

SEAMO NEWSLETTER

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SEAMO Identifies Interests in Negotiation

SEAMO, the Ministry of Health and the Ontario Medical Association have entered into negotiation of new multi-year funding agreement based on “interest based bargaining”.

In interest based negotiations, the parties decide jointly issues to be addressed and then discuss their interests in each issue. Once interests have been explored, the parties together generate a number of options to address each issue. There is an understanding that parties do not make commitments, but simply discuss hypothetical possibilities. The parties then evaluate various courses of action for each issue by comparing the options. A final commitment on each issue is postponed until the end of the process.

At its meeting, August 4, the SEAMO Governing Committee identified its preliminary interests to be explored in negotiation.

- Retention and recruitment of excellent academic physicians in order to sustain the AHSC
- Regional patient care integration and health human resource stabilization, as component of the Ministry’s priority to establish a Local Health Integration Network.
- Ensuring access to care and reduction of waiting times
- Enhancing the production of physicians to serve Ontario
- Continuing to lead in inquiry, discovery and innovation
- Collaborating in, and providing leadership to, the development of an Ontario-wide rational approach to tertiary patient care and academic medicine.

To a large extent, these interests may be congruent with those of the Ministry of Health and Long-Term Care.

SEAMO Negotiating Team

At its August meeting, the SEAMO Governing Committee tentatively appointed its negotiating team pending appointment of the lead negotiator for the Ministry of Health. Discussions with the ministry with regard to the size and composition of the teams may require change in the negotiating team.

Negotiators include: Ken Edwards (lead negotiator), John Rudan, John Jeffrey, Kim Dow and Paul Rosenbaum.

SEAMO has asked the Ontario Medical Association to exercise its right to independent representation in these negotiation.

Benchmarking Compensation and Activity

SEAMO management continues to work on methods for benchmarking compensation for academic physicians and benchmarking activity/productivity against this compensation. While recognizing the need for improving data capture, SEAMO Governors reviewed the processes currently being developed and agreed that the process should continue.

SEAMO management will continue to consult with representatives of the Clinical Teacher’s Association, Department Heads, and others to improve the methods used.

Staffing Update

No staffing update is available this month. The staffing update will reappear in September.