



ROYAL COLLEGE
of PODIATRY



**Do you know what policies you
should have in your Private
Practice?**

Janet McGroggan MSc MRCPod
Podiatrist & Clinic Owner

Sharon Gray
Professional Support Officer
Royal College of Podiatry

Martin Furlong
Deputy General Secretary
Royal College of Podiatry

Healthy & Safety



Fire & Emergency

Equality & Diversity



A policy is a deliberate system of guidelines to guide decisions and achieve rational outcomes. It is a statement of intent and is implemented as a procedure or protocol.



Cancellation

Menopause



Privacy

Infection Control



Holiday

Stress & Wellbeing



Display Screen

Resources to help with policy writing

**Royal College of Podiatry
Private Practice Resources**

**Federation of Small Businesses
www.fsb.org.uk**

**Health & Safety Executive
www.hse.gov.uk**

**ACAS
Advisory, Conciliation & Arbitration Service
www.acas.org.uk**

- <https://membersarea.rcpod.org.uk/podiatric-practice/private-practice-resources-area/employment-policies-for-private-practice-members>
- <https://membersarea.rcpod.org.uk/podiatric-practice/private-practice-resources-area/practice-resources>
- <https://membersarea.rcpod.org.uk/podiatric-practice/private-practice-resources-area/gdpr>
- <https://membersarea.rcpod.org.uk/podiatric-practice/private-practice-resources-area/patient-resources>
- <https://membersarea.rcpod.org.uk/podiatric-practice/private-practice-resources-area/contract-templates>
- <https://membersarea.rcpod.org.uk/podiatric-practice/professional-resources-area/standards>

Forthcoming changes to Employment Law

There are potentially forthcoming changes in employment law as a result of the new Employment Bill.

Practices will need to be ready to:

- a) know what the changes mean to them in respect of current staff**
- b) update their policies**

The Act is now in committee stage – so a way to go until its law.

As soon as the final version of the act is available, we will issue guidance to employer's, employees and associates and update our policies.

Forthcoming changes to Employment Law

Expected potential changes:

1. Day-One Rights:

Employees can claim unfair dismissal from the first day of employment, replacing the current two-year qualifying period. Employers can still use a statutory probationary period (likely up to 9 months) to assess suitability

2. Flexible Working:

Flexible working becomes a default right, and employers must justify refusals in writing, ensuring decisions are reasonable

3. Protection Against Exploitation:

Exploitative zero-hours contracts are targeted with measures to ensure reasonable notice for shifts, guaranteed hours for regular workers, and protections against sudden cancellations

4. Bereavement Leave:

Bereavement leave is extended to cover all employees for the loss of a close relative, with specific provisions depending on the relationship

5. Sexual Harassment:

Employers must take all reasonable steps to prevent workplace sexual harassment, with added protections for whistleblowers reporting such incidents

6. Employment Status Simplification:

A shift towards a two-tier framework of “employees” and “genuinely self-employed” individuals, simplifying current categories

Professional Support Officers

professionalsupport@rcpod.org.uk

0207 234 8652