

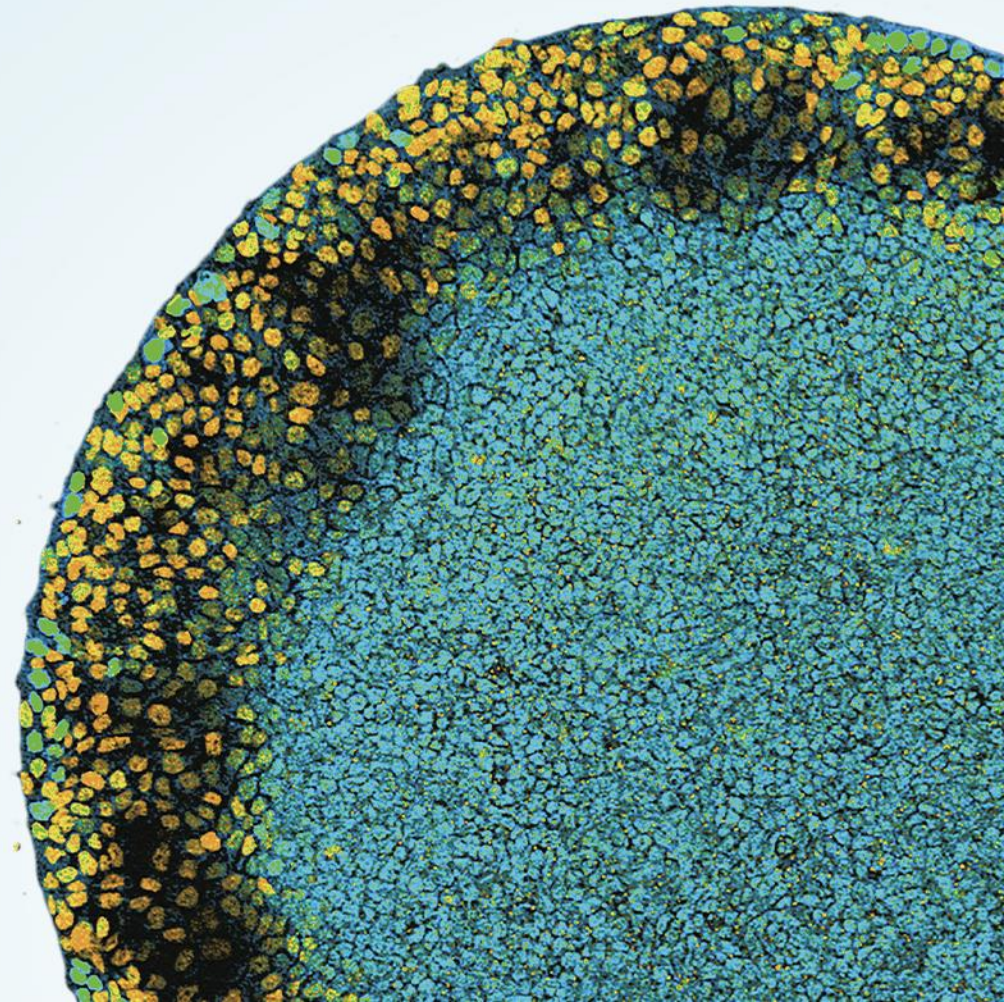
Temerty
Medicine

FELLOWSHIP UPDATE

JANUARY 2024



TEMERTY FACULTY OF MEDICINE
UNIVERSITY OF TORONTO



Summary of Remuneration Changes:

On behalf of the Fellowship Education Advisory Committee (FEAC), we would like to remind you of significant changes to the fellowship structure at the University of Toronto, effective January 1, 2025. These adjustments aim to enhance the fellowship experience, ensuring transparency, consistency, and fairness across all programs.

Key Changes:

1. Minimum Compensation Adjustment: Clinical fellows' minimum compensation will align with the PGY3 level, reflecting a re-evaluation to address evolving roles, responsibilities, and living costs in Toronto.

2. Part-Time Contracts Review: Part-time contracts will now undergo a review process, requiring approval from the Vice Chair, Education, or their delegate, ensuring rationale is provided.

Frequently Asked Questions (FAQ) Document

Changes to Fellowship Remuneration: Frequently Asked Questions

- 1. Does this include fellows who will be starting their fellowship before January 1, 2025?**
We recommend, but do not require, that fellows' compensation be increased before January 1, 2025.
- 2. Does the recommended compensation include benefits?**
We encourage the inclusion of benefits on top of the minimum compensation for a comprehensive compensation package, although it is not mandatory.
- 3. Does the recommended compensation include WSIB deductions?**
[WSIB contributions](#) are the employer's responsibility and should be considered in addition to the required minimum compensation.
- 4. Is it a requirement to include the source of funding in the letter of appointment?**
Yes, including the source of funding is mandatory in the letter of appointment.



Post Strategic Retreat Priorities:

Orientation for fellows in February, July, September

Onboarding Packages for Fellows, FD's & Admins to be paired with Q&As throughout the year

Standardized Offer Letters recommendations on benefits, leaves & WSIB

BPAS for Fellows in tandem with BPAS 2.0

Community Building efforts to connect across departments

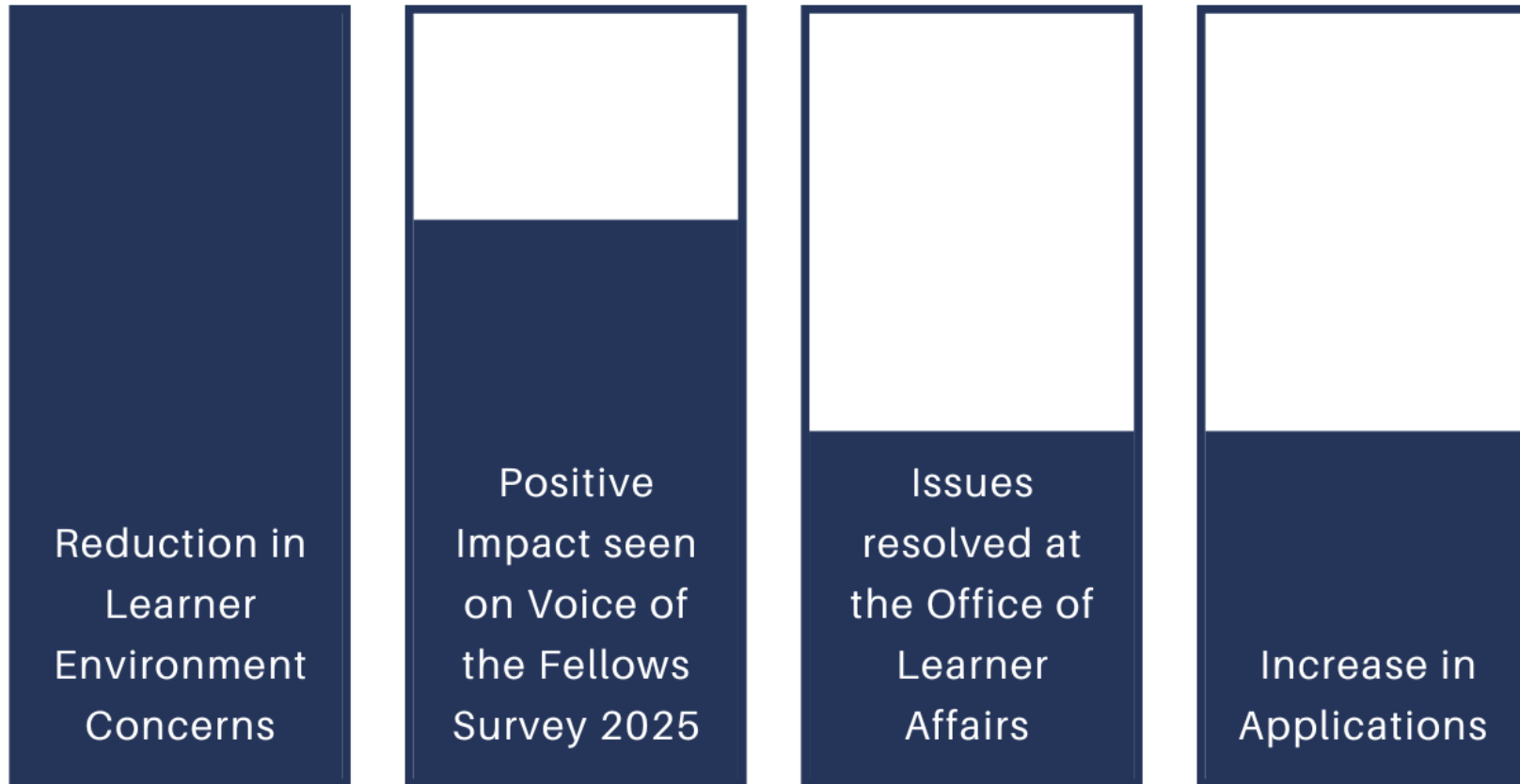
Set of shared values to be established by FEAC as guiding principles

Fellowship Directory non-confidential version



Metrics for Success Moving Forward:

Taken from the Post Strategic Retreat Feedback



Fostering Collaboration and Professional Growth

SAVE THE DATE

All Fellowship Directors Meeting

Join us for an all Fellowship Directors Meeting, a day dedicated to enhancing collaboration, sharing knowledge, and fostering growth within our fellowship community.

Date: Friday, May 10th, 2024

Time: 9:00 am - 1:00 pm

Location: TBD



You are cordially invited to a reception
welcoming all new fellows to

Temerty Medicine

Wednesday, February 28, 2024 | 5:00 – 7:00 pm

Remarks begin at 5:15 pm

Massey College | Junior Common Room

[4 Devonshire Place](#) | Toronto, ON | M5S 2E1

[Please RSVP here](#)

Please contact us at pgme.events@utoronto.ca with any questions.

Process Advisory Group: Standardizing Fellow Offer Letters

Objective: Moving toward standardization for January 2025

Components of Standardization:

Reviewing and revising the Educational Offer Letter to ensure clarity and consistency across all departments.

Benefits:

Create transparency for fellows and sites and ensure fair contract terms.

Streamlined administrative processes to simplify contract development for the program and processing for PGME.

Considerations:

Maintain flexibility while standardizing to accommodate funding models & program needs.

Gather stakeholder feedback and collaborate on solutions with the FEAC working group.







UHN Transitions Program Pilot in Collaboration with the University of Toronto

Duration: March 1st – April 12th

Target Audience: International Medical Graduates entering Clinical Fellowships

Objectives:

- 1. Building Capacity & Knowledge:** Equip fellows with the essential knowledge for transitioning to Canadian training.
- 2. Networking Opportunities for Fellows:** Facilitate connections with peers and experienced faculty.
- 3. Community Building:** Establish a supportive community of practice for fellows.

Thank you

Dr. John Granton, Faculty Lead, Fellowships

Veronica Marrone, Project Manager, Fellowships