



CONTRACT OF EMPLOYMENT

THE PARTIES

- (1) (“the Employee”), referred to throughout this Agreement as "you" and "your" shall be construed accordingly.
- (2) Nova Payroll Management Services Limited, Company Number 07601096, trading as PIN POINT RECRUITMENT of Unit E14, Marquis Court, Team Valley, Gateshead NE11 0RU (“the Company”)

1. DEFINITIONS AND INTERPRETATION

1.1. In these Terms the following definitions apply:

- “Actual Rate of Pay” means, unless and until the Employee has completed the Qualifying Period, the rate of pay which will be paid for each hour worked during an Assignment (to the nearest quarter hour) weekly in arrears, subject to Deductions and any Agreed Deductions, as set out in the relevant Assignment Details Form;
- “Actual QP Rate of Pay” means the rate of pay which will be paid to the Employee when s/he completes the Qualifying Period. Such rate will be paid for each hour worked during an Assignment (to the nearest quarter hour) weekly in arrears, subject to Deductions and any Agreed Deductions, as set out in any variation to the relevant Assignment Details Form;
- “Agency Workers Regulations” means the Agency Workers Regulations 2010
- “Agreed Deductions” means any deductions the Employee has agreed can be made from their pay
- “Assignment” means assignment services to be performed by the Employee for the Client for a period of time during which the Employee is assigned by the Company to work temporarily for and under the supervision and direction of the Client;
- “Assignment Details Form” means written confirmation of the assignment details to be given to the Employee upon acceptance of an Assignment;
- “Calendar Week” means any period of seven days starting with the same day as the first day of the First Assignment;
- “Client” means the person, firm or corporate body together with any subsidiary or associated person, firm or corporate body (as the case may be) to whom the Employee is assigned or introduced by the company;
- “Client's Group” means (a) any individual, company, partnership, statutory body or other entity which from time to time Controls the Client, including (but not limited to) as a holding company as defined in section 1159 of the Companies Act 2006; and (b) any company, partnership, statutory body or other entity which from time to time is Controlled by or is under common Control with the Client, including (but not limited to) as a subsidiary or holding company as defined in section 1159 of the Companies Act 2006;
- “Conduct Regulations” means the Conduct of Employment Agencies and Employment Businesses Regulations 2003

Version No. V.1 Issue Date. February 2019 Review Date. February 2020	Owner: I. Coates Approved by: A. Hall	Page 1 of 10	
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“Confidential Information”

means any and all confidential commercial, financial, marketing, technical or other information or data of whatever nature relating to the Client or Company or their business or affairs (including but not limited to this Agreement, data, records, reports, agreements, software, programs, specifications, know-how, trade secrets and other information concerning the Assignment) in any form or medium whether disclosed or granted access to whether in writing, orally or by any other means, provided to the Employee or any third party in relation to the Assignment by the Client or the Company or by a third party on behalf of the Client whether before or after the date of this Agreement together with any reproductions of such information in any form or medium or any part(s) of such information;

“Control”

means (a) the legal or beneficial ownership, directly or indirectly, of more than 50% of the issued share capital or similar right of ownership; or (b) the power to direct or cause the direction of the affairs and/or general management of the company, partnership, statutory body or other entity in question, whether through the ownership of voting capital, by contract or otherwise, and "Controls" and "Controlled" shall be construed accordingly;

“Data Protection Laws”

means the Data Protection Act 2018, any applicable statutory or regulatory provisions and all European Directives and regulations in force from time to time relating to the protection and transfer of personal data;

“Deductions”

means any deductions which the Company may be required by law to make and in particular in respect of PAYE income tax and National Insurance Contributions;

“Emoluments”

means any pay in addition to the Actual QP Rate of Pay;

“Engagement”

means the engagement, employment or use of the Employee by the Client or by any third party to whom the Employee has been introduced by the Client on a permanent or temporary basis, whether under a contract of service or for services; an agency, license, franchise or partnership arrangement; or any other engagement; or through any other employment business; or through a limited company of which the Employee is an officer, employee or other representative; and “Engage”, “Engages” and “Engaged” shall be construed accordingly;

“First Assignment”

means:

- (a) the relevant Assignment; or
- (b) if, prior to the relevant Assignment:
 - the Employee has worked in any assignment in the same role with the relevant Client as the role in which the Employee works in the relevant Assignment; and
 - the relevant Qualifying Period commenced in any such assignment, that assignment (for the purpose of this defined term) a period of time during which the Employee is supplied by one or more Temporary Work Agencies to the relevant Client to work temporarily for and under the supervision and direction of the relevant Client;

Version No. V.1 Issue Date. February 2019 Review Date. February 2020	Owner: I. Coates Approved by: A. Hall	Page 2 of 10	
Uncontrolled if Printed - Status of document should be checked before use.			



- “Hourly Rate”** means the minimum rate of pay (subject to Deductions) that the Company reasonably expects to achieve, for all hours worked by the Employee
- “Leave Year”** means the period of employment during which the Employee accrues and may take statutory leave commencing on 1 January and expiring on 31 December of a calendar year
- “Period of Extended Hire”** means any additional period that the Client wishes the Employee to be supplied for beyond the duration of the original Assignment or series of assignments as an alternative to paying a Transfer Fee;
- “Qualifying Period”** means 12 continuous Calendar Weeks during the whole or part of which the Employee is supplied by one or more Temporary Work Agencies to the relevant Client to work temporarily for and under the supervision and direction of the relevant Client in the same role, and as further defined in the Schedule to this Agreement;
- “Relevant Period”** means (a) the period of 8 weeks commencing on the day after the last day on which the Employee worked for the Client having been supplied by the Company; or (b) the period of 14 weeks commencing on the first day on which the Employee worked for the Client having been supplied by Company or 14 weeks from the first day of the most recent Assignment where there has been a break of more than 6 weeks (42 days) since any previous assignment
- “Temporary Work Agency”** means as defined in the Schedule to this Agreement;
- “Transfer Fee”** means the fee payable by the Client to the Company in accordance with clause 5.2, as permitted by Regulation 10 of the Conduct Regulations; and
- “Working Time Regulations”** means the Working Time Regulations 1998

- 1.2. Unless the context otherwise requires, references to the singular include the plural and references to the masculine include the feminine and vice versa.
- 1.3. The headings contained in this Agreement are for convenience only and do not affect their interpretation.
- 1.4. Any reference, express or implied, to an enactment includes a reference to that enactment as from time to time amended, modified, extended, re-enacted, replaced or applied by or under any other enactment (whether before or after the commencement date of this Agreement) and all subordinate legislation made (before or after this Agreement) under it from time to time.

2. THE CONTRACT

- 2.1. This Agreement is issued in accordance with section 1 of the Employment Rights Act 1996 and is to be supplemented by the Assignment Details Form and which together form your contract of employment between you and the Company. If there is any conflict between the terms of this Agreement and the terms of any relevant Assignment Details Form, the terms of the relevant Assignment Details Form shall take precedence.
- 2.2. Any prior agreements or arrangements (written or oral, express or implied) between you and the Company relating to or arising out of your employment other than any Assignment Details Forms are hereby cancelled and superseded by this Agreement.
- 2.3. Any reference, express or implied, to an enactment within this Agreement includes a reference to that enactment as from time to time amended, modified, extended, re-enacted, replaced or applied by or under any other enactment (whether before

Version No. V.1 Issue Date. February 2019 Review Date. February 2020	Owner: I. Coates Approved by: A. Hall	Page 3 of 10	
Uncontrolled if Printed - Status of document should be checked before use.			



or after the date of this Agreement) and all subordinate legislation made (before or after this Agreement) under it from time to time.

- 2.4. No variation or alteration to this Agreement shall be valid unless the details of such variation are agreed between you and the Company and set out in writing and a copy of the varied terms is given to you stating the date on or after which such varied terms shall apply.
- 2.5. The Company shall act as an employment business (as defined in Section 13(3) of the Employment Agencies Act 1973 when introducing or supplying you for Assignments with Clients.

3. COMMENCEMENT AND DURATION OF EMPLOYMENT

- 3.1. You will be engaged under a contract of employment and your employment under this Agreement will begin on the commencement date of your first Assignment as specified in the first relevant Assignment Details Form and will continue unless and until terminated in accordance with the notice provisions at clause 13 below.
- 3.2. Your period of continuous employment with the Company will begin on the date your employment begins as set out in sub-clause 3.1 above and no other previous period of work with the Company or any third party counts towards your continuous employment.

4. JOB TITLE AND DUTIES

- 4.1. Your job title will be confirmed in each Assignment Details Form.
- 4.2. Your normal duties will entail being assigned to various Clients of the Company who have requested the Company to provide them with temporary labour. Further details of each Assignment will be confirmed to you in relevant Assignment Details Forms.
- 4.3. As soon as possible prior to the commencement of each Assignment and during each Assignment (as appropriate) and at any time at the Company's request you undertake to:
 - 4.3.1. inform the Company of any Calendar Weeks prior to the date of commencement of the relevant Assignment and/or during the relevant Assignment in which you have worked in the same or a similar role with the relevant Client via any third party and which you believe count or may count toward the Qualifying Period;
 - 4.3.2. Provide the Company with all the details of such work, including (without limitation) details of where, when and the period(s) during which such work was undertaken and any other details requested by the Company; and inform the Company if, you have prior to the date of commencement of the relevant Assignment and/or during the relevant Assignment
 - 4.3.2.1. completed two or more assignments with the Client;
 - 4.3.2.2. completed at least one assignment with the Client and one or more earlier assignments with any member of the Client's Group; and/or
 - 4.3.2.3. Worked in more than two roles during an assignment with the Client and on at least two occasions worked in a role that was not the same role as the previous role.
- 4.4. The Company will take reasonable steps to find you suitable work with its Clients and you agree to accept all such Assignments offered to you by the Company. The Company may be entitled to terminate your employment on notice in accordance with clause 13 below if you refuse to accept suitable Assignments. Your refusal of a suitable Assignment may

Version No. V.1 Issue Date. February 2019 Review Date. February 2020	Owner: I. Coates Approved by: A. Hall	Page 4 of 10	
Uncontrolled if Printed - Status of document should be checked before use.			



constitute gross misconduct under the Company's disciplinary procedure entitling the Company to terminate your employment with immediate effect pursuant to clause 13.2 below.

4.5. In the event that the Company is unable to assign you to any of its Clients for any period of time you agree that you will remain contactable by telephone so that the Company can offer you suitable work as soon as it becomes available. You must notify the Company immediately if you are not available to undertake Assignments at any time during the period of this Agreement and shall comply fully with any notification requirements specified by the Company in this regard. Failure to notify the Company of your unavailability shall constitute a disciplinary offence because you may receive payment to which you are not entitled and any such failure may result in the termination of your employment with immediate effect pursuant to clause 13.2 below.

4.6 While you are on Assignment with any of the Company's Clients you shall:

4.6.1 co-operate with the Client's staff and accept the direction, supervision and instruction of any responsible person in the Client's organisation;

4.6.2 follow any of the Client's rules and regulations, including without limitation those regarding health and safety, to which your attention has been drawn;

4.6.3 not engage in any conduct detrimental to the interests of the Company and/or the Client which includes any conduct which could bring the Company and/or the Client into disrepute and/or which results in the loss of custom or business by either the Company or the Client;

4.6.4 not commit any act or omission constituting unlawful discrimination against or harassment of any member of the Company's or the Client's staff;

4.6.5 not at any time divulge to any person, nor use for your own or any other person's benefit, any Confidential Information relating to the Client's or the Company's employees, business affairs, transactions or finances;

4.6.6 on completion of the Assignment or at any time when requested by the Client or the Company, return to the Client or where appropriate, to the Company, any Client property or items provided to you in connection with or for the purpose of the Assignment, including, but not limited to any equipment, materials, documents, swipe cards or ID cards, uniforms, personal protective equipment or clothing.

5. OTHER EMPLOYMENT

5.1 During the period of each and every Assignment, you must devote the whole of your time, attention and abilities during your normal hours of work to your duties for the Company. You may not, under any circumstances, undertake any other duties of whatever kind for any third party during your normal hours of work on any Assignment for the Company without the prior written consent of the Company. Such consent will not normally be withheld provided that the other work is not, in the opinion of the Company, likely to cause you to breach the terms of this Agreement and/or any relevant Assignment Details Form.

5.2 If, before or during an Assignment or during the Relevant Period, the Client wishes to Engage you directly or through another employment business, you acknowledge that the Company will be entitled either to charge the Client a fee or to agree an extension of the Assignment with the Client at the end of which you may be engaged directly by the Client or through another employment business without further charge to the Client. In addition, the Company will be entitled to charge a fee to the Client if the Client introduces you to a third party who subsequently engages you within the aforementioned periods.

6. INFORMATION TO BE PROVIDED

6.1 At the same time as an Assignment is offered to you the Company shall provide you with an Assignment Details Form setting out the following:

Version No. V.1 Issue Date. February 2019 Review Date. February 2020	Owner: I. Coates Approved by: A. Hall	Page 5 of 10	
Uncontrolled if Printed - Status of document should be checked before use.			



- 6.6.1. The identity of the Client, and if applicable the nature of their business;
- 6.6.2. the date the Assignment is to commence and the duration or likely duration of Assignment;
- 6.6.3. the type of work, location and hours during which you would be required to work;
- 6.6.4. the Actual Rate of Pay or Actual QP Rate of Pay (as appropriate) that will be paid and any expenses payable by or to you;
- 6.6.5. any risks to health and safety known to the Client in relation to the Assignment and the steps the Client has taken to prevent or control such risks; and
- 6.6.6. what experience, training, qualifications and any authorisation required by law or a professional body the Client considers necessary or which are required by law to work in the Assignment.

6.2 Where such information is not given in paper form or by electronic means it shall be confirmed by such means by the end of the third business day (excluding Saturday, Sunday and any Public or Bank Holiday) following save where:

- 6.2.1. you are being offered an Assignment in the same position as one in which you have previously been supplied within the previous 5 business days and such information has already been given to you and remains unchanged; or
- 6.2.2. subject to clause 6.3, the Assignment is intended to last for 5 consecutive business days or less and such information has previously been given to you before and remains unchanged, the Company needs only to provide written confirmation of the identity of the Client and the likely duration of the Assignment.

6.3 Where the provisions of clause 0 are met but the Assignment extends beyond the intended 5 consecutive business day period, the Company shall provide such information set out in clause 6.1 to you in paper or electronic form within 8 days of the start of the Assignment.

6.4 For the purpose of calculating the average number of weekly hours worked by you on an Assignment for the purposes of the Working Time Regulations, the start date for the relevant averaging period shall be the date on which you commence the first Assignment.

6.5 If you have completed the Qualifying Period on the start date of the relevant Assignment or following completion of the Qualifying Period during the relevant Assignment, and if you are entitled to any terms and conditions relating to the duration of working time, night work, rest periods and/or rest breaks under the Agency Workers Regulations which are different and preferential to rights and entitlements relating to the same under the Working Time Regulations, any such terms and conditions will be as set out in the relevant Assignment Details Form or any variation to the relevant Assignment Details Form (as appropriate).

7 LOCATION OF WORK

You will be required to work for Clients of the Company at various locations within the UK. The exact address of each Assignment will be confirmed to you in the relevant Assignment Details Form. Assignments outside of this area may be offered to you by the Company. For the avoidance of doubt, the Company regards total daily commuting time of under three hours to be reasonable.

8 PAY

8.1 During periods when you are carrying out Assignments for Clients of the Company you will be paid the Hourly Rate. The exact amount of your pay (the Actual Rate of Pay) for any particular Assignment will be set out in the Relevant Assignment Details Form.

8.2 If you have completed the Qualifying Period on the start date of the relevant Assignment or following completion of the Qualifying Period during the relevant Assignment, the Company shall pay you:

- 8.2.1. the Actual QP Rate of Pay; and
- 8.2.2. the Emoluments (if any),

which will be notified on a per Assignment basis and as set out in the relevant Assignment Details Form or any variation to the relevant Assignment Details Form.

8.3 If you have completed the Qualifying Period on the start date of the relevant Assignment or following completion of the Qualifying Period during the relevant Assignment, you may be entitled to receive a bonus. You will comply with any requirements of the Company and/or the Client relating to the assessment of your performance for the purpose of

Version No. V.1 Issue Date. February 2019 Review Date. February 2020	Owner: I. Coates Approved by: A. Hall	Page 6 of 10	
Uncontrolled if Printed - Status of document should be checked before use.			



determining whether or not you are entitled to a bonus and the amount of any such bonus. If, subject to satisfying the relevant assessment criteria, you are entitled to receive a bonus, the Company will pay the bonus to you.

8.4 Subject to any statutory entitlement under the relevant legislation referred to in clauses 10.4 and 12 below and any other statutory entitlement, you will not be entitled to be paid during rest periods, lunch breaks, time spent travelling to and from work and during periods when you are not working on an Assignment (including periods when the Company has been unable to find you an Assignment or you have chosen not to accept any Assignment offered to you).

8.5 Your pay will be paid weekly in arrears by credit transfer on a Friday. Late presentation of timesheets may delay the Company in making payment to you.

9 TIMESHEETS

9.1 At the end of each week of an Assignment (or at the end of the Assignment where it is for a period of 1 week or less or is completed before the end of a week) you shall deliver to the Company a timesheet duly completed to indicate the number of hours worked during the preceding week (or such lesser period) and signed by an authorised representative of the Client.

9.2 Subject to the provisions of clause 9.3, the Company shall pay you for all hours worked regardless of whether the Company has received payment from the Client.

9.3 Where you fail to submit a properly authenticated timesheet the Company shall, in a timely fashion, conduct further investigations into the hours claimed by you and the reasons that the Client has refused to sign a timesheet in respect of those hours. This may delay any payment due to you. The Company shall make no payment to you for hours claimed but not worked and you may be subject to the Company's disciplinary procedure.

10 HOURS OF WORK

10.1 Whilst on Assignment, you will be required to work such hours as are set out in the relevant Assignment Details Form and in any event the normal hours of work required by the Client.

10.2 You may be required to work/offered overtime in addition to your normal hours of work by the Company or the Client. If this is the case, you will receive additional payment for such overtime hours worked.

10.3 Subject to any amendments made to your basic working and employment conditions during the term of this Agreement in compliance with Regulation 5 of the Agency Workers Regulations, time spent travelling to and from the premises of the Company or its Clients (apart from time spent travelling between two or more premises of the Client), lunch breaks and other rest breaks and periods during which the Company is not able to offer you any Assignments shall not count as part of your working time for the purpose of the Working Time Regulations.

10.4 If you are entitled to any terms and conditions relating to the duration of working time, night work, rest periods and/or rest breaks under the Agency Workers Regulations which are preferential to rights and entitlements relating to the same under the Working Time Regulations, any such terms and conditions and the date from which they commence will be as set out in the Assignment Details Form or any amendments thereto.

11 ANNUAL LEAVE

11.1 You are entitled to paid annual leave according to the statutory minimum entitlement under the Working Time Regulations. The current statutory entitlement to paid annual leave under the Working Time Regulations is 5.6 weeks (prorated for part-time workers).

11.2 Entitlement to payment for leave under clause 11.1 accrues in proportion to the amount of time worked by you on Assignment during the Leave Year.

11.3 Under the Agency Workers Regulations, on completion of the Qualifying Period you may be entitled to paid or unpaid annual leave in addition to your entitlement to paid annual leave under the Working Time Regulations and in accordance with clauses 11.1 and 11.1. If this is the case, any such entitlement(s), the date from which any such entitlement(s) will commence and how payment for such entitlement(s) accrues will be as set out in the relevant Assignment Details Form or any variation to the relevant Assignment Details Form.

Version No. V.1	Owner: I. Coates	Page 7 of 10	
Issue Date. February 2019	Approved by: A. Hall		
Review Date. February 2020			
Uncontrolled if Printed - Status of document should be checked before use.			



- 11.4 All entitlement to annual leave must be taken during the course of the Leave Year in which it accrues and, save as may be set out in the relevant Assignment Details Form or any variation to the relevant Assignment Details Form, none may be carried forward to the next year. You are responsible for ensuring that all paid annual leave is requested and taken within the relevant Leave Year which runs from 1 January to 31 December each calendar year.
- 11.5 Unless stated otherwise in the Assignment Details Form, if you wish to take paid annual leave you should request such annual leave in writing from the Company, setting out the dates of your intended absence providing notice of at least twice the length of the period of leave that you wish to take. The Company may accept or decline your request depending on the operational requirements of the Client for whom you are carrying out an Assignment. Following any booking of annual leave, the Company may give a counter-notice to you to postpone or reduce the amount of leave that you wish to take and unless stated otherwise in the Assignment Details Form, in such circumstances the Company will inform you in writing giving at least the same length of notice as the period of leave that it wishes to postpone or reduce it by. The Company reserves the right to ask you to take annual leave at times convenient to its business and that of its Clients.
- 11.6 Subject to clause 11.2 the amount of payment which you will receive in respect of periods of annual leave will be calculated in accordance with and paid in proportion to the number of hours which you have worked on Assignment. Payment of annual leave will be calculated based upon the average hourly rate of pay over the preceding 12 working weeks. The average hourly rate of holiday pay incorporates any shift premium or overtime rates applied during the preceding 12 working weeks. You may not take more than 2 weeks' holiday in any one-month period, nor may you during your first 12 months of employment take holiday which has not accrued.
- 11.7 Upon termination of your employment, your holiday entitlement for that Leave Year shall be in direct proportion to the period employed in that Leave Year and you shall be paid in lieu of any holiday entitlement that was accrued but not taken at the date of termination of employment, or, as the case may be, you shall repay to the Company an amount in respect of any holiday periods taken in excess of your holiday entitlement for that year and you hereby authorise the Company to take repayment of such monies by way of deduction from any final payment owed to you.

12 NOTIFICATION OF ABSENCES AND SICK PAY

- 12.1 If you are unable to attend work for any reason and your absence has not previously been authorised by the Company you must inform the Company of the fact of your absence and the full reasons for it one hour prior to start of your shift on each working day of absence. Once you have been absent for a total of 7 days including weekends you must provide the Company with a medical certificate or statement of fitness for work on the eighth day of sickness or injury if your absence is medically related. Thereafter, medical certificates or statements of fitness for work must be provided to the Company to cover any continued medical related absence. If, on a medical certificate or statement of fitness for work, your doctor recommends any adjustments to your duties, hours or working conditions to facilitate a return to work, you are required to cooperate with the Company regarding the possible implementation of such changes, notwithstanding the fact that the advice on a statement of fitness for work is not binding on the Company.
- 12.2 Immediately following your return to work after a period of absence which has not previously been authorised by the Company you are required to complete a self-certification form (irrespective of whether you have a medical certificate or statement of fitness for work to cover part or all of the period of absence) stating the dates of and the reason for your absence, including details of sickness on non-working days as this information is required by the Company for calculating Statutory Sick Pay entitlement. Self-certification forms will be retained in the Company's records.
- 12.3 If you are absent from work due to sickness or injury and comply with the requirements of this clause, you will be paid Statutory Sick Pay in accordance with the provisions of the Social Security Contributions & Benefits Act 1992. For Statutory Sick Pay purposes your qualifying days are your normal working days.

13 NOTICE TO TERMINATE EMPLOYMENT

- 13.0 The period of notice to be given by the Company to you to terminate your employment is in accordance with the minimum notice period provided for by the Employment Rights Act 1986.
- 13.1 The period of notice to be given in writing by you to the Company to terminate your employment under this Agreement is one week.
- 13.2 In the event that you are found to have committed an act of gross misconduct the Company will be entitled to terminate your employment without notice or pay in lieu of notice.

Version No. V.1	Owner: I. Coates	Page 8 of 10	
Issue Date. February 2019	Approved by: A. Hall		
Review Date. February 2020			
Uncontrolled if Printed - Status of document should be checked before use.			



14 DISCIPLINARY AND GRIEVANCE PROCEDURES

- 14.1 Details regarding the Company's grievance, disciplinary and dismissal procedures are available in the temporary worker handbook which is available on the company website www.pin-point.co.uk or directly from your local branch. However, such procedures are non-contractual.
- 14.2 The Company expressly reserves the right to suspend you from employment pending investigation and any further action in relation to any disciplinary or related matters, for such period as it considers appropriate or until any disciplinary process has been completed.
- 14.3 If, either before or during the course of an Assignment, you become aware of any reason why you may not be suitable for an Assignment, you shall notify the Company without delay. A failure to notify the Company under this clause shall constitute a disciplinary offence.

15 CONFIDENTIALITY

- 15.1 You must not disclose any trade secrets or other information of a confidential nature relating to the Company or any of its Clients or any of their business associates or in respect of which the Company or any of its Clients owes an obligation of confidence to any third party either during or after your employment except in the proper course of your employment or as required by law.
- 15.2 You must not remove any documents or tangible items which belong to the Company or its Clients which contain any Confidential Information from the Company's/Client's premises at any time without proper advance authorisation.
- 15.3 You must return to the Company upon request and, in any event, upon the termination of your employment, all property belonging to the Company or any of its Clients or any of their business associates including without limitation all documents and tangible items including those which contain or refer to any Confidential Information and which are in your possession or under your control.

16 HEALTH AND SAFETY AT WORK

- 16.1 The Company will take all reasonably practicable steps to ensure your health, safety and welfare while at work.
- 16.2 During every Assignment you will take all reasonable steps to safeguard your own health and safety and that of any other person who may be present or be affected by your actions on the Assignment and comply with the health and safety policies and procedures of the Client.

17 DATA PROTECTION

- 17.1 You warrant that in relation to this Agreement you will comply strictly with all provisions applicable to you under the Data Protection Laws and shall not do or permit to be done anything which might cause the Company or the Client to breach any Data Protection Laws.
- 17.2 You consent to the Company, any other intermediary involved in supplying your services to the Client (now or in the future), and the Client:
- 17.2.1 processing your personal data for purposes connected with the performance of the Assignment and pursuant to this Agreement; and
- 17.2.2 Exporting and/or processing your personal data in jurisdictions outside the European Economic Area for purposes connected with the performance of this Agreement.

18 DEDUCTIONS

Subject to compliance with Regulation 12 of the Conduct Regulations the Company reserves the right in its absolute discretion to deduct from your pay any sums which you may owe the Company including, without limitation, any overpayments or loans made to you by the Company or losses suffered by the Company as a result of your negligence or breach of Company rules.

Version No. V.1 Issue Date. February 2019 Review Date. February 2020	Owner: I. Coates Approved by: A. Hall	Page 9 of 10	
Uncontrolled if Printed - Status of document should be checked before use.			



19 JURISDICTION AND GOVERNING LAW

This Agreement shall be governed and construed in all respects by English law and the parties irrevocably submit to the non-exclusive jurisdiction of the Courts of England and Wales. The parties to this Agreement have read understood and agree to be bound by its terms.

By signing below, you agree to the terms and conditions of this regulation.

Signed for and on behalf of Pin Point Recruitment

Date

I confirm that I am not subject to any legal restraints which affect my ability to perform my duties under this Agreement.

Signed by the employee

Date

Version No. V.1	Owner: I. Coates	Page 10 of 10	
Issue Date. February 2019	Approved by: A. Hall		
Review Date. February 2020			
Uncontrolled if Printed - Status of document should be checked before use.			