

Modern Slavery Statement 2016



ID MEDICAL
GROUP



Modern Slavery Statement

On the 29th October 2015 the Modern Slavery Act came into force.

With Modern Slavery still happening across the country, this act was designed to seek out and eliminate such horrendous crimes of human trafficking, slavery and compulsory labour.

Who are we?

ID Medical is a multi-disciplinary medical recruitment agency supplying doctors, nurses, allied healthcare professionals, healthcare assistants and primary care staff to NHS Hospitals including the private medical sector and other public agencies such as HMPs across the UK.

Its board of Directors includes Managing Director, Deenu Patel, Director, David Newton and Director of Operations, Ranjit Nandha.

From its headquarters in Milton Keynes as well as its central London office, ID Medical provides practical, cost-effective and innovative workforce solutions, supplying over 5 million hours to the NHS per annum. Within each of its professional divisions, ID Medical has dedicated client and candidate teams covering the multitude of medical specialties and roles to ensure each customer receives its premier level service, ultimately ensuring patient safety is paramount.

An award winning Framework Agency, we are governed by our contracts and legislation.

ID Medical's ethic on Equal Opportunities has not and will not tolerate any individual, group or organisation who subjects workers to Modern Slavery during their operations.

Working with government run organisations, such as the NHS, ensures that ID Medical conforms to regulations set out in legislation directly and as such is subject to many audits throughout the year ensuring all compliance standards are met.

How do we source our staff?

As an Equal Opportunities Organisation, we welcome candidates and internal staff via online job searches, referrals and recruitment drives. Our recruitment drives are held nationally and internationally by a carefully selected team who will hold open days inviting those with an interest to come along and have an informal discussion

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about their expectations and plans. Candidates and staff are then welcome to begin their registration.

As a recruitment agency we are governed by The Recruitment & Employment Confederation (REC) for which we recently passed their compliance audit.

Full policies on our recruitment processes can be obtained on request.

Our Policies on Modern Slavery including Human Trafficking

As the leading recruiter in our field, ID Medical is committed to ensuring that our business and chain of suppliers do not tolerate Modern Slavery, forced labour or Human Trafficking in any sense. All of our candidates are vetted accordingly with recruitment guidelines for right to work documentation and working closely with the Home Office when verification is required.

ID Medical is committed to ensuring compliance standards are met and maintained by auditing our suppliers and being audited by affiliated framework agreements and NHS alike.

Due Diligence

To ensure our continued initiation to identify and eradicate risks, ID Medical ensures our chain suppliers submit their own statement on the Modern Slavery Act as part of their tender.

ID Medical has systems in place to:

- Identify and assess potential risk areas in our supply chains
- Protect Whistle Blowers
- Encourage and welcome ongoing audits
- Training and education for identifying risks and potential victims
- Dedicated Continuous Improvement Team
- Dedicated Governance Team
- Dedicated Recruitment Consultants to individual candidates

Equal Opportunities and Safeguarding

ID Medical encourages anyone, including colleagues, suppliers, candidates and clients to report any issue or concerns about potential unethical business practices, such as fraud, bribery, slavery or human trafficking and will work with the local authorities to ensure such concerns are investigated properly and dealt with efficiently and effectively.

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ID Medical's transparent approach ensures that all candidates are treated equally and fairly. Pay rates are consistent and are not dependant on background, gender or ethnicity.

As an employer dedicated to education and safeguarding, ID Medical has a dedicated learning and development team whose sole aim is to keep our workforce updated and educated to potential risks and threats alongside legislation changes.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our organisations slavery and human trafficking statement for the financial year ending 31st December 2016.

SIGNATURE

A handwritten signature in black ink, appearing to read 'R. Nandhya', with a stylized flourish at the end.

OPERATIONS DIRECTOR

ID MEDICAL GROUP LIMITED

Date: 1st January 2017