



*Caring is our passion... Compassion is our belief...*

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## **Introduction to a third party or Employment by a Client**

Policy Number 05

Introduction

*Members are introduced to Clients' to fulfil assignments on behalf of NOA HEALTHCARE.*

Policy

*Should a Member be offered a substantive post by a client or introduced to a third party, within 14 weeks from the start of the first assignment or 8 weeks from the end of any assignment on behalf of NOA HEALTHCARE it will be deemed that the offer of the post was recruitment through the offices of NOA HEALTHCARE.*

*NOA HEALTHCARE recognises that its Members' are self employed professionals and responsible for their career choices.*

*At the discretion of the Directors, either an introduction fee or an extended period of hire will sort according to the specific contractual agreement with that Client.*

*Should an agreement between the parties concerned not be achieved recompense through the legal system will be considered.*

Policy Origin

*In House Policy.*

References

*gov.uk/employment-agencies-and-businesses 2015.*

Date Policy Active.

*To be determined once verified by the management group.*

Review Date.

*12 months after verification.*

Quality Assurance Reference

*POL/ 05/16*