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Agreement on clinical professors within the healthcare services in the Central Denmark Region

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Parties to the agreement

The parties to the agreement are:

- The Central Denmark Region (CDR), and
- Aarhus University, Health (AU Health).

Introduction

The parties have a close and well-established collaboration, which comprises the regional healthcare system. This collaboration has previously been described in a general partnership agreement. Work on renewing the general partnership agreement was initiated in early 2021.

This professorship agreement is a sub-agreement for the hospital area, i.e. it involves all hospitals in the region, including prehospital services. The agreement relates to the combined clinical-academic professorships established collaboratively between departments at AU Health¹ and the CDR. In this agreement, the department from AU Health will typically be the Department of Clinical Medicine (CLIN), but it may also be other departments. Aarhus University Hospital and Aarhus University Hospital - Psychiatry are collectively referred to as 'the University Hospital'.

Over the years, the agreement regarding professors has been renewed, and this agreement replaces '*Agreement on professors and academic coordinators within the healthcare services in the Central Denmark Region*' of 25 May 2018. This agreement does not include the academic coordinators at the regional hospitals, as these positions are described in a separate agreement between AU Health and the CDR.²

Background

The clinical departments at the region's hospitals all have a duty to undertake a range of specialised tasks in the healthcare system. These tasks include delivery and development of high-level clinical services, research at an international level, and education – including pre-graduate education of medical students.

The development of clinical disciplines, research and pre-graduate student teaching is in close collaboration between AU Health and the CDR in accordance with current legislation, including provisions laid down by the Ministry of Higher Education and Science, the Ministry of Health and the Danish Health Authority. Ministerial Order on Job Structure for Academic Staff at Universities of 11 December 2019³.

The University Hospital is the driving force behind academic development of the specialist areas. The University Hospital is the primary provider of the highly specialised functions in the CDR. It has specific responsibility to ensure academic development of the specialist areas and to help ensure that the latest knowledge is communicated, not only to its own hospital, but also to the other hospitals in the region.

The regional hospitals and the regional psychiatric services primarily manage main functions and regional functions. This means that the regional hospitals generate and implement most of the latest knowledge within the more common diseases. At the regional hospitals,

¹ The departments at Health are as follows: Department of Clinical Medicine, Department of Forensic Medicine,



Department of Public Health, Department of Dentistry and Oral Health and Department of Biomedicine.

² Agreement on academic coordinators within the healthcare services in the Central Denmark Region - January 2022

³ Reference: <https://www.retsinformation.dk/eli/lta/2019/1443>

it is also possible to establish university clinics. They are described in a separate agreement between AU Health and the CDR.⁴

Collaboration between the region and the university is essential for the hospitals to perform these tasks at the highest scientific level.

Objective

This agreement defines and lays down the content, including the division of responsibilities, of collaboration between AU Health and the CDR for:

- Professors and chairs and clinical professors employed partly in the region and partly at the university.
- Management, collaboration forums and education

The objective of this agreement is to ensure and support the research and educational framework and development, including content and responsibilities, of collaboration between AU Health and the CDR.

Organisational location in the hospital environment

With respect to this agreement, management levels at AU Health and the CDR correspond as illustrated in Figure 1 below.

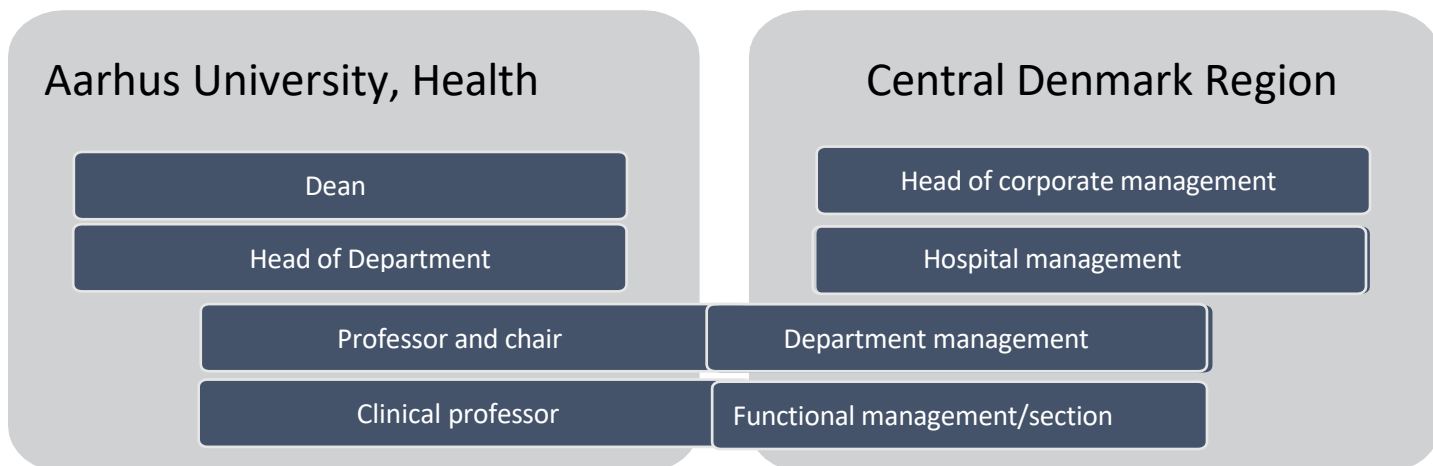


Figure 1. Illustration of the corresponding management levels between AU Health and the CDR at the University Hospital.

This agreement specifies a management model at Aarhus University Hospital that clarifies a three-person equal-ranking department management, which consists of the professor and chair⁵ together with the head consultant⁶ and the head nurse⁷.

Such a management model requires close collaboration between the professor and chair and the appointed hospital department management. This collaboration is described in AUH's leadership mission statement. The statement

⁴ Agreement on university clinics of 28 June 2019

⁵ In connection with the future implementation of OK21 (collective agreement negotiations in 2021) for consultants, a professor and chair who is already a specialist consultant at AUH is expected to change employment to head consultant.

⁶ The term 'head consultant' is expected to be replaced by 'chief medical officer', see OK21 for consultants.



⁷ This is a typical hospital department management, but other specialist groups may be part of the department management, e.g. head biomedical laboratory scientists and head occupational therapists/physiotherapists.

describes cooperation and allocation of the joint management task between the professor and chair and the remaining hospital department management.

Aarhus University Hospital - Psychiatry and the regional psychiatric services will be based on their separate leadership mission statement.

Positions and tasks

This agreement determines the framework and content of the following positions:

- Clinical professor and chair
- Clinical professor

Clinical professors and chairs are employed at the University Hospital, whereas clinical professors are employed either at the University Hospital or at the regional hospitals. The agreement outlines the overall roles of the positions. Descriptions of responsibilities and functions for each of the positions are in appendix 1 and 2.

The agreement includes the job category clinical professor, see Ministerial Order on Job Structure⁸. Clinical professor is a combined position with simultaneous employment in a clinical professorship at AU Health and in a hospital position, which, as a general rule, will be a consultant position. The position is generally a fixed-term position for a five-year period.

Clinical professor and chair

There is one professor and chair within each of the medical specialities. The professor and chair is employed in a management position and is part of the chain of command at both AU Health and at the University Hospital.

The professor and chair is responsible for the pre-graduate medical programme at his or her own department at the hospital and at AU Health, as well as research and development, including the maintenance and development of specialised functions.

The professor and chair is responsible for supporting growth for research and clinical practice, so that there is a clear supply chain of researchers and clinicians who can ensure the functions of the specialist area now and in the future. With these joint areas of responsibility, the professor and chair holds equal ranking with the rest of the hospital department management. The members of the hospital department management have different primary areas of responsibility, but have equal decision-making powers in the joint management task. This is described in more detail in AUH's leadership mission statement.

Operational tasks are thus primarily handled by the designated hospital department management, but the professor and chair must have insight and influence in order to ensure development of the specialist area and the university interests, which is why the professor and chair is always involved in operational initiatives. This is also described in more detail in AUH's leadership mission statement.

Clinical professor

In addition to the clinical professor and chair, a number of clinical professors have been appointed for each specialist area. Clinical professors are the head of their own research area and the



⁸ Reference: <https://www.retsinformation.dk/eli/lta/2019/1443>

research staff linked to this. Clinical professors participate in pre-graduate teaching.

Professor with a function in the healthcare system

Highly qualified researchers with a medical or another professional background can be employed as ordinary professor at AU Health. Employment as professor can be part-time or full-time, fixed-term or permanent. Professors are the head of their own research area and may also have other specific functions.

Ordinary professors are not included in the illustration above or elsewhere in this agreement, as the framework for employment under the ordinary professor category will vary.

The ordinary professor position is filled in accordance with the rules in the Ministerial Order on Appointment of Academic Staff at Universities. Professors are paid in accordance with the Salary agreement catalogue⁹ for staff at Health.

Research management

Research management at both the University Hospital and the regional hospitals includes many different elements:

- Responsibility for ensuring optimal conditions for research clinicians in collaboration with the remaining hospital department management
- Responsibility for research finances at the hospital department
- Responsibility for the pre-graduate clinical training at the hospital department
- Responsibility for developing the medical specialist area according to the specialist plan in collaboration with the hospital department management and other relevant professionals
- Responsibility for coordinating clinical research with other clinical professors, and in collaboration with the local research council if such a council has been established
- Responsibility for initiating, conducting and reporting on clinical research projects, including clinical drug trials.
- Responsibility for ensuring that all relevant permits are available and complied with, including rules regarding 'Responsible conduct of research and freedom of research'¹⁰, 'Standards for responsible conduct of research at Health'¹¹, Data security (GDPR etc.) and 'Good Clinical Practice'
- Supervision of employees conducting research.
- Management of research staff.
- Personnel responsibility for members of staff who perform university and research tasks.
- Ensuring that meetings on research are held at the hospital department.
- Responsibility for creating a stimulating research environment for the entire hospital department and for integrating research into clinical practice.
- Responsibility for promoting research collaboration with other institutions at the university, the University Hospital and in Denmark and abroad

The descriptions of responsibilities and functions define the specific managerial responsibilities and functions for the individual positions.



⁹ Reference: <https://health.au.dk/fileadmin/www.health.au.dk/Aktuelt/ledigestillinger/loenkatalog.pdf>

¹⁰ Reference: <https://health.medarbejdere.au.dk/forskerstoette/ansvarlig-forskningspraksis/>

¹¹ Reference: https://health.au.dk/fileadmin/www.health.au.dk/Medarbejdere.health.au.dk/Forskerstoette/S_tandarder_for_ansvarlig_forskningspraksis_ved_Health_november_2020.pdf

Research - framework and content of collaboration

Managerial collaboration occurs at all management levels at the University Hospital, see Figure 1. The purpose of this is to support professional development of research, education and patient treatment.

The framework for this is as follows:

- The three members of the hospital department management have regular dialogue meetings with the hospital management and the department management team at AU Health.
- The professor and chair holds dialogue meetings with the clinical professors at the hospital department and other heads of research at the hospital department. This applies to the University Hospital as well as the corresponding departments at the regional hospitals.
- The research councils at the University Hospital and at the department at AU Health are advisory forums for the hospital department managements.

Education - framework and content of collaboration

At the University Hospital, professors and chairs within the pre-graduate programme have a key function. Through their employment at the university, they have overall responsibility for:

- Organisation of teaching, exams and development of the Master's degree programme in medicine at Aarhus University for the individual specialist area, including the pre-graduate associated professors heading the degree programmes (the UPL function).
- Preparation of learning outcomes for the individual specialist area.
- Organisation of theoretical teaching and clinical training in the specialist area in close collaboration with the course coordinator for the semester (see below).
- Theoretical and practical training on the medical degree programme in accordance with the academic regulations, including practical clinical training at the University Hospital and the regional hospitals.

Everyone employed at the university participates in teaching medical students, and all medical doctors with regional employment can participate in teaching medical students.

The descriptions of responsibilities and functions describe the teaching tasks for the individual positions.

A course coordinator has been appointed at the department of clinical medicine (CLIN) for each semester of the Master's degree programme in medicine. The course coordinator is responsible for coordinating teaching, planning exams, and further development of the course. The professor and chair is responsible for preparing learning outcomes for the individual specialist area and for organising theoretical teaching and clinical training in the specialist area in close collaboration with the course coordinator for the semester and the timetable of the unit.

Recruitment and employment

AU Health and the CDR will maintain close and mutually binding collaboration regarding the employees who are employed at both the CDR and AU Health.

Overall, the employment law rules apply, including recruitment for all positions are publicly advertised.¹²

Recruitment

The position as professor and chair is filled following open international advertisements for both the consultant part and the professor part. When the two employers, i.e. the department at AU Health and the hospital department, have agreed on the content of the position, responsibilities and organisational location, as well as on all requirements and expectations for the candidate's qualifications (professional, personal and managerial), the position will be advertised.

The department at AU Health and the hospital department advertise the professorship and the consultant position separately, but the texts in the job advertisements are coordinated to ensure a coherent position.

The procedure for the appointment of a new professor and chair will be launched immediately after the date of the termination of employment has been set, and efforts will be made to ensure that the position is filled immediately after the termination date, to avoid any vacancies.

Appointment

During the recruitment phase, it must be ensured that the two employers have optimal opportunities for selecting the applicant best qualified to carry out the tasks in the combined position.

The qualification requirements for a professor and chair and clinical professor correspond to the requirements of an ordinary professorship at AU Health. In addition, the requirements for appointment as a consultant must be fulfilled. Management competency development is offered.

If there is disagreement between the two employers during the recruitment phase, the position will not be filled.

Vacancies

The hospital management and the department management team at AU Health will be in dialogue on the specialist areas where there is a vacancy with regard to the professor and chair. CLIN complies with the following principles for temporary heads of research and contact persons:

- *Professorship and chair expected to be filled within one year*
 - In consultation with the hospital management, CLIN appoints a contact person for the specialist area in question.
 - *Task:* The contact person will receive written information from CLIN, i.e. the extended management group, and must report back to CLIN regarding research and education.
 - *Required qualifications:* The contact person must be employed at CLIN as a clinical associate professor or clinical professor.

- *Professorship and chair unlikely to be filled within a year*
 - In consultation with the hospital management, CLIN appoints a person to serve as acting head of research within the specialist area.



¹² Appointment procedures at AU Health can be accessed here: <https://health.au.dk/om-health/ledige-stillinger/ansaettelsesprocedurer-paa-health/>

- *Task:* The acting head of research will receive written information from CLIN, i.e. the extended management group, and must report back to CLIN regarding research. The acting head of research also participates in meetings with the extended management group, as well as in the annual CLIN strategy seminar.
- *Required qualifications:* The acting head of research must be a clinical associate professor or a clinical professor.

Collaboration agreements

Together, the department at AU Health and the hospital department draw up a collaboration agreement for each position. The agreement follows a joint template that ensures clarity and specification of responsibilities and competences, including a description of the delegation lines and the terms and conditions (professional, financial, etc.) for performing the task. The agreement also describes funding and the duration of the position.

In order to ensure that the collaboration agreement reflects current terms of employment, a supplement to the collaboration agreement must be drawn up if there are any changes to the agreement.

Joint responsibility for communication

All employees with double reference must make their teaching and research activities visible in publications with reference to the hospital department and the hospital's name as well as the department at AU Health and Aarhus University.

Date of commencement

The agreement is valid from the date of the last party's signature, and this terminates the previous agreement. Each party may terminate this agreement with one year's notice.

After three years, the parties will evaluate the agreement and assess whether there is a need to revise the agreement.

Signature

Viborg, 1
February
2022

Aarhus, 25 January 2022



Head of Corporate Management Ole Thomsen
Central Denmark Region



Dean Anne-Mette Hvas
Aarhus University, Health

Appendix 1: Description of responsibilities and functions: Clinical professor and chair

Appointment	<p>Appointment is in accordance with the job structure at universities¹³ and the appointment of consultants in the region¹⁴.</p> <p>The position will be advertised in both organisations.</p> <p>In relation to the appointment, for the regional employment of the candidate, the ed person will be transferred to the agreement regarding medical doctors employed as senior managers by the Danish Regions and the Association of Medical Specialists ¹⁵.</p>
Terms and conditions of the position	<p>The department pays a fee for the professor function at AU, as outlined in the Salary agreement catalogue for staff at Health¹⁶.</p> <p>The position is a permanent position.</p> <p>The position comprises a ½ secretary position¹⁷ and ½ technical/administrative staff position. The necessary research infrastructure will be agreed between the department head and the professor and chair in relation to the appointment as professor and chair.</p>
Organisational location	<ul style="list-style-type: none"> • Employed at the University Hospital and reports to the head consultant in the relevant hospital department regarding the clinical function and employment as a consultant. • Employed at a department at AU Health, typically CLIN, and refers to the department head regarding the university function and employment as a clinical professor. • The allocation of working hours is normally 50% on research and university functions and 50% on clinical practice. The specific conditions and changes over time are agreed between the department head and the hospital management.

¹³ Reference: <https://www.retsinformation.dk/eli/lta/2019/1443>

¹⁴ Reference: <https://www.rm.dk/siteassets/om-os/organisation/koncern-hr/1.-ansattelses--og-lonforhold/1.-rekruttering-og-ansattelse/ansattelse-af-speciallager/danske-regioners-falles-regional-vejledning-om-ansattelse-i-speciallages---.pdf>

¹⁵Reference: https://www.laeger.dk/sites/default/files/endelig_underskrevet_og_dateret_aftale_vedroeren_de_laegelige_chef_0.pdf



¹⁶ Reference: <https://health.au.dk/om-health/ledige-stillinger/ansaettelsesprocedurer-paa-health/>

¹⁷ See the agreement between the CDR and AU Health concerning secretaries to professors.

Responsibilities and tasks

Management	<p>The professor and chair</p> <ul style="list-style-type: none"> • Is part of the hospital department management at the university hospital on an equal footing with the head consultant and the head nurse as regards the joint management tasks. • Is responsible, together with the rest of the hospital department management, for research within the specialist area at the hospital, as well as for launching initiatives that contribute to overall development of the specialist area across the region. • Heads professional development of the specialist area at the university and in the region, and supports growth and recruitment for research and clinical practice, so there is a clear food chain of researchers and clinicians who can ensure future production. • Responsible for the administration of external research funding in own hospital department (for adult psychiatry and child and adolescent psychiatry within the entire specialist area), and that this is done in accordance with the guidelines that apply to the CDR and/or AU. • In charge of research support funding awarded by AU to the specialist area. • Responsible for collaboration agreements with industry, together with the hospital department management. • Responsible for conducting development dialogues with hospital department researchers. • In charge of the process of appointing clinical professors/associate professors within the specialist area, and participates in the appointment of medical specialists in own department and, as required, in the appointment of other managers.
Research	<ul style="list-style-type: none"> • Conducts own high-quality research • Heads research by own department/specialist area • Research administration • Research facilities of the specialist area • Employs research staff • Participates in inaugural lectures and farewell lectures as well as in PhD defences and dissertation defences within the specialist area • Obligated by AU Health's 'Guidelines on responsible conduct of research and freedom of research'¹⁸.



Education	<ul style="list-style-type: none">• Responsible for organising teaching, exams and development of the pre-graduate programme at AU Health within the individual specialist areas, including the UPL function.
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¹⁸Reference: https://health.au.dk/fileadmin/www.health.au.dk/Medarbejdere.health.au.dk/Forskerstoette/Standards_for_ansvarlig_forskningspraksis_ved_Health_november_2020.pdf



	<ul style="list-style-type: none">• Responsible for preparing learning outcomes for the individual specialist area.• Responsible for organising theoretical teaching and clinical training within the specialist area in close collaboration with the course coordinator for the semester.• Overall responsible for theoretical and practical training on the medical degree programme within the specialist area, including practical clinical training at the relevant hospital departments at the University Hospital and the regional hospitals.• Responsible for the PhD programme within the specialist area.
Meeting forums	<ul style="list-style-type: none">• Responsible for ensuring that meetings are held on research in the hospital department, including for establishing a local research council as required.• Participates in meetings and seminars in the extended management group in the chain of command at AU Health.• Participates in dialogue meetings between the hospital department and the department at Health.

Appendix 2: Description of responsibilities and functions: The clinical professor

<p>Appointment</p>	<p>Any appointment presumes that the applicant is declared qualified and is nominated for both the professorship and the hospital position, and that AU Health and the hospital agree on the appointment of the specific person.</p> <p>Appointment is in accordance with the job structure at universities¹³ and the appointment of consultants in the region²⁰.</p> <p>For clinical professors, who are already permanently employed, salary and conditions of employment are determined according to the agreement regarding medical doctors employed as senior managers by the Danish Regions and the Danish Association of Medical Specialists.²¹</p> <p>Newly appointed clinical professors have fixed-term employment with salary and employment conditions determined in accordance with the collective agreement for consultants²² or the agreement regarding medical doctors employed as senior managers²³ in accordance with the type of employment (under a collective agreement or as a public servant) the consultant held prior to the fixed-term employment.</p> <p>The position will be advertised in both organisations.</p>
<p>Terms and conditions of the position</p>	<p>The position is a combined position with simultaneous employment in a clinical professorship at AU Health and in a hospital position, which, as a general rule, will be a consultant position.</p> <p>The position is generally a fixed-term position for a five-year period, with the possibility of extension after an evaluation of performance and external funding.</p> <p>A fee is paid for the professor function at AU, as outlined in the <i>Salary agreement catalogue for staff at Health</i>.²⁴</p>

¹⁹ Reference: <https://www.retsinformation.dk/eli/lta/2019/1443>

²⁰ Reference: <https://www.rm.dk/siteassets/om-os/organisation/koncern-hr/1.-ansattelses--og-lonforhold/1.-rekruttering-og-ansattelse/ansattelse-af-speciallager/danske-regioners-falles-regional-vejledning-om-ansattelse-i-speciallages---.pdf>

²¹ Reference: https://www.laeger.dk/sites/default/files/endelig_underskrevet_og_dateret_aftale_vedroeren_de_laegelige_chef_0.pdf

²² Reference: https://www.laeger.dk/sites/default/files/underskrevet_og_dateret_overenskomst_for_overla



eger_22041.pdf

²³Reference: https://www.laeger.dk/sites/default/files/endelig_underskrevet_og_dateret_aftale_vedroeren_de_laegelige_chef_0.pdf

²⁴Reference: <https://health.au.dk/om-health/ledige-stillinger/ansaettelsesprocedurer-paa-health/>

Organisational location	<ul style="list-style-type: none">• Employed at the University Hospital or the regional hospital and reports to the department management in the relevant department regarding the clinical function and employment as a consultant.• Employed at a department at AU Health, typically CLIN, and refers to the professor and chair regarding the university function.• The allocation of working hours is generally 50% on research and university functions and 50% on clinical practice. The specific conditions and changes over time are agreed between the department head at AU Health and the hospital management.
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Responsibilities and tasks

Research	<ul style="list-style-type: none">• Head of own research area and the research staff linked to this• Research administration• Responsible for own research facilities• Appoints research staff for own unit• Participates in research meetings in the department• Is obligated by AU Health's 'Guidelines on responsible conduct of research and freedom of research'.²⁵
Education	<ul style="list-style-type: none">• Participates in pre-graduate teaching in the department by agreement between the professor and chair and the deputy head of department for education at the department at AU Health.



²⁵Reference: https://health.au.dk/fileadmin/www.health.au.dk/Medarbejdere.health.au.dk/Forskerstoette/S_tandarder_for_ansvarlig_forskningspraksis_ved_Health_november_2020.pdf