

Candidate Care Program

Right Person | Right Job | Right Time



The safety, satisfaction and long-term wellbeing of our candidate workforce is of paramount importance to Industrial Recruitment Partners (IRP) and will ultimately further the success of our clients projects.

Our responsibility and duty of care to our candidates is taken very seriously to ensure we provide the **Right Candidate for the Right Job**. This commitment is built on regulated procedures and systems including:

- Providing our candidate team members detailed and accurate descriptions of the proposed work requirements;
- Regular updates to the status of our candidates work application and status;
- Comprehensive candidate interviews and skills testing, compliant with relevant employment and privacy legislation;
- Extensive candidate reference checks including professional referee discussions and police clearance where necessary;
- Regular on-site client meetings to measure the performance and suitability of the IRP placed candidates and Industrial Recruitment Partners' employee management systems;
- Surveys of candidates assessing the level of service and support provided to them by IRP. These surveys are completed immediately after placement and then on regular milestones throughout their placement period;
- IRP account managers on-site attendance and participation in client held toolbox talks, together with one-on-one discussions with IRP placed personnel that support an ongoing focus and commitment to workplace safety and compliance with site regulations & procedures;
- Personal Protective Equipment (PPE) being provided to candidates in line with their specific workplace requirements;
- Guidance and support provided to candidates in areas including workplace communication, presentation and interview techniques;
- Personalised recognition of key professional and personal milestones is provided to candidates as part of the IRP community.

These steps are taken as part of our ongoing commitment to our candidate team members and valued clients. The Candidate Care Program is one part of our service offering that builds our vision to **'Help build great organisations with great people'**.

Contact Industrial Recruitment Partners for more information on how our unique employment management solutions can assist your business productivity.