

SELF-FUNDING & UNFUNDED FELLOWS

Policy Statement

The Postgraduate Medical Education Committee agrees that clinical fellows must be funded appropriately. It is not appropriate that a trainee be working without proper remuneration for his/her services. It is thought that this policy protects the trainee but also maintains a fair and equitable working environment for trainees.

Self-funding is acceptable provided that the clinical fellowship is educationally driven and the goals and objectives and methods of evaluation have been clearly defined and agreed to. All fellowship objectives require the approval of the program director and the Postgraduate Dean

Background

At McMaster, clinical fellows cannot be unfunded. The Postgraduate Medical Education Office requires a funding source and the amount of funding should be, at least, around the current PGY1 salary (\$55,853 as of July 1 2015), in order that the trainee be able to support him/herself and the costs related to fellowship training (licensure, malpractice, health insurance, etc.)

This policy dates back to 1970's and was reviewed again at the January 2007 Postgraduate Medical Education committee. The rationale was that no one should work for free as it provides for an unhealthy working environment that fosters ill feelings between colleagues.

This is a McMaster policy and some schools do allow "unfunded" clinical fellows. Self-funding is considered acceptable, provided that the fellowship is educationally based and is being evaluated appropriately. The fellowship cannot be service driven.

Definitions for Purposes of this Document

Self-funding

- Where an individual is funding their own education through their own clinical activity.

Unfunded

- Where an individual is not receiving remuneration for their work i.e., the individual is being supported by their husband, uncle, etc.