

HR Expertise in General Practice; In Partnership with Practice Managers

The Service: an onsite and remote HR advisory service spanning the full range of people management related activities from recruitment through to supporting Partners and Practice Managers in managing complex disciplinary cases. Designed to work in close partnership with busy Practice Managers struggling to juggle the many conflicting demands of the Practice Manager role.

How it Works: depending on the number of employees and current ongoing HR 'issues' I will agree with you a flexible arrangement which can be terminated at any time with a weeks' notice. For example, a current client with 6 partners and a primary care team of 20 staff currently has one on site visit a month and 2/3 hours per week telephone and email support and advice. Our arrangement is fully flexible but with clear boundaries around roles and responsibilities. This client has also used my services to:

- Co-ordinate recruitment
- Provide in-house training for staff
- Carry out staff surveys and exit interviews
- Support the Practice Manager in setting standards of conduct in the practice, raising and managing performance in the primary care team
- Auditing current HR policies and practices and providing updates and recommendations

About me: Sharon Gregory, BA Hons, FCIPD: after a career in HR management in the NHS and Clinical Academia I have spent the last 10 years providing HR consultancy services to SME private companies, local government and General Practices through my company The HR Business (www.thehrbusiness.co.uk). Services to NHS clients including training and specialist Medical Personnel services are provided through my sister company SGT D (www.sgtd.co.uk)

As a Chartered Fellow of the Chartered Institute of Personnel and Development (www.cipd.co.uk) I am also a author on the Croner online NHS employment law and HR advisory website – Croner NHS- i (www.croner.co.uk) and a regularly published contributor to the Healthcare People Management Association monthly newsletter (www.hpma.co.uk)

What Next: Contact me for an informal discussion, arrange for me to come and visit you or email me if you'd like to contact a current client to find out more about me before you decide if you'd like to work with me...

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