

CLINICAL ACADEMICS

Do they have a future?

- Mika Hayward -

Follett Report (2001) UK

"a very real risk that the pressures of service delivery...(on the hospital system)... and the delivery of education and research on universities will result in them growing further apart"

Some of the Issues

- Differing terms and conditions of employment;
- Differing career structures and opportunities;
- Reconciliation of competing demands – academic and clinical;
- Overlapping areas of interest i.e. ownership and control of research;
- Joint staff management;
- Liability/indemnity issues and the consequent cost.

Underlying Causes

- The high cost of healthcare;
- Under funding and over-regulation of the University sector;
- A break down of the relationship at various levels;
- A changing legal environment.

What We Should Aspire To

- An attractive employment and career environment;
- Full and fair value for the University and the Hospital;
- A sustainable environment.

Core Issues

- What is the nature of the relationship between a University and the health system in the delivery of clinical education?
- Are we partners with defined roles and responsibilities?
- Are we reluctant bed fellows?

Joint Appointments

Benefits:

- Sharing of costs;
- Joint decision making at the point of appointment;
- Financial certainty.

Joint Appointments

Problems:

- Terms and conditions of employment;
- Stress;
- Employment "no-mans land";
- Little evidence of cooperative or joint management;
- Liability uncertainty.

Joint Appointments

What is required to continue this model?

- Appropriate academic/clinical balance;
- Effective joint management;
- Joint effort to iron out inequities.

Liability for Clinical Work

Issues:

- Should the University share any responsibility for the clinical environment?
- Is it appropriate to use a joint appointment as a means of liability shifting?

The Two Employer or Split Employment Model

Why we have not done it to date:

- Contrary to development of the integrated environment.
- Prejudicial to the employee to have two employers.

The Two Employer or Split Employment Model

Some advantages:

- Clearer lines of responsibility;
- Less chance for cost and liability shifting;
- More flexibility.

My Conclusion

- The two employer model is admission of failure. It should be used in only a limited number of cases.
- The Joint appointment model will work if there is joint effort – needs agreed guidelines.

My Conclusion (con'td)

- Clinical academics are an endangered species.
- The long-term consequences of being afraid to act now are dire.