

Overview of Clinical Fellowship Remuneration

Minimum Remuneration Requirement

All clinical fellows must receive total remuneration that meets or exceeds the PGY3 amount set by the [Professional Association of Residents of Ontario \(PARO\)](#), using the most recently posted PARO rate at the time of offer.

- The **employing entity** (i.e., clinical site/practice plan/host hospital) is responsible for ensuring the PGY3 minimum is met.
- The **academic department** submitting the appointment must verify that this requirement has been met prior to submission to the Postgraduate Medical Education (PGME) Office.

Employer Obligations and Benefits

Remuneration refers to the total compensation provided to a fellow for their work, this may include benefits.

Where benefits are provided, they may either:

- **be included within the remuneration amount** to equal the PGY3 minimum, or
- **be provided in addition** to the remuneration amount, resulting in a total that exceeds the PGY3 minimum.

PGME encourages the provision of **benefits on top of the minimum remuneration** as part of a comprehensive package. However, the inclusion, structure, and administration of **benefits are not mandated by PGME** and remain at the discretion of the employing entity.

In all cases, the **total value of remuneration must meet or exceed the PGY3 minimum.**

Employing entities are responsible for complying with all applicable **provincial and federal employment requirements**, including the payment of required employer contributions, fees, and insurances, as applicable.

Part-Time Fellowship Appointments

All part-time fellowship appointments must undergo a review process that includes:

- Approval from the **Vice Chair, Education**, or delegate; and
- Documentation of the rationale for the part-time arrangement as part of the appointment process.

Where approved, remuneration would be **pro-rated according to the approved full-time equivalent (FTE)** by the employing entity.

Funding Sources and Acceptable Arrangements

Externally funded fellows (i.e., funded by external institutions or private companies) must have their remuneration **guaranteed by the employing entity**.

The employing entity must either:

- **accept external funds and distribute** payment directly to the fellow; or
- guarantee the fellow's payment and **assume financial responsibility** if external funding is not received.

Exception: This requirement does not apply to sponsored fellows from countries with a formal training agreement (e.g., Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, UAE). PGME does not engage directly with external funders outside of formal training agreements.

Unacceptable Funding Arrangements

PGME does not accept the following fellowship funding arrangements:

- **Self-funded fellowships:** Arrangements that require a fellow to provide proof of personal funds or attest to participation in an unpaid fellowship.
- **Partially funded fellowships:** Arrangements that rely on a fellow's personal funds to meet the minimum remuneration where external funding falls below the PGY3 level.

These arrangements do not:

- Ensure PGY3 level remuneration, and;
- Clearly identify an accountable employing entity.

PGME's Role

The PGME office reviews all clinical fellowship offers to confirm alignment with minimum remuneration and funding expectations. PGME may be required to provide documentation for compliance with Immigration, Refugees and Citizenship Canada.

PGME's review does not address remuneration above the PGY3 minimum or other employment-related terms. **Oversight is strictly educational and does not create or imply an employment relationship** between the fellow and the University. All employment terms and site-specific remuneration practices beyond these baseline requirements remain the responsibility of the employing entity.