



## **COMPLAINTS POLICY AND PROCEDURE FOR HALMER RECRUIT**

### **Complaints Policy**

Halmer Recruit is committed to providing a high level service to our customers, candidates and REC members. If you do not receive satisfaction from us we need you to tell us about it. This will help us to improve our standards.

### **Complaints Procedure**

If you have a complaint, please contact Gary Robertson, our Business Manager by phone 01483 452 598 in the first instance so that we can try to resolve your complaint informally.

Alternatively, if you are not satisfied please contact Mike Ward you can write to him at [mikew@halmer.co.uk](mailto:mikew@halmer.co.uk)

#### Next steps

1. We will send you a letter acknowledging your complaint and asking you to confirm or explain the details set out. We will also let you know the name of the person who will be dealing with your complaint. You can expect to receive our letter within 5 days of us receiving your complaint.
2. We will record your complaint in our central register within a day of having received it.
3. We will acknowledge your reply and confirm what will happen next. You can expect to receive our acknowledgement letter within 5 days of your reply.
4. We will then start to investigate your complaint. This will normally involve the following steps;

- We may ask the member of staff who dealt with you to reply to your complaint within 5 days of our request;
  - We will then examine the member of staff's reply and the information you have provided for us. If necessary we may ask you to speak to them. This will take up to 5 days from receiving their reply.
5. Gary Robertson may then invite you to meet him to discuss and hopefully resolve your complaint. He will do this within 5 days of the end of our investigation.
  6. Within 5 days of the meeting Gary Robertson will write to you to confirm what took place and any solutions he has agreed with you.

If you do not want a meeting or it is not possible, Gary Robertson will send you a detailed reply to your complaint. This will include his suggestions for resolving the matter. He will do this within 5 days of completing his investigation.

7. At this stage, if you are still not satisfied you can write to us again. Another Director of the company, Mike Ward, will review and will make a decision within 10 days.
8. We will let you know of the outcome of this review within 5 days of the end of the review. We will write to you confirming our final position on your complaint and explaining our reasons. If you are still not satisfied, you can contact the Employment Agencies Standards Inspectorate at the Department for Business Innovation and Skills or the REC, the industry trade association, of which we are a member by writing to the Consultancy and Compliance Team, REC, Dorset House, 1<sup>st</sup> Floor, 27 - 45 Stamford Street, London, SE1 9NT.

**NOTE: In any event, we will comply with any statutory procedures that may relate to your complaint.**