

## **Terms and Conditions for Promotion Welcome Pack and Uniform Provision**

Welcome to our team! We are excited to have you on board. Please review the following terms and conditions regarding the welcome pack and uniform provision associated with your new position:

### **1. Welcome Pack:**

- As a new employee joining our team, you are entitled to receive a complimentary welcome pack valued at over £50.
- The welcome pack includes tunic/scrub top, water bottle, pen, diary/notebook, fob watch, ID and lanyard, name badge, hand sanitiser, and selection of snacks.
- You will receive the welcome pack after the successful completion of your first assignment.

### **2. Uniform Provision:**

- Uniform may be provided to you before your first shift, subject to availability.
- If uniform is provided and you do not take any further assignments with us, you are required to return the uniform promptly.
- The provided uniform remains the property Flashcare Recruitment LTD and must be returned in good condition upon request.

### **Additional Notes:**

- The provision of the welcome pack and uniform is subject to availability and may vary depending on location and position.
- The contents of the welcome pack may vary and are subject to change without prior notice.
- Any damage to the uniform beyond normal wear and tear may result in charges for replacement.
- Flashcare Recruitment LTD reserves the right to modify or terminate this promotion at any time without prior notice.

By accepting this promotion, you agree to abide by the terms and conditions outlined above. If you have any questions or concerns regarding these terms, please feel free to contact us for clarification.

Thank you for joining our team, and we look forward to your continued success with us!

## **Referral Terms and Conditions**

Thank you for considering referring a friend or professional to join our agency. We greatly value your contribution to our team and would like to outline the terms and conditions regarding the referral process and compensation:

### **1. Referral Compensation:**

- You will receive a referral compensation of £100 for each successful referral.
- The referral compensation will be paid to you after the referred individual successfully completes 10 assignments with our agency.

### **2. Referral Process:**

- To refer a friend or professional, you must submit their details through our official referral form or process.
- You must ensure that the referred individual is aware of and consents to being referred to our agency.
- Referrals must be made prior to the referred individual's application or hiring process with our agency.

### **3. Eligibility:**

- Referral compensation is only eligible for referrals of individuals who are not currently employed by or contracted with our agency.
- The referred individual must meet the eligibility criteria and qualifications required for the positions available within our agency.

### **4. Payment:**

- Referral compensation will be paid to you via Bank Transfer within 14 working days after the referred individual successfully completes 10 assignments.
- Payment will be subject to any applicable taxes and deductions as required by law.

#### **5. Termination of Referral Program:**

- Flashcare Recruitment LTD reserves the right to modify or terminate the referral program at any time without prior notice.
- Any referrals made prior to the termination of the program will still be eligible for referral compensation under the terms outlined above.

#### **6. Compliance:**

- By participating in the referral program, you agree to comply with all applicable laws and regulations.
- Referrals made in violation of these terms and conditions may result in the forfeiture of referral compensation and may be subject to further action.

#### **7. Limitation of Liability:**

- Flashcare Recruitment LTD is not liable for any damages, losses, or expenses incurred as a result of participation in the referral program, except where prohibited by law.

Thank you for your continued support and for referring talented individuals to join our agency. If you have any questions or require further clarification regarding these terms and conditions, please do not hesitate to contact us.

**Flashcare Recruitment LTD 27/03/2024**