



RECRUITMENT FEE SCHEDULE AUPAIR SOUTH AFRICA

Placement Fees

Permanent Placement Contract South African aupairs in South Africa. Fees are calculated at the rate of **12%** of gross annual salary, including benefits of the candidate. The benefit of full board & lodging will be calculated at **R1000** per month. The minimum placement fee is **R3500**. **Fees are payable in full within 7 days after the placement.**

International Placement. The placement fee for a foreign au pair on the Cultural Exchange Program is **R7500**. The full fees are payable 7 days after placement, and prior to commencement of the visa and ticket process.

Terms and Conditions

1. Telephonic, Internet, e-mail or in person interviewing of a candidate submitted by **JCR** will indicate acceptance of both the fee schedule and the terms and conditions. This applies to any employment position whatsoever, whether related to the au pair industry or not.
2. No negotiations will be entered into regarding fees after the date on which the applicant commences work with the employer - the start date.
3. The **guarantee's referred to are validated by making payment within 7 days of placement.**
4. Families offering a position to an international au pair / nanny hereby agree to be responsible for the repatriation of the au pair / nanny at the end of the contract period.
5. Working interviews can sometimes be arranged with local au pairs / nannies. An au pair / nanny will work on a temporary basis for one week. After that week, the client must make a formal offer of permanent placement to the au pair / nanny or advise **JCR** as to their requirement for a replacement.
6. Any offer of a permanent position to an au pair / nanny will attract a permanent placement fee. All **JCR Au pairs & Nannies** candidates are covered by a 12-month exclusivity agreement. This provides that should the client, or anybody that the client introduces to the candidate without our permission, subsequently engage the candidate within the 12 month period of the introduction of the candidate to the client, the full fee becomes payable.
7. **JCR** endeavour to make every reasonable effort to ensure the suitability of the candidate on behalf of the client, we cannot personally guarantee references, accept liability for any loss or damage to property, expense, or loss of profit arising directly from any applicant introduced by us. The client is responsible for final references concerning candidate skills, qualifications and general integrity, obtaining work permits, medical requirements or qualifications required by law.
8. No variations can be made to these terms and fees without the written consent of the owner of **JCR**