

H1 Healthcare Group Limited

Terms & Conditions - Employee & Worker Benefits

Acceptance of Terms:

By accessing our services, you agree to comply with and be bound by these Terms and Conditions. If you do not agree to these terms, please refrain from using our services.

Modification of Terms:

We reserve the right to modify, update, or revise these Terms and Conditions at our sole discretion. Any changes will be effective immediately upon posting. Continued use of our services after such changes constitutes acceptance of the modified terms.

Exclusion of Online Terms:

This Agreement constitutes the entire understanding between you and H1 Healthcare Group Limited and supersedes any other terms and conditions found online, including but not limited to our website, social media platforms, marketing flyers, or materials. Any conflicting terms found elsewhere shall not be considered as part of this Agreement.

Governing Law:

This Agreement is governed by and construed in accordance with the laws of Scotland, without regard to its conflict of law principles.

Limitation of Liability:

To the maximum extent permitted by applicable law, in no event shall H1 Healthcare Group Limited be liable for any indirect, incidental, special, consequential, or punitive damages, or any loss of profits or revenues.

NMC Fees, SSSC Fees, PVG Fees, GDC Fees:

H1 Healthcare Group Limited may, at its sole discretion, cover the fees associated with NMC (Nursing and Midwifery Council), SSSC (Scottish Social Services Council), and PVG (Protecting Vulnerable Groups) when the following conditions are met:

- a. NMC Fees: H1 Healthcare Group Limited will cover NMC fees for Nursing professionals who have worked a minimum of 3 shifts per week for a minimum of 3 full calendar months.
- b. SSSC Fees: H1 Healthcare Group Limited will cover SSSC fees for care workers who have worked a minimum of 3 shifts per week for a minimum of 3 full calendar months.

c. PVG Fees: H1 Healthcare Group Limited will cover PVG fees for care workers who have worked a minimum of 3 shifts per week for a minimum of 3 full calendar months.

d. GDC Fees: H1 Healthcare Group Limited will cover GDC fees for Dental professionals who have worked a minimum of 3 shifts per week for a minimum of 3 full calendar months.

e. HCPC Fees: H1 Healthcare Group Limited will cover HCPC fees for Occupational Therapists who have worked a minimum of 3 shifts per week for a minimum of 3 full calendar months.

No other fees will be covered.

Fife Council Joining Bonus:

This is a temporary bonus and will only be provided for the first 10 staff to work with Fife council via H1 Healthcare from 6th March 2024.

- a. A £250 Bonus will be provided in the form of a voucher
- b. PVG will be paid for
- c. Must Complete Onboarding process within 3 weeks of application
- d. Must complete 25 shifts within the first 12 weeks to qualify

Joining, Referral & Other Bonuses:

H1 Healthcare Group Limited does not provide any other form of bonus to its workers, employees or individuals utilising its services.

50% Payment After Shift:

An email from the candidate must be sent to payroll@h1healthcare.com before 2pm, advising that they would like a 50% draw down.

The request will be processed and paid within 48 hours.

Any requests for a 50% draw down of Saturday and Sunday shifts will be processed on a Monday for payment on a Wednesday.

The shift will be processed as normal the following Friday subject to Tax and NI with a deduction for any advances made.

There must be a submitted, signed timesheet by the individual to process this.

Termination:

We reserve the right to terminate or suspend your access to our services at our discretion, without notice, for any reason, including, but not limited to, a breach of these Terms and Conditions.

Contact Information:

For any inquiries or concerns related to these Terms and Conditions, please contact us at payroll@h1healthcare.com.

By using our services, you acknowledge that you have read, understood, and agree to be bound by these Terms and Conditions. If you do not agree with any part of these terms, please do not use our services.

This document is effective as of 18th March 2024 and supersedes any prior terms and conditions.