

HONORARY EMERITUS STATUS FOR RETIRING CONSULTANT STAFF

(MD10)

If you require a copy of this policy in an alternative format (for example large print, easy read) or would like any assistance in relation to the content of this policy, please contact the Equality and Diversity team on 01803 656680.

This is a controlled document. It should not be altered in any way without the express permission of the author or their representative. On receipt of a new version, please destroy all previous versions.

Date of Issue:	April 2017	Next Review Date:	April 2019
Version:	1	Last Review Date:	March 2019
Author:	HR Manager		
Directorate:	Workforce and Organisational Development		
Approval Route			
Approved By:		Date Approved:	
LNC		March 2017	
Links or overlaps with other policies:			
<i>Need to list all policies that are referred to, or have links to this policy. List them in numeric order.</i>			

Amendment History

Issue	Status	Date	Reason for Change	Authorised
1		March 2017	New Policy Template and Trust Logo	LNC

Rapid Equality Impact Assessment

Policy Title (and number)		Honorary Emeritus Status for Retiring Consultant Staff			
Policy Author		HR Directorate			
Version and Date (of EIA)		Version 1 April 2017			
Associated documents (if applicable)					
RELEVANCE: Does the aim/purpose of the policy relate to each of the aims of the Public Sector Equality Duty?					
• Eliminate unlawful discrimination or other conduct prohibited by the Equality Act 2010					No
• Advance equality of opportunity between people from different groups					Yes
• Foster good relations between people from different groups					No
SIGNIFICANCE AND IMPACT: Consider the nature and extent of the impact, not the number of people affected.					
Does the policy affect service users, employees or the wider community? (if no, proceed to sign off)					Yes
Does the policy affect service delivery or business processes?					No
Does the policy relate to an area with known inequalities (deprivation/unemployed/homeless)?					No
EQUALITY ANALYSIS: How well do people from protected groups fare in relation to the general population?					
<i>PLEASE NOTE: Any 'Yes' answers may trigger a full EIA and must be referred to the equality leads below</i>					
Is it likely that the policy/procedure could treat people from protected groups less favorably than the general population? (see below)					
Age	Yes <input type="checkbox"/> No <input type="checkbox"/>	Disability	Yes <input type="checkbox"/> No <input type="checkbox"/>	Sexual Orientation	Yes <input type="checkbox"/> No <input type="checkbox"/>
Race	Yes <input type="checkbox"/> No <input type="checkbox"/>	Gender	Yes <input type="checkbox"/> No <input type="checkbox"/>	Religion/Belief (non)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Gender Reassignment	Yes <input type="checkbox"/> No <input type="checkbox"/>	Pregnancy/ Maternity	Yes <input type="checkbox"/> No <input type="checkbox"/>	Marriage/ Civil Partnership	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is it likely that the policy/procedure could affect particular 'Inclusion Health' groups less favorably than the general population? (substance misuse; teenage mums; carers; travellers; homeless; convictions; social isolation; refugees)					Yes <input type="checkbox"/> No <input type="checkbox"/>
Please provide details for each protected group where you have indicated 'Yes'.					
What if any, is the potential for interference with individual human rights? (consider the FREDA principles of Fairness/ Respect/ Equality/ Dignity/ Autonomy)					
N/A					
RESEARCH AND CONSULTATION					
What is the reason for writing this policy? (What evidence/ legislation is there?)					
Process for applying and obtaining Honorary Emeritus status					
Who was consulted when drafting this policy/procedure? What were the recommendations/suggestions?					
LNC					
ACTION PLAN: Please list all actions identified to address any impacts					
Action				Person responsible	Completion date

Contents

1	Policy Statement.....	5
2	Purpose	5
3	Scope.....	5
4	Equality and Diversity Statement.....	5
5	Eligibility	5
6	How to Apply	6
7	Conditions.....	6
8	Awareness	7
9	Contact Details	7
10	Monitoring, Audit and Review Procedures	7

1 Policy Statement

- 1.1 It has been traditional that consultants retiring from NHS hospital appointments request, and may be offered, some form of Honorary Emeritus status. The Board of Torbay & South Devon Foundation NHS Trust takes the view that it would wish retiring consultants to maintain their contact with hospitals and their colleagues locally, and, where requested, would consider offering Honorary Emeritus status.

2 Purpose

- 2.1 An Emeritus appointment is an honorary one and therefore does not attract a salary, or eligibility to standard employee terms and conditions. This means that no additional payment claims, casual claim forms or other claims for salary such as one-off payments for teaching, can be submitted.
- 2.2 The title would be awarded to consultants who have provided meritorious service to the Trust. However, this title does not award the rights and responsibilities of an Honorary Consultant contract which will need to be issued should an Emeritus Consultant wish to undertake any patient related work within the Trust – this, of course, would need to be approved by the Medical Director in the first instance.

3 Scope

- 3.1 This policy applies to Consultant staff employed by Torbay & South Devon NHS Foundation Trust, together with those on a joint contract with the organisation and another employer.

4 Equality and Diversity Statement

- 4.1 The Trust is committed to preventing discrimination, valuing diversity and achieving equality of opportunity. No person (staff, patient or public) will receive less favourable treatment on the grounds of the nine protected characteristics (as governed by the Equality Act 2010): sexual orientation; gender; age; gender re-assignment; pregnancy and maternity; disability; religion or belief; race; marriage and civil partnership. In addition to these nine, the Trust will not discriminate on the grounds of domestic circumstances, social-economic status, political affiliation or trade union membership.
- 4.2 The Trust is committed to ensuring all services, policies, projects and strategies undergo equality analysis.

5 Eligibility

- 5.1 The Honorary Emeritus Consultant must maintain GMC/GDC registration.
- 5.2 The Consultant will be able to demonstrate, by CV and appraisal, a working life contribution to the NHS over and above what would ordinarily be expected of a consultant.

6 How to Apply

- 6.1 The Consultant can either make application to the Medical Director personally or by application.
- 6.2 The Medical Director would then liaise with the appropriate Clinical Director, the Chief Executive and the CMSC before making a recommendation to the Board.
- 6.3 An indication of what links the Consultant wishes to maintain with the Trust (i.e. some teaching of trainees, and/or medical students, attendance at Trust CPD days, involvement in Clinical Governance activities, mentoring) should be mentioned in the application.

7 Conditions

- 7.1 The title Honorary Emeritus Consultant would not imply that the Trust recognises the competence of that Consultant in his/her specialty or takes any responsibility for appropriate CME or revalidation.
- 7.2 The Honorary Emeritus Consultant must comply with the relevant policies on local terms and conditions of service agreed between the Local Negotiating Committee and Torbay & South Devon NHS Foundation Trust. Particular attention is drawn to the policy on medico-legal work.
- 7.3 The Trust would not allow such a consultant admitting rights either on the NHS or to private beds within Torbay & South Devon NHS Foundation Trust.
- 7.4 The use of certain investigative facilities, other than beds, may be made available to Honorary Emeritus Consultants on a private basis, if a specific request is made to the relevant Clinical Directorate for those facilities.
- 7.5 Access to health records for an Honorary Emeritus Consultant would be through an approach to the Patient Records Manager in the Medical Records Office. If the Emeritus Consultant wished to see the notes he could do so at the hospital. No charge would be made for the supply of photocopies of a clinical episode requested for the clinical care of the patient.
- 7.6 The use of the Medical Library, Horizon Centre and TREC facilities would be made available.
- 7.7 The Trust Board reserves the right to withdraw the title and status of the Honorary Emeritus Consultant at any time.
- 7.8 Honorary Emeritus Consultants will be asked to submit a formal re-application every three years and will be asked to provide an outline of continued links with the Trust over the previous three years.

8 Awareness

- 8.1 Advice and support will be provided by the HR team to support staff and managers in adhering to this policy.
- 8.2 The HR team will raise awareness of this policy through the publication of information on ICON and to advise staff of changes to the policy through the staff bulletin and ratification processes.

9 Contact Details

- 9.1 Any queries regarding this policy should be directed to the HR team of the Directorate of Workforce and Organisational Development.
 - HR Helpline – 01803 655754 (ext. 55754)
 - Medical HR department – 01803 654570

10 Monitoring, Audit and Review Procedures

- 10.1 This policy will be monitored and audited on a regular basis. A full review will take place every two years by the Directorate of Workforce and Organisational Development unless legislative changes determine otherwise.