shall have the following rights;
 - 10.3.1 to terminate the Agreement forthwith; and
 - 10.3.2 to terminate all agreements in force between the Client and the Company forthwith; and
 - 10.3.3 to claim all monies under all agreements in force between the Client and the Company, as rightfully due, including fees for work in progress unsupported by signed worksheets.
- 10.4 The Company may terminate the Agreement forthwith should the Client;
 - 10.4.1 fail to comply with the provisions of Clause 11;
 - 10.4.2 go into liquidation or a receiver, administrative receiver, administrator or someone of similar office be appointed to the Client or any part of its assets or undertakings;
 - 10.4.3 default on its payment obligations under any other agreement in force between the Client and the Company;
 - 10.4.4 refuse or fail to provide the AWR Compliance Information.
- 10.5 The Client may terminate the Agreement forthwith if it provides satisfactory evidence to the Company, in writing, that either;
 - 10.5.1 the Client, in its reasonable opinion, finds the Service Provider and/or its Specified Consultant to be negligent, inefficient, unsatisfactory, or technically unsuitable; or
 - 10.5.2 the Service Provider's specified consultant has committed an act of misconduct which, in the Client's reasonable opinion makes it unacceptable for it to continue to use the Services.
- 10.6 If in the sole opinion of the Company the Client's financial condition is such that it may not be able to meet its continuing obligations under the Agreement then the Company may terminate this Agreement unless the Client immediately pays all invoices due under the Agreement together with such further sums as the Company considers necessary, in its reasonable opinion, to secure its position with regard to future sums due under the Agreement. This is without prejudice to the Company's other rights under Clause 10.
- 10.7 Either party may terminate the Agreement forthwith should the other party fail to comply with the provisions of Clause 7.

11 Restrictions

- 11.1 Should the Client, within the Restriction Period, wish to Engage the services of the Service Provider and/or the Consultant(s) other than through the Company then it shall;
 - 11.1.1 if the Service Provider has not opted out of the Regulations have the option to elect by 14 days' written notice to utilise the services of the Consultant(s) and/or the Service Provider for the appropriate Extended Period of Hire on the terms and conditions specified in the Agreement, or in the event of no Supply on terms as are agreed at the time; or
 - 11.1.2 in the event of no Supply, pay the Introduction Fee; or
 - 11.1.3 following termination or expiration of the Agreement, pay the appropriate Transfer Fee.



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- 11.2 In the event the Client fails to specify whether payment of an Introduction Fee, Transfer Fee or Extended Hire Period is preferred, an Introduction Fee or Transfer Fee (as applicable) shall be charged upon Engagement by the Client.
- 11.3 Should any subsidiary or associated company of the Client, any client of the Client or any other third party to whom the Client has introduced the Service Provider, within the Restriction Period Engage the services of the Service Provider other than through the Company then the Client shall either:
 - 11.3.1 in the event of no Supply, pay the Introduction Fee; or
 - 11.3.2 following termination or expiration of the Agreement, pay the appropriate Transfer Fee.
- 11.4 Sub Clauses 11.1, 11.2 and 11.3 shall survive the termination of the Agreement for the Restriction Period.

12 Anti-Corruption Obligations

- 12.1 The Client shall not:
 - 12.1.1 offer, give or agree to give to any employee or other representative of the Company any gift or other consideration, which could act or reasonably be perceived to act as an inducement or a reward for any act or failure to act connected to the award or performance of this Agreement; nor
 - 12.1.2 enter into this Agreement if it is aware that any money has been, or will be, paid to any person working for or engaged by either Party, unless any such arrangement constitutes bona fide payment for the Services or has been disclosed to the Company in writing prior to the conclusion of the Agreement.

13 General

- 13.1 The terms of the Agreement and of any specification provided under the Agreement may only be varied in writing by authorised representatives of both parties.
- 13.2 The forbearance or failure of the Company to enforce any of its rights or remedies to which it is entitled under the Agreement shall not be construed as a waiver of those rights or remedies and shall not restrict or prevent the Company enforcing or exercising those rights or remedies in any other instance at any time whether during or after the termination of the Agreement.
- 13.3 If any provision of the Agreement is held invalid, illegal or unenforceable for any reason, such provision shall be severed and the remainder of the provisions hereof shall continue in full force and effect as if the Agreement had been executed with the invalid provision eliminated. In the event of a holding of invalidity so fundamental as to prevent the accomplishment of the purpose of the Agreement, the Parties shall immediately commence good faith negotiations to remedy such invalidity.
- 13.4 The Company may, at any time, assign, transfer, charge, subcontract or deal in any other manner with any or all of its rights or obligations under the Agreement. The Client may not assign, transfer, charge, subcontract or deal in any other manner with any or all of its rights or obligations under the Agreement, without the Company's prior consent.
- 13.5 The Agreement shall be governed, construed and shall take effect in accordance with the laws of England and shall be subject to the non-exclusive jurisdiction of the English courts.
- 13.6 The terms of the Agreement represent the entire Agreement between the parties and supersede any previous representations or agreements whether recorded in writing or otherwise. The parties acknowledge that prior to a start date a Schedule(s) may not have been agreed however the terms of the Agreement shall remain binding.
- 13.7 Nothing in the Agreement shall serve to create any employer/employee relationship or principal/agent relationship between;
 - 13.7.1 the Company and the Client; or
 - 13.7.2 the Client and the Service Provider; or
 - 13.7.3 the Consultant(s) and the Client.
- 13.8 If any term herein conflicts with any term in the schedules, then the schedules shall take precedence and if there is a conflict in terms between the schedules, then Schedule 2 shall take precedence.
- 13.9 No rights shall accrue to any third party under the Agreement pursuant to The Contracts (Rights of Third Parties) Act 1999.
- 13.10 The Client shall observe the provisions of the Data Protection Legislation and shall indemnify the Company for any breach thereof.

SCHEDULE 2

AMENDMENTS TO THE CONTRACT FOR THE SUPPLY OF TECHNICAL SERVICES

NHS MIDLANDS & LANCASHIRE CSU / REAL STAFFING GROUP, A TRADING DIVISION OF STHREE PARTNERSHIP LLP

Amendment

11. Transfer Fees

- 11.1. Subject to further details as set out in paragraph 11.13 and subject to the Conduct of Employment Agencies and Employment Businesses Regulations 2003, a company who operates an employment business can charge transfer fees to clients in the following circumstances only:
 - 11.1.1. Where a Client is supplied a Service Provider/Consultant who is then taken on permanently by the Client (temp-to-perm fees);



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11.1.2. Where Client ceases to use the services of the Company but wish to retain the Service Provider/Consultant. This would mean that the Service Provider/Consultant would have to change employers to be supplied by the employment business that the Client wishes to use (temp-to-temp fees);

11.1.3. If the Client introduces a Service Provider/Consultant to a third party organisation and the Service Provider/Consultant takes up employment with the third party organisation (temp-to-third-party fees).

Temp to Temp and Temp to Perm Transfer Fees

11.2. The Company can charge Transfer Fees as long as, during or following the most recent Supply of the relevant Service Provider/Consultant, the Client has first been given the option by the Company, to have that Service Provider/Consultant supplied by the Company for a further period of four (4) full weeks from when the Client provides notice in writing ("the Extended Hire Period") and the Client has not utilised this option.

11.3. The Company cannot charge a Transfer Fee when a Supply's duration is twelve (12) Working Weeks or more, providing the Client has given the appropriate notice period ("the Extended Hire Period") of at least four (4) weeks.

11.4. The Company shall only charge Transfer Fees in accordance with paragraphs 11.9 to 11.12, where the transfer takes place within:

11.4.1. Eight (8) weeks from the start of the first Supply with the Client;

11.4.1.1. If the Client makes a Service Provider/Consultant permanent within the first eight (8) weeks of a Supply;

11.4.1.2. From week eight (8), the Client may utilise the extended hire period of 4 weeks and no transfer fee will be payable;

11.4.1.3. Client may provide the appropriate notice period anytime up to the end of the eighth working week and take the Service Provider/Consultant permanently without a Transfer Fee at the end of twelve (12) Working Weeks.

11.4.2. Four (4) weeks from the end of any Supply.

11.5. If the Client hires the Service Provider/Consultant within four (4) weeks of the end of the Supply, then a Transfer Fee will be payable.

11.6. If there has been more than one Supply with a break of more than forty two (42) days between Supplies the later Supply is then taken as the first Supply. Where the break is less than forty two (42) days then the date of the first Supply will be taken into account.

11.7. Where the Client wishes to exercise the option to Engage the Service Provider/Consultant for an Extended Hire Period:

11.7.1. The Client must notify the Company of this in writing;

11.7.2. The Service Provider/Consultant must have been in place for a minimum of eight (8) weeks;

11.7.3. The Company must continue to supply the Service Provider/Consultant for four (4) full weeks, at the same agreed rate which applied prior to the Client opting to use the Extended Hire Period, unless prevented from doing so for reasons that are not in any way the Company's fault.

11.7.3.1. If the Service Provider/Consultant takes holiday and/or sick leave within this period, then the period will be extended until four (4) complete weeks have been worked.

Temp-to-third party Transfer Fees

11.8. If a Company has provided a Service Provider/Consultant to a Client and the Client subsequently introduces the Service Provider/Consultant to a third party, then that Company can charge a Transfer Fee following the same rules as temp-to-perm or temp-to-temp fees.

Calculating Transfer Fees

11.9. Where Transfer Fees are applicable, the Transfer Fee payable will be calculated in accordance with RM6160 Framework Schedule 3 - Framework Prices and based on the agreed rate and work pattern for the Service Provider/Consultant.

11.10. Where a Service Provider/Consultant is taken on permanently by the Client after having been on a Supply for a period of twelve (12) Working Weeks or longer, but the Extended Hire period was not used, the Company may charge a Transfer Fee.

11.11. The Transfer fee will be equivalent to the Company Fee element of the total charge rate that would have been paid over the four (4) week Extended Hire period, had that option been utilised. This is applicable from week eight (8) onwards.

11.12. Where a Service Provider/Consultant is taken on permanently by the Client after having been on an Supply for seven (7) weeks or less, and the Extended Hire period was not used, the Company may charge a Transfer Fee equivalent to the Company Fee element of the charge that would have been charged over a period of twelve (12) Working Weeks on a sliding scale basis.

Relevant Law

11.13. The Conduct of Employment Agencies and Employment Businesses Regulations 2003 shall apply to the payment of Transfer Fees.
<http://www.legislation.gov.uk/ukxi/2003/3319/contents/made>

Service Provider/Consultant (Fixed Term Supplies)

11.14. If a Client wishes to employ the fixed-term Service Provider/Consultant on a permanent basis, then the Company will charge a fee, in accordance with RM6160 Framework Schedule 3 (Framework Prices, equal to the difference between the agreed fee payable for the fixed-term Service Provider/Consultant and the fee which would have been payable had the Service Provider/Consultant worked for a period of twelve (12) months for the Client, for example:

11.14.1. After eight (8) months of fixed term employment, the Client wishes to take the Service Provider/Consultant permanently then the Company will charge a fee equal to the difference between the Supply length and twelve (12) months, in this example the fee would be proportional to the remaining four (4) months Company Fee.

11.15. No transfer fees will be payable after twelve (12) months or longer in post, provided that:

11.15.1. The Extended Hire Period is used (four (4) weeks' notice)). If the notice period is not utilised, then a transfer fee will be payable. The Transfer Fee shall equate to 1/12 of the original fixed term Company Fee tendered for twelve (12) months.

11.15.2. A period of four (4) weeks has passed since the end of the Supply.