

30 April 2021

Dear Colleague

Joint Clinical Academic Performance Reviews

The development and performance of clinicians that work across the university-NHS interface is crucial to the success of Imperial College Academic Health Science Centre. As partner organisations, we have long been committed to the Follet Principles, which require university and NHS bodies to develop “a jointly agreed annual appraisal and performance review process to meet the needs of both partners”.

This letter outlines a recently revised procedure for joint clinical academic appraisals / performance reviews agreed by Imperial College London and its NHS partners Imperial College Healthcare NHS Trust and Chelsea & Westminster NHS Foundation Trust. The new procedure has been approved by the respective HR Departments, NHS Medical Directors and Faculty of Medicine Heads of Department. Please note, this new procedure and paperwork is separate to NHS Trust requirements for GMC revalidation.

We expect that clinical academics working across the NHS partners and Imperial College to have a joint performance review annually with both their university and NHS line managers present for the review. The performance review will be supported by prior completion of a Clinical Academic Performance Review & Development Plan (PRDP, Annex 1), which covers NHS as well as academic activities. This proforma has been adapted from the current College PRDP paperwork and whilst it is separate and additional to individual Trust requirements for GMC revalidation, it should be included as supporting information for the GMC revalidation process.

This new process is mandatory for the following staff categories:

- College employed clinical academics with NHS sessions in their job plan,
- NHS employed clinical academics where there is a College recharge,
- MRC CARP fellows.

It may also be beneficial, and is therefore desirable, for those holding Imperial Professor of Practice titles.

Guidance and a link to the Clinical Academic PRDP proforma can be found at <https://www.imperial.ac.uk/staff/prdp/>. Line managers will be expected to adopt this new process and paperwork forthwith and through the AHSC HR Committee, we will monitor compliance and any feedback received on this new process.



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