

## New 'Refer a Friend' scheme



Get successfully referred for a post by one of our colleagues, and you could each earn

# £100\*

\*See below for T&Cs.

Make sure you tell the Recruiting Manager who you've been referred by.

Offer valid to end March 22.

**Independence  
Matters**

*'the life you choose...'*

Applications or CVs via email to  
[imrecruitment@independencematters.org.uk](mailto:imrecruitment@independencematters.org.uk)

### Independence Matters 'Refer a Friend' scheme

Do you know someone who works for us? If you are successfully referred for a post by an Independence Matters employee, then you will EACH receive £100 in your monthly pay once you have been in post for 3 months or 50 hours (if on a zero hours contract).

To see our current vacancies, visit our website:  
<https://www.independencematters.org.uk/careers-2/>

To apply for a role, send your application or CV via email to [imrecruitment@independencematters.org.uk](mailto:imrecruitment@independencematters.org.uk) making sure you tell Recruiting Manager who you have been referred by!

### TERMS AND CONDITIONS

- The scheme commences on 22 October 2021. To be eligible for the bonus payment, the person being referred must be new to the recruitment process after this date.
- The referral must be declared at the commencement of the recruitment process.
- To qualify for the bonus payment the new employee ('friend') must have been successfully confirmed in post for 3 months (based on FTE) or have completed 50 rostered care hours (if on a zero hours contract).
- Hours spent completing Care Coaching/Training/Induction do not count towards the 50 hours.
- The bonus of £100 is subject to tax and NI deductions and is paid through the payroll.
- The scheme closes on 31 March 2022 and referrals made after that date may not be included under the scheme.