



Round and Round the Gardens Childcare

... the natural choice for your child.

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Company Director / Nursery Manager
Suzanne Filson BA (Hons) / EYPS
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Company Secretary / Business Manager
Andi Hart Assoc. CIPD MIPA
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Wednesday 15th August 2012

Dear Parents/ Carers,

We feel it necessary to make an addition to our terms and conditions which will help to protect our business and ensure we can continue to provide quality, well trained and qualified staff for all children in our care, thereby all of our families can remain confident that we do our best to ensure that continuity is maintained.

Effective from 1st September 2012

Terms and Conditions (addition)

Our Staff - we pride ourselves on employing only those that have the ability and commitment that is required to effectively care and provide learning opportunities for the children. We always ensure that they are highly knowledgeable and qualified to allow for outstanding practice and consideration to the needs and requirements of each individual child. We invest time and money in allowing for the staff to stay up to date and current, while also improving on their own professional development. Therefore, if any of our staff leave our employment to work for the family of one of our registered children e.g Nanny/Childminder, we will impose a commission/finders fee of 10% of their current annual salary; to be paid by their new employer, prior to the staff members leaving date. We require this fee to cover recruitment and training costs to ensure we can replace "like for like".

N.B An ex member of staff would require authorisation from R&RG Childcare to access the nursery as part of their new employment requirements. Parents can make their request in writing to the owner of the setting.

This new addition now forms part of our terms and conditions and as such is effective from the date stated above. If you have any concerns or questions, then please let us know otherwise we will register your acceptance on your file.

Kind regards

Suzanne Filson BA Hons
Company Director

Andi Hart Assoc CIPD MCMI MinstAP
Company Secretary

R&RG Childcare Ltd trading as Round and Round the Gardens Childcare:
Registered in England number – 07609295
Registered Office – 13 Sythwood . Woking . Surrey. GU21 3AL