

SEAMO NEWSLETTER

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2003 Nov 18

Joint Liaison Committee (JLC)

CEO, David Walker, reported that SEAMO, the Ontario Medical Association, and the Ministry of Health and Long-Term Care, Joint Liaison Committee met on 2003 October 28. It was confirmed that Queen's University would now be included in the clinical education budget expansion and that these funds would be flowed through SEAMO. The Ministry approved an additional \$204,000 to reflect the latest expansion in resident positions.

The JLC also discussed the Ministry's review of academic family medicine programs. The Assistant Deputy Minister assured SEAMO that any adjustments necessary to keep SEAMO in harmony with other family medicine programs would be made.

Audited Financial Statement

On 2003 Nov 17, SEAMO Governing Committee received the Audited Financial Statement for the Year 2002-2003. The statement is available from the SEAMO Office (SEAMO@meds.queensu.ca). It was noted that the apparent excess of revenue over expenditures is not held centrally, but is held by individual departments. For example, some departments hold back funds for later distribution to members based on performance. Departments will be spending these funds in the current fiscal year to meet some of their departmental priorities and objectives.

Negotiations Preparation Committee

At the 2003 November 17 SEAMO Governing Committee meeting, and on the recommendation of the Nominations Committee, members were appointed to Negotiations Preparation Committee. The members include:

Dr. Ken Edwards (Chair)

Dr. Kim Dow

Dr. John Rudan

Dr. John Jeffrey

Dr. Tony Sanfilippo

David Edgar

Paul Rosenbaum

Year 4 Departmental Allocation

SEAMO Governing Committee on 2003 November 17, considered the recommendation of the Resources Committee on adjustment to department allocations commencing 2004 January 1. Recommendations included:

- The scheduled 2% base budget adjustment will be distributed to departments on the same basis as previous years. Each department will receive a 2% increase in its SEAMO allocation. Departments will determine how these funds are to be distributed. This increase must be paid out to physicians.
- 2.7% one-time adjustment ("The Year 4 Adjustment") is to be applied to correct inequities between departments and the external market place. Pending development of appropriate methods for measuring inequities, the Year 4 Adjustment will be distributed on a one-time basis to departments in 2004 and must be paid out to physicians. The Year 4 Adjustment will be available in 2005 January 1 as a base funding distribution to correct inequities in physician compensation.

The vote on these recommendations was deferred until the December 15 meeting of the Governing Committee.

SEAMO Governing Committee determined that non-allocated funds, which were withheld from distribution to departments during the Year 2003-2004, will be distributed to departments based on the FTE count of GFT members. These funds must be paid out to members through a departmental mechanism that is consistent with existing SEAMO policies.

Staffing Update

The Faculty Staffing Office informs SEAMO of the following staffing changes, which occurred between 2003 Oct 21 and 2003 Nov. 18.

The **Department of Anesthesia** recruited a replacement GFT, Brian Simchison, commencing 2003 Dec 1.

The **Department of Emergency Medicine** recruited a part-time adjunct member effective 2003 Nov 1. Emergency Medicine is a fully converted department and has used its SEAMO allocation to fund this position.

Department of Medicine

Sudeep Gill commences 2004 Jan 1 in the division of **Geriatrics**. The Department was given permission to recruit in **Haematology/Oncology** in Thrombosis/Haemostasis. This position is funded jointly by SEAMO and by the Department using the Department's existing SEAMO allocated funding. A replacement adjunct in **Rheumatologist** begins 2004 Jan 1.