

THE NANNIES PLACE

Avenida Mediterraneo 24, Valencia 46520, Spain

Owner: Carmen Sanchez Escriba

ID/NIF: 46075047K (Sole Trader)

TERMS AND CONDITIONS (EU GDPR COMPLIANT)

Effective Date: _____

1. Introduction

These Terms and Conditions govern the provision of recruitment and placement services by The Nannies Place ("the Agency") to the Client. By engaging the Agency's services, the Client agrees to be bound by these Terms and Conditions.

2. Definitions

"Candidate" means any nanny, maternity nurse, housekeeper, mother's help, au pair, or childcare professional introduced by the Agency. "Client" means the individual, family, company, or representative engaging the Agency. "Placement Fee" means the fee payable by the Client following the successful engagement of a Candidate.

3. Placement Fees

- Permanent Live-in and Live-out Nannies: 8% of Gross Annual Salary.
- Temporary Placements: 1 month £700; 2 months £900; 3 months £1,000; additional weeks £100.
- Live-in Couples: 8% of each employee's gross annual salary.
- Permanent Au Pairs: 17% of Gross Annual Salary.
- Maternity Nurses: £700 per two-week booking.
- Registration Fee: £75 (non-refundable).

4. Trial Period

A complimentary three-day trial period is offered. Any extension beyond three days will be charged at £35 per week unless otherwise agreed in writing.

5. Payment Terms

All invoices are payable within seven (7) days of issue or before the Candidate commences employment, whichever occurs first.

6. Confidentiality

All Candidate information is confidential and may not be shared without prior written consent from the Agency.

7. Client Responsibilities

The Agency acts solely as an introduction service. The Client remains responsible for employment compliance, safeguarding, tax, immigration and employment obligations.

8. Data Protection and GDPR Compliance

Both parties shall comply with Regulation (EU) 2016/679 (GDPR), the Spanish Organic Law 3/2018 (LOPDGDD), and all applicable European data protection legislation. Personal data shall only be processed for lawful recruitment and placement purposes.

9. Replacement Guarantee

Provided all fees are paid in full, if a placement ends within four (4) months, the Agency will use reasonable efforts to provide a replacement Candidate without an additional placement fee. No cash refunds will be provided.

10. Limitation of Liability

The Agency does not guarantee a Candidate's future performance, conduct, or availability and shall not be liable for employment decisions made by the Client.

11. Governing Law and Jurisdiction

This Agreement shall be governed by the laws of Spain. Any dispute shall be subject to the exclusive jurisdiction of the Courts of Valencia, Spain.

12. Entire Agreement

These Terms and Conditions constitute the entire agreement between the parties. Amendments must be agreed in writing and signed by both parties.

ACCEPTANCE AND SIGNATURES

AGENCY REPRESENTATIVE

Name: Carmen Sanchez Escriba

Business: The Nannies Place

Digital Signature: Carmen Sanchez Escriba

ID/NIF: 46075047K

Date: _____

CLIENT

Name: _____

Signature: _____

Date: _____

By signing above, both parties acknowledge that they have read, understood, and agreed to these Terms and Conditions.