

COVID 19 STATEMENT

Updated 18 March 2020

What action have we taken so far?

1. We have consulted with and follow the official guidance provided by respective bodies (government and healthcare) in our regions of operations – the UK and Ireland, Europe, the United States, Australia and New Zealand.
2. We have created a coronavirus response team, a centralised formation of key personnel from relevant backgrounds (HR, Legal, Finance, Communications etc.) to review and action our existing Business Continuity protocols and in particular – our pandemic policy.
3. A review of that policy and others associated with it (working from home, travel etc.) concluded at the beginning of the UK outbreak with the publication of a covid-19 policy across all businesses, to ensure we follow the guidance provided by respective governments and healthcare bodies and at the right time.
4. In conjunction, we launched our incident response communications strategy – an internal and external communications approach for our people, customers and candidates; including resources, signposting to official information and FAQ's.
5. As part of a robust Business Continuity Plan, we have formalised the processes, plans and procedures that we would need to follow in potential scenarios we may face in the future across all our key regions – whether you're concerned about school closures or the supply of candidates – we've considered as many variables as we can in order to mitigate risk to you, our people, the supply chain and our business.
6. This includes testing our capacity and digital infrastructure to work from home, shifting procedures to digital platforms, adapting processes to social restrictions and reviewing critical levels for our staff, candidates and suppliers.
7. In line with our review, we have adopted a work-from-home model across the business from 17th March 2020. Our key locations remain open, but this means where possible – staff are working remotely.
8. All of these processes, plans and procedures are reviewed on a daily basis by the Business Continuity Team following a daily brief; to adapt to the evolving situation at pace and to communicate to our people through our global collaboration & communication platform: Workplace.

What's does this mean for you?

The actions we are taking support our people to stay healthy and safe so they can continue to partner with our candidates and customers.

Like many companies, for some time now we have encouraged home-working where appropriate. Our robust infrastructure and digital capacity; in conjunction with our global communication & collaboration platform means Impellam people can continue to work together and access our systems in service of our candidates and our customers, from wherever they are in the world.

We are here to help you through this period, so please let this provide you the reassurance that we are fully operational across our Managed Services and Specialist Staffing portfolio with Impellam Group brands and our people well prepared and well equipped to attract, engage and place talented, specialist people; and provide expert advice through innovative solutions at a challenging time.

As a result of our preparedness, whilst our key locations remain open to ensure we can continue to meet the needs of some candidates where digital solutions aren't possible, our people are working with our extensive network of candidates from home. We do this to keep our people, candidates and the society we work in safe, but do so with the absolute confidence that our digital capabilities and sound contingency planning has enabled a smooth transition for candidates and customers alike.

We will continue to partner with candidates and customers through the coming weeks and if you would like more information about our response to covid-19, please get in touch with your local team.