



Internal Recruitment Refer a Friend Scheme

We would love to speak to anyone who you think would make a great addition to the team. For each referral hired as an employee who passes their probation, we will offer you a gift of:

- £250 in Amazon vouchers or cash bonus - for every non-sales role employee
- £750 in Amazon vouchers or cash bonus - for every graduate trainee recruitment consultant or recruitment consultant with prior experience

You can refer your friend by sending your recommendation directly to HR, hr@globelocums.co.uk

Scheme Terms and Conditions:

- The referred individual must be notified and have consented to their details being shared with Globe Locums prior to referral. This is the responsibility of the referee and is subject to the Data Protection Act 2018. The referee will indemnify Globe Locums for any loss or claim arising out of the referee's failure to procure such consent.
- In the event that Globe Locums is (for whatever reason) unable to procure the indicated gift, then a substitute gift of commensurate value subject to these same terms and conditions will be provided.
- The gift will be subject to tax and national insurance deductions as per HMRC legislation.
- The employee recommended must successfully pass their probation period in the role they were originally employed to fulfil.
- Following successful completion of the referred employee's six month and/or extended probation period and confirmation of permanent employment, the gift will be issued in the following month.
- The employee who recommended the individual must be employed by Globe Locums and not working their notice or be on gardening leave, to qualify for the gift.
- Globe Locums is not responsible for any undelivered gifts.
- Globe Locums reserves the right to offer an alternative reward of the same or lesser value at any time.
- Globe Locums' decision in the event of a dispute is final.

By referring any person under this scheme:

- You warrant and confirm that the referral does not breach any duty you (or any third party) may owe to any other person or organisation (due to a former contract of employment, any expectation on you to act in good faith or impartially, or because you are in a position of trust) arising out of any of the below:
 - Function of a public nature.
 - Activity connected with a business, trade or profession.
 - Activity performed in the course of any person's employment (including yours).
 - Activity performed by or on behalf of a body of persons (whether corporate or incorporate).
- You agree to refund on demand (without any time limit) any reward where you are found to be in breach of these terms.