Western University Fellowship Education Committee
Fellowship Remuneration Policy

Postgraduate fellowship training responsibilities, skill level and educational objectives vary widely among clinical Departments. In view of the advanced level of training that a clinical fellowship represents, the Fellowship Education Committee (FEC) has set the minimum annual salary for fellowship training at $40,000CAD, and encourages departments to provide remuneration of clinical fellows at a rate at least equal to that of a PGY1 trainee.

The appointment of unfunded or self-funded clinical fellows is prohibited with the exception of fellows who are eligible for an Independent or Restricted class license allowing them to bill the Ministry of Health and Long Term Care for services provided. The program must provide the fellow with a clear plan of how locums will be completed, and provide information on moonlighting availability. The remunerative work must be accommodated within the fellow's work schedule, and must not be assigned outside of the fellowship duties with the expectation that the fellow will pick up remunerative work outside of the full-time fellowship.

A non-sponsored clinical fellow may receive their salary from a source in their home country such as a hospital, university or government agency. They must provide evidence of their funding to the program, in the form of a document from their funding source, signed and on letterhead, confirming that funding will be provided, the duration of funding, and annual salary in CAD. International clinical fellows may not be privately funded, including from their own personal savings, spouse, or family members.

As of September 2010, Immigration, Refugees and Citizenship Canada (IRCC) 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 an IRCC 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.

The FEC recommends that, for all clinical fellows, including international fellows with non-departmental funding, departments consider whether the proposed funding arrangement would be acceptable for a Canadian in the same fellowship position.