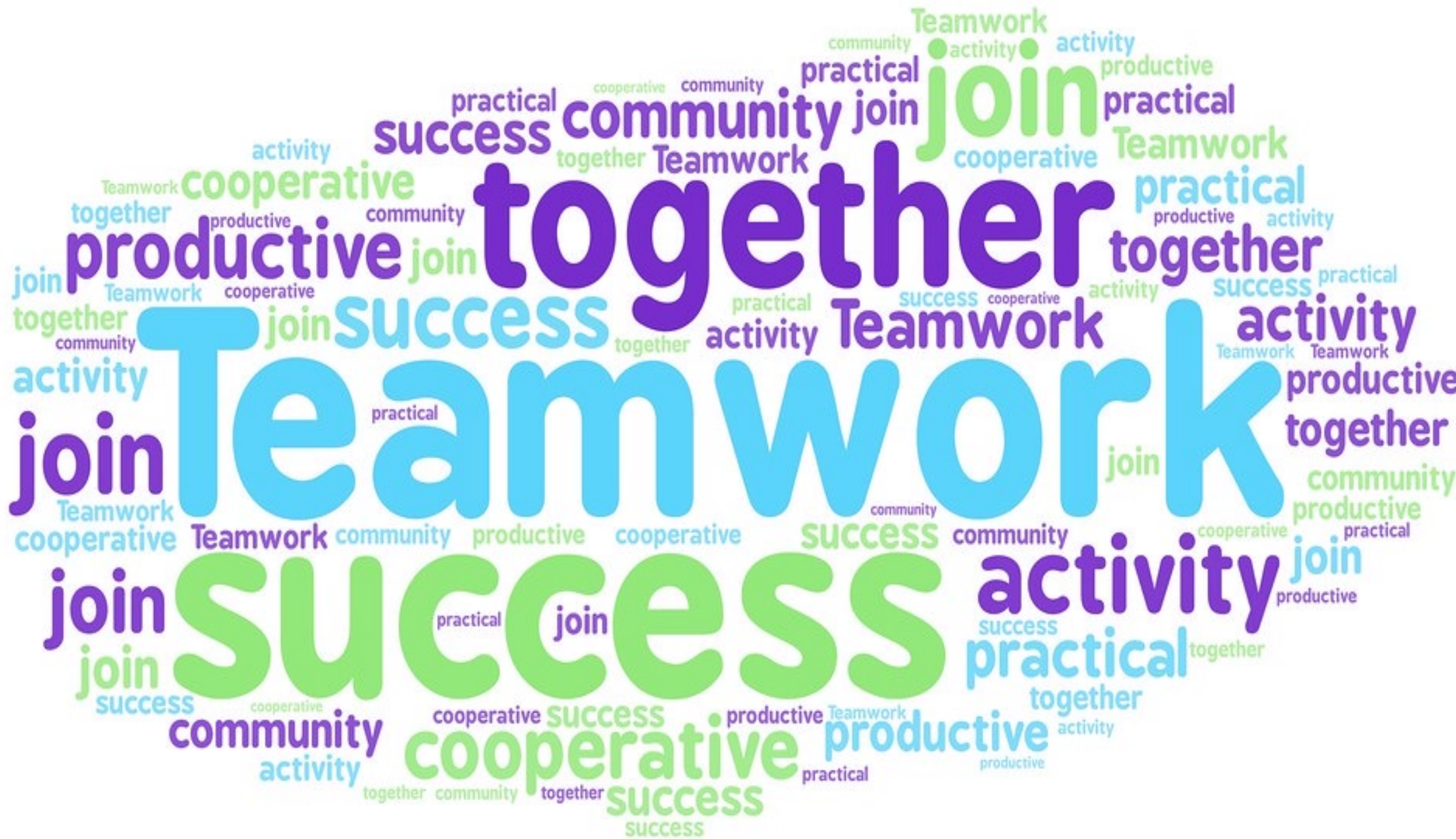


**NAMPS Conference:  
Can HR/legal interventions  
make working relationships a  
success?**

29 November 2022

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Partner & Head of  
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## Informal Interventions

- Conversations
- Support
- Supervision
  
- Mediation
- Coaching
- Training
  
- Occupational health
- Specialist medical advice

## More Formal Interventions

- Practitioner Performance Advice
  - assessments: clinical and behavioural
  - remediation
  - retraining
  - assisted mediation
  - team reviews
- Letter of expectations
- Behavioural contract
- Royal College review

## Formal Intervention

- Maintaining High Professional Standards
- Grievance/Resolution Policy
- Harassment Policy
- Dignity at Work Policy
- Breakdown of working relationships:
  - *Ezias*
  - *Kerslake*

## Bringing people back together successfully

- Early intervention
- Look for the root cause
- Consider equality, diversity and inclusion issues
- Clear expectations
- Very difficult to *force* a successful change in working relationships...

Questions?