



Cpl Recruitment CASE STUDY

Firm Name

Cpl Recruitment

Country

Ireland

City / Region

Cork

No. of Employees

16 in Cork

Description of the organisation

Cpl is a Global provider of people to start-up companies, massive multinationals and SMEs in every sector. With services that adapt to the needs of each of these unique organisations, we provide the people that make business work.

Workplace Innovation practices implemented

One of the practices implemented was the formation of a Great Place To Work committee to support staff and many of our employee initiatives have come through this group.

Every year the whole team in Cork and all the office in Ireland are encouraged to complete the online survey. Cpl wants all our employees have input and help us to improve.

The Cpl Great Place To Work Champions come from every office or division who are there to promote innovative ideas to the teams such as flexi time, Sports and

Social activities, health and wellbeing. Every year all the champions meet to discuss the results and where improvements can be made. This gives each champion the chance to voice their opinions and also to bring back numerous ideas/feedbacks to their own team

Some of the changes we have made and initiatives we have introduced include:

- EAP – Employee Assistance Program – free counselling 24/7 for all our employees. This can be work related or personal.
- Fruit in the office – Cpl like to promote healthy eating so we provide fresh fruit to the office every week





- Cpl are currently in their second-year partnership with Zevo Health. Every employee can download this app that is designed for Cpl Employees for free. On the app you can meditate, create meal plans, track exercise and many more funky features. There is always access to chat to a Zevo Health professional if any employee needs more guidance in a specific way.
- Cpl have organized Pension Talk across all their offices. These talks were very well received as not many people knew the importance or how to go about setting one up. These talks allowed our employees to get a clear understanding of what steps need to be taken and were also able to ask questions and get immediate response.
- Sports and Social club – each employee has a choice to be part of Sport & Social and contributes a small amount every month and this is matched by Cpl. The team can decide amongst themselves what team events they would like to plan
- Various shopping discounts – we have access to numerous retail outlets and can avail of discounts through our internal system
- Recognition programs – all employees can nominate one of their colleagues who demonstrate our core values. These colleagues are recognized to the wider Cpl community
- Bike to work scheme – this objective of this scheme is to help people to cycle to work where possible
- Christmas Saving Scheme - available to employees who wish to save part of their monthly pay for use over the Christmas period. Employees can set aside a nominated value from their monthly pay and the total savings for the period will be returned to them in November

- Savvi Credit Union – Cpl set up roadshows for all the office around Ireland – people found it beneficial and lots of our employees all over Ireland are using them for loans saving etc.
- Marriage leave and bonus – Employees that are getting married get extra Annual Leave days and very generous voucher to wish them luck.
- Volunteer Time Off - Employees can donate up to 2 days per calendar year towards a charitable organization.

Since Covid-19, we have implemented extra wellbeing initiatives to make sure our employees stay connected and are looked after including:

- Virtual coffees – you get paired with someone from the wider business to have a 15-minute chat with. It is a great opportunity to get to know senior leaders in the business along with many other colleagues who are based in different offices
- Virtual Yoga classes – an employee does virtual yoga session on a weekly basis and everyone from Cpl is welcome to join in
- Tick Tock Competitions with family members – this gave an opportunity for family member and friends get together and come up with something creative to win a competition with Cpl.
- Art competitions for families - Cpl launched the primary school art competition themed “The Future of Work” This is also a difficult time for employees with children so hopefully this will help a little
- Bake off’s – over Easter Cpl employees showed off all their baking skills and there was numerous prizes for the best efforts.

Main Achievements



In relation To Great Place To Work Cpl have improved their ranking every year (2020) and were placed 13th this for large work place. Cpl are very proud of this and strive to even better this again next year. This is a very competitive category, so we have most proud to be placed in the top 20.



Cpl also have a high percentage of employees that fill out the survey every year. This year we had an 86% companywide response rate. Our aim is to achieve as close to 100% in the year coming.



Zevo Health app was a massive success and HR set up a competition within the app for everyone within Cpl Ireland. It was made up of teams within your office and had challenges every day such steps, meditation, exercises. It went on for 30 days and the winning team won a lovely prize.



Cpl now allows employees to have a pension that comes straight out of the monthly salary. This has been very well received by employees and there has been a much larger uptake since The Pension Roadshow across all the regions

C H E C K T H E S O U R C E H E R E

