

# SEAMO NEWSLETTER

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2004 Jan 21

## Staffing Update

The Faculty Staffing Office informs SEAMO of the following staffing changes, which occurred between 2003 Dec 16 and 2004 Jan 20.

The **Department of Medicine** has announced the appointment of a replacement non-GFT to the division of **Gastroenterology** effective 2004 January 1. The Department has appointed a replacement GFT, Dr. Sudeep Gill, to the division of **Geriatrics** effective 2004 January 1. The Department has also reallocated a vacant adjunct appoint to the Division of **Rheumatology**. This position was filled 2004 January 1.

The **Department of Otolaryngology** has recruited a new part-time non-GFT effective 2003 December 12. The Department remains below its maximum adjunct FTE complement.

## Ontario Medical Association/Ministry of Health and Long-Term Care Master Agreement

The Ontario Medical Association and Ministry of Health and Long-Term Care commenced negotiation of a multi-year master agreement. The current agreement between the Ministry and the profession expires 2004 March 31.

It is anticipated that a new agreement will address some of the issues related to academic alternative funding arrangements across Ontario.

The Ministry team includes Dr. John Marshall, who on two occasions served on SEAMO's Negotiating Team in contract negotiations with the Ministry of Health.

## Year 4 Funding Adjustment

As was reported in our last newsletter, the additional 2.7% adjustment negotiated with the Ministry, with the assistance of the Ontario Medical Association, is to be applied to correct inequities. It was recognized by Governors that data to enable this allocation were not available and that pending the development of appropriate methods for measuring inequities, this "Year 4 Adjustment" would be distributed now on a one-time only basis. Governors asked the CEO to bring a plan for the allocation of these resources.

At the meeting of the Governing Committee, 2004 January 19, CEO, David Walker, outlined the approach to be taken.

With the assistance of the Negotiations Preparation Committee, data comparing funding of departments against external compensation targets will be collected. In addition, high level data describing relative activity will be collected. These data in a basic way describe the relative contributions of department's to SEAMO's deliverables and will provide an estimate of what clinical earnings in an external environment require in activity. Once collected these data will be shared with the Governing Committee.

## SEAMO Rules and Regulations

Following completion of review by legal counsel and minor editorial corrections, the SEAMO Governing Committee Rules and Regulations were adopted by the SEAMO Governing Committee. The Rules and Regulations are available from the SEAMO Office [seamo@meds.queensu.ca](mailto:seamo@meds.queensu.ca) and will be posted on the SEAMO website.