

# SEAMO NEWSLETTER

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## Staffing Update

Between June and October, there will be three resignations in **Anaesthesiology** and two recruitments, one to a position approved in 2001 and one to a vacancy.

Using funds from the Department's allocation, **Emergency Medicine** has recruited a new member.

In June, a GFT in **Family Medicine** based at the Rideau Regional Centre retired.

In **Medicine**, replacements in **Cardiology** and **Gastroenterology** commenced this month. There were two resignations, one in **Nephrology** and one in **Neurology**.

Effective this month there has been a resignation and a new replacement in **Ophthalmology**.

There was a resignation in **Paediatrics** in August.

This summer, there were two replacement positions in **Pathology** and a retirement.

**Physical Medicine and Rehabilitation** has had a resignation and a replacement appointment.

## SEAMO/Ministry/OMA Liaison Committee

On August 27, SEAMO, OMA, and Ministry held a meeting of the Joint Liaison Committee (JLC). Of significant interest was the region's difficulties ensuring comprehensive coverage in key medical specialties. It was agreed that representatives of the three parties would meet to identify a process to identify possible solutions and to recommend mechanisms to stabilize the region's medical staffing. The JLC recognized the need to address all aspects of physician service – patient care, education of health professionals, research and provision of leadership in health service.

## Chief Operating Officer

At the September 16 meeting of the Governing Committee, CEO David Walker tabled a draft job description for a Chief Operating Officer for SEAMO. Members of the Governing Committee and others in the SEAMO "community" are invited to provide comments. These should be directed either to SEAMO Chair Frank Norman, [normanf@post.queensu.ca](mailto:normanf@post.queensu.ca), or to Paul Rosenbaum, [rosenbau@post.queensu.ca](mailto:rosenbau@post.queensu.ca). Copies of the draft description are available from the SEAMO office, [seamo@meds.queensu.ca](mailto:seamo@meds.queensu.ca).

## Governance Review

Having received the report on governance and accountability prepared by Dr. Charles Wright, the Governing Committee has reviewed a work plan to address each of Dr. Wright's recommendations. The Governance Review, which was highly positive, is available on the SEAMO website.

## Internal Department Accountability

The Clinical Heads Management Committee has recommended to departments that:

1. Each member of the department will have written annual objectives in relation to the four domains (education, research, service and leadership) that are developed through consultation between the department member and the department/service head
2. The activities and contributions of each member will be measured annually, in a manner that is agreed to by the department members, in relation to the annual objectives
3. An individual's annual compensation will reflect the contribution of each member relative to their annual objectives, as measured through the processes agreed.

## Accountability

Addressing the work of the CEO's Accountability Advisory Committee, Committee Chair Peter Glynn provided the Governing Committee with an update of activities.

- Role descriptions for all clinical departments should be completed and "signed-off" by School of Medicine Council by mid-December.
- Data collection for the core data set is about to begin. To the maximum extent possible, data collection will be centralized.
- SID will provide draft annual reports for all departments and ask departments to review and correct as required.