



RCP financial support

for clinical leadership support roles

Clinician involvement in the RCP is critical for our effectiveness. We need to encourage doctors to become clinical leaders 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 the 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. The RCP supports clinical excellence / impact award applications taking into account work for the college and this may also benefit some clinical leaders at the RCP.

Senior college and other officers 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 of the senior college officer roles receive the same amount of core funding with specific additional allowances for the president, treasurer and registrar (see below).

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.

Financial support is generally only offered to NHS trusts, UK universities or other equivalent organisations (see Appendix 1 for a draft offer letter). 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 may be considered. This would not normally be for a period of more than 23 months. The 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 set out in Appendix 2 and as advised by our Finance and HR departments.

Practical considerations

- 1 For the six senior officers of the college (president, registrar, treasurer, academic vice president, clinical vice president, and vice president for education and training), we offer a standard RCP Clinician Release Supplement (CRS) paid to the employing trust up to a maximum of £20,000 per annum. Additional allowances of up to £40,000 pa will be offered on top of this for the president and £10,000 each for the registrar and the treasurer (Appendix 2). These rates will be reviewed at least every 3 years.
- 2 For college officers and operational leads, where a CRS is deemed necessary to support the role (voluntary service preferred) we offer a standard RCP CRS paid to the employing trust of up to a maximum of £12,000 per annum (Appendix 2). For a small number of specified roles with a particularly high operational commitment a CRS of up to a maximum of £18,000 will be offered.. We expect that some work will be done remotely. 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 (Appendix 2) (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 RCP role and this would need to be established by individuals before they take up a funding-supported RCP role (NB: SPA time should therefore be sufficient to cover RCP roles requiring approximately half a day of activity or less on average per week (1 PA) which would not then usually require a CRS contribution). This rate will be reviewed at least every 3 years.
- 4 For a small number of externally funded contracts where recruitment is an issue a CRS of up to a maximum of £12,000 after approval by the treasurer and CEO.
- 5 Recruitment will follow the general process set out in Appendix 2 below (approved in February 2021). In addition, EDs should seek sign off review from the registrar and treasurer before going to the Strategy Executive for formal approval. We would expect all roles to be supported by annual appraisal and performance review.

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 considered by RCP Council at the meeting of 14 July 2021. The policy was edited on 1 April 2022 and reviewed and amended at Strategy Executive on 25 May 2022.

Professor Simon Bowman, treasurer
Professor Cathryn Edwards, registrar

Appendix 1

Draft letter to employing authorities

Dear

[Professor/Dr name] has been nominated for the role of [RCP role] at the Royal College of Physicians. We understand that they have your full support. I am pleased to confirm that [name] has been successful in the recent election/successfully appointed to this role. Please also kindly inform the trust CEO.

This appointment is subject to your agreement and confirmation as [MD/responsible officer] that there is no reason for them not to undertake this role. **Please could you provide me with this confirmation.**

The [RCP role] is a senior college officer, a member of RCP Council, a member of RCP Strategy Executive and a trustee of the RCP as a charity/ex-officio member of the Board of Trustees (*amend as appropriate). The role is such that the [RCP role] should expect to spend at least [number] full days each week working with the RCP and the equivalent of a further [number] days at other times. RCP officers do not receive honoraria or other remuneration for their services to the college. However, RCP officers are eligible to claim reasonable expenses in accordance with RCP policies.

The RCP also requires agreement from employing authorities that adequate time is given to perform RCP duties that are recognised by the Department of Health and Social Care as being in the wider interests of the NHS. We anticipate that this would be performed through a combination of agreed SPA time over and above the minimum required to fulfil revalidation requirements and that any shortfall will be made up through additional external activities agreed through the postholder's job plan.

However, the RCP appreciates the cost pressures on NHS employers and is therefore, able to offer a 'Clinician Release Supplement' to the employer towards the cost of releasing their time of up to [£x] per annum for the period that [name] is employed by you and is performing this role. This offer is subject to satisfactory annual appraisal and to your approval of a job plan that provides adequate time to allow the individual to perform their RCP duties. This arrangement does not constitute an offer of employment to the postholder and is subject to 3 months' notice by either party should exceptional circumstances arise. **Please can you provide a single point of contact within your HR team with whom RCP can liaise.**

Finally, it would be very useful to know who best to liaise with in your communications department to combine an official announcement.

I look forward to receiving confirmation that these arrangements are acceptable to your trust.

With many thanks for your support.

Yours sincerely,

Appendix 2

Maximum RCP Clinician Release Supplements per annum

Senior officers	
President	£60,000
Registrar and treasurer per role	£30,000
Senior officer VPs per role	£20,000

Officers	
Vice president Global	£12,000
Vice president for Wales	£12,000
Deputy registrar	£12,000
Linacre fellow	£12,000
Medical Workforce Unit lead	£12,000

Clinical director / lead roles	
ISR medical director	£12,000
Improvement clinical director	£12,000

All other RCP roles remunerated at £0–£7,000 per annum.

Recruitment should follow usual RCP processes and procedures ensuring compliance with equality, diversity and inclusion and recruitment best practice. When a vacancy arises (new role or replacement) consideration should be given to whether the role is essential and whether funding is available and agreed. Support should be obtained from Strategy Executive providing the following information: role description, rationale for the post, likely time commitment and amount of CRS requested. Once approved by Strategy Executive the role can be advertised and recruited to with HR support (unless deemed exceptional because of operational demands).