

**CLINICAL ACADEMIC STAFF HOLDING HONORARY MEDICAL AND DENTAL
CONSULTANT CONTRACTS:**

ADDITIONAL PROGRAMMED ACTIVITIES (APAs)

1. APAs are calculated as 10% of an individual's basic salary. Where a clinical academic holds discretionary points or a local clinical excellence award, there will be a pro rata increase in the payment for an APA. Where a clinical academic holds a distinction award or a higher (national) clinical excellence award, the pro rata increase in the level for an APA will be based on the maximum level of discretionary points or local clinical excellence awards, as appropriate.
2. APAs are normally offered prospectively as part of the integrated job planning process for one year at a time, and may be renewed annually for further periods of a year at a time at the annual job plan reviews.
3. An APA may be terminated by the University or the Trust as appropriate on giving at least three months notice in writing to the individual member of staff. A member of staff may withdraw from APA duties on giving a minimum of three months notice in writing to the University, copied to the Trust in respect of a clinical APA.
4. APAs are time limited (see 2 above) and not superannuable.
5. APAs may be offered as a full APA (ie nominally equivalent to four working hours a week) or as a half APA (nominally equivalent to 2 working hours a week).
6. Academic APAs are offered at the discretion of the Head of School subject to budgetary constraints to enable the clinical academic member of staff to carry out specified additional duties.
7. Clinical APAs are offered at the sole discretion of the Trust. In a case where a clinical APA is accepted by a member of the clinical academic staff, the payment due will be paid by the Trust via the University acting as the agent of the Trust.
8. Normally, clinical academic staff will receive a maximum of 2 APAs at any time (whether clinical or academic).

Approved by Council 21/9/05