



WE ARE GOING TO CONTINUE TO STAND OUT  
 BY DOING WHAT WE DO BEST  
 PLACING HEALTH CARE PROFESSIONALS  
 ACROSS THE UK AUSTRALIA & NEW ZEALAND

# POINT NINE RECRUITMENT

Welcome to our team of leading Internet-based Medical & Healthcare Recruitment Specialists who have an excellent reputation, supplying the following experienced and qualified permanent staff throughout the UK, New Zealand and Australia



### Social Care Sector

- Nursing Home Managers
- Dementia Care Managers
- Learning Disabilities Managers
- Mental Health Managers
- Deputy Managers
- Domiciliary Care Managers
- Domiciliary Care Coordinators
- Crisis Managers
- NVQ Assessors
- Quality Assurance managers
- Trainers
- Business Development Managers
- Childcare Managers

### Allied Healthcare

- Occupational Therapists
- Orthopaedics
- Physiotherapists
- Radiographers
- Sonographers

### Social Work

- QSW-Adults
- QSW-Children

### Health Science

- Cardiographers
- Pharmacists
- Pharmacy Assistants
- Pharmacy Technicians
- Phlebotomists

### Nursing

- Occupational Health
- Nursing Homes
- A&E, ICU, ITU
- Midwifery
- NICU, PICU, SCBU
- Paediatrics
- Practice & Community
- Cosmetic Clinic
- Prisons/Corrections

### Doctors

- A&E
- Anesthetics
- Cardiology
- GP
- Obs & Gynae
- Pediatrics/Neonatal
- Pathology
- Radiology
- RMO's
- Surgical

## Our service to you

A successful market leader in the UK, New Zealand and Australia we're perfectly placed to support our customer base – from local business partners to large global clients. We place permanent and contract candidates every day and work with thousands of clients in the medical and healthcare industry.

The recruiting of new talent is just the beginning of what we provide.

Recruiting involves constant change and development, and we take the responsibility of making sure that your business is in touch with the latest trends and that your staff are of the right calibre.

After conducting an extensive database search where we hold a huge number of experienced and qualified jobseekers all who have been pre-screened and interviewed by your consultant, we will present you with the credentials of potential candidates who match your requirements; we will then arrange all interviews and referencing for you and completely take the pressure of recruiting off your hands.

You will benefit from building a good relationship with your consultant like any other important business partner, and therefore the training of our consultants is a regular and important practice. What's more, we are unique in that our consultants are commission based only, which guarantees that you are getting the highest level of service available.

We will advertise all of your vacancies free of charge to you on carefully chosen, health-care and medical industry specific job sites, local papers and on our own popular website, and if needed, we will headhunt candidates who have a great reputation in your industry.

We will do all of this for a one off fee from 9% of the annual salary only payable if and when we successfully place a candidate with you. We will also provide you with a 12-week rebate facility designed as a "safety net" to ensure your peace of mind. Hence our well-reputed name Point Nine!

We firmly believe that part of our success is our unique, honest approach, and that we never over-promise to under-achieve but will always endeavour to go the extra mile for you.

## What our clients have to say

"I recently discovered Point Nine Recruitment whilst looking to fill the job of Nursing Home Manager at one of our Nursing homes. Having struggled in the past to find a good applicant for managers' posts I was amazed when Kate produced 5 (all of them highly qualified, experienced and enthusiastic). Point Nine were extremely helpful, professional and efficient; they will be my first port of call when we need to make other management appointments"

- Dr Oliver Sargent (Chairman, Nursing Home Services)

"I would like Point Nine Recruitment to know how pleased I am with the level of dedicated service Helen has shown to me in my quest for staff. She is undoubtedly the most professional service provider I have met in a long time. From the very moment we spoke, Helen was enthusiastic, knowledgeable, considerate and passionate to me and my lack of knowledge of the sector and what exactly I needed in a Manager. She put me at my ease and made me feel instantly relieved that I had found someone who could help me.

Clare Jeffries (Home Instead Senior Care Ltd)

We pride ourselves on....

Recruiting caring professionals who want to know how their patients/ residents are every day.

- Someone who wants to know and makes sure that the people in their care are being treated with respect and dignity at all times along with being individually looked after and happy to be in their care.
- Managers and nurses who want to know that the service is running the way it should 24/7 - not just Monday to Friday 9-5.
- Staff who make sure the standards are set as high as they can be, who want to create a happy, professional working environment for their staff - and ensure that they are relevantly trained.

But above all else...

- Professional, experienced staff who would be happy to place their own mother or father in the service they work in.



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# POINT NINE RECRUITMENT

## Vacancy details

Name

Company

Head office address

Company website

Office number

Mobile number

E-mail address

Locations you recruit for

Job roles you recruit for

Invoice contact

Invoice address

Invoice contact e-mail

How do you usually recruit?

Other agencies you use

What could they do better?

## About your vacancy

Position / Job title

Address of workplace

Salary package

Hours

Sector

Please describe the person you would like

Qualifications

Experience

Personal qualities

**1. What "candidate", "engagement", "client" means in these Terms and Conditions.**

In these Terms and Conditions "candidate" means the person who Point Nine Recruitment Ltd have introduced to you, "engagement" means: employment or use under a contract of service, under an agency, license, franchise or partnership or in a joint venture agreement or arrangement, "client" means you as a representative of your company, "Salary" includes all payments, bonuses, benefits in kind and any other payment arising from the engagement.

**2. How you accept these Terms and Conditions.**

You will accept these Terms and Conditions by interviewing a candidate introduced to you by Point Nine Recruitment Ltd.

**3. How the Introduction Fee is calculated**

3.1 The fee payable by you to Point Nine Recruitment Ltd for the introduction of a candidate who accepts an engagement is calculated as a percentage of the candidate's anticipated annual salary at the start of the engagement.

3.2 Our fees are based on a sliding scale :

**9% on salary packages up to £24,999 per annum**

**12% on salary packages of £25000 up to £39,999 per annum**

**15% on salary packages of and over £40,000 per annum**

We will calculate this fee on annual salary plus any bonuses offered as part of the package and if a company car is offered it will be calculated as an extra £2,000 on top of the annual salary. THIS IS NON-NEGOTIABLE.

This may be varied in writing only, by a Director of Point Nine Recruitment Ltd.

3.3 The fee is payable for any engagement that takes place within six months of the introduction.

3.4 The fee remains payable if the candidate is engaged in a position other than the one originally intended.

3.5 All fees are exclusive of VAT.

**4. When you have to pay the Introduction Fee.**

4.1 The introduction fee must be paid within 14 days of the candidate's start date.

4.2 You must notify Point Nine Recruitment Ltd immediately you engage a candidate whom we have introduced to you. You must also inform us of the agreed salary details, including any bonuses or benefits of any kind.

4.3 Failure to pay the fee within 14 days of the candidate's start date will result in the loss of any rebate facility. Point Nine Recruitment Ltd offer, the recovery of the debt in the courts and a claim for indemnity costs and interest.

4.4 Interest will be charged at the rate of 0.5% of the outstanding fee each week until the account is settled.

**5 The suitability of Point Nine Recruitment Ltd candidates.**

5.1 Point Nine Recruitment Ltd will make every reasonable effort to ensure that our candidates match your requirements.

5.2 It is up to you to satisfy yourself as to the suitability of the candidate and to take up any references supplied by the candidate and/or CRB or police checks before the engagement starts.

5.3 Neither Point Nine Recruitment Ltd nor anybody acting on our behalf can accept liability for the accuracy of any information supplied in relation to candidates, whether this concerns employment history, qualifications, references or personal circumstances or any other matter whatsoever.

5.4 Point Nine Recruitment Ltd does not guarantee that a candidate is available to accept or complete any engagement.

**6. Rebate Facility.**

6.1 Point Nine Recruitment Ltd offer a rebate facility in the event that a candidate's engagement with you should be terminated within the first 9 weeks of employment, but only where our normal Introduction Fee applies to the placement as detailed in section 3 of these Terms and Conditions.

6.2 The Rebate Facility is as follows: Free replacement up to 9 weeks from the start date or:

**1-3 weeks 100% rebate,**

**4-6 weeks 50% rebate,**

**7-9 weeks 25% rebate.**

6.3 Where notice to end the engagement is given, the relevant termination date for the purpose of this clause shall be the date upon which the notice expires.

6.4 If within 9 weeks of the termination, you re-engage the candidate or introduce them to any other person, firm, company, franchisee where they are subsequently engaged in a permanent or temporary position, you will

have to pay Point Nine Recruitment Ltd the full Introduction Fee again.

6.5 Should you opt for the free replacement facility where the candidate has left within the first 9 weeks of

employment, we will use every reasonable effort to find you a suitable replacement. On successful replacement we will credit our original invoice and re-invoice you for the replacement. Should the replacement subsequently leave however there will be no rebate due to you.

6.6 To qualify for any rebate or free replacement you must notify Point Nine Recruitment Ltd in writing within 7 days of the termination, and you must have paid our Introduction Fee in accordance with the payment terms. (14 days from start date).

**7. Introduction of a Point Nine Recruitment Ltd candidate to a third party or direct contact.**

7.1 The introduction of a candidate by Point Nine Recruitment Ltd is strictly confidential. You must not, directly or indirectly, transfer or introduce a Point Nine Recruitment Ltd candidate to any other person, franchisee, Company or firm where they are subsequently engaged in a Permanent or Temporary position.

7.2 If this happens you will have to pay Point Nine Recruitment Ltd the full Introduction Fee for the engagement. Point Nine Recruitment Ltd do not disclose any of our candidates contact details unless the candidate has given us permission.

7.3 It is strictly forbidden for you to contact any candidate introduced to you by Point Nine recruitment Ltd, directly, or through any other entity other than Point Nine Recruitment Ltd within 6 months of the introduction date. Any interview requests or offers of employment must be made through Point Nine Recruitment Ltd. Failure to do so will result in you being liable to pay the full placement fee and may also lead to legal action.

**8. Introduction of a Point Nine Recruitment Ltd candidate by another agency/ company.**

8.1 In the event that you would like to interview a candidate introduced to you by Point Nine Recruitment Ltd. and the same candidate has also been introduced to you by another Employment or recruitment agency, business, or company you must inform us of when the other agency submitted the CV to you. (Proof of this submittal must be provided). The same applies to a candidate who Point Nine Recruitment Ltd. have introduced to you, who then applies to you directly.

8.2 If Point Nine Recruitment Ltd. has indeed submitted the candidate's CV to you first for any position given to Point Nine Recruitment Ltd. then you must interview the candidate through us. It is strictly forbidden for you or any other person instructed by you to contact any of our candidates that we have introduced to you without our permission.

**9. Liability for Loss or Damage.**

Under no circumstances whatsoever is Point Nine Recruitment Ltd liable for any damage, loss or expense suffered or incurred by you or any other person, franchisee, firm or Company from the introduction or subsequent engagement of a candidate.

**10. Legal Costs and Expenses.**

You shall indemnify Point Nine Recruitment Ltd Limited against any costs, including legal costs, claims, damages and expenses incurred by Point Nine Recruitment Ltd Limited arising from or in any way connected with the introduction of the candidate to, or engagement of the candidate by you, or the withdrawal, by you, of a vacancy, or a breach of these Terms and Conditions.

**11. Pro rata fees.**

There is a minimum charge of 6 months on pro rata fees.

Any variation to these Terms and Conditions must be in writing.

I hereby accept these standard terms & conditions

Signature:

Full name:

Company:

Position:

Company registration number:

Date:

Please scan and e-mail the last 2 pages to [info@pointnineresultment.com](mailto:info@pointnineresultment.com)

or fax to 0871 433 5133

PLEASE NOTE: Whereas Point Nine Recruitment Ltd. can and do provide you with references, as part of our service; It is your responsibility as the client to apply directly for references and any other relevant checks (CRB, POVA etc) in line with CQC guidelines.

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