



## TERMS AND CONDITIONS FOR CLIENTS

- 1 I understand and agree that **Recrew LTD** will provide me with fully screened candidates for the position(s) I am seeking to fill.
- 2 I understand that **Recrew LTD** will provide reference checks for the crew member employed.
- 3 I understand that **Recrew LTD** will provide authenticity checks regarding certificates for the crew member employed.
- 4 I understand and agree that in order to fulfil my request for a crew member, **Recrew LTD** will be at liberty to share with the crew member, as much information as deemed necessary to enable the crew member to make an informed choice with regard to employment.
- 5 I understand and agree that a detailed job description will be made available to **Recrew LTD**, in order to discuss with the crew member.
- 6 I understand that should information come forward regarding the unsuitability of the crew member to be employed, that **Recrew LTD** will inform me without delay.
- 7 I understand and agree that should I decide to continue my employment of the crew member, against the information supplied by **Recrew LTD**, there is no recourse or responsibility on the part of Recrew, to replace that crew member.
- 8 **Recrew LTD** is an MLC compliant crew placement agency. I understand and agree that I will provide **Recrew LTD** with a copy of the following documents as required for compliance with the MLC 2006 convention:
  - A copy of the certificate of registry of the vessel.
  - A copy of the MLC2006 letter of compliance for the vessel, if applicable.
  - A copy of the standard Seafarers Employment Agreement (SEA) used by the vessel as well as a copy of the seafarer's individual SEA.
  - A copy of the P&I Club certificate of entry for the vessel.
- 9 I agree and understand that the cost incurred to obtain travel visas will be reimbursed to the seafarer as per MLC 2006 Convention.
- 10 I understand and agree that I will provide a confirmed salary for any crew member successfully employed by the vessel who has been introduced by **Recrew LTD**.



- 11 In understand and agree to the following payment Terms and Conditions:
- For all crew members, the standard fee is 75% of one month, payable within 30 days
  - If three or more crew members are taken from **Recrewt LTD**, at one time, then a reduction of 10% is offered on the total invoice. At discretion.
  - If more than five crew members are taken from **Recrewt LTD**, at one time, then there is an offer of the lowest paid crew member placed at a reduction of 50% at discretion
  - If seven or more crew members are taken from **Recrewt LTD**, at one time, the lowest paid crew member is a free placement. At discretion
  - A standard fee of €500 (or Sterling equivalent) will be payable for a temporary placement for deck/stewardess,  $\frac{1}{4}$  of a monthly salary for captain, mate/OOW, chief stewardess, chef and engineer. Crew who are employed for a particular additional skillset or qualification – including nursing/beauty therapy/massage/diving for example, will be charged at  $\frac{1}{4}$  month salary. Temporary is classed any placement under 30 days (during the months of July/August/September, the temp fees will increase to  $\frac{1}{4}$  monthly salary for all crew).
  - Should a temporary placement evolve into a permanent or ongoing relief position within a 12 month period from the initial introduction by **Recrewt LTD** the fee will be deemed as a permanent placement fee and an additional invoice will be raised.
  - All fees are payable within the 30 day period after a crew member has joined the vessel. There are no refunds and if a crew member is found unsuitable within the 30 day guarantee, **Recrewt LTD** will endeavour to source a suitable replacement at no extra fee.
  - If payment is made on time, within the 30 days, there will be no extra fee incurred. For all payments made later than 30 days, there will be an additional cost of 10% of the total invoice for every seven days the payment is overdue.
  - I understand and agree that refund will not be offered in case the crew member does not complete the 30 day guarantee period, but that **Recrewt LTD** will endeavour to replace a crew member who does not fulfil the criteria of employment.
  - I understand and agree that should a replacement be found through other means, there is no recourse towards **Recrewt LTD**.