



Effective from: 23 December 2016

Clinical academic funding policy

1. Purpose

In accordance with the *Health Services Act 2016*, one of the main functions of Health Service Providers (HSPs) is to provide teaching, training and research that support the provision of health services.

Clinical Academics make a significant contribution to this function by teaching and training doctors, conducting research and providing clinical services. It is recognised that Clinical Academics play a vital role in maintaining the high standard of health care provided to the community.

As set out in the *Department of Health Medical Practitioners (Clinical Academics) AMA Industrial Agreement 2013*, “Clinical Academic” means a medical practitioner employed by The University of Western Australia (UWA) as a professor, associate professor, senior lecturer or lecturer and also employed by the HSP as a medical practitioner undertaking clinical service work.

A Memorandum of Understanding (MOU) between the WA health system and UWA applies to all Clinical Academic appointments and includes a provision relating to funding arrangements.

The purpose of the Clinical Academic Funding Policy (the Policy) is to inform HSPs of certain procedures that apply to the funding of the appointment of Clinical Academics.

This Policy is a Mandatory policy under the Employment Policy Framework.

2. Applicability

This Policy applies to Clinical Academics who are concurrently employed in the following HSPs and with the UWA:

- Child and Adolescent Health Service
- East Metropolitan Health Service
- North Metropolitan Health Service
- South Metropolitan Health Service.

3. Policy Statement

HSPs are required to negotiate funding agreements for each Clinical Academic in accordance with this Policy to ensure a sustainable Clinical Academic workforce for the future.

Factors to be considered when negotiating a funding arrangement include:

Before referencing this mandatory policy please ensure you have the latest version of this document from the [Policy Frameworks website](#)

The length of notice required for the commencement of contract renewal negotiation. It is important to be aware that the MOU requires a review of existing fixed term appointments not less than 12 months prior to their expiry.

- The MOU provides that HSPs and UWA agree on the proportion of funding that each party is to contribute prior to the commencement or renewal of a contract. As a matter of policy, HSPs fund the hospital component of a Clinical Academic appointment and UWA funds the university component. In exceptional circumstances, Chief Executives of HSP's may agree to fund a portion or the entirety of the University component.

Each funding agreement with UWA will clearly specify the salary to be paid by the HSP, the salary to be paid by UWA and other items to be funded (e.g. relocation expenses where agreed). A standard funding agreement form is to be used for this purpose, this being the UWA Human Resources Funding Arrangements for Clinical Academic Position form (www.hr.uwa.edu.au/working/forms).

All Clinical Academic appointments require two employment contracts, one with UWA and one with the HSP.

A copy of the HSP contract of employment and other employment details should be recorded in the WA Health Human Resource Information System. As Clinical Academic contracts are established or renewed, HSPs are required to provide copies of all contract information and funding agreements to the Director Workforce Department of Health who is to provide monthly reports to the Director General.

4. Monitoring compliance and evaluation

Compliance with this Policy is monitored by HSP Executive Directors Medical Services (or equivalents) and the Director Workforce Department of Health (DoH).

5. Related documents

The following documents support and inform the implementation of this mandatory policy:

- *Department of Health Medical Practitioners (Clinical Academics) AMA Industrial Agreement 2013*
([http://www.health.wa.gov.au/awardsandagreements/docs/Department_of_Health_Medical_Practitioners_\(Clinical_Academics\)_AMA_Industrial_Agreement_2013.pdf](http://www.health.wa.gov.au/awardsandagreements/docs/Department_of_Health_Medical_Practitioners_(Clinical_Academics)_AMA_Industrial_Agreement_2013.pdf))
- Memorandum of Understanding between the University of Western Australia and WA Health, December 2015
- The University of Western Australia and Minister for Health, Clinical Academics Superannuation Administration Deed, 21 October 2003

6. Policy custodian

Title: Director, Systemwide Industrial Relations
Division: Strategy and Governance

Enquiries relating to this mandatory policy may be directed to
SWIR.Administration@health.wa.gov.au

7. Review

This mandatory policy is to be reviewed as required to ensure relevance and recency. At a minimum it is to be reviewed within two years after first issue and at least every five years thereafter.

Version	Effective from	Effective to	Amendment(s)
MP2017_0044	23 December 2016	22 December 2018	Original version
MP2017_0044 v1.1	23 August 2022	22 December 2018	Policy custodian changed from Executive Director, Governance and System Support to Director, Systemwide Industrial Relations.

8. Approval

This mandatory policy has been approved and issued by the Director General of the Department of Health.

Approval by	Dr David Russell-Weisz, Director General, Department of Health
Approval date	23 December 2016
Published date	4 January 2017
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