



Referral Program – Terms & Conditions

These Terms and Conditions ("T&Cs") apply to the referral program ("Program") offered by Securitatem Installations Limited, a company registered in the UK, specialising in alarm systems, access control, and CCTV installations and services.

By submitting a referral, you agree to be bound by these T&Cs.

1. Eligibility

1.1 The Program is open to:

- Individuals aged 18 years or older.
- Residents of the United Kingdom.
- External individuals or current employees (excluding HR, hiring managers, and directors).

1.2 Recruitment agencies and professional recruiters are excluded from this Program.

2. Qualified Referral

2.1 A referral is considered "qualified" if:

- The referred individual applies for and is hired into a role at Securitatem Installations Limited within 6 months of referral.
- The referred candidate is not already in our recruitment system, under active consideration, or previously referred.
- The candidate meets the basic qualifications for the role applied for.

2.2 We are currently offering referral bonuses for the following roles only:

- Service and Installation Engineer (CCTV/Access Control/Alarms)

3. Referral Submission

3.1 All referrals must be submitted using our official form at:

<https://securitateminstallations.com/refer-an-engineer/>

3.2 Submissions must include:

- Full name and contact details of the candidate.
- Role they are being referred for.
- CV (if available) or brief description of experience.

3.3 Referrals must be submitted before the candidate applies independently or is contacted by our recruitment team.

3.4 By submitting a referral, you confirm that the referred individual has consented to their personal details being shared with Securitatem Installations Limited for recruitment purposes.

4. Reward & Payment

4.1 If your referral is successfully hired and remains employed for at least 6 months or until they complete their probation period, you will be eligible to receive a £500 referral bonus.

4.2 The reward will be paid via bank transfer within 30 days after the qualifying employment period has been completed.

4.3 All applicable taxes and national insurance contributions are the responsibility of the recipient.

4.4 Referral bonuses paid to Securitatem employees will be processed via payroll and subject to PAYE.

5. Multiple Referrals

If more than one person refers the same candidate, only the first referral received will be eligible for the bonus.

6. Abuse & Disqualification

We reserve the right to withhold or cancel referral bonuses in the event of:

- False or misleading submissions.
- Referral of candidates known to be unsuitable.
- Any attempt to exploit or manipulate the program.

7. Program Changes

Securitatem Installations Limited reserves the right to:

- Modify these T&Cs at any time.
- Suspend or terminate the referral program without notice.
- Make final decisions on all matters related to the program, including eligibility and payments.

8. Privacy Notice

All referral data will be processed in accordance with our Privacy Policy and applicable data protection laws (including the UK GDPR). Your information and your referral's data will be used solely for recruitment purposes.

9. Governing Law

This Program and these T&Cs shall be governed by and construed in accordance with the laws of England and Wales, and any disputes will be subject to the exclusive jurisdiction of the UK courts.

Questions?

Please contact us at: admin@securitatemgroup.com