

DEMANDING CONTRACTORS

As a leading employer you demand a workforce that is flexible – one that can grow to meet the peaks in demand for your business. At Barclay Recruitment we maintain a database of skilled executive candidates who are qualified and willing to take on short-term contracts. Professionals who can increase your capacity and give you a strong advantage over the competition.

Demand them now

When an urgent need arises because of a new project or increased demand, engage a Barclay Recruitment skilled contractor. Our database is extensive and includes experts from the following fields:

- Accounting and Legal
- Banking, Finance and Superannuation
- Insurance
- Electrical/Mechanical
- Construction
- Manufacturing and Logistics
- General Management
- Sales and Marketing

All contractors have passed the strict Barclay Recruitment screening process and are ready to work – many are available to start on the same or next working day.

Demand less pressure

Your staff are your most important business asset. Protect this asset during peak times by employing a short-term contractor to relieve the pressure and boost productivity. Maintain a happy and healthy workforce and get the job done.

Demand extra expertise and efficiency

As your business grows and changes you may require a specialist to join your team in the short-term to guarantee your future success. Sometimes neither you nor your current staff has the knowledge required to get it right the first time. Decrease problem solving time, increase productivity and efficiency – use a skilled and experienced contractor.

Demand to try before you buy

Unsure if the position will become permanent? Like to see just how capable a person is before offering them full-time employment? Employ a person on a short-term contract to evaluate the individual and the role without committing permanently. As the contractor remains an employee of Barclay Recruitment we take full responsibility for all payroll, administration and statutory requirements. You just sign the time sheet and pay one weekly invoice.

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TERMS AND CONDITIONS

Payment Terms

Contractor timesheets are to be completed and approved weekly and forwarded to Barclay Recruitment by 10.00am on the following Monday. You will be invoiced weekly and payment is required within seven (7) days of invoice.

Our Obligations and Warranties

To comply with all legal requirements in relation to tax, superannuation and Work Cover for the Contractor.

Your Obligations, Warranties and Indemnities

To ensure that your workplace complies at all times with Workplace Health and Safety requirements.

To have in place a suitable anti-discrimination and anti-sexual harassment policy and accept full responsibility for these matters.

To manage the Contractor on a daily basis and advise us promptly if you have any concerns about the performance of the Contractor.

To indemnify us in relation to any claim against us arising out of your breach of the above obligations.

Termination

You or we can terminate the assignment on giving two weeks prior notice or paying the fee in lieu of notice.

Termination may be immediate in the event of gross misconduct by the Contractor.

Permanent Position

If the Contractor accepts a permanent position with you during the term of this contract or extension of it, or within a period of six (6) months of the end of such term or extension, you must:

- Tell us
- Tell us the total annual remuneration package# provided to the employee.
- Pay a pro-rata* portion of our recruitment fee based on total annual remuneration as follows:
 - Up to \$40,000 - 14% plus GST
 - \$40,000 to \$60, 000 - 16% plus GST
 - \$60,001 and above - 18% plus GST

"Total annual remuneration package" means the combination of salary, superannuation, company car (as valued by the client) together with any other benefits, commissions or bonuses.

* Pro-rata means the portion of a twelve-month period that has not been completed as a Contractor i.e. if the Contractor goes permanent after seven months then we will charge 5/12ths of the standard recruitment fee specified above. If the Contractor accepts a permanent position with you after twelve months of continual service then no permanent placement fee will apply.

Liability

The Contractor's responsibilities are to be supervised by an officer of your organisation and Barclay Recruitment accepts no responsibility or liability for any damages, indirect, consequential or otherwise, howsoever caused.