



Permanent Placement Fees

Semi Professional, Professional & Executive

Placement fees will be invoiced by IN-Fusion Management Pty. Ltd. in accordance with the following rates schedules. All Invoices for placements made will be generated on formal acceptance of employment offers made by clients to the successful candidates. Placement Fees will be calculated on the total employment package offered to the candidate and is calculated based on the following: Base Salary, the full value of fringe benefits such as, but not limited to, superannuation and company motor vehicles (valued at \$20,000 for the purposes of this calculation) or the \$ value of Vehicle Allowances. Incentives & Commissions will not be included.

Annual Remuneration Salary Package	Fee	Guarantee
Up to \$60,000	13% + GST	90 day
\$60,001 +	15% + GST	90 day

Psychometric Testing – Job Profiling

IN-Fusion Management has access to a variety of Psychometric Assessment Tools. Please feel free to discuss your needs with the friendly & professional team at IN-Fusion Management.

Test Prices start from \$395 inc. GST

Contracting Services

IN-Fusion Management provide a diverse range of outsourced contractor, payroll and labour hire solutions. In situations whereby the client wishes to engage specialist and IT contract labour we propose discussions on a case by case scenario; understanding we are completely transparent with regards to contractor pay rates, on costs and charges.

Advertising

IN-Fusion Management will, in all instances, use networks and contacts before advertising any positions.

Internet

Advertising for jobs would be facilitated via the internet using www.seek.com.au and www.mycareer.com.au. IN-Fusion Management does not charge for the costs of advertising on line.

State Based Newspaper

The State based newspaper ads are effective and facilitated in two ways;

1. Line Ads
2. Display Ads

Line Ads are inexpensive and generate a reasonable volume of candidate responses. Through the process of careful screening and selection of quality over quantity, this medium often serves as a source to identify new raw talent. We recommend the use of state based newspapers for volume campaigns to source active and serious job seekers.



Display Ads are certainly more expensive but attract a broader range of potential candidates seeking employment with a major corporation. Branding in display ads has proven very successful. On the other hand we must give consideration to what interest's competitors in the market.

Advertising Costs

Advertising costs are an additional expense and will be agreed with the client prior to advertising taking place. All advertising costs will be billed at the fee IN-Fusion Management is charged. There will be no charge for writing or preparing of ad materials or advertising liaison.

Consulting Services

In general consulting services are negotiated and agreed to between IN-Fusion Management Pty. Ltd. and the Client depending on the scope and tenure associated with the project. Otherwise our standard daily consulting charge of \$1,750 applies and is exclusive of GST and disbursements.

Accounts Payable

Invoices for permanent placements will be generated upon client offer and applicant acceptance of the position.

The guarantee period is validated by the payment of this invoice within seven (7) days of the applicants' appointment offer.

Advertising costs are treated as disbursements and are payable within seven (7) days of the receipt of invoice, irrespective of the status of the recruitment assignment.

Interstate travel costs are treated as disbursements and are payable within seven (7) days of receipt of invoice, irrespective of the status of the recruitment assignment.

In the event of an assignment being withdrawn by the client an administration fee of \$1,500 will be invoiced and payable within seven (7) days. The search for applicants is deemed to be commencement of recruitment.

All invoices are payable within seven (7) days unless alternative arrangements have been agreed to by both the Client and IN-Fusion Management as appropriate.

Adding Value

The IN-Fusion Management team are skilled professionals in all aspects of HR & Compliance Solutions. Our strengths are recognised through supporting our clients with recommendations that deliver significant value add results. We welcome the opportunity to work as an HR partner and look forward to building capability within your business.

Guarantee

1. *Should a candidate employed through our services be dismissed or resign for any other reason than retrenchment within the guarantee period, we will replace that person free of charge. This guarantee of satisfaction is only valid on the following basis:*

- *Payment of the placement fee is received within seven (7) days of the commencement date*
- *IN-Fusion Management has the sole right to the replacement for six (6) weeks*
- *The replacement is based on the original job specification*
- *The job description and performance criteria have not changed since appointment*



- 2. Should the client decide not to proceed with the replacement, or we are unable to provide a suitable replacement within the six week period, the recruitment fee will be refunded.***
- 3. There is no guarantee on the replacement appointment.***

Other Engagements

1. Appointment of applicants introduced by IN-Fusion Management to the client company or its subsidiaries in a permanent, contract or temporary employment role within 12 months of the date of introduction, are subject to the standard IN-Fusion Management fee structure.
2. Introductions are confidential. The passing of an introduction to another employer, which directly or indirectly results in an engagement / appointment, will result in a placement fee being charged to the original recipient of the introduction.

Special conditions

1. Notwithstanding anything else to the contrary, it is hereby expressly declared and agreed that this condition excludes all liability for claims arising directly or indirectly out of the acts, errors or omissions of the placed personnel (either temporary or permanent) once they have been placed in employment.

Further, there is no cover for any liability arising from or related to bodily injury suffered by the personnel placed.

2. It is hereby declared and agreed that this condition does not provide cover for any liability arising directly or indirectly from bodily injury or mental injury, death or damage to property, of any third party resulting from any accident or occurrence whether or not arising out of the Insured Professional Business Practice.

Subject otherwise to all the terms, general exclusions, general and special conditions of the policy.

Deferred Employment & Referrals

Should an IN-Fusion Management Pty. Ltd. on-hire employee enter into any employment-like relationship (such as permanent or contract employment, consultancy, sub-contractor, partnership or commission based) by you or any related person or Corporation on either a permanent or contract basis, an introduction fee will be due and payable. The fee will be as per IN-Fusion Management Standard Permanent Placement fee based on the total gross annual package or anticipated income of the referred candidate. Should you require an IN-Fusion Management Pty Ltd on-hire employee to commence any future assignment/s after completion of the current assignment, that on-hire employee will do so as an IN-Fusion Management Pty Ltd employee. These conditions apply for a period of twelve months after the last assignment.

Summary

IN-Fusion Management is well placed to support your company with a diverse range of HR & Business solutions and welcome the opportunity to become a HR partner to your business. Our team has put in many years of work with clients to assist them in sourcing the best outcomes. Our clients are testimony to our quality delivery therefore we welcome your call to any of our valued customers to discuss their views on what we're really about.