



Non Solicitation of Employees Policy EDITION 5

Non solicitation of Dicky Birds Pre School Nurseries Ltd employees:

The parent/guardian hereby agrees that during the term of their contractual Agreement with Dicky Birds Pre School Nurseries Ltd (hereafter called 'the Company') and for a period of 6 months after the termination of this Agreement, (however so terminated), not to employ or otherwise engage the services of any member of our staff who has had contact with their child under this Agreement and/or allow or permit the provision of any childcare services to their children by any member of our staff who has had contact with the child.

The Parent/Guardian hereby agrees that should they employ or otherwise engage the services of any member of our staff during their contractual Agreement and for a period of 6 months after the termination of this Agreement, to pay the Company a figure representing 20% of the relevant member of staff's gross annual salary at the time they left the Company's employment and/or services. This figure represents the costs to us of recruiting a suitable replacement member of staff.

Please see our babysitting policy to confirm the use of babysitting and what may constitute working as a nanny.

Should you need any further advice or clarification, please contact our Head Office.

To be used in Conjunction with the following Nursery Forms, Documents & Resources

- Agreement form
- Dicky Birds Nurseries Terms and Conditions
- Babysitting Policy

Created	<i>January 2018</i>
Updated by	<i>Rachel Berry (Operations Director)</i>
Date to be Reviewed	<i>January, 2019</i>