

Internationally Sponsored Trainees and Remuneration Requirements for All Visa Trainees

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Overview

- **Sponsoring Agencies**
 - ✓ Background/historic relationships
 - ✓ Countries currently with agreements
 - ✓ Terms of the agreement
 - ✓ Immigration, Refugees and Citizenship Canada (IRCC): Remuneration

- **Application process**
 - ✓ Sponsored Trainee Application Registry (STAR)
 - ✓ Deadlines
 - ✓ Offers

- **PGME Registration**
 - ✓ Processing timeline
 - ✓ Touchstone Orientation
 - ✓ Leaves of absence
 - ✓ In-Training Evaluation Reports
 - ✓ Trainees in academic difficulty



Postgraduate Medical Training Agreements: Background

- Why are they necessary for international applicants?
 - ✓ Residency training requires compliance with the PARO-CAHO Agreement, including remuneration
 - ✓ MOHLTC policy (1993) confirmed acceptable sources of funding for international residency trainees, and was followed by the categories of acceptable funding of the Pools Framework (2013) of COFM and MOHLTC
- Agreements are with Governing Council of The University of Toronto, signed by the Dean, Faculty of Medicine, and the Vice Dean Post MD Education



Postgraduate Medical Training Agreements: Longstanding Relationships

- Kingdom of Saudi Arabia - the first PGME trainees from Saudi Arabia entered residency training at UofT in 1981
- State of Kuwait -the first PGME trainee from Kuwait entered residency training at UofT in 1987
- Sultanate of Oman - the first PGME trainee from Oman entered residency training at UofT in 1997

Postgraduate Medical Training Agreements: Agreements Currently in Place

- Postgraduate training agreements are currently in place with sponsoring agencies in the following countries:

Bahrain, Brunei Darussalam, Dominica, Kuwait, Libya, Oman, Qatar, Saudi Arabia, and United Arab Emirates

- Updated list accessible on PGME website at

<http://pg.postmd.utoronto.ca/applicants/apply-for-residency-training/>



Postgraduate Medical Training Agreement: Content of the Agreement

- Guarantees fair consideration for qualified applicants
- Does not guarantee positions
- Covers residency and fellowship training
- Ensures sponsoring agency compliance with the requirements of the PARO-CAHO Agreement
- Annual academic fee (total fee may be affected by remediation that extends the duration of training)
- Requires PGME to provide the sponsoring agency with evaluation data for trainees on a semi-annual basis
- Covers return of sponsored trainees to their country of origin at the end of training



Immigration, Refugees and Citizenship Canada (IRCC): Trainee Remuneration

- Postgraduate medical trainees are exempt from the Labour Market Impact Assessment (LMIA) requirement through the International Mobility Program of IRCC
- Remuneration requirements apply: remuneration of the trainee must be commensurate with that of a Canadian performing the same duties in the same location of work
- Remuneration of residency trainees, including that of international electives, must conform to the PARO-CAHO salary scale www.myparo.ca/Contract/PARO-CAHO_Agreement
- Rate of remuneration of clinical fellows can vary from one fellowship to another



Immigration, Refugees and Citizenship Canada (IRCC): Employer Compliance

- PGME pays the employer compliance fee of \$230 per work permit application
- The employer compliance fee funds IRCC audits to ensure that employers comply with requirements of the Immigration and Refugee Protection Act (IRPA)
- Non-compliance can lead to bans on hiring foreign workers and administrative monetary penalties up to \$100,000



Application Process for Internationally Sponsored Medical Graduates

- Postgraduate agreement must be in place between the University and the international sponsoring agency before PGME can process an application
- International doctors with sponsorship apply online via the University's Sponsored Trainee Application Registry (STAR)
- Eligibility requirements (e.g. MCCEE, TOEFL iBT)
- A competitive process: programs and their respective Program Directors make all admissions decisions



Application Process: From Start...

- Applicants connect with the appropriate funding agency for pre-approval
- Academic assessor at the agency creates an application profile on STAR. The applicant receives log in credentials to complete the request
- Applications on STAR must include a sponsorship guarantee
- PGME reviews each application for qualifications and completeness before submitting to the applicant's desired program
- Programs who receive a large number of applications each year access the application on STAR
- Smaller programs will receive an application by email



Application Process: ...To Finish

- Applications on STAR are monitored by the applicant and their academic assessor as PGME is required to update the status of all applicants as it becomes known
- Programs should keep PGME up-to-date with any news regarding an applicant. Please copy the Application Coordinator (Jessica Fillion: jessica.fillion@utoronto.ca) on interviews/offers/declines
- PGME provides a “Post Offer” letter to successful candidates for sponsorship purposes

Application Process: Deadlines

PGME has established annual deadlines for the below training programs to ensure PDs have access to consider applications 12-18 months in advance.

- Direct-entry residency programs (PGY1): July 10th of each year
- Subspecialty residency programs (PGY4-7+): August 1st of each year
 - Paediatrics: March 1st of each year
- Subspecialty fellowship programs (general clinical fellowship training in subspecialty): August 1st of each year
 - Paediatrics: March 1st of each year

Specialized clinical fellowships applications are submitted for consideration throughout the year as deadlines vary and are determined by individual fellowship programs



PGME Registration: Processing Timeline

Recommended Timeline for Direct-Entry Residency applications:

- Application Deadline: July 10th of each year
- Interviews & Offers: Between September and October
- Appointment with PGME: End of October or earlier
 - *Appointment should be submitted to PGME 8-9 months ahead of PGY1 start date*
- PEAP Start Date: 4-12 weeks before July 1st (e.g.: April)
- PGY1 start date: July 1st

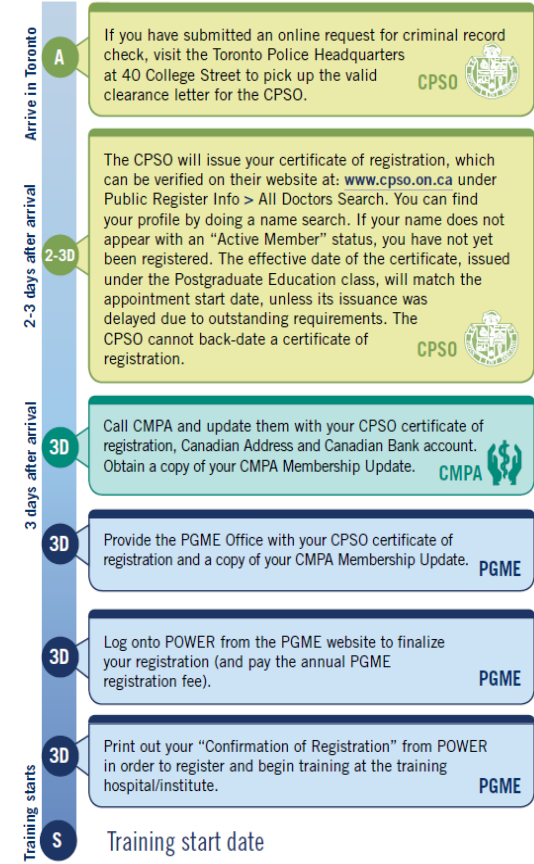
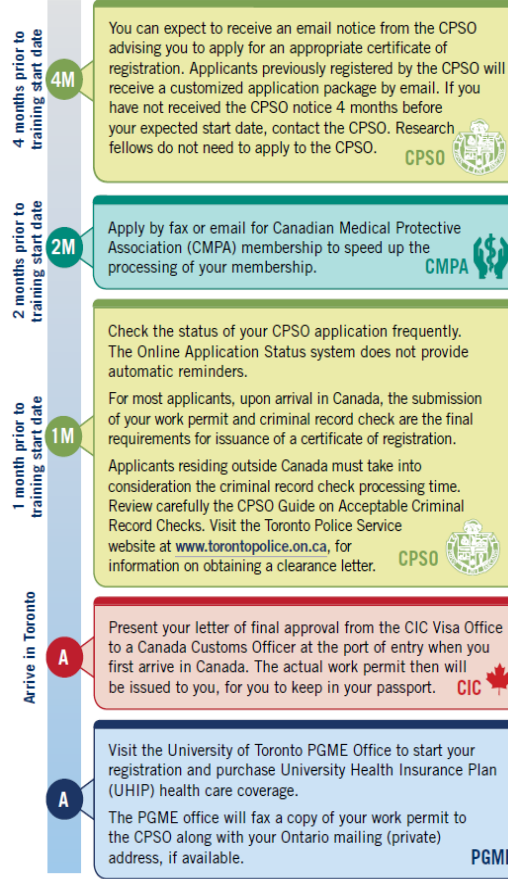
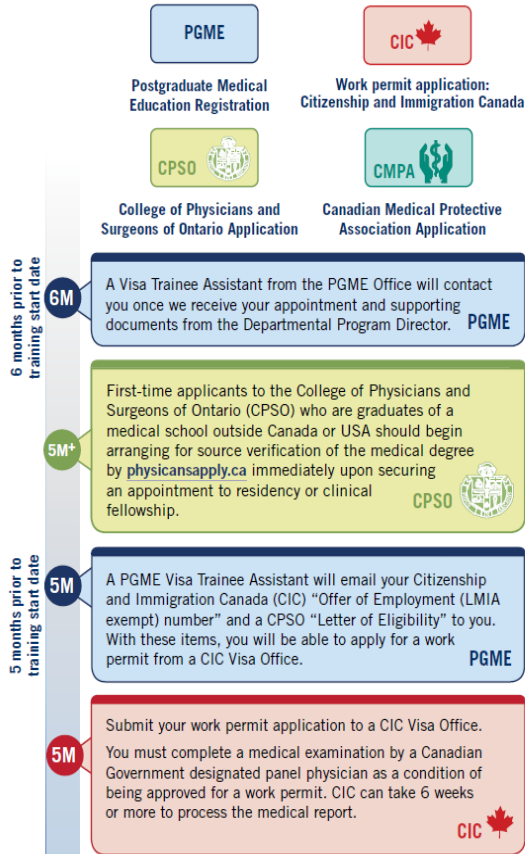
Recommended Timeline for Fellowship applications:

- Appointment Paperwork to PGME: End of December or earlier
 - *Appointment should be submitted to PGME 6 months ahead of start date*



Registration Timeline

Registration Timeline



PGME Registration: Processing Considerations

- For a comprehensive breakdown of the PGME registration timeline, please refer to the Orientation booklet on our website at:

<http://pg.postmd.utoronto.ca/current-trainees/before-starting-a-new-training-session/resources-for-new-trainees/>

- The late submission of an appointment may have a negative impact on the sponsored trainee and their financial support
- Sponsored trainees wishing to extend their training as a fellow (reappointment), should communicate their intentions with their sponsor as soon as possible. The process for obtaining approval can be lengthy and if a request is submitted too late it may negatively impact the trainee and program



PGME Registration

Prior to the start of training as a PGY1, new IMGs entering residency training are expected to complete the following assessment/preparatory programs:

Mandatory:

- The Pre-Entry Assessment Program (PEAP) is a 4-12 week assessment period which takes place prior to the start of training as a PGY1. Programs typically schedule the PEAP in April or May for a July 1st PGY1 start date

Optional:

Touchstone's Canadian Medicine Primer (CMP):

- An orientation which is designed to take place prior to the PEAP. PGME will make arrangements with programs at the time of each offer

Fellows are also required to complete a PEAP and are strongly encouraged to enroll in the CMP.



Reporting

- Sponsored trainee's should discuss any proposed leaves with their respective sponsoring agency in advance

- PGME is responsible for reporting any and all changes to a trainee's registration. This includes:
 - Medical leave
 - Personal/compassionate leave
 - Maternity leave
 - Maternity leaves may be approved up to 90 days as paid. Any time in addition to this should be approved by the sponsor
 - Paternity leave
 - Paternity leaves are approved on a case by case basis and generally up to 14 days as paid



Reporting (continued)

- PGME is required to report when trainee's return to their program after a leave
- Time taken off which will affect the doctor's training end date is not encouraged and should be discussed with the sponsor prior to making arrangements
- In-Training Evaluation Reports
 - Semi-annual (due January and July of each year)
- Trainees in academic difficulty
 - Resident: Remediation/Board of Examiners
 - Fellow: Consultation with PGME/tailored fellowship

