

BEDFORDSHIRE & HERTFORDSHIRE LMC

HR Support for Medical Practices



Clarkson Wright & Jakes Ltd
Solicitors and Notaries

Employment advice and HR support available from a team of Employment Law specialists from Clarkson Wright & Jakes on all employment issues affecting your Practice.

The advice will be given over the telephone and/or by short email communication and includes:

- one off advice
- step by step guidance on dealing with a specific employment issue
- review of short letters; or communications with employees

We can also help you with:

- settlement agreements
- advice or representation on Employment Tribunal claims or other court proceedings
- drafting or reviewing Practice-specific documents
- technical health and safety issues

Early advice often helps resolve problems and may avoid the excessive time, effort and cost which may be incurred if situations escalate. We would recommend that Practices should take advice when considering these trigger events:

- disciplinary action or disciplinary procedures
- dismissal of an employee
- considering a redundancy programme
- altering working hours
- altering pay (other than routine salary increases)
- receipt of a grievance or any other formal complaint of discrimination, harassment or victimisation on grounds of sex, race, age, disability, religion or belief, sexual orientation, marital or civil partner status, gender reassignment, trade union membership, fixed term or part-time status
- possible events that might give rise to a constructive dismissal claim, including an employee resigning with or without written notice
- requests for flexible working, including requests to work from home
- requests by a maternity/paternity employee to vary terms on return from maternity leave
- retirement

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Click Here for terms of the Bedfordshire & Hertfordshire LMC retainer scheme.

HR TRAINING PROGRAMME

Interactive Employment Law training seminars, webinars and workshops will be provided throughout the year by the CWJ Employment Team.

Look out for details on our website www.cwj.co.uk/seminars

Sessions will cover topics such as:

- discrimination awareness
- introduction to employment law
- changing contractual terms
- employment law updates
- disciplinary & grievance procedures
- managing sickness absence
- conflict management
- equality & diversity



supported by:
Bedfordshire & Hertfordshire
Local Medical Committee Ltd

