

<b>Company name:</b>	Mainstay Recruitment Solutions LTD (“the Company”)
<b>Policy name:</b>	Complaints policy and procedure
<b>Date:</b>	29/03/2023
<b>Version:</b>	4

## Complaints Policy

Mainstay 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. This will help us to improve our standards.

## Complaints Procedure

If you have a complaint, please contact your managing consultant/line manager by phone/in person in the first instance so that we can try to resolve your complaint informally.

At this stage, if you are not satisfied, please contact a Director. You can write to him/her at:

**Mainstay Recruitment Solutions LTD**  
Unit 3 Hatherton Court  
21 Hatherton Street  
Walsall  
WS4 2LA

### 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 2-5 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 2-5 days of your reply.
- 4) We will then start to investigate your complaint. This will normally involve the following steps;
  - a) We may ask the member of staff who dealt with you to reply to your complaint within 5 days of our request.
  - b) 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) A Director will then invite you to meet in order to discuss and hopefully resolve your complaint. This will be done within 5 days of the end of our investigation.

- 6) Within 2 days of the meeting, the Director will write to you to confirm what took place and what solutions were agreed.
  - a) If you do not want a meeting or it is not possible, a Director will send you a detailed reply to your complaint. This will include suggestions for resolving the matter. This will be done within 5 days of completing the investigation.
- 7) At this stage, if you are still not satisfied you can write to us again. Another Director of the company will review the 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.

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

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