



Clinical Academic Funding Policy

1. Purpose

Clinical Academics make a significant contribution to teaching and training doctors, conducting research, and providing clinical services which is vital in maintaining the high standard of health care provided to the community.

A Memorandum of Understanding (MOU) between the WA health system and the University of WA (UWA) was developed in 2015 to formalise recruitment and appointment arrangements for Clinical Academics.

The purpose of the *Clinical Academic Funding Policy* (the policy) is to specify the funding of Clinical Academic appointments provisions that apply to Health Service Providers.

This policy is a mandatory requirement for Health Service Providers under the Workforce and *Employment Policy Framework* pursuant to section 26(2)(f) of the *Health Services Act 2016*.

2. Applicability

This policy is applicable to the following Health Service Providers that employ Clinical Academics concurrently with UWA:

- Child and Adolescent Health Service
- East Metropolitan Health Service
- North Metropolitan Health Service
- South Metropolitan Health Service
- PathWest Laboratory Medicine WA.

3. Policy Requirements

Health Service Providers are required to negotiate funding arrangements with UWA for each Clinical Academic in accordance with this policy to ensure a sustainable Clinical Academic workforce for the future.

Funding arrangements must be consistent with the MOU and the University of Western Australia and Minister for Health, Clinical Academics Superannuation Administration Deed, 21 October 2003, and specify:

- the commencement of contract renewal negotiations be no less than 12 months prior to expiry of the funding arrangement
- the default position for the proportion of funds contributed by the Health Service Provider and UWA, prior to the commencement or renewal of a contract is:

- Health Service Providers fund the hospital component of a Clinical Academic appointment
 - UWA funds the university component of a Clinical Academic appointment.
- Note: Health Service Provider Chief Executives retain discretion to fund a portion or the entirety of the UWA component.
- the salary to be paid by the Health Service Provider and the salary to be paid by UWA
 - any other items to be funded (e.g. oncosts and relocation expenses where agreed).

Health Service Providers must use the UWA Funding Arrangements for Clinical Academic Position Form to document all funding arrangements with UWA.

Health Service Providers must undertake all administration processes required to give effect to a funding arrangement and contract of employment issued in accordance with the Industrial Agreement and MOU.

Consistent with applicable record keeping obligations, Health Service Providers will obtain and maintain the following contemporary records:

- the employment contract entered into by the Health Service Provider and, where possible, UWA
- the endorsed funding arrangement.

4. Compliance Monitoring

The System Manager may conduct audits on a periodic basis to monitor and evaluate Health Service Provider compliance with this policy.

The System Manager may also request additional information including a copy of the funding arrangement and a copy of the employment contract, on an as needs basis.

5. Related Documents

The following documents are mandatory pursuant to this policy:

- Memorandum of Understanding between the University of Western Australia and WA Health, December 2015, or its replacement.
- The University of Western Australia and Minister for Health, Clinical Academics Superannuation Administration Deed, 21 October 2003, or its replacement.
- The UWA Funding Arrangements for Clinical Academic Position Form, or its replacement.

6. Supporting Information

The following information is not mandatory but informs and/or supports the implementation of this policy:

- N/A

7. Definitions

The following definition(s) are relevant to this policy.

Term	Definition
Clinical Academic	Clinical Academic is defined in the Industrial Agreement, or its replacement, to mean a medical practitioner employed by the University of Western Australia (UWA) as a professor, associate professor, senior lecturer or lecturer and also employed by a Health Service Provider as a medical practitioner undertaking clinical service work.
Memorandum of Understanding	A Memorandum of Understanding (MOU) between the WA health system and UWA signed 23 December 2015, applies to all Clinical Academic appointments and includes a provision relating to funding arrangements.
Health Service Provider	Means a Health Service Provider established by an order made under section 32(1)(b) of the <i>Health Services Act 2016</i> .
Industrial Agreement	Means the WA Health System - Medical Practitioners (Clinical Academics) AMA Industrial Agreement 2022 or its replacement.
System Manager	The term used for the Department of Health (Department) CEO to reflect their role as being responsible for managing the WA health system to the extent necessary to provide stewardship, strategic leadership and direction and to allocate resources for the provision of public health services in the State (see section 19 of the <i>Health Services Act 2016</i>).
WA health system	The WA health system is comprised of: <ul style="list-style-type: none"> (i) the Department; (ii) Health Service Providers; and (iii) contracted health entities, to the extent they provide health services to the State.

8. Policy Contact

Enquiries relating to this policy may be directed to:

Title: Director, System-wide Industrial Relations
 Directorate: Governance and System Support
 Email: SWIR.Administration@health.wa.gov.au

9. Document Control

Version	Published date	Review date	Amendment(s)
MP 0044/17	4 January 2017	December 2018	Original version
MP 0044/17 v.1.1	23 August 2023	December 2018	Amendments as listed below.
<ul style="list-style-type: none"> • Policy owner changed from Executive Director, Governance and System Support 			

Director, System-wide Industrial Relations.			
MP 0044/17 v. 2.0	10 July 2024	July 2027	Policy review and amendments as detailed below.
<ul style="list-style-type: none"> • Purpose section amended to align with policy requirements and remove reference to the historic Department of Health Medical Practitioners (Clinical Academics) AMA Industrial Agreement 2013. • Applicability section amended to include PathWest. • Policy requirements section amended to define the parties to the funding arrangement and clarify and contemporise record keeping and reporting requirements. • Compliance monitoring section amended to reflect governance requirements. • Related documents updated to remove the Department of Health Medical Practitioners (Clinical Academics) AMA Industrial Agreement 2013 and include the UWA Funding Arrangements for Clinical Academic Position Form. • Definition section included to adhere to mandatory policy governance requirements. 			

Note: Mandatory policies that exceed the scheduled review date will continue to remain in effect.

10. Approval

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

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