

# Cape Medical Services Modern Slavery and Human Trafficking Statement

This voluntary statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Cape Medical Services to prevent modern slavery and human trafficking in its business.

## **About Cape Medical Services**

Established in 1999, Cape Medical Services Ltd has forged a well-earned reputation as a clinically driven Resident Medical Officer (RMO) provider, among both client hospitals and RMOs. Delivering fully managed RMO services to a range of hospital clients in both the NHS and private settings, we deliver services for a broad variety of case-mixes, ensuring patient and employee safety remains a priority.

Led by Dr Stephen Agoston MBChB MBA, our unique RMO selection and induction process allows us to deliver a high quality, reliable service, whilst reinforcing best working practices. Our approach to selection, recruitment and induction was specifically praised by NHS England during an Independent Verification visit in July 2015.

We are a small office team of five; two Directors, one Manager and two Administrators, and work with up to forty Resident Medical Officers. The whole office team are actively involved during all stages of the RMOs' careers with Cape Medical Services, from receipt of expression of interest to guidance for onward career paths when the time comes for our RMOs to progress in their medical careers.

Given the size of our Company, we are not legally required to make a modern slavery statement, however we publish this voluntary statement to show our commitment to ethical working practices. We oppose slavery and human trafficking in all its forms and are taking steps to ensure that there is no slavery or human trafficking in our business.

## **Our commitment to the principles of the Modern Slavery Act 2015**

Cape Medical Services Limited is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We are an equal-opportunities employer, and create a non-discriminatory and respectful working environment.

- **Staffing:**

Cape Medical Services staffing and people management processes ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from abuse or coercion once in our employment. All overseas candidates are personally interviewed by Dr Stephen Agoston and rigorous Right to Work Check procedures are followed.

- **Support:**

Cape Medical Services has an outstanding reputation of care for employees, performing regular wellbeing and support checks with each individual. As a Designated Body we are responsible for our staff and their wellbeing is our priority. Each individual is met and supported by the office team in person during induction. Throughout their career with Cape Medical, every RMO is contacted *at least* on a weekly basis. We provide pastoral guidance and care in regards to all aspects of living and working in the UK, providing detailed orientation and finance guidance. Owing to the nature of our Sponsorship relationship, our RMOs are to inform us of potential additional work (locums) so we may verify authenticity and compliance. We are IR35 compliant.

- **Training:**

All staff at Cape Medical Services complete Safeguarding training, both Adult and Child, and are aware of protocols for reporting concerns. Each member of staff must successfully pass Level 3 Safeguarding Adults and Level 3 Safeguarding Children, certification is held on file.

- **Working Hours Monitoring:**

The role of the Resident Medical Officer role (24/7 presence on site) has been under scrutiny within other providers. All colleagues sign a WTR opt out owing to the nature of the role, requiring 24/7 residence. Cape Medical Services have received no complaints or concerns thanks to our stringent Working Hours Monitoring to ensure safe practice for our colleagues, clients and patients. Maximum working hours are agreed within the client contract. Should, on a rare occasion, this threshold be met owing to extenuating circumstances we provide suitable respite cover. Rotas are carefully planned to meet high safety standards, working closely with both our employees and clients. Working Hour logs are submitted, processed and monitored on a weekly basis for every shift worked by Cape Medical Services employees. The statistics are reported in our weekly office meetings. In addition, our RMO employees and clients have access to our 24/7 manned telephone helpline to report any concerns.

- **Transparency:**

Cape Medical Services Modern Slavery and Human Trafficking Statement can be found on our website [www.capemed.com](http://www.capemed.com)

## **Our supply chain**

With regards to supply chains, we are not engaged in manufacturing. We receive small amounts of stationery which are generally sourced from suppliers we know well. We do not enter in to business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

**Key Performance Indicators:**

Cape Medical Services Limited has received zero reports from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

**Actions to be taken in 2023-2024**

- Cape Medical Services Modern Slavery and Human Trafficking Statement to be included within our Induction Training Resources for all new employees, accessible via both digital and hard-copy format.
- Modern Slavery and Human Trafficking training to be included in upcoming RMO group training sessions led by Dr Stephen Agoston, whereby we aim to develop staff awareness of the Modern Slavery Act 2015 and reporting mechanisms if a case of slavery or human trafficking is suspected.
- Links to Modern Slavery and Human Trafficking e-learning resources to be added to our company Website.

This voluntary slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015 and was approved by the Directors of Cape Medical Services on 12<sup>th</sup> June 2023.



**Dr Stephen Agoston**  
**Managing Director**

Signed on behalf of Cape Medical Services Limited