

PRINCIPLES TO GUIDE SEAMO

Principles to Guide SEAMO were approved by the Governing Committee at its regular meeting March 04. These principles will be subject to periodic review and amendment by the Governing Committee. All policies and procedures flowing from these principles will be subject to review and approval by the Governing Committee.

1. All principles should protect and enhance the Academic Health Sciences Centre.
2. SEAMO shall be driven by the following values, which are the foundation for principles that guide the organization:
 - a. Integrity
 - b. Respect
 - c. Accountability
 - d. Transparency of process
 - e. Pursuit of excellence
3. The Academic Health Sciences Centre (Hospitals, University and Clinical Teachers) must establish a clear understanding of its needs in all four domains (patient care, education, research, administration & leadership).
4. SEAMO must act as an integrated enterprise. Necessary support for central functions is required.
5. Based on the understanding of needs, the AHSC, in conjunction with the clinical departments, must establish goals for all departments. These goals must take into account the resources available to SEAMO, the Medical School and the Hospitals.
6. In establishing goals for departments, it is understood that the distribution of effort among domains need not be identical for all departments.
7. Funding of departments must be tied to the achievement of departmental goals. This recognizes that all funding, including base funding, is at risk. The corresponding funding to departments must be equitable and transparent, and department practice plan allocation to individuals must be equitable and transparent.
8. SEAMO recognizes the importance of patient care, education, research, and leadership. Departments and individuals will be neither advantaged nor disadvantaged by virtue of their differential roles.
9. Income targets should be set for each specialty, based on market place compensation and productivity of full time physicians in that specialty.
10. Money may flow across departmental boundaries in order to ensure that principles numbers 6 and 7 are upheld.
11. Measures of achievement of departmental goals should be standardized, robust, and based on productivity/outputs in order to ensure that standards of performance are met and are seen to be met.
12. It is the responsibility of departments to distribute roles, workloads and funds to meet the targets for departmental productivity. Targets are to be approved centrally.
13. There must be complete transparency, e.g., transparency in distribution of SEAMO and University funding, performance, goal setting, compensation within departments.
14. There must be fair and equitable dispute resolution mechanisms at the departmental and SEAMO levels.

EXTENSION OF CURRENT FUNDING AGREEMENT

Within days, SEAMO is expected to receive an offer to extend the current funding agreement. This extension will be for an expected one-year period or until the OMA and the Ministry complete negotiation of a new Framework Agreement, whichever comes first. The extension is expected to include additional funding under Phase III for Academic Health Sciences Centres.

The Ministry and OMA expect several amendments to the SEAMO funding agreement in order to access Phase III funding. These may include some modification to the terms of the Governance Agreement. Any such change would require ratification by the five Signatories

and a vote by the GFTs, based on the usual "double two thirds majority" rule.

New funding would include an academic fund and clinical repair fund. These funds would be directed to SEAMO and the SEAMO Governing Committee will develop an allocation strategy for this new money. The Ministry will expect 2006/07 claims submissions to become a base for SEAMO and for Departments. Unless caused by hospital resource issues, any reduction in deliverables, as measured by claim submission, would result in discussions with the Ministry and the possibility for claw back. More information will be provided when the provisions of the extension are known.