

FELLOWSHIP EDUCATION ADVISORY COMMITTEE  
Minutes of Meeting – May 10, 2023  
8:00 AM to 9:30 AM – Via Zoom

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**Present:**

Dr. Ahmed Al-Awamer, Sarah Bakhit, Olivia Beasley, Samantha Chin, Savannah Clancey, Dr. Jennifer Croke, Tamara Dus (guest), Dr. Meredith Giuliani, Dr. John Granton, Dr. Kevin Higgins, Irina Iovu, Dr. Cheryl Jaigobin, Elizabeth Kim, Natasha Kuzmanov, Mandy Lowe (guest), Joseph Marcus (guest), Veronica Marrone, Maureen Morris, Laura Leigh Murgaski, Kendra Naidoo (guest), Dr. Jia Ng, Dr. Nav Nijhawan, Paula Nixon, Dr. Richard Pittini, Dr. Linda Probyn, Dr. Venkat Raghavan, Shannon Spencer, Dr. Giovanna Sirianni, Violetta Sochka (regrets Dr. Doreen Yee)

**1. Welcome and Minutes**

The meeting was called to order by the Chair, Dr. Cheryl Jaigobin. The minutes from the previous meeting on January 11, 2023, were distributed in advance and accepted without any changes. The motion to pass the minutes was made by Dr. Ahmed Al-Awamer and seconded by Dr. Kevin Higgins.

**2. Introductions**

Dr. Jaigobin asked for introductions as there were new members present at the meeting. Dr. Giuliani introduced Dr. John Granton, the new FEAC Chair and Faculty Lead, Fellowships, as well as Veronica Marrone, Project Manager, Fellowships, who were both welcomed by the committee.

**3. Subspecialty Examination Affiliate Program (SEAP) Process Review**

The circulated briefing note provides transparency on the SEAP, allowing internationally trained physicians to train in their desired subspecialty and become recognized as RCPSC affiliates. Notably, the SEAP does not grant licensure or the ability to practice in Canada but offers a formal attestation of examination completion. It is highly regarded and provides a recognized pathway to higher-tiered positions in various countries. **ACTION:** The committee recommended disseminating the SEAP information through PGME.

**4. Canadian Federal Workers Strike & Potential Immigration Impact Update**

Maureen Morris briefly updated the group on the impact messaging sent out by PGME in April regarding the Public Service Alliance of Canada (PSAC) strike. The strike has ended, and business with IRCC (Immigration, Refugees and Citizenship Canada), including work permit processing, will resume as normal. **ACTION:** No follow up required.

## 5. BPAS for Clinical Fellows – Dr. Linda Probyn

Dr. Linda Probyn presented background information on the Best Practices of Admissions and Selections (BPAS) and the process created for residents. The committee discussed the various entry points for fellows and raised concerns about inconsistencies, potential conflicts and consequences. Dr. Probyn shared a current draft of process standards for fellow selection criteria, focusing on equity, reducing implicit bias, and promoting equity, diversity, and inclusion (EDI). Drs. Giuliani and Granton suggested forming a working group to build upon the current draft and expand the criteria to better include international candidates and their diverse profiles. **ACTION:** Drs. Granton, Probyn, Noone (new Faculty Lead Admissions and Transitions), and Project Manager, Marrone will work to strike a working group from the FEAC membership on best practices for fellowship admissions. This will become a regular agenda item to update FEAC.

## 6. Remuneration Guideline for Clinical Fellows, Cost of Living Vote

Following the discussions from the last FEAC meeting on January 11, 2023, a vote took place to increase the fellow's base salary to PGY3 level, currently \$73,382.59, from the current PGY1 salary of \$62,227.83. The majority motioned for the salary increase. Concerns were raised regarding departmental pushback and funding sources, which will be further discussed in the next meeting. **ACTION:** The FEAC APPROVED the salary increase. This will come to PGMEAC (Postgraduate Medical Education Advisory Committee) in September 2023 for approval. This will begin for contract with an effective date January 1 2025. All contracts should be a 1.0 FTE unless the rationale for <1.0 FTE is reviewed and approved by the departmental VC Education.

## 7. WSIB for Clinical Fellows – Dr. Ahmed Al-Awamer, Natasha Kuzmanov & Dr. Tamara Dus

Dr. Ahmed Al-Awamer discussed the relationship between the Workers Safety Insurance Board (WSIB) and fellows, providing examples of employer liability and current practices at UHN (University Health Network). Areas identified for improvement included the need for a point of contact, better communication, and concerns regarding coverage requirements. The primary challenge lies in determining responsibility, given the presence of varied and nuanced funding sources. According to the general WSIB rule, the employer responsible for funding is accountable for worker's insurance. It was highlighted that approximately 30% of fellows lack insurance, placing the liability on the training sites. Dr. Giuliani stressed the importance of joint efforts from both the hospital and the University in this area. FEAC expresses support for the decision to establish best practices concerning WSIB. **ACTION:** UHN has taken a lead on this issue and PGME will serve in a supporting role to facilitate a solution.

## 8. Additional Business

Dr. Giuliani expressed gratitude to Dr. Cheryl Jaigobin for her dedication and work as FEAC Chair and welcomed Dr. John Granton as the new Faculty Lead for Fellowships. Dr. Granton proposed reviewing the cadence of meetings and timing for the new academic year.

The next meeting is scheduled for **Wednesday, September 27th, 2023.**