



Harnham Search – Referral scheme Terms & Conditions

As we are offering a reward for these recommendations we feel it is appropriate to make sure that you understand the terms.

- For each and every referral you make to Harnham, where we successfully place a candidate in a **permanent** role with a start date within 6 months of receipt of your referral, we will thank you with gift vouchers to the value of the scheme running on the date of the referral. The vouchers will be delivered 3 months after your referral has started their new role and when Harnham's invoice has been paid by the client.
- For each and every referral you make to Harnham, where we successfully place a candidate in a **contract** role with a start date within 6 months of receipt of your referral, providing that the contract is for a period of over 6 months, we will thank you with gift vouchers to the value of the scheme running on the date of the referral. The vouchers will be delivered 3 months after your referral has completed the first 6 months of their contract and when Harnham's first invoice has been paid.
- We recognise that your recommendation may be on our database already. However if we haven't spoken to a candidate in the 6 months prior to receiving your introduction, we will still offer the gift vouchers as above.
- We will acknowledge your introduction within 72 hours of receipt and accept or decline your referral. We will not be obliged to give our reasons for rejecting your referral.
- The placement must be a minimum of £25k per annum for a permanent hire and £250 per day for a contract hire.
- No gift vouchers will be delivered if your referral leaves their new role within the first 3 months.
- We will notify you of your referrals start date the week before and asked for your preference for M&S or John Lewis gift vouchers.
- There is no limit to the number of introductions.
- You are responsible for any tax liability that may occur on receipt of the gift vouchers.
- Any employee or direct relative of an employee of Harnham does not qualify for the referral scheme.