

# SEAMO NEWSLETTER

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2004 May 18

## Measuring Department Contributions

Under the guidance of the Negotiation Preparation Committee, SEAMO staff are developing templates which will measure contributions of clinical units in all domains. On 2004 May 18, the Clinical Management Committee comprising heads of clinical departments, hospital representatives, CTAQ representatives, will review progress to-date. In particular, the committee will examine methods used to calculate clinical contributions and to provide advice on refining the process.

A second meeting of the Clinical Management Committee is scheduled for 2004 June to examine the initial results of the application of this instrument.

## Staffing Update

The Faculty Staffing Office informs SEAMO of the following staffing change, which occurred between 2004 March 17 and 2004 May 17 and not previously reported.

The **Department of Medicine** has successfully recruited a new GFT, John Muscedere, to the division of **Respirology and Critical Care Medicine** effective 2004 August 30. Funding for this position was identified from the new AFP Agreement. The Department has appointed a new GFT, Paula James, to commence 2004 July 1 in the division of **Haematology/Oncology**. This position is funded 50% by department and 50% by SEAMO.

The **Department of Paediatrics** has appointed an adjunct, Dawa Samdup, to a replacement GFT position commencing 2004 April 1.

The **Department of Urology** has successfully recruited a new adjunct funded from within the departmental allocation effective 2004 July 1 while it continues to search for a replacement GFT. The Department of Urology is a fully converted department.

## Master Negotiations

During the visit of OMA CEO David Pattenden and COO Darrel Weinkauf, SEAMO Governors were advised that a new master agreement between the Ministry and the Profession might set province-wide compensation rates for academic physicians by discipline. Further, these rates might be applied to notional FTE's, that is, they would it be adjusted upward or downward depending on the productivity of the discipline group in each setting.

Governors were advised at the meeting 2004 May 17, that the side table on Academic Health Sciences Centres had completed its discussion and presented its recommendations to the main negotiating table. These recommendations include setting of province-wide rates adjusted by FTE.

Three significant unknowns remain.

1. It will be necessary to define deliverables and to develop an accountability process to access performance against these deliverables.
2. The mean compensation targets for each discipline need to be established. It is expected these will be benchmarked against the non-academic workplace.
3. The definition of FTE's must be developed. This definition will include some protection for academic time.

## Operating Budget 2004/05

SEAMO Governor's on 2004 May 17, on the recommendation of the SEAMO Resources Committee accepted the Operating Budget for 2004/05. The budget confirms the funding of a position in stem cell transplantation approved by Governors in 2003/04 and not as yet utilized. Further, on the advice of the SEAMO Executive Committee, the budget allows for recruitment of a glaucoma specialist in the department of Ophthalmology. The absence of a glaucoma specialist is considered a critical academic and clinical deficit for the department and the Centre.

Copies of the budget are available upon request. Please contact SEAMO@meds.queensu.ca