



REFERRAL BONUS

Bonuses paid for everyone you refer!

\$250

Support Worker

\$300

Endorsed Enrolled Nurse

\$500

Registered Nurse

\$750

Occupational Therapist

13 10 95 (option 2)
health.professionals@programmed.com.au



PROGRAMMED

Terms & Conditions for Programmed Health Professionals Referral Bonus Scheme 2023-2024

1. The Referral Bonus Scheme described in these terms and conditions ("**Scheme**") commences at 12.01am AEST on 09 June 2023 and ends at 11.59pm AEST on 31 May 2024 ("**Scheme Period**").
2. By participating in the Scheme, Active Members and any Friend referred to Programmed Health Professionals by an Active Member are deemed to accept these terms and conditions. For the purposes of these terms and conditions:
"Active Member" means a Programmed Health Professionals employee who has worked at least one shift for Programmed Health Professionals in the last 12 months prior to referring a Friend.
"Friend" means a person who has not previously worked for Programmed Health Professionals
3. To participate in the Scheme, an Active Member must refer a Friend to Programmed Health Professionals during the Scheme Period. All Active Members of Programmed Health Professionals within Australia are eligible to participate.
4. In order for the Active Member who has referred a Friend to Programmed Health Professionals ("**Referrer**"), to receive the referral bonus payments set out in clause 8 below ("**Bonus**"), the Friend must successfully pass the Programmed Health Professionals recruitment process and complete 40 hours work within 4 weeks from the date of the Friend's first shift ("**Shift Threshold**"). Specialist nurses must work 10 shifts within 8 weeks in their area of specialty.
5. The Friend must provide the full name and Programmed Health Professionals Member ID number of the Referrer to Programmed Health Professionals prior to working for Programmed Health Professionals. The Friend may only nominate one Referrer.
6. Active Members may refer as many Friends to Programmed Health Professionals as they like.
7. The Bonus will be paid only after the Friend has met the Shift Threshold during the Scheme Period. Programmed Health Professionals will attempt to notify the Referrer when the Friend has met the Shift Threshold. However, it is the responsibility of the Referrer to contact Programmed Health Professionals once the Friend has met the Shift Threshold. Only one Bonus is payable in respect of any one Friend.
8. Any Bonus due will be issued to the Referrer in the week following the week in which the relevant Friend has met the Shift Threshold, provided Programmed Health Professionals has processed its payroll run.
9. Subject to legal requirements to the contrary, the superannuation guarantee levy will not be paid in respect of any Bonus.
10. Programmed Health Professionals may, in its discretion, suspend or terminate this Scheme at any time.
11. Programmed Health Professionals reserves the right to vary these terms and conditions at any time in its sole discretion. Any such variation will come into effect as at the date published by Programmed Health Professionals.
12. No Bonus will be paid for or to members who are terminated or otherwise fail to satisfy the terms of their employment with Programmed Health Professionals. Programmed Health Professionals reserves the right to deem anyone ineligible for the Scheme for any reason or no reason, with or without notice.

14. "Support worker" refers to a patient care worker, patient care attendant, nursing assistant, theatre technician, orderly, patient services attendant, assistant in nursing, health services employee, personal service attendant, personal care assistant, hospital worker, central sterile supply, student nurse, personal care worker, personal respite carer, domestic carer, disability service worker, driver, instrument technician.
15. "Endorsed enrolled nurse" refers to endorsed enrolled nurse, enrolled nurse, enrolled nurse with diploma
16. "Registered Nurse" refers to registered nurse
17. "Specialist Nurse" refers to emergency nurse, intensive care unit nurse, coronary care unit nurse, theatre nurse, neonatal intensive care unit nurse, midwife.
18. This offer is not valid in conjunction with any other Programmed Health Professionals offer or promotion.
19. Programmed Health Professionals accepts no liability in respect of any tax implications that may arise from the payment of Bonuses. Independent financial advice should be sought where necessary. Any liability for tax that applies in connection with the Scheme and payment of Bonuses is the sole responsibility of the Bonus recipient.
20. Except for liability which cannot be excluded by law, Programmed Health Professionals (including its related bodies corporate, employees, agents and representatives) excludes all liability for loss (including, without limitation, indirect, special or consequential loss or loss of profits), expense, damage, personal injury or death which is suffered or incurred (whether or not arising from any person's negligence) arising in any way out of (a) the Scheme; (b) any breach of these terms and conditions or any term implied by law (including by statute) by Programmed Health Professionals, its employees, agents or representatives; (c) any failure, delay or inability to pay a Bonus; or (d) any technical difficulties or equipment malfunction.
21. If any warranty or condition is implied in these terms and conditions by law and cannot be excluded, the liability of Programmed Health Professionals for breach of such a warranty or condition is limited (where permissible by law) to (in the case of a supply of goods) replacement of the goods or (in the case of a supply of services) re-supply of the services.
22. Programmed Health Professionals may appoint an agent or contractor to assist in conducting the Scheme or for making payments of Bonuses on its behalf.
23. The personal information provided by you will be used by Programmed Health Professionals for the purposes of conducting the Scheme or for making payments of Bonuses. Programmed Health Professionals may disclose this personal information to its contractors and agents for these purposes or for communicating with you.
24. Programmed Health Professionals is bound by the *Privacy Act 1988*. A copy of Programmed Health Professionals' privacy policy is available on its website here: <https://programmed.com.au/privacy-policy/>
25. These terms and conditions will be governed by and construed in accordance with the laws of Victoria. Participating Active Members and Friends irrevocably submit to the jurisdiction of the courts and tribunals in Victoria.
26. The promoter of this Scheme is Programmed Health Professionals Pty Ltd ABN 17 007 141 531 ("**Programmed Health Professionals**").