

Complaints Policy

1st Step Recruitment Solutions Ltd is committed to providing a high level service to our customers. If you do not receive satisfaction from us we need you to tell us about it. Your comments and feedback will help us to improve our standards, and prevent a similar occurrence.

Complaints Procedure

If you have a complaint, please contact Careena Dabbs, Resource & Compliance Director. You can write to her at:

1st Step Recruitment Solutions Ltd
West Hill House
West Hill
Dartford,
Kent
DA1 2EU

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 to our acknowledgment letter 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 4 days from receiving their reply.
5. Careena Dabbs will then invite you to meet her to discuss and hopefully resolve your complaint. She will do this within 5 days of the end of our investigation.
6. Within 2 days of the meeting Careena Dabbs will write to you to confirm what took place and any solutions she has agreed with you.

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

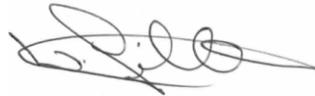
7. At this stage, if you are still not satisfied you can write to *the REC, our trade association of which we are a member marked for the attention of the Consultancy and Compliance Team, REC, 15 Welbeck Street, London W1G 9XT.*

If we have to change any of the time scales above, we will let you know and explain why.

Signed



Matthew Jones, Managing Director,
April 2015



Les Fillery, Managing Director