



# Pricing & Partnership Guide

Transparent pricing. Proven results. Built for the care sector.

## The Problem We Solve

Most care providers aren't short on applicants — they're short on **reliable, compliance-ready candidates** who actually show up and stay.

## How CareForce1 Helps

CareForce1 specialises in sourcing, screening and placing high-quality support workers and allied health professionals so providers can focus on delivering care rather than spending hours recruiting.

### Results

Outsourcing recruitment through CareForce1 helps providers reduce internal HR workload, advertising spend, screening time and compliance administration — saving organisations **up to 20% compared with managing the full hiring process internally.**

ONE-OFF PLACEMENT	6-MONTH PARTNERSHIP	12-MONTH PARTNERSHIP	HOURLY RECRUITMENT
<b>\$4,999</b> One-time placement fee Single placement	<b>\$2,999</b> per month 4 placements included	<b>\$2,999</b> per month 9 placements included	<b>\$12/hr</b> margin on hourly rate Fee applied to hourly rate
<ul style="list-style-type: none"> <li>✓ Candidate sourcing &amp; screening</li> <li>✓ Reference &amp; background checks</li> <li>✓ Interview coordination</li> <li>✓ Dedicated account manager</li> <li>✓ 90-Day Replacement Guarantee</li> </ul> <p><i>Best for: Filling a single urgent vacancy</i></p> <p><i>Industry fees typically: 10–15% of salary (\$7k–\$12k)</i> <b>CareForce1: \$4,999</b></p>	<ul style="list-style-type: none"> <li>✓ Up to 4 staff placements</li> <li>✓ Priority candidate pipeline</li> <li>✓ Reference &amp; background checks</li> <li>✓ Ongoing HR placement support</li> <li>✓ Dedicated account manager</li> <li>✓ 90-Day Replacement Guarantee</li> </ul> <p><i>Best for: Growing teams &amp; steady hiring needs</i></p>	<ul style="list-style-type: none"> <li>✓ Up to 9 staff placements</li> <li>✓ Priority candidate pipeline</li> <li>✓ Reference &amp; background checks</li> <li>✓ Ongoing HR placement support</li> <li>✓ Dedicated account manager</li> <li>✓ Quarterly workforce review</li> <li>✓ 90-Day Replacement Guarantee</li> </ul> <p><i>Best for: High-volume or multi-site operators</i></p>	<ul style="list-style-type: none"> <li>✓ Temporary, emergency &amp; short-term staffing</li> <li>✓ Minimum 4-hour shift requirement</li> <li>✓ Candidate sourcing &amp; screening included</li> <li>✓ Reference &amp; compliance verification</li> <li>✓ No upfront placement fees</li> <li>✓ Option to convert to permanent placement</li> </ul> <p><i>Best for: Emergency coverage, temporary roles, or per-hour billing preference</i></p>

\* Prices in AUD. Partnership packages billed monthly in advance. Minimum term applies. Additional placements available at preferential rates.



## 90-Day Replacement Guarantee

### ■ We Stand Behind Every Placement

If a placed candidate leaves within **90 days** for reasons within our control, we place a replacement at **no additional cost**.

*Conditions apply: Does not cover redundancy, material role changes, or employer conduct.*

### 90-Day Foundation Period

Our partnerships begin with a 90-day foundation period, giving us the time to deliver real results for your organisation. After that, cancel anytime with just **30 days' written notice**.

*Professional. Transparent. Built around your success.*

## Why Choose CareForce1?

		
<b>Fast Turnaround</b>	<b>Fully Screened</b>	<b>Dedicated Support</b>
Candidates presented within 5–10 business days. Partnership clients get priority pipeline access.	Every candidate is reference-checked, police-cleared and NDIS Worker Screening verified before placement.	Your own account manager handles everything — from brief to placement and beyond — so you can focus on care.

## Our Placement Process

<b>1</b>	<b>Brief</b> You share the role requirements, culture, and timelines with your account manager.	<b>4</b>	<b>Present</b> We present you 2–3 qualified candidates, typically within 5–10 business days.
<b>2</b>	<b>Search</b> We activate our pipeline and headhunt matched candidates from our sector-specific network.	<b>5</b>	<b>Place</b> You select your preferred candidate. We handle all onboarding paperwork and follow up.
<b>3</b>	<b>Screen</b> Shortlisted candidates are reference-checked, compliance-verified and interviewed.	<b>6</b>	<b>Support</b> Your account manager stays in touch post-placement. 90-day guarantee applies from day one.

## Ready to get started?

**Contact us today**

Speak with your dedicated account manager or reach us at [info@careforce1.com.au](mailto:info@careforce1.com.au) | 0404 961 020 | [www.careforce1.com.au](http://www.careforce1.com.au)

*Strengthening Australia's care workforce.*



# Frequently Asked Questions

Everything you need to know about working with CareForce1.

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## How does billing work for partnership packages?

Packages are invoiced monthly in advance, with payment due within 14 days of invoice date. The full term commitment (6 or 12 months) applies. Early exit fees may apply — see Terms & Conditions.

## What types of roles does CareForce1 place?

We specialise in disability support workers, aged care staff, youth workers, care coordinators, team leaders, and allied health professionals across Australia.

## How quickly can you fill a role?

For one-off placements, qualified candidates are typically presented within 5–10 business days. Partnership clients benefit from priority access to our active talent pipeline, often faster.

## Can I upgrade my package mid-term?

Yes. You can upgrade from a 6-month to a 12-month partnership at any point. Pro-rata adjustments will be applied to your next invoice.

## What if I need more than 9 staff under the 12-month partnership?

Additional placements beyond your included allocation are available at a preferential partner rate. Contact your dedicated account manager to discuss tailored options.

## Are police checks and NDIS Worker Screening included?

All candidates are required to hold current clearances prior to placement. CareForce1 coordinates and verifies compliance documentation as part of our screening process.

## How does the Hourly Recruitment Model work?

Rather than an upfront placement fee, a \$12 per hour margin is applied to the candidate's hourly rate. This model suits emergency coverage, temporary roles, or providers who prefer to pay as the candidate works. A minimum 4-hour shift applies. Candidates can be converted to permanent placement if required.

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# Terms & Conditions

These Terms & Conditions govern all recruitment services provided by CareForce1 Recruitment ('CareForce1', 'we', 'us') to the client ('you'). By engaging our services you agree to these terms.

## 1. Services

CareForce1 provides permanent recruitment and workforce placement services for the care sector. Services commence upon receipt of a signed engagement or payment of a placement fee.

## 3. Partnership Term & Cancellation

Partnership packages carry a minimum billing period of 3 months. After the minimum period, either party may cancel with 30 days' written notice. Cancellation during the minimum period will incur an early exit fee equivalent to the remaining months in the minimum term. CareForce1 reserves the right to terminate services with 30 days' notice for non-payment or breach of these terms.

## 5. Client Obligations

The client agrees to: provide accurate and complete job briefs; notify CareForce1 within 5 business days of a candidate's departure to activate the replacement guarantee; treat candidates in accordance with applicable employment laws; and not directly engage, solicit, or refer any candidate introduced through CareForce1 outside of this agreement without CareForce1's prior written consent.

## 7. Non-Solicitation

For a period of 24 months following the end of any engagement with CareForce1, the client must not directly or indirectly solicit, recruit, or facilitate the employment of any candidate introduced by CareForce1 without first obtaining written consent and paying the applicable placement fee. Breach of this clause entitles CareForce1 to seek injunctive relief and/or damages in addition to any fees owing.

## 9. Confidentiality

Both parties agree to keep confidential all proprietary information, candidate details, and commercial terms shared during the engagement. This obligation survives termination of the agreement.

## 11. Privacy

CareForce1 handles personal information in accordance with the Privacy Act 1988 (Cth) and the Australian Privacy Principles. Candidate data is shared only as required to fulfil services.

## 13. Amendments

CareForce1 may update these terms from time to time. Clients will be notified of material changes with at least 14 days' notice prior to the changes taking effect.

## 2. Fees & Payment

All fees are as stated in the current Pricing Guide. Partnership fees are billed monthly in advance. One-off placement fees are due upon candidate acceptance. Invoices are payable within 14 days. Overdue accounts may attract interest at 2% per month. Prices are in AUD and inclusive of GST.

## 4. 90-Day Replacement Guarantee

If a permanent placement candidate exits within 90 days of commencing for reasons within CareForce1's control, we will provide one complimentary replacement. This guarantee is void if: (a) the candidate is made redundant; (b) the role, remuneration, or conditions change materially after placement; (c) the candidate is dismissed due to employer conduct or a hostile workplace; or (d) the client is in breach of these terms or payment obligations.

## 6. Direct Engagement & Staff Retention Fee

If the client directly employs, contracts, or re-engages any candidate introduced or placed by CareForce1 — whether during the partnership term or within 24 months of its cancellation or expiry — a placement fee of \$4,999 per candidate is immediately payable. This applies regardless of whether the candidate was sourced under a one-off or partnership arrangement, and regardless of the role or engagement type offered.

## 8. Candidate Introduction Fee

If a candidate introduced by CareForce1 is engaged directly (outside this agreement) within 24 months of introduction, the standard placement fee of \$4,999 per candidate is payable immediately. This clause survives termination or expiry of this agreement.

## 10. Liability

CareForce1 uses reasonable endeavours to screen and verify candidates. However, we do not guarantee the suitability or performance of any placement. Our liability is limited to the fees paid for the specific placement in question. We are not liable for indirect or consequential losses.

## 12. Governing Law

These terms are governed by the laws of the State of Queensland, Australia. Any disputes shall be subject to the exclusive jurisdiction of the courts of Queensland.