

**Premium Rates 2025 / 2026**

Day	Job Code	Rate	2025	2026
New Year's Day	NYD	X 3	January 01	January 01
Valentines Evening	VA	X 1.5	February 14	February 14
Mothering Sunday	MS	X 2	March 30	March 15
Good Friday	GF	X 2	April 18	April 03
Easter Sunday	ES	X 2	April 20	April 05
Easter Monday	EM	X 2	April 21	April 06
May Day Bank Holiday	MDBH	X 2	May 05	May 04
Spring Bank Holiday	SBH	X 2	May 26	May 25
Father's Day	FD	X 2	June 15	June 21
August Bank Holiday	ABH	X 2	August 25	August 31
Christmas Eve	XMEV	X 1.5	December 24	December 24
Christmas Day	XMDA	X 3	December 25	December 25
Boxing Day	BOXD	X 2	December 26	December 26
Boxing Day Substitute Holiday	BOXD	X 2	N/a	December 28
New Year's Eve (6pm onwards)	NYE	X 3	December 31	December 31

Permanent Recruitment Tariff

Salary Range	Fee % Gross Annual Package	Package Benefits (to be added to basic salary)	
To £24,999	15%	Company Car	£3,000
£25,000 - £34,999	18%	Accommodation	£6,000
£35,000 - £44,999	20%		
Head Hunting Facility	Price On Application		
Minimum Recruitment Fee	£1,000		

Payment / Rebate Terms

- 4) If a Candidate's agreement with the Client is terminated by either party within 10 weeks of the date of commencement (including notice period) the Client will be entitled to a refund of the introduction fee as follows:

Period of Employment	Rebate
Up to 2 weeks	100% (Less £500 administration fee)
2 – 4 weeks	50%
4 – 10 weeks	25%
10 weeks and over	Nil

Provided that:

- 4.1) the fees payable by the Client pursuant to Clause 3 has been duly paid within 14 days of the date of invoice.
 4.2) the Client has notified CSI in writing within 7 days of the date of cessation of the agreement.
 4.3) termination of the engagement is lawful and not by way of redundancy, pregnancy, injury or ill health.

*Please note the above tariff is applicable within the United Kingdom. For International recruitment fees please contact your consultant.

CSI Vantage – Budget Friendly Recruitment, Simplified

Subject to £175.00 retainer per role (refundable upon candidate commencement)

Salary Range	Fee
To £35,000	£2,000
£35,001 – £70,000	£3,500
£70,001 +	£5,000

Fees are based on a fixed charge, as per prevailing tariff, related to the Candidate's gross annual package, to include salary, commission, bonuses, gratuities and other taxable emoluments payable to or receivable by the Candidate. No entitlement to rebate scheme or refund. Not applicable for Temp to Perm transfers. Terms apply (see website for details).

Temp to Perm Terms

- 5) The Client is required to notify their CSI branch office should they wish to engage a Flexi-worker in Full/Part time Employment in any capacity/location or introduce the Worker to another Employer within 8 weeks of the date of termination of the services to the Client provided by the Flexi-worker. Upon notification the following options are applicable:
- OPTION 1** Standard fees as per current Tariff (15-20% Annual package) apply. This option entitles the Client to a trial period and a proportionate refund as per Terms & Conditions Section A clause 4 (see payment / rebate terms above).
- OPTION 2** A 20% discount of standard fee. This option waives the right to trial periods, guarantees and refunds.
- OPTION 3** Extended period of hire. Only applicable to Full-Time candidates (to exceed 35 hours weekly). The Flexi-worker shall remain on CSI's payroll for a period of 14 weeks during which the Client shall pay the current hourly charge agreed pursuant to Clause 2 of our Terms and Conditions for each hour the Flexi-worker is so employed or supplied. On successful completion the worker will transfer to the Client's payroll. No further fees shall be incurred.
- Options 2 & 3 are only available providing CSI received notification of intent to hire a Flexi-worker from the Client. All options are subject to completion of CSI's Temp to Perm Options form and will commence the Monday following receipt.
- Should a Client directly employ a Flexi-worker (whether PAYE or sub contracted) without notification and/or fail to supply remuneration information CSI reserves the right to raise an invoice based upon the Flexi-workers highest hourly charge rate, multiplied by 40 and multiplied by 52. This estimated salary coupled with any taxable emoluments receivable will be multiplied by the appropriate percentage fee and be payable in accordance with section A clause 4.1 of our Terms and Conditions. Trial periods, guarantees and refund entitlements shall be forfeited.