

The Academic Clinicians career track is based on the following design principles:

- It is an optional career track for roles with significant* clinical practice component, to encompass medical, dental and veterinary academic clinicians (contractual and pay differences remain). Clinical staff continue to have access to the University's other academic career tracks as appropriate.
 - **significant* shall normally mean 5 Programmed Activities or 50% of normal working time assigned to clinical service activity.
- Job title framework:
 - Grade 6: Assistant Academic Clinician
 - Grade 7: Associated Academic Clinician
 - Grade 8: Academic Clinician
 - Grade 9: Senior Academic Clinician
 - Grade 10: Professorial Academic Clinician
 - (subject to review depending on future University position in relation to academic job titles)
- Clinical duties undertaken for another organisation under an honorary contract (medical and dental clinical academics) are not assessed directly, but are taken into account through:
 - Clinical commitment taken into account when considering the volume of outputs in the academic criteria areas
 - Job Planning, Clinical Appraisal and Revalidation confirmed as up-to-date.
- The promotion criteria format reflects the Research & Teaching pathway (but with criteria wording amendments to acknowledge clinical links and to broaden scope where appropriate) plus an additional heading for clinical service activity:
 - Clinical service: *for use in cases where clinical work is performed directly for the University (veterinary clinicians); for others the academic value and esteem arising from clinical work may be articulated with reference to the other criteria areas below.*
 - Research & Scholarship: Outputs
 - Research & Scholarship: Award Generation
 - Research & Scholarship: Supervision
 - Knowledge Exchange & Impact
 - Learning & Teaching
 - Leadership & Management
 - Esteem
- Further to appropriate consideration of clinical service, the criteria for at least three of the other areas require to be met (the normal "preponderance" approach does not apply given the limited time available after clinical commitments).
- While a common set of criteria apply for the granting of Professorial Academic Clinician status, the Professorial Zones are, for pay determination reasons, to be applied only for veterinary clinicians.
- HESA job function coding defaults to "Teaching", with flexibility for individual cases to be coded differently where exceptionally merited by the focus of a particular role.
- It is envisaged that transfer between tracks would be available, subject to appropriate approvals.