

# SEAMO NEWSLETTER

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2009 Jun 29

## TASK GROUP ON ALLOCATION SYSTEM REVIEW TO BE CREATED

On June 04, a SEAMO Signatories Retreat recommended that SEAMO redevelop the system by which resources are allocated to departments and the rules by which departments allocate to individuals. SEAMO management was asked to prepare a recommendation on the process for the development of a new allocation system. Today, June 29, these recommendations were approved by the Governing Committee and were sent to Signatories for final approval.

A four or five person Task Group will be created by Signatories to review the system of allocation by which resources are allocated to departments and to propose to the Governing Committee amendments to this system. Following completion of its review, the Governing Committee will make recommendations to the Signatories.

The Task Group will propose a system of allocation that furthers the programmatic interests of this Academic Health Sciences Centre. In doing so, the Task Group will consult broadly with Signatories, departments, and clinical teachers. Minimum standards for departmental practice plans will be developed in order to ensure that they are supportive of the objectives of the system of resource allocation.

The Task will develop a communications strategy to ensure Signatories, Governors and clinical faculty are fully apprised of developing recommendations.

A copy of the Terms of Reference for the Task Group can be found at:

[http://www.seamo.ca/policies/01\\_governance/task\\_group\\_on\\_allocation\\_system\\_revi](http://www.seamo.ca/policies/01_governance/task_group_on_allocation_system_revi)

## SEAMO RETREAT PROVIDES ADVICE TO SIGNATORIES

The June 04 SEAMO Retreat provided advice to Signatories on matters related to allocation of funds. Several themes emerged in discussion.

- Departments
  - Departmental role contributions to Centre deliverables should not be identical
  - Allocations to departments should be at risk and depend on performance
  - Departmental funding should include holdback remitted on evidence of productivity
  - Practice Plan expectations must match deliverables
  - Practice Plans must tie income to productivity
- Individuals
  - Role descriptions are required for all faculty and should include productivity expectations
  - If productivity does not match role description, roles should be revised
  - Income of individuals should be at risk and depend on performance
- There is a need for improved metrics to measure performance
- All activity should be “learner enhanced” -- Research and patient care are exemplary and should involve learners
- Research must be encouraged and supported as it is critical to an AHSC
  - New researchers need to be nurtured
  - Collaborative research between basic and clinician scientists should be promoted
- Role of Signatories
  - Signatories should meet frequently to define expectations
  - Each Signatory must define the deliverables it requires of SEAMO

## STAFFING UPDATE

The **Department of Emergency Medicine** reports the appointment of three non-GFTs commencing July 01. All three positions are funded from the Department's SEAMO allocation.

In the **Department of Medicine, Division of Endocrinology**, a new fee-for-service GFT has been created. This is a blended position funded through fee-for-service and SEAMO.