

Non-adherence means we will not consider you for the 2012 PSL.

1. Don't send us spec CVs. We decline any and all responsibility for fees if you have not been specifically briefed on a role with us and will treat speculative candidates as a free referral. This applies even if you have your terms attached to the email.
2. Don't call us constantly. We know you have call targets to hit, but this is a huge waste of your time and ours. Some of our busier managers get up to 20 agency calls a day! If you have a genuine question, please contact recruitmentpsl@bmihealthcare.co.uk and we'll come back to you.
3. Don't poach or headhunt from us.
4. Don't run SEO or PPC campaigns on Google or other search engines using our name as a keyword.
5. Do be an expert. The agencies we use and the ones signed up to our PSL are not only high-quality suppliers but also have access to networks of people with specific skills that are difficult for our direct recruitment teams to tap into. This means looking outside of CV databases and LinkedIn (we can do this in-house) and being a true specialist in your field.
6. Want to ask what happens if the PSL can't supply? It's never happened, but we'd call a 2nd tier of agencies who adhere to these guidelines.