



Sprint Complaints
Policy

Complaints

Policy Overview

SPRINT views complaints as an opportunity to learn and improve for the future, as well as a chance to put thing right for the person/organisation that has made the complaint.

Our policy is: -

To provide a fair complaints procedure which is clear and easy to use for anyone wishing to make a complaint.

To make sure everyone at SPRINT knows what to do if a complaint is received.

To make sure all complaints are investigated fairly and in a timely way.

To make sure that complaints are, wherever possible, resolved and that relationships are repaired.

To gather information which helps us to improve what we do.



Definition of a complaint

A complaint is any expression of dissatisfaction, whether justified or not, about any aspect of Sprint Logistics.

Where complaints come from

Complaints may come from any person or organisation who has any dealings with SPRINT or any member of the general public.

A complaint can be received verbally, by phone, by email or in writing.

This policy does not cover complaints from staff, who should use SPRINT's Discipline and Grievance policies.

Confidentiality

All complaint information will be handled sensitively, telling only those who need to know and following any relevant data protection requirements.

Responsibility

Overall responsibility for this policy and its implementation lies with the Board of Directors.

Review

This policy is reviewed regularly and updated as required.

Receiving Complaints

Complaints may be received by telephone, in person, email, or letter.

The person who receives a phone or in person complaint should:

- Write down the facts of the complaint.
- Take the complainant's name, address and telephone number.
- Note down the relationship of the complainant to SPRINT e.g. customer account number
- Advise the complainant that we have a complaints procedure.
- Tell the complainant what will happen next and how long it will take.
- Where appropriate, ask the complainant to send a written account by post or email so that the complaint is recorded in the complainant's own words.

For further guidelines about handling verbal complaints, see Appendix 1

Stage One

In many cases, a complaint is best resolved by the person responsible for the issue being complained about. If the complaint has been received by that person, they may be able to resolve it swiftly and should do so if possible and appropriate.

Whether or not the complaint has been resolved the complaint information should be passed to the department Manager and Director.

On receiving the complaint, it should be recorded in the complaints log. If it has not already been resolved, it is delegated to an appropriate person to investigate it and to take appropriate action.

If the complaint relates to a specific person, they should be informed and given a fair opportunity to respond.

Complaints should be acknowledged by the person handling the complaint as soon as possible. The acknowledgement should say who is dealing with the complaint and when the person complaining can expect a reply. A copy of the complaints procedure should be attached.

Ideally complainants should receive a definitive reply within two weeks. If this is not possible because for example, an investigation has not been fully completed a progress report should be sent with an indication of when a full reply will be given.

Whether a complaint is justified or not, the reply to the complainant should describe the action taken to investigate the complaint, the conclusions from the investigation, and any action taken as a result of the complaint.

Stage Two

If the Complainant feels that the problem has not been satisfactorily resolved at Stage One, they can request that the complaint is reviewed at Board level. At this stage the complaint will be passed to the Managing Director.

The request for Board level review should be acknowledged within a week of receiving it. The acknowledgement should say who will deal with the case and when the complainant can expect a reply.

The Managing Director may investigate the facts of the case themselves or delegate a suitably senior person to do so. This may involve reviewing the paperwork of the case and speaking with the person who dealt with the complaint at Stage One.

If the complaint relates to a specific person, they should be informed and given a further opportunity to respond.

The person who dealt with the original complaint at Stage One should be kept informed of what is happening.

Ideally complainants should receive a definitive reply within two weeks. If this is not possible because for example, an investigation has not been fully completed, a progress report should be sent with an indication of when a full reply will be given.

Whether the complaint is upheld or not, the reply to the complainant should describe the action taken to investigate the complaint, the conclusions from the investigation, and any action taken as a result of the complaint.

The decision taken at this stage is final, unless the Board decides it is appropriate to seek external assistance with resolution.

Variation of the Complaints Procedure

The Board may vary the procedure for good reason, this may be necessary to avoid a conflict of interest.

Monitoring and Learning From Complaints

Complaints are reviewed periodically to identify any trends which may indicate a need to take further action

Appendix 1 – Practical guidance for Handling Verbal Complaints

Remain calm and respectful throughout the conversation

Listen – allow the person to talk about the complaint in their own words. Sometimes a person just wants to “let off steam”.

Don’t debate the facts in the first instance, especially if the person is angry.

Show an interest in what is being said.

Obtain details about the complaint before any personal details.

Ask for clarification wherever necessary.

Show that you have understood the complaint by reflection back what you have noted down.

Acknowledge the person’s feelings (even if you feel that they are being unreasonable) – you can do this without making a comment on the complaint itself or making any admission of fault on behalf of SPRINT. E.g “I understand that this situation is frustrating for you”.

If you feel that an apology is deserved for something that was the responsibility of SPRINT, then apologise.

Ask the person what they would like done to resolve the issue.

Be clear about what you can do, how long it will take and what it will involve.

Don’t promise things you can’t deliver.

Give clear and valid reasons why requests cannot be met.

Make sure that the person understands what they have been told.