



REVOLUTION CARE

TERMS AND CONDITION OF MEMBERSHIP

These conditions constitute a legally binding agreement between you (the temporary worker) and REVOLUTION CARE. It is a condition of Membership that you should read and fully understand these TERMS AND CONDITIONS as REVOLUTION CARE will be pleased to clarify any points you do not understand as REVOLUTION CARE will not be responsible for any understanding omissions done thereafter.

1. The role of REVOLUTION CARE

REVOLUTION CARE acts as an agent for each and every Member to any appointed Clients at the time of assignment.

2. ASSIGNMENTS

REVOLUTION CARE makes every effort to find Members suitable work but will make no guarantee that we shall always be able to do this. Temporary work assignments are made in accordance with the terms of this Agreement and the Terms of Business. Members must keep any appointments or arrangements that are made for them. Members who are unable to report for duty for any reason whatsoever, must phone the office immediately so that every effort could be made to find their replacement. Under no circumstances may any person who is not a Member of REVOLUTION CARE be introduced to the assignment / shift.

3. Payment

REVOLUTION CARE makes payment to Members in advance of fees earned by them and Members irrevocably appoint REVOLUTION CARE as their agent to prepare and submit accounts, collect and recover fees, expenses, charges and extras in the name of REVOLUTION CARE.

4. Fees and Expenses

Payment in advance of fees earned by Members is made weekly.

5. Timesheets

Fully completed and signed timesheets must be submitted weekly to arrive no later than Monday 3pm in order for payment to be made promptly on Friday. Failure to submit a properly completed timesheet may result in payment being delayed. To fulfil our record keeping obligation, hours worked will be monitored on a timesheet basis.

6. Members' Employment Status

Members are employed by Revolution Care and not by Clients they are sent to.

7. Standards of Conduct

Members of REVOLUTION CARE must at all time maintain the highest professional standards and comply with REVOLUTION CARE policies and procedures. Members are also required to work to the policies, procedures and requirements of the Client's organisation to which they will be working under.

8. Uniforms

Members will be required to wear a REVOLUTION CARE uniform at all times where they will have been assigned work that requires them to wear a uniform. The exceptions also to this condition are (1) where the Client provides their own uniform, or (2) where the Client does not wish for one (uniform) to be worn e.g. support work.

9. Changes to personal details

All Members are advised to notify REVOLUTION CARE immediately in writing of changes of addresses, telephone numbers, bank details etc. Failure to notify such changes may result in non-receipt of statement of fees and other correspondences, loss of assignment or incorrect or non-payment of fees.

10. Incomplete assignments

Members who wish to leave an assignment before its completion must inform REVOLUTION CARE immediately and give at least notice to the Client before leaving work.

11. Termination of Membership

Members may terminate their Membership with REVOLUTION CARE at any time and a one month's notice must be given if an assignment is in progress. If Members wish to take up any appointment with a Client introduced by REVOLUTION CARE within six months of termination of Membership, the Member must notify REVOLUTION CARE in writing as a fee will be due from the Client. Failure to inform REVOLUTION CARE will jeopardise future work opportunities or result in termination of Membership as both Client and Member can be sued accordingly.

12. On-Call

For the purpose of the Working Time Regulations, time spent 'on-call' whilst not working will not count towards a Member's working time unless and until the Member is called to work.

13. Time Off

Members who wish to have time off from an assignment other than as paid holiday must give REVOLUTION CARE at least one week's notice to find a suitable replacement for the period of absence.

14. Working Hours

In compliance with the implementation of the Working Time Regulations, working time should not exceed 48 hours per week and REVOLUTION CARE recommends this practice. However, may wish to waive this right and should indicate their preference by ticking 'YES / NO' box provided under Clause 23. Members can also change their chosen options by giving appropriate notice. Working shall include only the period attended at each individual assignment through REVOLUTION CARE.

15. Shift Work

Members are entitled to 11 hours of daily rest but this does not apply in relation to shift workers who can not take a daily rest period between the end of one shift and the start of the next one. In these circumstances, Clause 17, relating to rest period applies and equivalent break or compensatory rest period must be agreed at the convenience of Member and Client. Agreed weekly hours must not exceed.

16. Night Shift

Members have an opportunity to undergo a Health Assessment prior to night duty assignment for which they will not be charged. Night duty hours must not exceed 12 hours in 24 hours. In certain circumstances in which flexible practice is required, Clause 17, relating to rest periods applies and individual agreements between Member and REVOLUTION CARE must be reached if night hours are to exceed this limit. In these circumstances, an equivalent break or compensatory rest period is agreed at the convenience of the Member and the Client.

17. Member's Health

A Member of REVOLUTION CARE is conditional upon a true statement of the details of a Member's mental and physical health as set out in the application form, upon the understanding that a Member must be in a state of good health when reporting for each and every duty.



Failure to provide an accurate declaration of health or to update REVOLUTION CARE of any changes could jeopardise their Membership with REVOLUTION CARE.

18. Health and Safety

Members determine their working hours through accepting or refusing assignments offered. Members are individually responsible for ensuring their chosen working hours (thus all work other than through REVOLUTION CARE, are compatible with their own health and safety at work and that of patients, clients and colleagues.

Members have a responsibility to regard health and safety policies and fully co-operate with those in charge of the workplace and maintain a safe environment both for themselves, other staff members and clients. Often this will involve working to establish health and safety practices. Private householders are unlikely to have such a detailed knowledge so particular care is required when providing homecare services. Members are also required to report any communicable diseases to REVOLUTION CARE.

19. Negligence

If Members are removed from an assignment or received a complaint for misconduct or professional negligence is recovered, REVOLUTION CARE reserves the right to withhold payment in advance of fees earned by the Member until full investigations are made.

20. Data Protection

REVOLUTION CARE holds information on Members' racial or ethnic origin, religious beliefs and criminal records. This sensitive information is held for monitoring purposes only but however may use other non-sensitive information supplied by you to occasionally send or arrange to send information that we believe will be of interest to Members. If you do not wish to pass such non-sensitive information about you please do mark the relevant boxes below.

21. Identification

Members must carry their identification and wear a REVOLUTION CARE, I.D. badge at all times whilst on duty or even when going to or coming from an assignment whenever possible.