

PSYCHIATRY COMPENSATION

Compensation for SEAMO-funded psychiatrists has been eroded as compared to the external marketplace. This resulted in difficulty recruiting to vacant positions. Retention has now become a significant issue for the department. At its meeting, November 04, the Governing Committee considered the issue of compensation in the Department of Psychiatry.

Of concern to Governors was the growing use of SEAMO funds to support non-SEAMO psychiatrists. This has been necessitated by the increased number of vacancies in the department and the need to enhance staffing by non-SEAMO psychiatrist. In addition, Governors were concerned about the relatively lower levels of compensation for SEAMO-funded department members and its impact on retention. In order to address these, the Governing Committee agreed that:

- SEAMO would authorise the CEO to engage one external and one internal reviewer to examine and advise on the role of the department, the resources available to the department, and how the resources should be deployed, and
- Pending outcome of the review, SEAMO would provide additional funds to the department to be used to address the income disparities among the SEAMO-funded GFTs.

The underlying issue of compensation in Psychiatry will continue to be addressed with the Ministry.

EMERGENCY MEDICINE

In the four years since the current funding agreement was ratified, there has been a 23% increase in patient volume at the Hotel Dieu Hospital Emergency Department. While most of this increase has been for less severely ill patients, there has been an increase across all triage codes, e.g., triage groups 1 and 2 (most seriously ill) have seen a 12% increase.

The increase in numbers and in severity of illness has raised concerns about patient safety. In addition, waiting periods for patients are unacceptably long. In order to address this concern, SEAMO Governors agreed that one additional shift per day at the Hotel Dieu is required. As the Department of Emergency Medicine is “fully converted” and is unable to bring in an additional fee-for-service physician, SEAMO management was asked to address this issue with the Ministry.

In the interim, SEAMO Governing Committee agreed to fund one additional shift daily at the Hotel Dieu Hospital Emergency Department.

STAFFING UPDATE

Albert Jin commenced November 01 as a replacement GFT in the **Department of Medicine, division of Neurology**.

In the **Department of Surgery**, Jay Engel commenced October 15 as a replacement GFT. This is a 50% joint position with the **Department of Oncology**.