



Temporary Workers Handbook



WELCOME



Greetings and welcome to Kenect Recruitment!

Established in Rugeley in 2012, we have emerged as a frontrunner in providing workforce solutions to the industrial, transport, and commercial sectors of the UK. With over 50 branches nationwide, we have the capacity to help you find employment.

The purpose of this handbook is to furnish you with all the necessary information to facilitate smooth operations during your temporary assignments.

While this guide is comprehensive and covers most temporary assignments, certain clients may require additional information. If such is the case, Kenect Recruitment will provide you with the necessary details before your assignment commences or on-site by the client.

We are always available to assist you. Therefore, if you have any questions or concerns, please do not hesitate to contact your local branch between 9:00 am and 5:00 pm, Monday to Friday.

Please peruse this brief guide and thank you for choosing Kenect Recruitment for your employment needs.

Here are some useful definitions to assist you:

- **'Client'**: Refers to the individual, company or corporate body that requires the services of a temporary worker.
- **'Assignment'**: Denotes the period during which you work under the supervision, direction, and control of the client.
- **'Terms of Engagement'**: Refers to the conditions that you agreed to and signed to be offered work by Kenect Recruitment.

STARTING AN ASSIGNMENT

After registering with your local Kenect Recruitment branch, it is your responsibility to keep us informed of your availability to work.

It is crucial to stay in touch and notify us of any changes in your personal circumstances or details.

Failure to update us may result in us being unaware that you are still seeking work, and as a result, we may not be able to offer you suitable assignments.

Kindly inform us immediately if your circumstances change, such as your unavailability to work for us, alteration in your address or telephone number, or any other changes to your personal information.

If we cannot reach you, it becomes impossible for us to provide you with assignments. In addition, please inform us if you choose to discontinue using our services.



ELIGIBILITY TO WORK

Keeping us informed of your right to work documentation is crucial. Please inform Kenect Recruitment as soon as you receive any updates regarding your eligibility to work.

If you fail to provide us with adequate, up-to-date information and documents, you will be unable to work. As a Temporary Worker, you are engaged as a worker, not an employee. Kenect Recruitment has no obligation to find you work, and you have no obligation to accept any work we offer. There will be no employment relationship between you and Kenect Recruitment when you are not on assignment.

Kenect Recruitment is required by law to make deductions from your wages in respect of PAYE, Class 1 National Insurance Contributions, and any other deductions such as pension contributions, staff loans, or overpayments. This, however, does not affect your employment status. Once we offer you an assignment and you accept it, we will issue you with an Assignment Details Report. This report contains all the relevant details of the assignment, including the client's name, the assignment start date, location, hours, any relevant health and safety information, and details of pay rates.

DISCRIMINATION

Kenect Recruitment is an Equal Opportunities Company. We are committed to promoting and developing equal opportunities and will regularly review our policies, procedures, and practices to ensure they align with the principles of equal opportunities and are consistently applied.

Discrimination is unacceptable, and we acknowledge that it is in our best interests, as well as the interests of our workers, to utilise the skills of the entire workforce and work seekers.

Our Equal Opportunities Policy aims to ensure that no temporary worker or work seeker receives less favourable treatment based on gender, marriage or civil partnership, gender reassignment, pregnancy and maternity, sexual orientation, disability, race, colour, ethnic background, nationality, religion or belief, age, or trade union membership.

DURING AN ASSIGNMENT - HOURS AND TIMESHEETS

It is vital that you know the system in place for each client to record the hours you work.

You may need to clock in and out or complete a timesheet. Some timesheets are sent directly to the client or completed in blocks. We will inform you of the method that applies when we notify you of the assignment. In some cases, it may be necessary to complete both a client timesheet and a Kenect Recruitment timesheet.

Failure to submit a timesheet to the correct location at the appropriate time may result in a delay in payment while we verify your hours of work.



PAY

Each assignment you work on may have a different pay and overtime rate depending on the client and the type of work completed. It is in your interest to know what rate of pay you are being paid and the overtime agreement with each assignment, therefore always ask if in doubt. Kenect Recruitment runs a weekly payroll. This means you will be paid weekly, one week in arrears. Your weekly wages are usually paid directly via BACS into your bank account. Your payslips will be emailed to you.

DAMAGE TO GOODS OR EQUIPMENT

If you cause any damage to goods or equipment at a Client's premises, you must firstly report it to your immediate Supervisor and ask for an accident report form, which should then be completed. You should then report the incident to Kenect Recruitment by telephone to your named contact. You will not be liable for any damage caused to goods or equipment provided that you report incidents immediately. You may be liable for any damage caused by deliberate inappropriate behaviour.

ANNUAL LEAVE

Under the Working Time Regulations, you are entitled to 28 days (including bank holidays) paid leave each year on a pro rata basis, if you work continuously during the year. Bank holidays are treated as a normal working day, however, rates may vary depending on the client you are working for. Your entitlement to paid leave is averaged out over 52 weeks, (or how many weeks you have worked if less than 52 weeks). The holiday year starts on your first day of assignment. All requests for holiday must be in writing to the branch you are registered at. Not for Industrial – normally requested directly with the client. You must give two weeks notice when requesting holiday.



- It is your obligation to use all of your entitled paid leave. According to the Working Time Regulations, we cannot compensate you instead of taking your leave entitlement unless your employment terminates. You must be away from your workplace to receive your holiday pay. The fundamental concept of holiday pay is that you receive remuneration while on holiday.
- Holiday pay cannot be carried forward to the following year. Kenect Recruitment or the Client may reasonably decline a holiday request and ask you to take your leave at a different time, particularly during busy periods. Kenect Recruitment also reserves the right to demand that you take any outstanding leave during any notification period, whether given by you or Kenect Recruitment.
- We cannot offer you work while you are on paid leave from another agency. If you have taken more leave than you have accumulated in that year when you leave Kenect Recruitment, you accept to pay back the equivalent number of days you exceeded your entitlement. Kenect Recruitment will subtract this amount from your final pay. If this amount is higher than your last pay, then you must reimburse us within seven days of your departure.

ABSENCES

SICKNESS

If you are absent from work due to sickness, you must:

- Inform Kenect Recruitment via phone at least one hour before your shift starts. You should provide the reason for your absence and when you expect to return. If you are off for more than one day, you must follow the same procedure every day of your absence.
- If you are absent due to sickness for less than seven days, you should fill out a self-certification form available from your branch and send it to your Kenect Recruitment branch on the day of your return. If you are absent for more than seven days, you will need to obtain a note from your doctor. This should be sent to Kenect Recruitment as soon as possible. Doctor's certificates should cover the entire period of your absence, and it is your responsibility to keep us informed of your progress and expected return date.



SICK PAY

If you are unable to attend work due to illness, you may be eligible for Statutory Sick Pay (SSP) provided that you have informed us of your absence and that your earnings meet the required threshold. If you are unable to work for more than 4 consecutive days and have a doctor's note for sickness periods exceeding 7 days, you may be entitled to SSP, which is paid at a predetermined rate in accordance with current legislation.

Your entitlement to SSP will continue until the end of your assignment or for a maximum of 28 weeks from Kenect Recruitment or the Job Centre, but you will not receive SSP from Kenect Recruitment if you are not currently on assignment.

Kenect Recruitment reserves the right to request a medical examination by a doctor of our choosing or request a medical report from your doctor, with your consent.

If you require time off for any other reason, please notify Kenect Recruitment as soon as possible. If you are unable to attend your assignment, please notify us at least 1 hour before the scheduled start time.

WORK HOURS

The Working Time Regulations 1998 stipulate that you should not be required to work more than 48 hours per week, on average, unless agreed to in writing. However, there may be instances where the client requires you to work longer hours, and Kenect Recruitment may request this of you. Please note that the 48-hour limit is an average calculated over a 17-week period, and you may opt-out of this regulation at any time.

If you are over 18, you are entitled to:

- 20 minutes of rest when working for 6 or more hours,
- 11 consecutive hours of rest in every 24 hours,
- 1 day of rest per week
- or 2 days of rest per fortnight.

NIGHT WORK

Night work is defined as

- work undertaken between 11 pm and 6 am for a period of at least 3 hours.
- A night worker's normal hours of work per day should not exceed an eight-hour average limit, and an eight-hour actual limit applies for each day in the case of work involving special hazards or heavy physical or mental strain.
- Young workers under 18 are not permitted to undertake night work except in certain circumstances.



Please note that some different working time rules apply to drivers. Please see the next section.

DRIVERS WORKING TIME

Different working time rules apply to drivers, due to the nature of the work and the potential consequences of over working.

FREIGHT

The most common groups and categories are shown below. Refer to the VOSA publication “Rules on Drivers’ Hours and Tachographs - Goods vehicles in GB and Europe” Feb 2011 for full details

License Category	Vehicle Type	Type Of Work	Regulations
LGV CE	Artic, Trailer	Haulage	EC 561/2006, Road Transport (WT) Regulations
LGV C	Rigid	Haulage	As above
7.5t C1	Rigid	Haulage	As above
B	3.5t van, flat-bed, tipper	Haulage / Delivery	GB Domestic (freight) Rules
B	Car derived van	Delivery	Working Time Regulations 1998



Exceptions			
CE	Artic, trailer	Off road - shunter, docks	Working Time Regs 1998
CE or C	Tanker	Milk collection from farms	GB Domestic (Freight) Rules
CE or C	Tanker	Bulk milk	EC 561/2006, Road Transport(WT) Regs
C	Refuse	Domestic refuge	GB Domestic (Freight) Rules
C	Refuse	Commercial refuge	EC 561/2006, Road Transport(WT) Regs
C or C1	Road sweeper, gully sucker	Street and road cleansing	GB Domestic (Freight) Rules



PASSENGER

The regulations relating to passenger vehicles are extremely complicated and are detailed in the VOSA publication “Rules on Drivers’ Hours and Tachographs Passenger-carrying vehicles in GB and Europe” Feb 2011.

The table below gives the main groups

License Category	Vehicle Type	Type Of Work	Regulations
D	Coach	Excursions	EC 561/2006, Road Transport(WT) Regs
D	Bus	Restricted routes	GB Domestic (Passenger) Rules
D1	Minibus > 9 seats	Excursions	EC 561/2006, Road Transport(WT) Regs
B	People carrier < 9 seats		Working Time Regs 1998

A breach of driving hours could result in:

- Offence rectification notice
- Driving ban
- Penalties/fines
- Accidents which lead to criminal prosecution.

For more information on the rules and regulations that apply to you ask within your branch.



HEALTH AND SAFETY

Health and safety are of utmost importance when working on any assignment. As a worker, you will be under the supervision, direction, and control of the client, and you must ensure that you comply with all the rules and procedures set by each individual client.

At the beginning of each assignment, the client will provide you with a health and safety induction. If you do not receive this induction, please inform your local branch immediately.

When working under the client's supervision, direction, and control, you must:

- Comply with all hazard and warning signs displayed on the premises.
- Keep your work area clean and tidy.
- Dispose of any waste in the appropriate place.
- Never obstruct any fire escape routes, firefighting equipment, or fire doors.
- Comply with all written or verbal instructions given to you by the client to ensure your personal safety and the safety of others.
- Report any safety hazard within your work area or defect in any machinery, plant, or equipment to your supervisor.
- Attend any training course or meeting designed to further the interest of health and safety, as requested by the client.
- Refrain from any foolish behaviour.

PERSONAL PROTECTIVE CLOTHING (PPE)

If the client requires you to wear any Personal Protective Equipment (PPE), Kenect Recruitment will inform you of what is required, and some items may be provided by the client or the agency. Always make sure you wear and use the PPE as directed by the client. Once you have finished your assignment, return the PPE to the Kenect Recruitment branch. Failure to do so may result in a charge.

EQUIPMENT

- You must not operate any equipment unless you have been trained and authorised to do so.
- Do not remove any guarding from any equipment used or deviate from the authorised usage of any equipment.
- If you notice any defective equipment, report it immediately, and do not attempt to repair it yourself.



ACCIDENT REPORTING

If you have an accident while on assignment, it's important to report it immediately to the first aider or first aid appointed person, regardless of the severity of the injury. You should also record the details of the accident in the accident record sheet. If you need medical treatment, please keep us updated on your progress and expected return to work. Please also report any incident that results in damage to property.

MANUAL HANDLING

Manual handling carries inherent risks, and the following guidelines can help reduce the risk of short- or long-term injury. It's your responsibility to assess each situation or ask for advice.

Stop and Plan: Think about the lift: where will you place the load? Can you use appropriate handling aids? Do you need help with the load? Remove any obstructions, such as discarded wrapping material. If you have to lift something from floor to shoulder height, consider resting the load midway on a table or bench to change grip.

Position Your Feet: Adopt a stable position by standing with your feet apart and one leg slightly forward to maintain balance.

Adopt a Good Position: When lifting from a low level, bend your knees slightly. Do not kneel or over-flex your knees. A slight bend of back, hips, and knees is preferable to stooping or squatting. Lean forward a little over the load if necessary to get a good grip. Keep your shoulders level and facing the same direction as your hips.

Get a Firm Grip: Try to keep your arms within the boundary formed by your legs. The best type of grip depends on the circumstances and your preference, but it must be secure. A hook grip is less tiring than trying to keep your fingers straight. If you need to vary the grip as the lift proceeds, do it as smoothly as possible.

Keep Close to the Load: Keep the load close to your body for as long as possible. Keep the heaviest side of the load next to you. If you can't get close to the load, slide it toward you before trying to lift it.

Lift Smoothly: Lift smoothly and keep control of the load.

Move Your Feet: When turning to the side, move your feet instead of twisting your body.



Maintain a Forward View When lifting: keep your head up and look ahead, not down at the load, once you have secured it.

Positioning and Adjustment: For precise positioning of the load, it's best to put it down first and then slide it into the desired position.

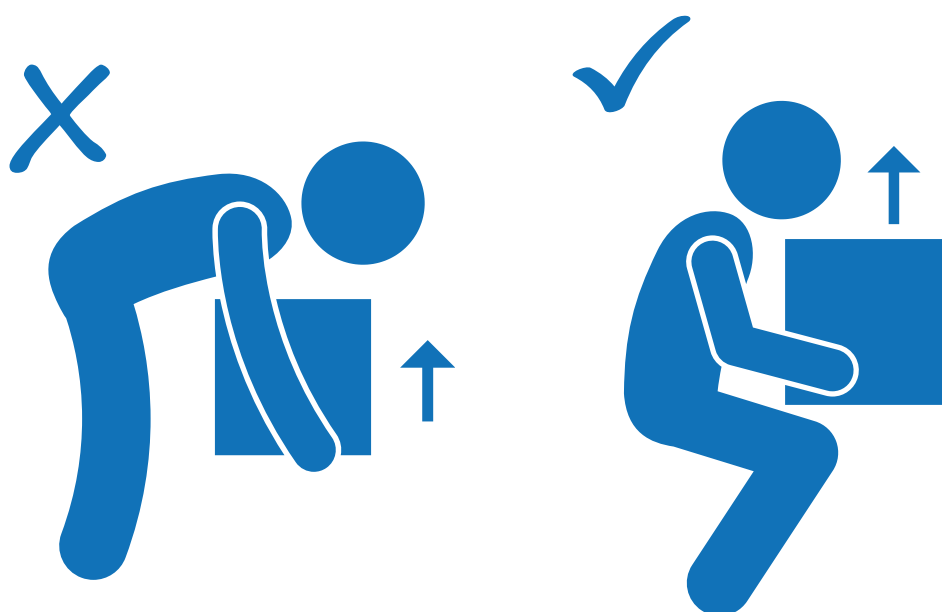
Be Mindful: You may be at risk of injury if you: a. are physically unsuitable for the task b. wear unsuitable clothing, footwear, or personal items c. lack adequate or appropriate training or knowledge

Use Mechanical Aids: They should be considered to improve safety and productivity. Even a simple tool like a sack truck can make a significant difference.

Frequent Lifting and Lowering; If the task is repeated frequently, the weight should be reduced accordingly. As a rule of thumb, reduce the weight by 30% if the operation is repeated once or twice per minute, by 50% where the operation is repeated five to eight times per minute, and by 80% where the operation is repeated more than 12 times per minute.

Training:

Clients and their sites should provide training to ensure the use of safe manual handling techniques for the specific task.





AGENCY WORKER REGULATIONS 2010 (AWR)

The AWR, or Agency Worker Regulations 2010, provide certain entitlements for agency workers. If you believe that you have not been treated fairly under the AWR, contact your branch for information or visit <https://www.gov.uk/government/publications> to access guidance on the AWR.

When you begin working at a client, you are entitled to certain facilities if they are provided to permanent staff. These include access to:

- lockers,
- car parking,
- shared facilities like canteens and restrooms,
- child care facilities,
- transport services,
- and information about job vacancies.

After a 12-week qualifying period, you are entitled to either equal pay with no pay between assignments, or pay between assignments but no equality of pay. Equal pay means that you should receive the same pay as a permanent employee doing the same job with the same qualifications and experience.

To complete the 12-week qualifying period, you must work for 12 weeks at the same client, with no more than 6-week gaps between periods of work. If you have a gap of more than 6 weeks, you will need to re-qualify. You can find the AWR at www.legislation.gov.uk.



FAMILY FRIENDLY MATTERS

MATERNITY PAY

If you have worked for Kenect Recruitment for at least 26 weeks, up to and including the 15th week before your baby is due, and your earnings meet the criteria, you may be entitled to Statutory Maternity Pay (SMP). The earliest that leave can be taken is 11 weeks before the expected week of childbirth unless the baby is born early and you must provide Kenect Recruitment with at least 28 days' notice of when you intend for SMP to start. Additionally, medical evidence of your due date is required, which can be obtained by your doctor on a MAT B1 form. Finally, you must have stopped working either wholly or partly due to pregnancy. It's worth noting that you cannot receive wages and SMP at the same time.

SMP is paid for up to 39 weeks and is based on 90% of your average earnings for the first six weeks, followed by a statutory set rate or 90% of your earnings (whichever is lower) for the remaining time. SMP is paid into your bank account and is subject to tax and national insurance deductions. If you do not qualify for SMP, you may be eligible for Maternity Allowance.

MATERNITY LEAVE

Temporary workers on Terms of Engagement are not entitled to Statutory Maternity Leave. However, they must take a minimum of 2 weeks off (or 4 weeks for factory work) after having a baby. There is no right to return to the same assignment once you decide to return to work.

If you have 12 weeks of qualifying service, you are entitled to reasonable paid time off to attend antenatal appointments.

PATERNITY PAY

If you have worked for Kenect Recruitment for at least 26 weeks, up to and including the 15th week before the baby is due, and your earnings meet the criteria, you may be entitled to Statutory Paternity Pay (SPP). You must also be the biological father of the child or the mother's husband or partner and have or expect to have responsibility for the child's upbringing.

SPP is paid for 1 or 2 weeks at a statutory weekly rate or 90% of your average weekly earnings (whichever is lower). You are also entitled to paid time off to accompany a partner to up to two antenatal appointments if you have 12 weeks of qualifying service.



PATERNITY LEAVE

If you are a temporary worker on Terms of Engagement, you may not be entitled to Statutory Paternity Leave.

SHARED PARENTAL PAY

However, you may be eligible for Shared Parental Pay (SPP) if the mother chooses to end her statutory maternity pay early.

To qualify for SPP, you must have worked for Kenect Recruitment for at least 26 weeks up to and including the 15th week before your baby is due, have high enough earnings, share responsibility for the child, and your partner must be eligible for Statutory Maternity Pay. SPP is paid at 90% of your average weekly earnings or at a set statutory rate, depending on which is lower.

SHARED PARENTAL LEAVE

Temporary workers on Terms of Engagement are also not entitled to Shared Parental Leave.

ADOPTION PAY

If you are going to adopt a child, you may be entitled to Statutory Adoption Pay if you have worked for Kenect Recruitment for at least 26 weeks prior to being placed with the child, have high enough earnings, have given notice to Kenect Recruitment, and have provided proof of adoption. Statutory Adoption Pay is paid at a set rate or 90% of your earnings, whichever is lower.

ADOPTION LEAVE

Temporary workers on Terms of Engagement are not entitled to Adoption Leave.



GENERAL INFORMATION

FINES, PENALTIES, AND CHARGES

As a temporary worker on assignment, you will be held accountable for any fines, penalties, or charges incurred. This is especially applicable to drivers and includes traffic offenses, parking, and congestion fines.

INTERNET, EMAILS, AND MOBILE PHONES

In the UK, the law considers virtually anything published on the internet as being in the public domain, even if it is meant for friends. Email and text messages may also be forwarded on to others, making them insecure. Any racist, rude, or offensive remarks made about Kenect Recruitment, its employees, temporary employees or workers, or our clients, or people working at the client, may result in the termination of your assignment.

USE OF MOBILE PHONES

In general, using mobile phones during working hours is not allowed and could lead to the termination of your assignment. Please consult your supervisor at the client before using your mobile phone.

USE OF MOBILE PHONES IN CLIENT'S VEHICLES

Before using hands-free mobile phones, please check with your supervisor at the client.

DRUGS AND ALCOHOL

You must not report to work under the influence of alcohol and/or drugs. Kenect Recruitment and its clients may conduct alcohol and/or drug tests on workers, where appropriate, and can deny access to, or remove workers from, any premises if the tests are positive. If you test positive, your assignment will be terminated.



DATA PROTECTION

Kenect Recruitment is an Employment Business that places temporary workers and employees on assignments across various clients. We collect and hold your personal data to ensure we can place you on suitable temporary assignments. We take your privacy and data protection seriously and adhere to the principles outlined in the General Data Protection Regulations (2018).

We primarily collect personal data during direct interactions with you, such as when you complete our registration process at one of our branches. However, we may also obtain personal data from external sources, such as national job boards, cookies from website interactions, and social media sites.

The personal data we collect includes:

- your name,
- address,
- contact telephone,
- email address,
- biometric data,
- date of birth,
- medical information,
- national insurance number,
- bank details,
- employment history,
- professional qualifications and licenses,
- ethnic origin,
- criminal record,
- job preferences,
- and marketing preferences.

We treat all personal data confidentially and take steps to ensure that it is protected from unauthorised access, loss, or damage. We will not share your personal data with third parties without your explicit consent, except where we are required to do so by law or regulation. You have the right to access and rectify your personal data and to object to its processing in certain circumstances.



PURPOSES OF COLLECTING YOUR PERSONAL DATA

Kenect Recruitment collects and processes your personal data for the purpose of pursuing a legitimate interest in finding you suitable temporary assignments in accordance with our contract. We will only use your personal data when the law permits us to do so. In certain circumstances, we may rely on your consent as the legal basis for processing your personal data, such as when we offer you more work after you have stopped working for us. If you wish to withdraw your consent, please contact us.

PROCESSING AND DISCLOSING YOUR PERSONAL DATA

We store your personal data securely on our local database, which is only accessible to Kenect Recruitment employees who use it to find you suitable work, process your timesheets, payroll, and invoices. We may share your personal data with our clients to find you work or enable you to continue working. We may also disclose your personal data to other third parties, such as accountants, auditors, IT systems, and professional advisors. In certain circumstances, we may need to disclose your personal data to authorities or professionals for legal reasons or disputes.

SECURITY MEASURES AND RETENTION OF YOUR PERSONAL DATA

We have implemented appropriate security measures to prevent unauthorised access, alteration, or disclosure of your personal data. Your personal data is limited to those who have a business need to know and is only processed in accordance with our instructions. We do not transfer your personal data outside of the European Economic Area (EEA). In the event of a personal data breach, we have procedures in place to manage it and will notify you and the applicable regulator, as required by law.

We will retain your personal data for as long as necessary to fulfill the purposes for which we collected it, including any legal, accounting, or reporting requirements. When determining the appropriate retention period, we consider the amount, nature, and sensitivity of your personal data, the potential risk of unauthorised use or disclosure, the purposes for processing your personal data, and any applicable legal requirements.



Your Personal Data Rights

As the owner of your Personal Data, you have the following rights:

- Access Request

You have the right to request access to your data at any time. We will provide you with this data within one month of your request, without charging you any fees. However, we may charge you a reasonable fee if your request is repetitive, unfounded, or excessive. We may also refuse to comply with your request in these circumstances.

- Right to Object

If we rely on our legitimate interest to process your Personal Data and you feel that it impinges on your fundamental rights and freedoms, you have the right to object to such processing.

- Right to Rectification

You have the right to request the correction of any inaccurate Personal Data we hold about you. Upon receipt of your request, we will correct any errors immediately.

- Right to Erasure

You have the right to request the deletion of your Personal Data at any time. Upon receipt of your request, we will delete your data within 24 hours.

- Right to Restrict Processing

You have the right to request the restriction of processing your Personal Data in certain circumstances, such as when you want to establish its accuracy, when our use of the data is unlawful, or when you need us to hold the data for legal reasons. If you object to our use of your data, we will verify if we have overriding legitimate grounds to use it.

If you wish to exercise any of these rights, please contact us at hr@kenectrecruitment.co.uk



Complaints

At Kenect Recruitment, we value your satisfaction and want to hear from you if you have any work-related issues or concerns. If you wish to make a complaint, please follow the procedure below:

General Complaints:

1. Firstly, please get in touch with your local branch Kenect Recruitment Consultant.
2. If your complaint cannot be resolved by the consultant, then please contact the Branch Manager.

If you are still not satisfied with the outcome of your complaint, please put it in writing and send it to our HR Department (hr@kenectrecruitment.co.uk) after submitting your complaint in writing.

We will aim to resolve your complaint within 48 hours.

Complaints about Your Pay:

We always aim to pay you accurately and on time, but sometimes this is not possible. If you have any concerns or queries regarding your pay, please contact your local Branch Manager. Please note that we may have to delay payment while we investigate, which may be due to a lack of an authorised timesheet from the client.



MODERN SLAVERY

As a labour provider, we are on the front line of combatting modern slavery. Kenect Recruitment is committed to doing everything within its power to stop slavery and human trafficking in our business and in our supply chains.

If you have any queries or concerns you can contact Kenect Recruitment's confidential whistleblowing email at hr@kenectrecruitment.co.uk

Congratulations on joining us as a Business Partner!



Responsible recruitment | Fair work | Free from exploitation

By becoming recognised as a Business Partner*, your site and/or business can access a network sharing best practice for tackling modern slavery and use the Stronger Together Business Partner logo in your business materials. It's an external indication of your site/organisation's commitment to tackle modern slavery – well done.

*Please note that your Business Partner status must be renewed annually

Who we are

Stronger Together is an impact driven not-for-profit organisation that provides businesses with practical training, resources, business services and collaborative programmes to create a world where **all workers are recruited responsibly** and have an opportunity for **work which is fair and free from exploitation.**



@stronger-together



@S2G_UK

Suggested hashtags:
#fairwork #responsiblerecruitment
#freefromexploitation #strongertogether
#modernslavery

If you would like to promote your new Business Partner status on social media or your organisational communications, we have provided the following information and suggested wording below.

We're delighted to announce we're now recognised as a Stronger Together Business Partner for 2023, evidencing our commitment towards tackling modern slavery in our [NAME] site/organisation (delete as applicable)

Stronger Together is an impact driven not-for-profit organisation that provides businesses with practical training, resources, business services and collaborative programmes to create a world where all workers are recruited responsibly and have an opportunity for work which is fair and free from exploitation.

Go to stronger2gether.org/business-partners/ to see our Business Partner evidence and find out more about the organisation.



ENDING AN ASSIGNMENT

Kenect Recruitment, the Client or you can end your assignment at any time without any notice or liability.

When your assignment reaches its end date or is terminated early, you will no longer be required at that particular Client, and there will no longer be a contractual relationship between you and Kenect Recruitment. After this date you should continue to make contact with your local branch who will find your next suitable assignment.

THANK YOU!

Thank you for choosing to work with us at Kenect Recruitment and for taking the time to read this handbook.

We would like to wish you every success on your assignments with Kenect Recruitment

If you have any queries or issues do not hesitate to call your Kenect Recruitment Branch! (a list of branch contact details can be found on our website <https://www.kenectrecruitment.co.uk/offices/>)

Follow Kenect Recruitment on Facebook, Instagram, LinkedIn and Twitter for the latest jobs and news!