

PRESS RELEASE



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PRACTICE MANAGERS SEEK CONTRACTUAL ADVICE

Contractual issues has become the hot topic when it comes to practice managers seeking employment law advice.

The UK-wide medical and dental defence organisation MDDUS has released figures relating to calls received by its in-house employment law advisory team for the first six months of 2011.

These figures show that 46% of calls from members were regarding contractual issues affecting practice managers. MDDUS employment law adviser Janice Sibbald explains the reasons and nature of these calls: "Practice managers have become more financially aware in the current economic climate.

"As a result, almost half of the calls we received asking for employment law advice have been contractual. Common contractual issues include the employment of new staff on revised terms and conditions or guidance on contract interpretation.

"We also receive a number of calls from our members on policy issues such as maternity or sick pay."

The MDDUS is the only UK defence organisation to offer members access to an in-house HR and employment law advisory team. They provide members with the confidence that the advice given is compliant with the latest legislation.

The latest statistics illustrate the vast range of employment-related topics that concern members. As well as 46% contractual calls, 13% of calls were job performance-related enquires, 11% regarding staff absence and 10% discipline.

"One of the day-to-day challenges facing practice managers is getting the best out of staff," continues Sibbald. "Whether it's dealing with personality clashes within a practice or simply giving a practice manager guidance and practical tips on an issue of concern.

"MDDUS members who employ staff are confronted daily with increasingly complex issues surrounding their responsibilities as employers, due to the growing area of employment legislation and associated compliance requirements. Inevitably, these issues can detract from the delivery of healthcare and may often cause significant stress and anxiety for members."

In November, MDDUS plans to run an interactive workshop for GPs, dentists and practice managers on tackling employee issues within the law. This workshop will cover various issues, such as changing contractual terms, managing performance as well as discipline and grievance procedures. The workshop takes place at the MDDUS London office on Wednesday, November 2. For more information on the workshop contact Ann Fitzpatrick at afitzpatrick@mddus.com.

MDDUS Employment law statistics

82% of calls received were medical and 18% dental

Nature of calls Percentage

Contractual	45%
Performance	13%
Absence	11%
Disciplinary	10%
Redundancy	3%
Recruitment	3%
Other	15%

Breakdown of calls

Calls in Scotland	60%
Rest of UK	40%

Ends

For further information contact Richard Hendry on 0845 270 2034 or 07976 272266, or email rihendry@mddus.com.

Note to editors

MDDUS (The Medical and Dental Defence Union of Scotland) is a medical and dental defence organisation providing access to professional indemnity and expert medico- and dento-legal advice for doctors, dentists and other healthcare professionals throughout the UK. For further information on MDDUS go to www.mddus.com.