

NOAMA NEGOTIATIONS ADVISORY COMMITTEE

Terms of Reference

OBJECTIVE

NOAMA will establish a NOAMA Negotiations Advisory Committee (NNAC), comprised of members both from within and from outside the board, to guide the NOAMA Board on issues on evolving and upcoming negotiations with the Ontario Medical Association (OMA) and Ministry of Health (MOH).

RESPONSIBILITIES

1. Develop, recommend, and advise the NOAMA Board on:
 - a. The strategic framework for negotiations with the Ministry, including the composition of the negotiating team, the role of the Ontario Medical Association in negotiations, and other pertinent negotiation-related issues.
 - b. NOAMA's key interests and objectives to be pursued during negotiations with the Ministry.
2. Prepare for negotiations by:
 - a. Formulating comprehensive negotiating positions for review and approval by the NOAMA Board, ensuring alignment with organizational goals and priorities.
 - b. Conducting a thorough analysis of relevant data, trends, and policies to inform negotiation strategies and tactics.
 - c. Proposing and advocating for effective communication strategies to OMA to convey NOAMA's positions and priorities during negotiations.
3. Execute negotiations by:
 - a. Collaborating closely with the Ontario Medical Association to finalize necessary documentation and submissions pertinent to NOAMA AFP negotiations, ensuring accuracy and compliance with regulatory requirements.
 - b. Providing support to the Ontario Medical Association throughout the negotiation process, including participation in meetings, delivering presentations, and facilitating timely document submissions to advance NOAMA's interests effectively.

AUTHORITY

The NNAC is empowered to:

Support the board with developing a platform for negotiation with each OMA-MOH negotiation cycle.

1. Collaborate with NOAMA AFP signatories to assess the effectiveness of current academic support initiatives funded through AFP and propose strategic enhancements where necessary.
2. Liaise with NOSM U leadership and the Dean to ensure transparent communication and alignment of NOAMA's academic funding priorities with the evolving needs of NOSM U's academic mission.

MEMBERSHIP

1. Membership of the working group shall include the following:
 - a. PCTA President
 - b. One+ Physician Clinical Teachers' Association (PCTA) appointee
 - c. One NOAMA Board appointee
 - d. One NOSM U appointee
 - e. One Hospital appointee

Appointees with experience relevant to negotiations with the OMA are encouraged as their previous roles likely provide them with the insights, skills, and knowledge necessary to support the NNAC. Consideration should be given to clinical faculty appointees possessing involvement or experience in academic medicine. The Chair of the committee will typically be appointed from within the committee membership; however, the Board of Directors reserves the authority to appoint an external chair to strategically enhance negotiation outcomes. The chair would be expected to have negotiation expertise and would be expected to commit the time to participate in negotiations on behalf of the Committee.

The skills-based board approach to the annual PCTA election process will help to ensure that skill set exist within the PCTA executive for the negotiations cycle.

The NOAMA Executive Director will be available to facilitate, support and participate in OMA negotiations and will be responsible for the preparation of documents and presentation materials for negotiation purposes. External consultation will be considered throughout the process.

The term of this committee shall coincide with the negotiation cycle of the OMA, commencing upon the initiative of the negotiations and consulting upon the finalization of agreements or at the discretion of the NOAMA Board.

MEETING SCHEDULE

Meetings shall be scheduled accordingly to ensure alignment with key negotiation milestones and shall continue until the completion of negotiation and resolution of pertinent matters. Meetings will be scheduled at the call of the Chair and will be held virtually.

CONFIDENTIALITY

Committee members shall maintain strict confidentiality regarding sensitive information discussed during meetings.

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Version	Date	Authors/Comments
1.0	Need Date	Original ToR
2.0	2024.03.01	Enhanced responsibility descriptions, revised language