

# SEAMO NEWSLETTER

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## Staffing Update

The Faculty Staffing Office informs SEAMO of the following staffing changes, which occurred between November 7 and December 16. We are pleased to report the recruitment of Joy Wee to a GFT position in **Physical Medicine and Rehabilitation**.

This is a replacement position, which commenced 2002 October. We apologize for having neglected to report on Dr. Wee's arrival.

In **Ophthalmology** a replacement adjunct began on 2002 Dec. 15.

We'd like to congratulate Dr. John McCans on his appointment as Head of the **Department of Medicine**.

## SEAMO Staffing Policy Committee

Acting on recommendations of the SEAMO Staffing Committee and of the External Review of Governance and Accountability ("the Wright report"), at its regular meeting, 2002 Dec. 16, the SEAMO Governing Committee discontinued the Staffing Policy Committee. While the SEAMO Governing Committee assumes full responsibility for staffing policy, the Terms of Reference for the SEAMO Finance Committee were modified to give certain limited additional responsibilities related to major staffing decisions. In addition, recognizing the relationship between staffing decisions and finances within SEAMO, the Governing Committee has renamed the committee the SEAMO Resources Committee. The SEAMO Resources Committee continues to be chaired by Dr. John Jeffrey. Its other members include: Drs. Hugh MacDonald, Michael O'Connor, Tony Sanfilippo, and four non-voting members: David Edgar, Dr. David Walker, Maj. Gen. Frank Norman, and Paul Rosenbaum.

## Negotiations Preparation Advisory Group

The current funding agreement terminates 2004 Dec. 31. In order to prepare for coming negotiations, a small Negotiations Preparation Advisory Group has been selected to identify issues and to provide analysis for SEAMO management and governance. This working group includes Drs. Ken Edwards, Kim Dow, John Jeffrey, Tony Sanfilippo, John Rapin, and Paul Rosenbaum and David Edgar.

## Accountability Working Group Report

The SEAMO funding agreement requires SEAMO and the Ministry of Health to collaborate on the development of performance requirements and measurement tools to ascertain SEAMO's attainment of the deliverables required under the agreement. Toward this end, the parties to the agreement established an Accountability Working group. This group has now completed its report.

Measures recommended in the report were included based on the availability, reliability, and relevance of data to reflect SEAMO activity and on the feasibility and affordability of collecting and analyzing the data. In addition to reporting on SEAMO activities, the report identifies confounds and interprets findings. This report will now be submitted to SEAMO and to the Ministry of Health for approval.

At its regular meeting, 2002 Dec. 16, the SEAMO Governing Committee approved in principle the draft report and recommended its wide distribution provided that SEAMO and the Ministry can agree on a communications strategy which will make clear the implications of the various measures and will explain the meaning of these measures within the complex health care environment.

## Two Percent Annual Adjustment

On the advice of the Finance Committee, the SEAMO Governing Committee authorized management to increase by two percent, effective 2003 Jan. 1, the base budgets of clinical departments on the assumption that:

1. Departments have in place a mechanism for dispersing departmental responsibilities amongst their members.
2. Departments have in place a mechanism for the appropriate disbursement of funds to members.
3. Such mechanisms are collegially derived and supported by the departmental membership.
4. Departmental mechanisms are compatible with principles of self-employment status for clinical teachers to include income at risk, etc.

It is the responsibility of departments through their approved mechanisms to allocate any budgetary increase amongst members.

The Governing Committee was informed that the fiscal year will likely conclude with a budgetary surplus. The governing Committee has approved a distribution of any surplus between the CTAQ Endowment Fund, established earlier this year, and a share among departments. It will be the responsibility of departments to allocate this surplus internally. The surplus will be transferred to departments on evidence that the four required conditions for departmental finances are in place.