

Terms and Conditions

1. PROCEDURE OF PLACEMENT

- I. Candidate Specification: In a meeting and /or telephonic conversation between Job Giant (Pty) Ltd and Employer a thorough " Job Description" and "Applicant Specification" is worked out for the position to be filled. These are used as the bases of all screening to ensure all the Applicants are handled consistently and fairly.
- II. Sourcing Of Applicants: Job Giant (Pty) Ltd will do an extensive search of its data base of Applicants and as necessary advertise for the position in various media at its own costs. Once Job Giant (Pty) Ltd is satisfied that it has suitable Applicants it will submit the Applicants Resumes to the Employer.
- III. Interview Applicant by Employer: Once the Employer has decided who is to be an interview, Job Giant (Pty) Ltd will arrange the interviews at the date and place indicated by Employer.
- IV. Offer: If and when Employer has decided that he would like to make an offer to a Job Giant (Pty) Ltd Applicant, Employer will get the offer to Job Giant (Pty) Ltd who will then put it to the Applicant for his / her acceptance and signature. Job Giant (Pty) Ltd will carry out any needed negotiations on behalf of the Employer.

2. GUARANTEE

- I. The guarantee is validated by the full fee being paid within fourteen (14) working days of the candidate commencing employment. Guarantees are not valid where the candidate is no longer employed due to termination relating to operational requirements, an unfair labor practice or breach of agreement with Job Giant (Pty) Ltd referred employee, which causes said employee to terminate employment.
- II. The guarantee is only applicable where the candidate is found to be technically incompetent /unsuitable for the position in which he/she is placed.

3. TERMS OF GUARANTEE

- I. Replacement: If the guarantee is validated, and if the employed candidates' employment is terminated due to technical incompetence or unsuitability for the position within the guarantee period, the client is entitled to receive a replacement candidate to fill the same vacancy. Taking difference in salary into account, the difference will either be credited or charged.
- II. Credit note: Should the client not secure a suitable replacement candidate within one month or not require a replacement candidate, providing the guarantee has been validated, the client is entitled to a credit of the replacement fee at 50%.
- III. Please note that the credit note is valid for six (6) months period from date of issue and no refunds will be given.
- IV. If the Client does not validate the guarantee period the client will not be entitled to receive a replacement candidate or a rebate. The client will be liable for the total amount on the original invoice.
- V. Requests for replacements/credit notes must be made to Job Giant (Pty) Ltd in writing within forty-eight (48) hours of the last day of employment of the employee, and must specify the date of termination of the candidate's employment.

4. PLACEMENT FEES

Total Annual Cost to company Remuneration Package	Fee	Guarantee
Temp / Contract Placements	15%	No Guarantee
Permanent Placements	12%	3 months
Exclusivity Placement Rate	10%	3 months

5. WAIVER

- I. Job Giant (Pty) Ltd endeavors to take all reasonable measures to ensure that the candidates referred meet Client requirements. The final decision to employ a candidate rests with the client and Job Giant (Pty) Ltd will therefore not be held responsible or liable for any damages caused directly/indirectly by a candidate
- II. Introduced by Job Giant (Pty) Ltd does not accept any liability for any information and/or representation made expressly, or implied by a candidate introduced to a client, which proves to be untrue, unfounded or inaccurate.

Date: _____

Name & Signature: _____

Designation: _____

