



## IMH External Referral Scheme – Payments

For the roles stated below, we offer a reward payment for successful candidate referrals:

- **Permanent GP / ANP / PA / Pharmacist / Local Clinical Director**  
£1000 for a successful referral
- **Non-agency/Bank Locum GP or ANP**  
£250 for a successful referral
- Reward payments can be made once the candidate referred has 3 months service with IMH.

If you are already working for IMH, or have accepted an offer to join us, you are eligible to refer under the IMH Internal Referral Scheme. Please contact your Practice Manager or the Recruitment Team for details.

## IMH External Referral Scheme – Terms & Conditions

- Referrals must be submitted at the beginning of the recruitment process, prior to any interviews being arranged for the candidate.
- You may not claim for anyone who applied directly to IMH prior to your referral. A candidate handing their CV in to a practice or applying to an advertisement constitutes an application to our business, regardless of whether that candidate later accepts a position at a different IMH practice.
- You may not claim for anyone who was introduced by a Recruitment Agency prior to your referral.
- Where the same candidate is introduced by more than one person, only the first application received will qualify for a reward payment.
- There is no limit to the number of referrals that any referrer can make.
- IMH is only able to accept referrals of candidates who are currently working in the UK or are eligible to work in the UK.
- If you refer a candidate who accepts a permanent position with IMH, you are eligible for payment once the candidate has completed 3 months service. It is the referrer's responsibility to claim the reward after this period by emailing [recruitmentsupport@imhgroup.net](mailto:recruitmentsupport@imhgroup.net).
- If you refer a candidate who accepts a locum/bank position with IMH, you are eligible for payment once the candidate has completed 3 months service. They would need to have completed a minimum of 20 sessions during this period. It is the referrer's responsibility to claim the reward after this period by emailing [recruitmentsupport@imhgroup.net](mailto:recruitmentsupport@imhgroup.net).
- Rewards must be claimed within 9 months of the referred candidate starting permanent employment or starting as a locum with IMH.
- All PSL agencies and agency employees are exempt from the scheme.
- The referral scheme excludes the referral of all currently and previously registered locums, employees and contractors.
- The referrer must have the permission of the candidate they are referring before submitting their details, in accordance with the Data Protection Act 1998. The referrer will indemnify IMH for any loss or claim arising out of the referrer's failure to gain consent of the referred candidate.
- This scheme is non-contractual and discretionary
- In the event of any disputed referrals or payments, following all reasonable checks, the decision of IMH will be final.

