

## **Fellowship Education Advisory Committee Guidelines for the Remuneration of Clinical Fellows**

Beginning September 2010, Citizenship and Immigration Canada (CIC) waived the requirement for the issuance of a positive or neutral Labour Market Impact Assessment (LMIA) for foreign national medical residents and fellows, prior to the issuance of a work permit to a foreign national seeking to occupy one of these positions in Canada.

In place of the LMIA, the PGME Office must provide appointees with a CIC approved letter of employment that includes the following statement:

*The foreign national receiving remuneration as a medical resident, clinical fellow or research fellow is being remunerated at a rate commensurate with that of a Canadian performing the same duties in the same location of work as the foreign national.*

Because of the variety of fellowships that the Faculty of Medicine offers in its affiliated hospitals, as well as the variation in fellowship responsibilities, skill level and educational objectives, there is no established standard for the remuneration of clinical fellows.

The Fellowship Education Advisory Committee (FEAC) recommends that, for all clinical fellows, including foreign nationals ("visa trainees") with non-departmental funding, departments consider whether the proposed funding arrangement would be acceptable for a Canadian in the same fellowship position.

In view of the advanced level of training that a clinical fellowship represents, the FEAC recommends the remuneration of clinical fellows at a rate at least equal to that of a PGY1 trainee ([http://www.myparo.ca/PARO-CAHO\\_Agreement#Annual%20Salary%20Scale](http://www.myparo.ca/PARO-CAHO_Agreement#Annual%20Salary%20Scale)) and urges departmental review of all funding arrangements that do not meet this threshold.

The FEAC also recommends that departments consider the impact on clinical fellows of the cost of living in Toronto. The accompanying tables identify estimated first-year expenses for a visa trainee (Appendix 1) and for a visa trainee with an accompanying spouse and two children (Appendix 2).

## Appendix 1

### Estimated cost of living for a single adult in Toronto, for the first year of a clinical fellowship

The following table (December 2014) is an estimate of basic living expenses for a single adult (international clinical fellow, first year) in Toronto:

First Year Expense	Amount	Rationale/Source
Canadian Embassy Work Permit Application Fees	\$ 255	Temporary Resident Visa , Work Permit
PGME Visa Processing Fee	150	One-time fee, unless fellowship renewal requested at a later date
One-Way Flight to Canada	1,350	Dubai – Toronto - Dubai; Source: British Airways
CPSO Fees	476	Non-refundable Application Fee = \$162, Membership Fee = \$314
CPIC Requirement Criminal Record Check	20	CPSO requirement Online application with the Toronto Police Service
Source Verification of Medical Degree (physiciansapply.ca)	405	CPSO requirement. Account Fee = \$260, Medical Document Fee = \$145 for each medical credential document submitted for source verification.
CMPA Annual Premium	2,316	Clinical Fellow monthly rate = \$193
UHIP	162	Single 3-month rate until OHIP coverage
PGME Registration Fee	700	Annual fee (pro-rated)
Conferences, symposia, other educational activities	1,500	Estimated cost of fellowship-related educational activities outside of PGME enrolment
TTC Metropass - Annual	1,605	Monthly rate = \$133.75
Rent - 1 Bedroom Apartment	15,600	Monthly rate = \$1,300 average, Source: Re/Max, U of T Centre for International Experience (CIE)
Telephone + Internet (including Long Distance)	1,536	\$45 Phone (basic), \$45 Internet (basic), \$38 Cable (basic); Source: Rogers
Food	5,500	Source: U of T (CIE)
Clothing	2,500	Source: U of T (CIE)
Miscellaneous Expenses	4,000	Source: U of T (CIE) (Includes laundry, entertainment, supplies)

**TOTAL ANNUAL EXPENSES <sup>1</sup>                      \$ 38,075**

<sup>1</sup> Fellows receiving remuneration from Canadian sources should consult Canada Revenue Agency (<http://www.cra-arc.gc.ca>) regarding the taxable status of their remuneration

## Appendix 2

### **Estimated cost of living for a single adult and three accompanying family members in Toronto, for the first year of a clinical fellowship**

The following table (December 2014) is an estimate of basic living expenses for a single adult (international clinical fellow, first year) in Toronto with an accompanying spouse and two children:

First Year Expense	Amount	Rationale/Source
Canadian Embassy Work Permit Application Fees	<b>\$555</b>	Temporary Resident Visa , Work Permit, plus accompanying family members (\$100 x 3)
PGME Visa Processing Fee	<b>150</b>	One-time fee, unless fellowship renewal requested at a later date
One-Way Flight to Canada <sup>2</sup>	<b>4,430</b>	Average \$4,430/one-way, Dubai– Toronto; Source: British Airways
CPSO Fees	<b>476</b>	Non-refundable Application Fee = \$162, Membership Fee = \$314
CPIC Requirement Criminal Record Check	<b>20</b>	CPSO requirement Online application with Toronto Police Service
Source Verification of Medical Degree (physiciansapply.ca) <sup>3</sup>	<b>405</b>	CPSO requirement. Account Fee = \$260, Medical Document Fee = \$145 for each medical credential document submitted for source verification
CMPA Annual Premium	<b>2,316</b>	Clinical Fellow monthly rate = \$193
UHIP	<b>486</b>	Family 3-month rate until OHIP coverage
PGME Registration Fee	<b>700</b>	Annual fee (pro-rated)
Conferences, symposia, other educational activities	<b>1,500</b>	Estimated cost of fellowship-related educational activities outside of PGME enrolment
TTC Metropass - Annual	<b>2,390</b>	Monthly rate = \$133.75, Weekly pass = \$39.25(20 weeks)
Rent - 2 Bedroom Apartment	<b>19,800</b>	Monthly rate = \$1,650 average, Source: Re/Max
Child Care <sup>1</sup>	<b>13,800</b>	Monthly rate = \$1,150 average (1 child); Source: City of Toronto
Telephone + Internet (including Long Distance)	<b>1,956</b>	\$80 Phone (basic), \$45 Internet (basic), \$38 Cable (basic); Source: Rogers
Food <sup>1</sup>	<b>7,200</b>	Monthly rate = \$600 average, Source: City of Toronto
Clothing <sup>1</sup>	<b>4,000</b>	One-time outlay for winter clothing
Miscellaneous Expenses <sup>1</sup>	<b>5,500</b>	Includes laundry, entertainment, supplies

**TOTAL ANNUAL EXPENSES <sup>4</sup>                      \$ 65,684**

<sup>2</sup> Please note that estimated expense may vary depending on the age of the children.

<sup>3</sup> Expense may vary depending on number of documents (e.g. translations) required.

<sup>4</sup> Fellows receiving remuneration from Canadian sources should consult Canada Revenue Agency (<http://www.cra-arc.gc.ca>) regarding the taxable status of their remuneration.