

PROFESSIONAL FEES

Total Salary Package: Fee:

\$0 – \$49,999	14%
\$50,000 – \$99,999	16%
\$100,000 plus	18%
Executive Search	20%

Other HR Services

Other HR related services, including but not limited to employee performance management, training, remuneration consulting, career counselling/outplacement will be quoted by PEOPLE IN PROPERTY PTY LTD prior to any work commencing, and will be billed as individual projects.



TERMS OF PAYMENT

PEOPLE IN PROPERTY PTY LTD shall invoice for recruitment and selection services in the following manner:

1. The total fee will be based on the total remuneration package which will include the annual base salary, projected commission or bonuses, superannuation, and company vehicle as valued by the client.
2. 50% of the total fee will be billed once written approval is provided to commence an assignment. This will provide payment for all processes required from job analysis through to final short listing.
3. 50% or the balance of the total fee will be billed once there is a verbal offer and acceptance by the successful candidate. This will provide payment for all processes required from final interview through to 3 month follow up. The final fee will be adjusted according to the actual total salary package offered.
4. Any costs incurred for advertising as part of the recruitment process will be billed directly by the advertising agency appointed by PEOPLE IN PROPERTY PTY LTD. Other costs, such as travel, will be assessed on a case by case basis.

All invoices submitted by PEOPLE IN PROPERTY PTY LTD shall be paid within 14 days from date of invoice to validate the replacement guarantee.