

Terms and Conditions for Refer a Friend Bonus Scheme

- To be eligible for the Refer a Friend bonus, employees must submit their referral prior to their referral's application to work at TheirCare. Any referrals submitted post-application unfortunately will not qualify for the bonus.
- Referrals are only valid if the referred candidate has not previously applied for a position at TheirCare within the last 12 months.
- All referrals must be submitted through the Refer a Friend page at theircare.com.au.
- The Refer a Friend bonus only applies for permanent roles. Temporary, casual, or contract roles are not eligible.
- Employees are only eligible to receive the Refer a Friend bonus once every six months.
- In cases where multiple employees refer the same candidate, the bonus will be awarded to the employee whose referral was received first. Subsequent referrals for the same candidate will not be eligible for a bonus.