

SUMMARY

Summary of Report 11/2018, relating to linked teaching and healthcare posts at public universities in Catalonia, academic year 2015-2016

Barcelona, 13 July 2018

The Public Audit Office for Catalonia has issued Report 11/2018, relating to the linked teaching and healthcare posts at Catalonia's public universities in academic year 2015-2016, in accordance with its Annual Programme of Activities.

The report, which was presented by Board Member Mr Jordi Pons i Novell, was approved by the Audit Office Board at its meeting on 30 May 2018.

The report includes an analysis of numbers, categories, earnings, teaching hours and compliance with applicable legislation for the linked teaching and healthcare posts at public sector universities in Catalonia. The report also includes some references to associate healthcare lecturers.

Spain's General Health Act (LGS) stipulates that the government organisations responsible for education and healthcare are to establish the cooperation regime between universities and medical institutions where university education has to be provided so as to guarantee practical tuition in medicine and nursing and other disciplines which require it. It also states that, within the framework of government organisations' healthcare and education planning, the official cooperation arrangements between universities and medical institutions can establish a link between certain healthcare posts at the medical institution and teaching posts for the various university lecturer categories.

These so-called linked posts are a special case whereby a post is defined as one single position but involving two different public sector jobs and reporting to two different organisations (the university on the one hand and the healthcare institution on the other). The legal framework for these linked posts is to be found in legislation categorised as basic (the LGS) and in a special organic Act (Spain's Universities Act); more specific statutory provisions are found in Royal Decree 1558/1986, modified by Royal Decree 1652/1991.

The fact that each post is one single position means that it should have just one work schedule and one pay slip. The salary has to be paid by the university and compensatory arrangements must be set up between the medical institution and the university.

In the 2015-2016 academic year there were a total of 331 linked posts and 1,990 associate healthcare lecturers at Catalan public universities.

The Conclusions section of the report presents the most significant findings arising from the audit carried out, of which the following can be highlighted:

- In Catalonia the statutory requirements relating to linked posts were not being fulfilled as regards pay, because two separate salaries were paid (one from the university and one from the medical institution). Neither the universities nor the medical institutions can be held liable for this breach of regulations; responsibility lies with the departments in charge of health and university affairs at the Catalan Government (*Generalitat*), which has not established the compensation arrangements envisaged by the relevant legislation.
- The fact that in practice linked posts are treated as if they were two different positions makes it difficult to manage staffing arrangements, keep track of personnel status, monitor how members of staff fulfil their obligations and exercise their rights, and maintain checks on job compatibility.
- Some lecturers in full-time linked posts were also doing private sector work, which is against regulations.
- As a general rule the teaching commitments for lecturers in linked posts included practical tuition, which is against regulations. This and other matters explained in section 2.5 did not allow any conclusions to be reached on whether these lecturers were fulfilling their teaching commitments.

Finally, in the Conclusions section of the report various recommendations are made which, in the view of the Audit Office, would help to resolve some of the issues mentioned in the Findings section.

This summary is solely for information purposes. The audit report (in Catalan and Spanish) can be consulted at www.sindicatura.cat.