

**INCORPORATION OF SENIOR ACADEMIC GENERAL PRACTITIONERS
INTO THE NEW CLINICAL CONTRACT**

The conditions of employment governing clinical academic teaching and research staff holding honorary consultant medical or dental contracts in national health service organisations apply also to Senior Academic General Practitioners (referred to below as “Senior Academic GPs”; see note below) with the following modifications:

- i. References to “clinical academic staff” include Senior Academic GPs
- ii. References to those “holding honorary consultant contracts” for this purpose include Senior Academic GPs
- iii. In clause C7, for Senior Academic GPs, the location of their work includes places in which they may carry out clinical duties in a general practice setting
- iv. In clause C13, “clinical duties” includes the treatment of patients in a general practice setting.
- v. With reference to clause C15, in the appendix entitled *Additional Programmed Activities* (APAs), paragraph 7, clinical APAs for the treatment of patients in a practice setting must be included in the job plan and agreed by the University but any remuneration is a matter between the Senior Academic GP and the organisation responsible for the delivery of the clinical service by the Senior Academic GP.
- vi. The NHS Indemnity Scheme does not apply to Senior Academic GPs (clause C19 refers). Senior Academic GPs are required to hold at all times professional indemnity insurance covering themselves in respect of any liability arising out of, or in connection with, their clinical duties. The University will accept no liability for the actions of Senior Academic GPs in the performance of their clinical duties.
- vii. With reference to clause C23, in the appendix entitled *Seniority, Thresholds and Pay Progression*, paragraph 1, seniority is calculated as the number of aggregated whole years experience as a General Practitioner completed with effect from two years after obtaining the Joint Certificate of Postgraduate Training in General Practice, including equivalent and relevant experience gained within the higher education sector (normally but not exclusively at the level of Senior Lecturer, Reader, Associate Professor or Professor).
- viii. In the *Glossary*, under ‘clinical duties’, ‘Direct Clinical Care’ includes general practice surgery sessions, clinics, home visits and other consultations where patients are treated as part of their on-going clinical care.

Note: A Senior Academic General Practitioner (Senior Academic GP) is defined as a clinical academic specialising in Primary Care who has a substantive contract of employment with the University at Senior Lecturer level or above and is undertaking duties, including clinical duties, and responsibilities commensurate with consultant clinical academic staff. S/he will be a registered general practitioner and practising clinician based in the Medical School. In addition, a Senior Academic GP will normally hold an honorary clinical contract with a partner NHS Trust and be expected to take part in joint job planning and joint appraisal.

In circumstances where a Senior Academic GP holds a part time University contract to carry out academic duties and, with the written approval of the University, a separate substantive contract with a third party organisation to carry out clinical duties, the integrated Job Plan will be drawn up and reviewed, salary progression will be considered, and joint appraisal will be carried out, in partnership with the third party organisation responsible for the delivery of the clinical service by the senior academic GP, which shall be identified at the start of the arrangement and may be subject to change

from time to time by agreement between the University and the individual Senior Academic GP. In the case of Senior Academic GPs carrying out clinical work separately from his/her University contract, references in these conditions to: 'the Trust' will include the third party organisation for the time being responsible for the delivery of the clinical service by the Senior Academic GP concerned; and references in these conditions to an 'honorary contract' will include the agreement (with the third party organisation for the time being responsible for the delivery of the clinical service by the Senior Academic GP concerned) under which that service is delivered.