



Capsticks HR Advisory Service for GP Practices and Primary Care Networks

Currently GP practices are expected to have developed and signed up to Primary Care Networks in their area by 15 May 2019 – but what will this mean for you once you become part of a Primary Care Network?

Our GP team are dealing with numerous queries from primary care practitioners about the implications for their workforce as PCNs take effect such as:

- How will government funding be accessed?
- Who will be the employer for the post holders of the new roles that have been developed?
- What will happen at the end of the funding period?
- Who will pick up any potential redundancy costs?
- What about the CQC inspection and how do you ensure that you haven't accessed the funding inappropriately?
- What will the employment arrangements be and who will carry the risk?

Clearly there is a need for practical advice around this area and Capsticks HR Advisory Service can help you navigate these complex issues.

How we can help

Capsticks is more than just a law firm; it also offers business solutions to our clients across a range of specialisms.

Our established HR Advisory (HRA) Service is made up of senior HR practitioners from across both the public and private sectors. Our practitioners have a wealth of knowledge of working in healthcare and are well placed to support your practice or PCN with any employment related matters.

Our HR specialists will support your collaboration requirements ensuring that your network adopts an arrangement that works best for you and your staff. We will develop and provide you with all the necessary tools including a:

- Network Workforce Plan
- Network Contracts of Employment
- Network Protocol to ensure staff can work across a range of practices.

These tools are designed to save you time and also assure that your workforce arrangements are robust as well as safeguarding from future problems arising; keeping you one step ahead.

Our HRA team

Our practitioners are all senior professionals from health and social care backgrounds and hold both academic and professional qualifications (including Postgrad's in Strategic Workforce Planning) in their fields, placing them in the ideal position to support networks at this critical and exciting time. They are up to date on best practice and employment legislation and, as they work in a law firm, our clients get the benefit of this expertise but without the legal fees.

The team have successfully supported collaboration pieces in large healthcare organisations as well as within emergency services.

What our clients say about us

'Capsticks HRA and Capsticks Legal provided us with guidance, support and advice during a recent COSoP transfer of more than 700 employees. They were on hand to support us at key meetings with relevant stakeholders including staff side representatives, identify risks and develop correspondence such as consultation documents, measures letters and FAQ's. Capsticks delivered their services in a timely manner and ensured that the transition was seamless. I would not hesitate recommending them'.

'Barndoc Healthcare Ltd is a company providing GP out of hours services to around 1 million residents in North London and has a turnover of £7m per annum. Capsticks HR Advisory Service has provided Barndoc with outsourced HR advice and support since April 2013. The quality, responsiveness and cost effectiveness of the service provided by Capsticks both in terms of operational and strategic support has been excellent and I would fully recommend Capsticks to organisations such as ourselves who are looking for a high quality, value for money HR service'.

Costs

Our costs are developed in line with our client's needs ensuring that you only pay for what you need/want. Indicative pricing for guidance purposes only: 10 hours - £700 plus VAT.

For further information or about pricing please contact:



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