

Honorary appointments for clinical teachers contributing to the MBChB at WMS

Principles:

As 'One Medical School', we need to ensure that our clinical educators are correctly recognised and rewarded with appropriate honorary association with WMS. Trust and GP education teams are best placed to know who their key educators are, and therefore nominate who should have an honorary title. Improved uptake amongst our clinical teachers will improve communication and sense of belonging within the WMS faculty, as well as improve educational experiences for our students.

Honorary *clinical* titles may be conferred on any registered healthcare professional (**GMC/GDC/HCPC/NMC/GPhC**). Separate guidance exists for non-clinical honorary titles and may be applicable to those educators who are not a registered healthcare professional or do not contribute to the MBChB specifically.

The regularity and impact of involvement in the MBChB curriculum may be taken into account when conferring honorary appointments. For example, it would usually be expected that an Honorary Clinical Lecturer would contribute to education in more than one domain (e.g. regular teaching but also assessment from time to time).

The following guidance applies to MBChB clinical educators only. Separate WMS guidance also exists for those considering applying for Honorary Reader or Honorary Professor.

The following criteria state the current WMS/university guidance on suitability (*italics*), and then proposed examples of suitable clinical educators who would be invited to apply:

Honorary Clinical Teaching Fellow

To contribute and assist with the development of an established programme of study, undertake teaching in order to support the work of the department and develop and enhance its teaching reputation, both internally and externally.

Examples:

- Clinical Teaching Fellow / Clinical Education Fellow
- Clinician who regularly* teaches core timetabled sessions
- Clinician who regularly* contributes core learning materials
- Clinician who regularly* contributes to summative assessments and admissions
- Clinical personal tutor (with no additional education activity)

* 'Regularly' is intended to mean that a clinician contributes to the education of students actively and on an ongoing basis.

Honorary Clinical Lecturer

Applicants should have experience at a level at least equivalent to that of a Lecturer.

For the award of an Honorary Lecturer / Honorary Clinical Lecturer title on the basis of the applicant's contribution to education, applicants will normally be expected to undertake teaching and/or supervision on one or more Warwick Medical School programmes on a regular and frequent basis.

Examples:

- Local clinical block lead / departmental lead for education
- Clinical educator who regularly acts as a named supervisor of students in their clinical placements (e.g. responsible for signing end of block forms)
- Experienced clinical educator who regularly* teaches multiple core timetabled sessions (e.g. across different phases, or multiple times in a particular block)
- Experienced clinical educator who regularly* contributes multiple core learning materials
- Experienced clinical educator who regularly* contributes to multiple summative assessments (e.g. across different phases)
- Lead CEF / CTF in a trust
- Clinical personal tutor also involved in other teaching/assessment activity

* 'Regularly' is intended to mean that a clinician contributes to the education of students actively and on an ongoing basis.

Honorary Associate Clinical Professor

Applicants should have experience at a level at least equivalent to that of an Associate Professor.

To undertake a role in curriculum design and development.

To work to academic objectives that will be agreed annually as part of a joint NHS / University appraisal using Follett principles.

Examples:

- WMS-appointed specialty academic leads
- Other clinicians with significant leadership role in education within their trust (e.g. trust undergraduate lead for education)

Honorary Clinical Professor

These would not be included in this scheme and would continue to be applied for using current processes.

Duration

An honorary association is normally issued for a period of up to 3 years in the first instance, after which the association automatically lapses unless a renewal application has been made. Renewal, if approved, may be at the same, higher or lower level in accordance with the ongoing contribution of the individual to Warwick Medical School and the criteria outlined above.

University Privileges

Honorary associates will be issued with a University email account and ID card which will enable access to the library, sports centre and other University facilities including access to the host department's equipment and facilities, as agreed by the Department.

Remuneration

There is no remuneration or entitlement to travel or other expenses attached to the Honorary titles. Honorary Associations are explicitly not employment.