Employing Staff: avoiding common pitfalls.

INTRODUCTION

GP partners in the UK are not only doctors, they are also employers. This is a role with which some feel more comfortable than others. GPs in partnership share legal responsibility for the decisions the partnership make. In addition to duties and responsibilities towards their patients and the service they provide, GP partners also have duties and responsibilities as employers.

If adhered to, proactive practice procedures and policies for sick leave, recruitment and performance management can safeguard GPs against employment difficulties.

The learning outcomes of this module include:

- How to manage prolonged or repeated staff sick leave in the practice environment.
- How to manage poor staff performance.
- How to successfully select new staff members.

Barriers to change – i.e. what prevents GPs from achieving best practice in this area, include:

- Training – some GP partners do not feel sufficiently trained to undertake these duties.
- Fear – GP partners may feel vulnerable to the unintended consequences of their actions in this area of practice.
- Disinterest/dislike – some GP partners simply prefer to stick to the clinical aspects of their work.
- Employment Law changes from time to time and GPs can find it hard to