

SEAMO NEWSLETTER

2001 October 24

Accountability Advisory Committee Update

At the 2001 Oct 22 meeting of the SEAMO Governing Committee, Peter Glynn, Chair of the Accountability Advisory Committee, reported on the work of the Advisory Committee. Governors were reminded that the role of governance is to ensure accountability of departments, services and groups to SEAMO. Individual accountability is to departments through a collegially and democratically defined process. All three deliverables (patient care, research and education), as well as supporting management activities, are being considered in the development of a robust accountability framework.

After consultations with approximately 60 individuals, the Accountability Advisory Committee reports significant support for the development of an accountability framework which is based on robust data. Wherever possible it is seen as desirable to use existing information systems. Many of those consulted did express concern regarding the difficulty of making comparisons among disciplines, though it was recognized that some consistency is required.

Following the presentation by Glynn, SEAMO Governors asked for a rapid process for moving ahead with the development of the accountability framework. Departments will be asked to quickly develop explicit role definitions and performance expectations for their departments and services. Further, the Accountability Advisory Committee will work through the Council of Clinical Heads to ensure the appropriate participation of management in this process.

Preparation of the Annual Plan

Under the new funding agreement, SEAMO is required to submit by 2001 Nov 15 an Annual Plan. This Annual Plan must identify SEAMO's objectives, performance targets and accomplishments for the prior fiscal year, and objectives and performance targets for the current fiscal year. This Annual Plan must be linked to the operating plans of the hospitals.

While it was recognized that ideally an Annual Plan would be tied to the accountability framework, timing is such that this will not be possible in the 2001 Nov submission. Governors approved in principle the objectives for the current fiscal year, clinical objectives being identified in large measure by targets established in hospital operating plans.

Resource Allocation

Funding provided to SEAMO by the Ministry of Health and Long-Term Care will be adjusted on 2002 Jan. While Governors have not yet considered how new funds will be allocated, SEAMO CEO David Walker has initiated a process to assist in the preparation of a proposed budget.

Effective 2002 Jan there will be three sources of new funds:

1) "Academic Fund" - this money has been used to fund new positions in accordance with departmental needs, SEAMO Staffing Policy Committee recommendations and approval by Governors. There are plans under review for a few further new positions. These will be rationalized in light of hospital operating plans and budgets.

2) "Utilization" - (1% of base = \$560 K). If we meet increased utilization targets, we will grow by 1% January. Consideration for use of this money includes Emergency Medicine (activity criteria) , Palliative Care (program and activity criteria) and Stem Cell Transplantation (hospital tied program criteria).

3) "Base Increase" - (2% based = \$1.1 million). This percentage increase will occur each January. Currently under consideration is the proposal to transfer such base increases to departments for distribution at departmental discretion to members to reflect activity, performance, etc. Some departments may wish to effect change to reimbursement rates or apply toward new people, programs, benefits, MD substitutes, etc.

Following consultations and feedback, Management will present budgetary options to Governors. In anticipation of a possible calendar year end surplus, Walker is consulting with the Chair of the SEAMO Finance Committee and the President of CTAQ regarding policy to be applied for distribution of these funds.

SEAMO Annual reporting requirements under the funding agreement were met on 2001 Sep 30.

A copy of the Annual Report may be obtained from your Department Head.

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