## Orchid Healthcare

## REFER A FRIEND TERMS AND CONDITIONS

Orchid Healthcare UK Ltd will only pay a referral fee if a referral results in the successful placement of a candidate.

Successful placement means that we have not already directly submitted that candidate for the job that they secure, and that they stay in their new post for the complete duration of our rebate period.

The fee is payable per successful placement we make, so if you refer two people and we place both, you will receive a full referral fee twice.

If you refer a candidate to us whose details we already hold, the referral will not be counted and fee will not be payable.