

Referral Program Terms & Conditions

Introduction

These Terms and Conditions ("Terms") apply to the referral program ("Program") provided by Flourish Works Limited (FWL) ("We," "Us," or "Our"). The Program allows care workers ("Referrers") to refer care providers ("Referred Care Providers") to our platform and earn a reward upon successful completion of the Program criteria.

By participating in the Program, you agree to be bound by these Terms. If you do not agree to these Terms, you may not participate in the Program.

Eligibility

1. **Referrers:** To be eligible to participate in the Program, you must be an individual care worker and not part of a Company, institution or individual whose main business focuses on generating revenues by referring prospects and/or leads to vendors.

There is only one Referral Reward in respect of each Referred Company.

2. **Referred Care Providers:** The referred care provider must:
 - Be a qualified care provider not already registered with or working with FWL.
 - Complete at least four (4) shifts within 90 days of registration to be eligible for the referral reward.

Referral Reward

1. **Reward Amount:**
 - a. **First 10 Referrers Bonus:** The first 10 individuals to make a successful referral to FWL from the date the program starts will receive **£250** upon the referred care provider completing four (4) shifts.
 - b. **Standard Reward:** All subsequent referrers after the first 10 will receive **£100** for each successful referral, provided the referred care provider completes four (4) full shifts.
2. **Reward Payment:** Payments will be processed within 15 days after the Referred Care Provider completes their third shift. Payments will be made via Stripe.
3. **Limitations:** There is no limit to the number of care providers a Referrer can refer under this Program. However, the Referred Care Provider must meet all eligibility criteria for the Referrer to receive the reward.

Referral Process

1. The Referrer must submit the details of the Referred Care Provider through the official referral form by completing the referral form at <https://flourish.co.uk/referral-scheme/> Information obtained by FWL or provided to FWL via any other method (such as oral, written or otherwise) will not be treated as Referral under this Agreement.
2. The Referrer cannot refer themselves or individuals who are already in discussions with or have registered with FWL.

Conditions for Reward Eligibility

1. **Shift Completion:** The Referred Care Provider must book and complete four (4) full shifts within 60 days from the date of their registration for the referral reward to be paid.
2. **Shift Cancellation:** If a shift is cancelled or not completed due to any reason (including no-show or illness), it will not count toward the total number of shifts required.
3. **Multiple Referrals:** If the same care provider is referred by more than one Referrer, the reward will be paid to the Referrer who first submitted the referral.
4. **Disqualification:** Referrals made with fraudulent intent, inaccurate information, or any breach of these Terms will not be eligible for the reward. We reserve the right to disqualify any Referrer or Referred Care Provider from the Program.

Program Modifications & Termination

1. FWL reserves the right to modify, suspend, or terminate the Program at any time without prior notice. Any changes will be communicated via the website and will apply to future referrals.
2. In the event the Program is terminated, any referrals made before the termination date will still be honoured, provided the Referred Care Provider completes the required four (4) shifts.

Tax Liability

Any applicable taxes or deductions on the referral reward are the responsibility of the Referrer. FWL will not be responsible for any tax reporting or payment related to the reward.

General Terms

1. These Terms and the Program are governed by the laws of United Kingdom.
2. Any disputes arising from the Program will be subject to the exclusive jurisdiction of the courts of United Kingdom.
3. By participating in the Program, you consent to the processing of your personal data in accordance with FWL's Privacy Policy.

For any questions or further details about the Program, please contact us at help@click-shifts.co.uk
