

Refer a Friend Scheme Terms and Conditions

1. The “Referrer” means the person who has referred/recommended a person to the company
2. Claims cannot be made for people referred to Lucas Love Healthcare before this scheme commenced (03/05/2023).
3. The Referral Scheme payment is a fixed monetary amount, determined by Lucas Love Healthcare and will be paid to the referrer and the new member.
4. To qualify for the referral payment, you must be a candidate registered with Lucas Love Healthcare and have completed the required hours within 6 months of your clearance date.
5. You must have the permission of the person you are recommending before making the referral. If it transpires that the person referred did not give their express permission, you will not qualify for a referral payment.
6. The person you refer must not already be registered with Lucas Love Healthcare.
7. The person must document on their application form or at interview stage the name of the person who had made this recommendation to join Lucas Love Healthcare.
8. The referral payment will be made once the person you have referred has successfully registered with the company and completed 150 hours of work within 6 months of their clearing date.
9. You must claim your referral vouchers within 6 months of the clearing date.
10. The payment will be made via a voucher (determined by Lucas Love Healthcare)
11. If you end your registration with Lucas Love Healthcare before the referral scheme payment is due, the payment will be forfeit.
12. Both the referrer and the person who was referred must be fully compliant and available for work without restriction at the time the payment is due, or the payment will be forfeit.
13. Under the Data Protection Act 2018 Lucas Love Healthcare cannot release any details of the referred candidate’s application, work history, hours worked or any other information to the referrer
14. If these terms and conditions are not met in full the payment will not be made.
15. The company is under no obligation to replace this scheme with an alternative, to continue the scheme for any length of time nor offer any compensation related to this scheme.
16. If the scheme is withdrawn, the referral payments due to referrer and referee who made qualifying referrals when the scheme was active will be made providing the conditions of the referral scheme are met.
17. All payments are at the discretion of Lucas Love Healthcare.
18. All decisions related to whether a referred person meets the requirements of this scheme and hence if the referrer qualifies for a payment will be made by Lucas Love Healthcare who are under no obligation to disclose the reasons for their decision.
19. Lucas Love Healthcare reserves the right to vary the terms and conditions of this scheme at any time and without notice.