

A Guide to Staff Employment in General Practice

Jim Milligan


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Jim Milligan : A Guide to Staff Employment in General Practice before purchasing it in order to gauge whether or not it would be worth my time, and all praised A Guide to Staff Employment in General Practice:

GPs (doctors) and practice managers confront many issues in staff management. A Guide to Staff Employment in General Practice provides detailed procedures for navigating these sometimes difficult issues. At the same time, the book identifies relevant UK law and draws on authoritative advice from bodies such as Acas. Although it contains expert information on employment law, expert knowledge is not required to use this book. It has an easy-to-use style and gives step-by-step guidance throughout. Information is accompanied by meticulous cross-referencing and details

of the pertinent employment law are readily available in the appendices. The book accesses current law and good practice, allowing readers to manage any specific issue. The book covers a wide range of topics, including: the employment contract - the key to the many employment rights - and how to change the contract legally; managing disciplinary procedures; performance management (including sickness absence); dismissal; equality; maternity rights; appraisal; workplace stress. The book also contains a chapter on recent developments, such as GP federations and their employment implications. This guide has been compiled by a practice adviser with many years' experience of advising, representing and training GP practices. Not only does the author know how employment law works, but he also knows how general practice works. Readership: GP staff partners, practice managers, HR personnel in (English) Clinical Commissioning Groups, GP trainers who may need an employment manual to take trainees through learning situations; trainee practice managers.

About the Author Jim Milligan has been advising GP practices for some 30 years, first on Tyneside, then the west of Scotland, and now back in the northeast of England. Jim originally trained as an occupational psychologist and subsequently worked in personnel management (as it then was). He then helped develop regional services for the BMA. His work for the BMA involved advising and representing employed doctors and GP employers on employment law and its applications. At the same time he was engaged in advocacy at employment tribunals for both applicant and respondent doctors. Over the past ten years Jim has run an annual series of employment law workshops for GPs and practice managers in Scotland and Northern Ireland. He has also worked with a number of GP practices on interpersonal communications, decision-making and conflict resolution. This is his first publication for the RCGP.