



Graduate Friendly Practice Scheme Commitment Contract

As a member of the Vetsure Graduate Friendly Practice Scheme we undertake to provide a graduate with the best start to their career and provide a caring, nurturing and supportive environment such that they thrive in their new role and stay within the practice and profession as engaged and active members of our community. In order to do this I commit to delivering the following items for my graduates. I understand that failure to meet these standard without action will result in my practice being removed from the accreditation scheme and Vetsure website.

1. I commit to providing a set of written objectives so my new graduate and their line manager understand what is required in order to the individual and practice to do a good job and thrive.
2. I commit to delivering the 2 week structured induction period detailed in the scheme.
3. I commit to assigning a mentor who will meet weekly to discuss wins and challenges from the previous week and look ahead to any challenges ahead.
4. I commit to using the materials provided by the Graduate Friendly Practice Scheme (or equivalent approved by Vetsure) to manage the performance of my Graduate.
5. I commit to having a monthly performance review meeting where progress towards objectives are discussed and training needs planned out such that graduate has the opportunity to meet objectives as planned.
6. I commit to giving my graduate reasonable time off in accordance with EU WTD such that they do not burn out.
7. I commit to paying at least the fair wage based on regional normal standards based on industry accepted labour reviews.

Practice Name:

Full Name: Signature:

Position: Dated: