



ORACLE

## Employment & HR Services for Dental Practices

- ✓ Legally trained team
- ✓ Weekly catch ups
- ✓ Group calls
- ✓ Hand holding through any HR issues
- ✓ Removes the stress of HR from you!

**PREMIUM**  
£400pm\*

**STANDARD**  
£300pm\*

**Associate Agreements**

To protect the goodwill of your practice and ensure self employed worker or employee status. Not just a precedent, a bespoke contract for your practice.



**Bespoke Employment Contracts for all staff whatever their role**

Just for not having written terms and conditions you can be fined by the Employment Tribunal.



**Locum Agreement**

Ensure that the locum works for you on a temporary basis and has Self Employed status.



**Fixed Term Contract**

For a temporary worker to cover maternity leave or if you have a trainee dental nurse.



**Casual Worker Contract**

For a casual worker, when there is no guarantee that the employee will be offered any work and you want to offer zero hours



**Tailor-made Self Employed Hygienist/Therapist Agreement**

A written record of your agreement and to ensure Self Employed status. Tailor-made Employed Hygienist/Therapist Agreement.



**Staff Handbook**

Fully up to date includes a range of policies which are all CQC compliant.



**Employee Declaration**

Ensures that the employee has the appropriate work permits to work in the UK and prevent a fine/prosecution from UKBA.



**Changing terms and conditions**

There is a procedure to follow to provide new contracts to employees. If you fail to do so you could end up with a claim in the Employment Tribunal which could be costly, stressful and time consuming. Let us guide you through this process and provide you with all the documentation you need.



**TUPE (Transfer of Undertakings ( Protection of Employment) Regulations)**

Whether you're buying or selling your business TUPE will apply and we will advise you as to the best way forward.



\*Prices include VAT. The service is for a minimum of two years.

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### UDA Amendment(s) to the Associate Agreement

An easy way to amend the UDA payments in the Associate Agreement to prevent a dispute over pay.



### References for leaving employees

Prevent any court claim against you for giving an inaccurate reference.



### Annual review of Contracts and Staff Handbook

We keep track of the developments and changes to the law so you don't have to. We will ensure that your contracts and handbook are always up to date.



### Email Employment updates

Employment law changes every week - We keep up with the updates so you don't have to! We will always let you know if there is any effect on your dental practice. You will also have the option to attend all our Seminars and Workshops for free.



### Unlimited access via our Telephone Helpline & all documentation needed from our team of employment experts who have detailed knowledge of your dental practice and your requirements in relation to:



- Recruitment and induction
- Working Time and Time Off
- Conducting a disciplinary investigation, hearing and appeal
- Conducting a grievance investigation, hearing and appeal
- Discrimination, bullying and harassment in the workplace
- Maternity Leave, Pay and Benefits
- Paternity Leave, Pay and Benefits
- Adoption Leave, Pay and Benefits
- Shared Parental Leave, Pay and Benefits
- Leave for Ante-natal appointments
- Flexible Working requests
- Parental Leave
- Time off for emergencies
- Sickness and incapacity
- Changing Employment Contracts
- Resignation of an Employee
- Redundancy
- Dismissal of an Employee
- Performance Capability

Getting the process wrong for any of these items can result in unhappy, inefficient staff and possibly a claim in the Employment Tribunal – don't get caught out – take our advice.

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£300pm\*

**Debt Recovery Service add on**

We can offer a Debt Recovery Service which includes up to 20 court compliant letters per year in respect of undisputed debt claims under £10,000.00.



Additional  
£100.00 fee  
applies



Additional  
£100.00 fee  
applies

**Indemnity Insurance\*\***

At an additional cost we can arrange for an insurance that will cover your legal fees plus any out of court settlement or compensation payment should an employee make a claim to the Employment Tribunal. At an additional cost, to protect the goodwill of your practice, we can obtain insurance to cover your legal fees should you need to enforce the binding clauses in your contracts. Just ask us for further details.

\*\*Conditions apply

To find out more about our Employment  
& HR Service please contact us