

## GENERAL ASSEMBLY ORIENTATION Q&As

### Governance Structure

#### **How will Networks communicate? We struggle with this now!**

Networks will be supported by OMA staff in order to facilitate communication.

#### **Priority & Leadership Group (how many members?); Nominations and Appointment Committee (how many members?); Working Groups and the three Panels (how many members?)**

The Priority & Leadership Group will be composed of 125 delegates.

The three Panels include Issues & Policy, Compensation, and Advocacy, and will have seven members each.

The number of Working Groups will be based on the work identified by each priority and will be established by the appropriate Panel(s). The size of Working Groups is determined by the Panels and will not exceed seven people.

The Nominations and Appointment Committee (NAC) will be composed of five members appointed jointly by the General Assembly Steering Committee (GASC) and Governance and Nominating Committee (GNC).

### MIGs

#### **How will the needs of MIGs who are not represented well by other sections be represented in this model? Will you be reaching out to the MIGs?**

Members of MIGs have representation at the General Assembly through their appropriate district, section and fora.

MIGs will be consulted as part of the implementation of the General Assembly. Considerations for intra-disciplinary practice will be part of the prioritization of proposals.

### Northern

#### **How will Northern representation and issues be reflected in the new governance model and General Assembly going forward?**

Based on member feedback, OMA staff will be exploring ways to best address and incorporate the unique needs and perspectives of various constituency groups, notably the North.

The intake and evaluation of proposals for prioritization by the Priority & Leadership Group will also include prompts on considering how regional variation may have an impact.

## Terms

### **Are the currently elected district delegates part of General Assembly for the next two years?**

Currently, elected district delegates are eligible to be appointed to the Priority & Leadership Group, and Panels.

Those roles serve a two-year term under the General Assembly.

If they are no longer holding an elected leadership position due to terming out, not being re-elected, or declining to stand for re-election, they are ineligible to continue on the Priority & Leadership Group or a Panel. These mid-term vacancies would be filled following standardized recruitment and appointment procedures.

### **How does previous Council and OMA experience with term limits impact participation in the new structure?**

Given that the General Assembly structure and roles are new, the Council term limits do not apply. All those in General Assembly roles commence anew, with no accumulated time (zero) with respect to previous terms served.

## Appointments

### **What is the role of Networks in the appointments process? What role do they have in determining diversity in the Priority & Leadership Group?**

Members of the Priority & Leadership Group are recommended by the Constituency's executive and are then finalized by their respective networks.

Networks, composed of each constituency group Chair (section, district, fora), will look at the collective composition and ensure it represents the diversity of the membership as best as possible.

This is not to second guess the choices of groups, but to have important conversations about representation while being future-forward looking.

Working together, the chairs of each group within a Network will come up with ways to address immediate but also more systemic representation gaps. This could include everything from sections putting forward alternate appointees to developing recruitment strategies for future vacancies.

In cases where sections are not able to fill all their positions, the Network will work together to use these vacancies as an interim measure to address identified gaps and needs.

Networks are collaborative bodies with no Chair and are facilitated by staff.

### **Who determines the skills matrix?**

The skills matrix is specific to a position. For example, the Priority & Leadership Group delegate skills matrix will be composed of skills identified in the delegate position description. Each individual district, section or fora may wish to add a specific skill that is best required to represent their constituency group (e.g., How familiar are you with the needs and issues of your constituency group?).

**Would the Nominations and Appointments Committee (NAC) help to advise and guide opportunity to build strengths required for individuals to apply for roles, or would they simply accept or decline position?**

The primary role of NAC is to oversee the appointments process. As part of their work, they will look at candidate pools and identify or recommend individuals to apply for other opportunities to build strengths as part of continuity and succession planning for the future.

**How will individuals for Working Groups and Networks be selected? Will it be by election/skill-based matrix?**

Panels are responsible for establishing and identifying the scope of Working Groups. The Nominations and Appointments Committee supports the Working Group candidate recruitment and appointments process. These appointments will be skills-based for the specific project and will have a skills matrix that reflects both the Working Groups charter and the requirements of the project.

Networks are composed of leaders who are elected directly by OMA members in their respective constituency group.

**Why is there a paradox in representation vs. collaboration? Isn't the key issue getting the best team to manage each issue? Examples include how to deal with surgical wait times may needs surgeons, anesthesiologists, and such, while dealing with patient access requires primary care, psychiatry, and pediatrics. Sorry if this is too simplified.**

The Priority & Leadership Group is meant to be representative of the OMA and its role is to prioritize proposals for the membership. The Panels and Working Groups are not representative and focus on specific skills, experiences, and subject matter expertise to tackle each issue.

**What is the role of third-party evaluator in elections? How will their role be evaluated?**

The third-party recruiter has provided a neutral and external role in recent elections processes. They were selected through an open and competitive procurement process.

In year one, with everything being brand new — from positions to the overall governance structure, the third-party recruiter worked under tight timelines to develop a process that reflected best Board director recruitment practices, OMA's rules and procedures, the recent decisions made by Council, and OMA's unique organizational culture. Based on the successes and opportunities to strengthen the process, the approach will be continually refined. For example, members have expressed a desire for more third-party assessment to be conducted, including during interviews.

The role of the third-party recruiter will be evaluated as part of governance oversight activities by the Nominations and Appointments Committee, as well as OMA staff.

Priorities

**Many of our priorities are being ignored by the people who make final decisions for us—the Ministry of Health (MOH). How do we ensure that our priorities are acted upon by the MOH? (e.g, revise the Schedule of Benefits as one tiny example).**

The willingness of the MOH (or any Ministry) to undertake certain work or reforms is influenced by many factors, including the priorities of elected officials, competing public and stakeholder priorities, the Ministry's capacity to undertake new projects, and the price tag.

The OMA has an aggressive strategy to ensure the government is aware of our priorities. We are in frequent communication with the Ministry. We escalate our advocacy efforts to address specific issues. And we are currently consulting extensively with members and stakeholders as we develop health-care recommendations to shape the health-care agenda leading into the Jun 2, 2022 election.

**Where in the priorities column is a "Good Faith Premium," so that doctors can be paid for "undocumented" patients?**

All members are invited to submit proposals for prioritization by the General Assembly. The proposal intake process will be an online tool where you can identify some of the overarching themes and issues for priorities you may wish to submit.

## Committees

**I just heard that Board will have a mandate/opportunity to appoint various committees, for example, the Relativity Advisory Committee (RAC). How will those committees relate to the rest of the structure, GA, P&L, GA Steering Committee, etc.?**

The Board of Directors has had oversight of committee appointments and that has not changed with governance transformation. Committees will continue to be accountable to the appropriate body as outlined in their charters. Committees can be accountable to the Board or be advisory to the OMA CEO. In some instances, with bi-lateral committees, they are jointly accountable. For example, the Physician Services committee is jointly accountable to the OMA and the Ministry of Health.

With respect to how committees relate to the General Assembly, there is a commitment that the work of committees will not be replicated by the General Assembly.

## GA Meetings & Support

**Will there continue to be support for geographically remote physicians to participate in GA, i.e., travel and time to travel support?**

There will be continued support for members to participate in the General Assembly. This includes honoraria and, as required, compensation for travel.

**For members in Working Groups and Panels etc. if they have lot of reading material and meetings are there adequate compensations for their time?**

The OMA will continue to provide honoraria to members for their involvement in the General Assembly.

**Will more administration help be hired to deal with the groups and assist?**

The bodies of the General Assembly will be assigned OMA staff support.

## Orientation Meeting Materials

**Can we have access to the presentations of today, so that we can explain key elements of the new structure and the appointments process to our constituents?**

Presentations from Dr. Lisa Salamon and Dr. Sohail Gandhi are available, as are the recordings of the afternoon breakout sessions. You can find them [here](#).