

## 403 - Employment Law

With Steven Bruce and Caroline Robertson

- **Relevance of Employment Contracts:**
  - Importance of contracts for defining roles, responsibilities, and legal obligations.
  - Common legal structures: employer-employee, associate agreements, and licensee arrangements.
  - Highlighted the risks of neglecting formal contracts, such as potential disputes and legal vulnerabilities.
- **Key Legal Considerations:**
  - Employment status implications for taxation and legal protections.
  - Distinctions between self-employed associates and employees.
  - Importance of clarity on working hours, payment terms, and termination procedures.
- **Responsibilities of Clinic Owners:**
  - Compliance with legal obligations, such as health and safety regulations.
  - Importance of indemnity insurance for practitioners and clinics.
  - Responsibilities towards associates, including access to facilities and adherence to anti-discrimination laws.
- **Specific Topics Related to Osteopaths and Chiropractors:**
  - Tailored agreements that account for professional standards.
  - Consideration of patient confidentiality and data protection laws.
  - Issues around non-compete clauses in contracts and their enforceability.
- **Equality, Diversity, and Inclusion (EDI):**
  - The need for fair and non-discriminatory policies in hiring and associate contracts.
  - Examples of good practice in ensuring diversity in healthcare settings.