

Refer a Friend Terms & Conditions

eNL operates a Refer a Friend scheme which rewards you for introducing candidates to us. Please see the terms and conditions below:

- You must have obtained the consent of the person you are referring before providing their details to eNL. By making a referral, you confirm that you have obtained this consent and that you are entitled to provide their personal information to us in accordance with applicable data protection legislation, including the UK GDPR and Data Protection Act 2018.
- If a candidate is referred to eNL by more than one person, only the first person to refer the candidate, with the candidate's consent, will be eligible for a referral voucher.
- There is no limit to the number of referrals that can be made by an individual referrer.
- If you refer someone who is subsequently placed by eNL into a contract or temporary position, you will receive a £50 voucher once the candidate has successfully completed 12 weeks of continuous work in that position.
- If you refer someone who is subsequently placed by eNL into a permanent Paralegal position, you will receive a £100 voucher once the candidate has successfully completed their probationary period.
- If you refer someone who is subsequently placed by eNL into a permanent Solicitor position, you will receive a £200 voucher once the candidate has successfully completed their probationary period.
- If the candidate you have referred is already known to eNL, you will not be eligible for a referral voucher. This includes candidates who are already on our database or whose details have previously been provided to eNL, even if their details have not yet been added to our database.
- The referral voucher is only payable where the candidate takes up the position and meets the relevant qualifying period set out above.
- The voucher provided for a qualifying referral is not transferable and there is no cash alternative. You are responsible for any personal tax liability that may arise from receiving the voucher.
- eNL will determine, acting reasonably, whether a referral meets the requirements of these terms and conditions. Our decision regarding eligibility for a referral voucher will be final.
- eNL reserves the right to amend, suspend or withdraw the Refer a Friend scheme at any time. Referrals made before any amendment, suspension or withdrawal will be considered under the terms applicable at the time the referral was made.
- You may claim a voucher of your choice from the options made available by eNL, or nominate a registered charity to receive a payment equivalent to the value of the voucher.
- By participating in the Refer a Friend scheme, you agree that eNL may contact the person you have referred in connection with their recruitment and use their personal information in accordance with our Privacy Policy.