

# Employment Law Services for PCTs

Capsticks



## Understanding your needs

**Primary care trusts operate amidst a wealth of statutory material which is particular to the NHS, such as Agenda for Change, NHS and Treasury guidance and redundancy and pension provisions. Our 25 years of experience in the healthcare sector means that we are very familiar with the often unique employment-related issues that may affect your organisation such as:**

- the duties and status of executive committee members
- the regulation of salaried doctors who are both performers and employees
- transfers of GP practice staff where the PCT has to intervene in small practices because of unexpected death, ill health, retirement or GMC sanction

The separation of PCT provider functions will give rise to significant employment and pensions issues which are best identified and tackled at an early stage. Our work with, amongst others, Partnerships UK means that we are ideally placed to help you address and successfully deal with such issues. On internal separation we can assist you in establishing what needs to be done in respect of key appointments to new structures and consequent contractual and procedural changes.

We can provide training on employment law issues to your HR team and senior managers, on issues which our lawyers have personal experience of dealing with. We also have a rolling programme of employment law seminars, which take place regularly at our offices and which have proved to be very popular with our clients.

## How we work with you

**We aim to develop personal working relationships between named lawyers and your HR team. However the substantial size of our employment team means there will always be a specialist employment lawyer available to answer your urgent enquiries.**

Our Legal Services Framework has been uniquely developed with the Healthcare Purchasing Consortium (LPP/HPC) for our work in London and the West Midlands, and with the South East Coast Consortium (SEC) for our work in the rest of the South East. Capsticks is one of only two firms in the country to have been included on the HPC panel in all of its "lots" for legal services provision, including employment. If you are a PCT in London, the West Midlands or the South East Coast area, our Legal Services Framework will automatically apply and you will be eligible for its many benefits, such as

competitive hourly rates negotiated on your behalf by the consortia. Signing up to our framework is a straightforward process. If you are interested in doing so, please contact Martin Hamilton or Trevor Mawer, both employment partners specialising in PCT work.

We also have a free-standing HR Advisory Service, to provide outsourced HR advice and support to healthcare bodies, and to complement the employment legal services provided by the Employment team. This is an exciting and innovative approach to HR and employment work and has been developed initially for and in conjunction with Imperial College Healthcare NHS Trust. The trust has seen visible improvements in the first six months. If you are interested in discussing how our HR Advisory Service could benefit your organisation, please contact Capsticks' Head of Employment, Gary Hay.

## The healthcare business, inside out

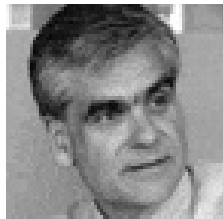
- Capsticks' Employment team comprises 17 specialist lawyers providing employment law services to more than half the NHS bodies in London and the South East and, increasingly, the West Midlands.
- We act for national healthcare bodies including the NHS Confederation, the Healthcare Commission, the National Clinical Assessment Authority, the NHS Litigation Authority and a number of major private healthcare providers in the UK.
- We deal with the whole range of healthcare employment law matters, from assisting the development of proactive HR strategies to Employment Tribunal advocacy.
- Our expertise in handling sensitive cases has been recognised by, amongst others, the Department of Health. We have been advising the Department on a range of issues following the introduction of MTAS under MMC.
- We are one of the lead firms retained by the NHSLA to handle equal pay claims, responsible for coordinating those claims on behalf of over 50 trusts, many of them PCTs, and for identifying, with the NHSLA, the issues which should proceed by way of test cases.
- We continue to be a recognised leader in the complex work of doctors' disciplinary proceedings.

To find out how Capsticks could deliver the right results for you and your team, please contact us to arrange a meeting.



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