

SEAMO NEWSLETTER

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2003 Oct 21

Staffing Update

The Faculty Staffing Office informs SEAMO of the following staffing changes, which occurred between 2003 Sept 16 and 2003 Oct 21.

The **Department of Anesthesia**, which is a fully converted department, has recruited a new adjunct member using funds from the Department's allocation, who commenced 2003 Oct 8.

The **Department of Emergency Medicine** announced the recruitment of a new adjunct member effective 2003 Oct 1. Emergency Medicine is a fully converted department and has used its SEAMO allocation to fund this position.

Professional Appeals Terms of Reference

SEAMO has a Professional Appeals Committee which can hear appeals by clinical teachers of departmental decisions regarding the individual's clinical workload and professional compensation.

On October 20, the SEAMO Governing Committee approved amended Terms of Reference for the SEAMO Professional Appeals Committee. The new Terms of Reference provide greater clarity regarding procedures and spell out in greater detail the procedures to be followed.

Copies of the Terms of Reference of the Professional Appeals Committee are available on request from the SEAMO Office SEAMO@meds.queensu.ca

Annual Plan

The SEAMO Funding Agreement requires that SEAMO establish objectives for the fiscal year and report on accomplishments against the prior year's objectives. At the meeting of the Governing Committee on October 20, Governor's approved the Annual Plan for 2003-04. This plan will be submitted to the Ministry of Health and will soon be posted on the SEAMO website.

Negotiations Preparation Committee

On October 20, the SEAMO Governing Committee created a Negotiations Preparation Committee. The Committee will develop and recommend to the Governing Committee a framework for negotiations with the Ministry of Health and prepare for negotiations by developing positions and providing analysis to inform negotiations.

SEAMO is now in discussion with the Ontario Medical Association (OMA) about how to structure our negotiations with the Ministry. One issue being discussed is the degree to which the OMA's renegotiated Framework Agreement may apply to SEAMO and to other Academic Alternative Funding Agreements.

Copies of the Negotiations Preparation Committee Terms of Reference are available upon request from the SEAMO Office SEAMO@meds.queensu.ca

Year 4 Funding Adjustment

As reported in the September 16 newsletter, effective 2004 January 1, SEAMO will receive an additional 2.7% to be added to the base budget for 2004. At the request of the SEAMO Governing Committee, the Resources Committee is considering how these funds should be used. A proposal is expected at the November 17 meeting of the Governing Committee.

At the October 20 Governing Committee meeting, Resources Committee Chair, John Jeffrey, reported that the Resources Committee is now considering several possibilities. One possibility is to improve rates of compensation for departments which are most disadvantaged with relation to the external market place. In addition, the Resources Committee is considering providing some recognition to the differential contribution of departments to medical education and the historical inequities in University funding to support medical education.