

# Postgraduate Medical Education Advisory Committee

## Fellowship Updates

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**THURSDAY, JANUARY 29, 2026**

# ***Agenda Items:***

**For Awareness & Dissemination:** *Overview of Clinical Fellowship Remuneration*

**For Review:** *The University Standards, Governance and Oversight for Clinical Fellowship Education*

## **Motion to Retire:**

- *The Role of the University in Clinical Fellowship Education (2018)*
- *Clinical Fellowship Offer Letters: Guidelines & Exemplars (2017)*
- *Guidelines for the Remuneration of Clinical Fellows (2018)*



# *Overview of Clinical Fellowship Remuneration*

## **Purpose & Context**

- Broad communication issued on January 22
  - SENT TO: All Clinical Chairs, Vice Chairs Education, Fellowship Directors, Fellowship Administrators, Business Managers
  - cc: PGME Staff, PGMEAC, HUEC, FEAC
- Reminder and consolidation of existing remuneration requirements
- Shared as a single Overview to support clarity, consistency, and compliance

## **Why?**

- Reduce variability in how remuneration requirements are understood
- Clarify roles and responsibilities across departments, sites and employing entities
- Respond to the need for a clear, shared reference point



# ***Overview of Clinical Fellowship Remuneration***

## **Common Areas of Confusion:**

- **Remuneration** is the total compensation for work performed
  - May include benefits, or
  - Benefits may be provided in addition
- **Additional requirements and clarifications:**
  - Part-time fellowships require Vice Chair, Education approval & pro-rated FTE
  - Externally funded fellows must have payment guaranteed by the employing entity
  - Self-funded or partially funded fellowships do not meet minimum requirements

## **Call To Action:**

- Please share this Overview within your departments
- Inform fellowship supervisors in your divisions
- Reinforce adherence to minimum requirements



# ***University Standards, Governance and Oversight for Clinical Fellowship Education***

## **From Guidance to Governance**

This is a single directive University governance framework that:

- **Establishes consistent minimum educational standards**
- **Defines roles and responsibilities across the system**
- **Operationalizes the University's educational role**
- **Supports consistent application and equity across departments and sites**

### **It does not:**

- Create an employment relationship
- Replace hospital/site, regulatory, or institutional requirements
- Prescribe procedural detail



# ***University Standards, Governance and Oversight for Clinical Fellowship Education***

## **Governance, Not Procedure**

Foundational companion to the standardized Educational Offer Letter Template

- Compliments the Guidelines for Educational Responsibilities in Clinical Fellowships (GER):
  - Remains the procedural authority &
  - Governs execution: supervision, assessment, remediation, appeals
- Sits alongside:
  - Regulatory bodies
  - Clinical site requirements
  - Institutional policies

## **How?**

- Clearly separates structure from operational execution
- Sets baselines and expectations to be followed by all Clinical Fellowships



# ***University Standards, Governance and Oversight for Clinical Fellowship Education***

## **Whats New? Admissions & Selection**

- Minimum baseline qualifications established:
  - MD (or equivalent)
  - Relevant specialty certification
  - Interview required
    - Language proficiency (ideally determined via interview process)
- Key clarification:
  - Interviews are supervisor-led, reflecting departmental oversight limitations



# ***University Standards, Governance and Oversight for Clinical Fellowship Education***

## **Whats New? Dual-Letter Framework**

Two distinct letters, two distinct relationships:

- **Educational Offer Letter (University)**
  - Academic appointment
  - Supervision and evaluation
  - Educational scope, goals, and expectations
  - May identify the employer/remuneration for confirmation only (e.g., IRCC)
- **Employment Offer Letter (Employing Entity)**
  - Employment terms and remuneration details
  - Sole responsibility of the employing entity



# ***University Standards, Governance and Oversight for Clinical Fellowship Education***

## **Whats New? Defined Roles**

All fellowships must **clearly identify**:

- Fellowship term, scope and evaluation framework
- Clinical duties and scope of clinical training
- Clinical site(s) for training; including a primary site responsible for the fellow
- Employing entity responsible for employment and remuneration
- Hosting academic department responsible eligibility and appointment of the fellow
- Accurate certificate information in the LOO



# ***University Standards, Governance and Oversight for Clinical Fellowship Education***

## **Next Steps:**

- Released alongside the standardized Educational Offer Letter template
  - Template draft in final stages of revision
  - PGMEAC and FEAC feedback to be incorporated prior to finalization
- Targeted rollout: Spring

## **Call To Action:**

- Review the Guideline up until Friday, February 27<sup>th</sup>, 2026
- Provide feedback to support:
  - Return to FEAC for final approval in March
  - Final review by this committee in April



# Questions & Discussion