



Policy 15

Managing Risk across the organization

The Employment Business has a consistent approach to the management of risk and undertakes ongoing health checks to assess the status of risk management within the organization.

The Employment Business in particular has looked in detail at the risk element of our Temporary Workers and has put in place business processes to minimize risk to both the Temporary Worker and our Service Users.

These are as follows:

Strategic

The Employment Business operates in the healthcare arena in the supply of qualified and unqualified health professionals on a Temporary basis. The Employment Business has considerable experience in this field and has ensured that an environment of continual improvement exists throughout the Employment Business. It is the aim of the Employment Business that errors are analyzed, lessons learnt and improvements put in place. The Employment Business has an internal audit team who audit our processes and procedures on an ongoing basis to ensure that we comply with regulatory standards at all times.

Operational

The Employment Business employs an experienced management team, who is multi-disciplined and include registered nurses. This ensures that there are sufficient individuals who are able to ensure that the needs of our Temporary Workers and Service Users are met and that decisions can be made quickly.

Financial

The Employment Business aims to deliver a high quality service to our Service Users and to ensure that we remunerate our Temporary Workers on a weekly basis. The Employment Business is financially robust and has taken measures to ensure that funds are always available for the smooth operation of the Employment Business and that adequate insurance is in place.

Compliance

The Employment Business conducts detailed compliance checks on each Temporary Worker as part of its initial vetting process and annually to ensure ongoing compliance. The qualifications of each worker are thoroughly checked, their occupational health record is analyzed by an Occupational Health Professional to minimize the risk of transfer of disease to Service Users. The Temporary must complete all relevant health & safety training prior to being placed, to ensure that they are fully equipped for the assignment they are likely to undertake. Our consultants are trained to ensure that appropriate placement of Temporary Workers occurs at all times.

The Employment Business is subject to inspection of its processes and complaints by external organizations but also operates an internal auditing system, which includes the ongoing audit of our Temporary Workers and their compliance, an audit of our booking requests and subsequent supply, our billing and payment processes as well as ongoing review of all policies to ensure that they are fit for purpose.

Environment

The Employment Business is keen to ensure that damage is not done by the business to the environment and therefore has active policies in place to ensure that in the course of our work our activities do not harm the environment, this would include the disposal and purchase of environmentally friendly products.