



FHSD Guidance on remuneration for postdoctoral fellows:

FHSD encourages Principal Investigator's to use the following guidance when making decisions recruiting and compensating postdoctoral fellows (PDFs).

- FHSD values equity, fairness and transparency, especially for non-unionized research trainees who may experience a power imbalance with their supervisor.
- FHSD recognizes the skills and education required to become a PDF, and is grateful for PDF's contributions to research in the Faculty.
- FHSD acknowledge the Federal decision (April 2024) to increase the tri-agency funding of PDFs to \$70,000 (CAD), but recognise that tri-agency post-doctoral fellowships are extremely competitive and that this level of funding will not likely become the standard.
- Based on these considerations, the FHSD Research and Graduate Training Committee recommends all PDFs receive a minimum salary equivalent to **\$55,000 (CAD)** per year for a 1.0FTE (100% full time employment).
- This salary may come from a variety of sources, including from awards/fellowships, teaching appointments*, or supervisor grants.
- Postdoctoral fellows are also eligible for UBC benefits (the funding of which needs to be considered and agreed (with the Dean) before the appointment is made). More information can be found on the [UBC HR website](#).
- Postdoctoral fellows are entitled to 2 weeks' paid annual vacation time, as per the BC [Employment Standard's Act](#).
- The FHSD ask supervisors to also consider not routinely exceeding \$90,000 (CAD) for a PDF salary, salaries beyond this – especially if they are not paid through awards/fellowships secured by the PDF raise the potential of significant inequities across PDF colleagues.
- Please direct questions to the FHSD Associate Dean of Research or the FHSD Research Finance Manager

*If teaching appointments contribute to the salary package, this should be explicitly agreed in writing with the PDF prior to starting the position, and expectations regarding the % of time spent on teaching vs. time spent on research should be agreed.