RCP FINANCIAL SUPPORT FOR CLINICAL LEADERSHIP SUPPORT ROLES: KEY PRINCIPLES

Clinician involvement in RCP is critical for our effectiveness. We need to encourage doctors to become clinical leaders here at the College. A degree of financial recognition is important to many practising clinicians to release them from job-planned clinical work to perform RCP activities. Equality and Diversity are core values for RCP and financial support may be important to enable doctors at an earlier stage in their career to be part of the RCP and to enhance the diversity of applicants.

Working for RCP would be considered by many doctors to be part of their discretionary SPA activity or as part of ‘external duties’ permitted under the NHS consultant contract terms and conditions of service. For some individuals and organisations, however, it is vital that they can receive cover for some of the clinical work they give up. RCP supports CEA applications taking into account work for the College and this may also benefit some clinical leaders at the RCP.

Strategy executive clinical leaders (PRCP, Registrar, Treasurer and other Senior Officers/Vice Presidents (VPs)) have very busy roles and may contribute significantly over and above the nominally allocated time to perform these roles.

We ask CEOs and Chairs of NHS Trusts to release clinicians from clinical duties when they are undertaking substantial College duties in line with the broader needs of the NHS.

With greater remote working and consequent flexibilities, the expectation is that many roles can now have a mixture of ‘on-site’ and remote activity.

All clinical leadership posts that attract financial support are re-assessed whenever they become vacant in terms of: are they a necessary role? Can they be delivered in a different way eg by combining with another role? Can they be filled voluntarily or with a reduced flat rate supplement payment to trusts?

All the Senior Officer VP roles receive the same amount of core funding with specific additional allowances for the President, Treasurer and Registrar.

Clinical Fellows will only be appointed when they can be fully funded through external or restricted funding streams or form part of the voluntary (discretionary) workforce. Reimbursement is through a secondment agreement (employer reimbursed) or at the appropriate scale of pay commensurate with their training experience/progression.

Financial support is generally only offered to NHS Trusts, UK Universities or other equivalent organizations. Where any individual is elected or appointed to a role who does not have an appropriate employer (eg they are retired from NHS practice) and direct payment to the individual is deemed necessary, an appropriate contract of employment will be considered. This would not normally be for a period of more than 23 months. RCP must be IR35 compliant and pay any tax, NI and statutory pension contributions due at source based on a total amount that includes these contributions, as advised by the Finance and HR Departments.
Practical considerations

1. For Senior Officers of the College we offer a standard RCP Clinician Release Supplement (CRS) paid to the employing Trust for each of the VPs of £20,000 per annum with an additional £40,000 pa allowance on top of this for the President and £10,000 each for the Registrar and the Treasurer. These rates are associated with an expected number of days of College activity to ensure that performance management against the time delivered can be carried out. These rates will be reviewed at least every 3 years.

2. For College Officers and Operational Leads, we offer a standard RCP CRS of either £18,000 or £12,000 based on the expected minimum time commitment to the role (2 days/week or 1 day per week). We expect that some work will be done remotely. As with the Senior Officer roles performance management and review of the rates will take place as above. These rates will be reviewed at least every 3 years.

3. For all other funding-supported roles we offer a CRS per approximate day of College activity of £7,000 per annum (or fractions of this where appropriate). We would continue to request that the employing trust would allow time within the individual’s job plan for the appointee to fulfil their College role and this would need to be established by individuals before they take up a funding-supported College role. This rate will be reviewed at least every 3 years.

4. Recruitment will follow the general RCP process approved in February 2021. In addition, Executive Directors should seek sign off review from the Registrar and Treasurer before going to the Strategy Executive for formal approval.

This policy will be used for new appointees from 23 June 2021 as approved by Strategy Executive at the meeting of 23 June 2021 and consideration at RCP Council at the meeting of 14 July 2021.

Professor Chuka Nwokolo, Treasurer, Professor Simon Bowman, Deputy Treasurer, Dr Cathryn Edwards, Registrar, Dr Peter Belfield, Interim Registrar.

July 2021
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Policy to be reviewed 1 July 2024