



1. You ("the Referrer") should either be a recognised member of our Social Network or registered with Vadis People Services Ltd (Vadis)
2. You cannot refer yourself
3. You cannot refer a person who is already registered with Vadis
4. You can only refer a person once you have gained their consent to do so. Specifically they must know that their details are being submitted to Vadis
5. You accept that any referral payment or gift is made on the strict understanding that you are responsible for any tax liability arising
6. For you to be eligible for a referral payment the person you have referred must complete 3 months service in a position they have secured through Vadis with one of our Clients
7. You will be sent your referral payment on or shortly after the 3 months service has been completed
8. The referral payment is only due on initial placement – further placements are excluded
9. The Data provided by the referrer is subject to the Data Protection Act 1998. The referrer will indemnify Vadis for any loss or claim arising out of the referrer's failure to gain permission for the data to be submitted
10. While we endeavour to make payments promptly, the Referrer is responsible for contacting Vadis in order to claim their referral payment
11. In the event that a Candidate is referred to Vadis by more than one person, only the first person to have referred them to Vadis will be eligible for the referral scheme as long as they have complied with all previous terms
12. Vadis, or associated company employees and their family members are not eligible to participate in the referral scheme
13. The referrer must be over the age of 18 at the time of submitting the referral
14. The company reserves the right to alter or cancel the scheme without notice
15. In the event of any dispute, the company's decision shall be final

Referral Payments

For permanent positions offering above £40,000 you will receive £500

For permanent positions offering less than £40,000 per annum you will receive £250

For contract positions you will receive £250

Vadis People Services – Referral Terms 01/04/2017

Company Registration: 2393678