

# Dazzled Zebra Safari Company

## **Our mission**

To provide lodges with outstanding ethical staff that fit into their ethos and operating basis  
To place outstanding individuals into posts that improve their lives and contribute to their success and growth.

## **Why use us to fill a position at your lodge?**

1. We have a database of exceptional staff within exceptional establishments in the Safari Lodge industry .
2. We have worked in this industry for 20 years
3. We personally interview every candidate and will only recommend suitable , stable staff to any prospective employer.
4. We follow up on ALL references
5. We meet the needs of your lodge by finding and placing staff suited to your establishment and operating procedures.
6. We will handle all administrative functions like offers of employment and contracts if necessary.
7. We will get all uniform requirements prior to the candidate starting
8. We are happy to train candidates prior to placement as per the lodge's policy and operating procedures
9. We offer competitive placement rates

## Written Agreement of Recruitment

Entered into and concluded

by and between

**Dazzled Zebra Safari Company**

("the Company")

92 Crestwood Drive, Lonehill, Johannesburg

and

("the Employer/Client")

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# Terms and Conditions

## Placement fees ~ payment terms

1. A placement fee will be charged the day the candidate takes up his/her post.
2. The placement fee is payable within 21 days of commencement of employment of the candidate.
3. Any invoices not settled as per the terms and conditions entered onto between ourselves and the employer, will be charged at an interest rate of 13% of the fee calculation per month overdue.

## Rates of fees

1. Fees are calculated on the annual gross income offered to the candidate and do not apply to any live-in or meal costs to company.
2. The placement fee is payable within 21 days of commencement of employment of the candidate.
3. Fees for junior staff posts (R5000 or less a month) are charged at a rate of 5 % as per point 1 above .
4. Fees for senior and frontline staff posts are charged at a rate of 10% as per point 1 above.
5. Loyal and supportive employers will receive a preferential fee rate.

## Guarantee periods

1. Guarantee periods for the employer/client, apply to all candidates that have been successfully placed at a new lodge.
2. Guarantee periods apply and become effective when the candidate commences the new post.
3. The guarantee applies when full payment has been received for the candidate. Should the payment not be made within 21 days as stated above, the employer/client will render the guarantee invalid. The guarantee therefore does not apply.
4. Should the candidate leave the employ of the client/employer within 3 months, the refund guarantee will apply if the above conditions are met.
5. The following conditions of a candidate leaving are exempt: sale of business, retrenchment, any reason which is beyond the control of the candidate, redundancy
6. Should the candidate resign, **Dazzled Zebra** must be notified in writing within 7 days of the resignation.
7. Guarantee refunds:

1 to 30 days	75% of placement fee rebated or replacement of candidate
31 to 60 days	50% of placement fee rebated or replacement of candidate
61 to 90 days	20% of placement fee rebated or replacement of candidate

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## General conditions

1. The Employer/Client accepts that the information submitted on candidates is confidential.
2. Written permission from **Dazzled Zebra** is required to
  - a. Divulge it to anyone else
  - b. Contact the candidate's present Employer
3. **Dazzled Zebra** will endeavor to request a minimum of two references per candidate.
  - a. We cannot guarantee references as we rely on honest answers from previous employers.
  - b. We are unable to take references from a candidate's current employer whilst under their employment
4. While **Dazzled Zebra** endeavors to ensure the suitability of candidates submitted, clients should satisfy themselves as to a candidates qualifications, efficiency and integrity.
5. Should any candidate be introduced to the Employer by **Dazzled Zebra** and subsequently be employed by the Employer within 6 months of introduction, a recruitment fee will be due and payable to **Dazzled Zebra**. The Employer agrees to notify **Dazzled Zebra** immediately of the candidate's engagement and the value of the total taxable annual gross remuneration of the candidate.
6. These fee's become payable when an applicant introduced by **Dazzled Zebra** commences employment or enters into a contractual agreement with the Employer/Client.
7. The Employer/Client :
  - a. Shall be liable for all legal charges as between attorney and own client, including collection charges in the recovery of any fees due in terms hereof and for any other amount owing by the Employer
  - b. Hereby consents to the jurisdiction of the Magistrates Court notwithstanding that the amount claimed exceeds such jurisdiction.
8. Through signing this document you adhere to the above Terms and Conditions

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
The Employer/Client

Full name: \_\_\_\_\_

Designation: \_\_\_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
**Dazzled Zebra Safari Company**

Full name: \_\_\_\_\_

Designation: \_\_\_\_\_

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