

# Crown Cars Driver Contract

1. Drivers must be of a smart appearance, groomed and maintain a good level of personal hygiene. All drivers must wear a uniform consisting of dark coloured trousers, shoes, a white shirt and a company tie.
2. All Crown Cars signs i.e. Door signs, driver's code and window stickers must be displayed appropriately in the right places, replacement door magnetic plates and ties will cost **£5** each. Managers will be in possession of replacement plates and ties.
3. Vehicles must be kept in a clean condition and be mechanically sound. The appearance of the vehicles will be checked on a regular basis randomly by road Mangers and office staff.
4. Any driver found not to be maintaining his vehicle in line with the company standards will be "**suspended**" by the Manager on the spot and only that particular **Manager** has the right to unblock that driver. **All driver misconduct issues will only be dealt by the road Managers, operating staff do not have the authority to intervene.**
5. The mobile app device remains the property of Crown Cars, and thus it becomes the responsibility of the driver to maintain it in good condition. Should damage or loss occur to the mobile device, the cost of the replacement which is **£150** will fall with the driver. Crown Cars **will not** replace any chargers or cradles for the mobile device if any fault should occur, drivers must replace the charger and cradle themselves.
6. In the unlikely event that the company mobile device is inoperative, as a backup Crown Cars will temporarily issue a link to the driver to download the operating application on their own mobile device, until the issue is resolved.
7. **Fares:**
  - I. Drivers must charge customers the fare that is displayed on the meter provided by Crown Cars **only**. It is the driver's responsibility to obtain the destination from the customer before commencing a journey and a route should be agreed beforehand. The office always quotes all journeys the shortest route, if the driver chooses to take the fastest route e.g. (motorways and highways) it is the driver's duty to make the customer aware of extra cost incurrence.
  - II. The customers will receive a text message based on the meter price after journey completion, therefore if there is a discrepancy with the amount charged by driver, then in that instance **FULL** refund will be eminent.
  - III. Any jobs destined to go away from **Henley-in-Arden** and within, will be subject to an additional **£4** charge to the customer on the meter. Any jobs coming towards Solihull, from Henley-in-Arden and surrounding areas will be **normal fare**. This will be monitored to ensure compliance, any **misuse** will not be tolerated.
  - IV. The new fare structure will be **£3.60** for the first mile and then **£1.30** per mile subsequently, this will allow drivers that work normal shift patterns to gain extra revenue, justifying the increase in the base rent. The drivers will be financially better off with this fare structure after paying the weekly rent charge.

**"Any deliberate overcharging will result in a full refund of the entire journey; repeat offenders will be removed from Crown Cars".**

8. **Shift timings:** There will be no official dual shift timing in affect. All **Full-time** drivers will be placed on an open rank position and will be subject to a **£105** weekly charge, this will allow the drivers to work anytime they wish to do so. **Part-time** rent will be charged at **£80 per week for 3 shifts only**. Please note 3 shifts will only consist of day shift between the hours of 4am till 7pm or night shift between the hours of 4pm till 7am not **open rank**.
9. **Rent:** Rent is due on Friday between **15:00 – 21:00**, for the week ahead, please ensure you are able to work the coming week before you pay, as rent cannot be refunded or carried forward. Phone number to ring for rent issues or if you are paying by credit/debit card is **07340789196**. Drivers who fail to pay rent within the specified time will incur a late fee of **£10**. **Any rent related queries will only be dealt by Haroon, operating staff do not have the authority to intervene.**

I ...../.....(Name & signature) have read and understood the above and agree to the terms and conditions set by Crown Cars.

Driver code .....

Date...../...../.....