
Fellowship Remuneration – SBAR

Situation

The current recommendation that the minimum fellowship compensation be set at the PGY1 level, does not reflect the level of training or responsibilities of fellows; nor has it kept pace with inflation or cost of living in Toronto. In addition, compensation below a full-time position (1.0FTE) may provide financial stress/harm to fellows.

Background

In 2011 FEAC recommended that the minimum compensation for a fellow be anchored to the PGY1 level. There are several reasons to review this level of funding and advocate for an increase in the minimum recommended compensation.

- 1) Fellows are often senior physicians, having completed their base training and come to the University of Toronto to engage in subspecialty training and/or obtain a specific skill or knowledge during their fellowship.
- 2) PGME attests that fellows are compensated commensurate with a Canadian performing the same duties in the same location of work.
- 3) Fellows commonly assume a senior role in the care of patients and supervise / teach junior residents and other learners.
- 4) The cost of living in Toronto has increased since our initial recommendation in 2011 to anchor to a PGY1 level. In 2011 the cost of living of a single adult for the first year of fellowship was \$34,987 compared to \$54,550 in 2022. The cost of living for a family of 4 for the first year of fellowship was \$62,994 compared to \$114,933 in 2022.

Assessment

The current anchoring of minimum compensation for fellows does not align with a fellow's level of experience or responsibilities and has not kept pace with the cost of living in Toronto. PGME also recognizes that some fellowship programs have entered into contracts with fellows for a part time (less than 1 FTE) position. A less than 1 FTE time commitment is usually not justified based on the responsibilities outlined in their contracts.

Recommendations

- 1) Fellows have typically completed a minimum of 2 years of postgraduate training. **At a minimum** fellows should receive a compensation commensurate with a PGY3 training in the province of Ontario. The annual increase in compensation is determined by [the PARO-OTH collective agreement](#). As such this level of compensation will be adjusted based on changes to the collective agreement for PGY3 residents.
- 2) PGME and FEAC will audit contracts across all fellowships. This data will be fed back to Chairs and Vice Chairs of Education.
- 3) All contracts that are based on less than a 1 FTE position (part-time) must have the rationale for this reviewed and signed off by the Vice Chair, Education or their delegate.