

SEAMO NEGOTIATIONS UPDATE

REVISED

2001 JANUARY 29

NEGOTIATORS BRING BACK OFFER FOR SEAMO TO CONSIDER

On 2001 January 25, SEAMO and Ministry negotiators reached agreement on the framework for a new multiyear alternative funding agreement. The new agreement must be approved by the five SEAMO Signatories: the Clinical Teachers Association of Queen's University, Kingston General Hospital, Hotel Dieu Hospital, Providence Continuing Care Centre (St. Mary's of the Lake Hospital), Queen's University.

If ratified, the new agreement will provide funding for a four year term. The agreement will provide for annual adjustments in funding to allow for growth in programs; adjustments to allow the University and Hospitals to recruit and to retain excellent academic physicians; and a clear accountability framework to ensure that funds are appropriately allocated.

SIGNATORIES TO MEET 2001 FEBRUARY 07

On Thursday, 2001 February 07, SEAMO Signatories will meet to discuss the new Ministry offer. Each of the Signatories must ratify the agreement. The temporary extension to the current agreement expires on 2001 March 31. Prior to ratification, the Clinical Teachers Association will require a vote of its membership. As in the past, a "double two-thirds" majority will be required for ratification.

CTAQ TOWN HALL MEETING SET FOR 2001 FEBRUARY 15

Dr. John Rudan, President of the Clinical Teachers Association of Queen's University, has called a "Town Hall Meeting" for Thursday, 2001 February 15. The meeting will allow CTAQ to inform its membership of the terms of the proposed new agreement. It is expected that David Pattenden, Chief Executive Officer of the Ontario Medical Association, and Dr. David Walker, SEAMO CEO and Dean, will attend to provide information and answer questions.

SEAMO RETREAT RECOMMENDS ACCOUNTABILITY PRINCIPLES

On 2001 January 18, SEAMO held a Retreat to discuss the need for internal and external accountability. The Retreat recommended to SEAMO nine principles for ensuring accountability. These are:

1. Role Definitions must be developed for all levels within SEAMO (SEAMO, Departments and Divisions). Role Definitions must contain mutually agreed upon expectations and should be linked to allocation of financial resources.
2. Where agreed targets identified in Role Definitions are met, funds allocated to Departments must be sufficient to recognize the external market place.
3. Each Role Definition will be matched by an appropriate performance measurement of the clinical unit mutually agreed upon.
4. Activity will be coincident with goals of the Medical School and congruent with strategic directions of the Hospitals.
5. In defining allocation to the four deliverables (clinical service, education, research, management), it will be essential to ensure the delivery of clinical services.
6. Funds should be distributed to Departments and to Divisions based on their achievement of targets within current resourcing.
7. A priority should be given to attaining internal equity relative to individual marketplace values; that is, allocation should recognize the requirement for fairness.
8. The four deliverables, i.e., clinical service, education, research and administration should be equally valued as an activity.
9. Openness is required, e.g., all proceedings must be open and transparent.