

Canadian Council of Professional Psychology Programs (CCPPP):

Residency finances survey 2022

November 30th, 2022

CCPPP Residency Finances Working Group¹

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Summary

This project was initiated by the Canadian Council of Professional Psychology Programs/Conseil canadien des programmes de psychologie professionnelle (CCPPP). A committee of six current and incoming residents with Dr. Brad Hallam, CCPPP Member at Large, designed a brief survey to explore psychology resident finances and impacts of their salaries during the 2021 - 2022 residency year. The response rate to our survey was over 90% (N=159). The respondents made a total of 420 qualitative comments. There was a clear and consistent message: most respondents (93%; n=133) indicated that their residency salaries do not meet their basic needs.

To afford rent, food, daycare, and other necessities, respondents reported they had to rely on extra sources of financial support in addition to their residency salary. This included loans, credit cards and lines of credit, savings, partner's salary, a second job, external scholarships, and living with family. Many respondents reported they had to take on significant debt during residency, on top of their graduate student debt.

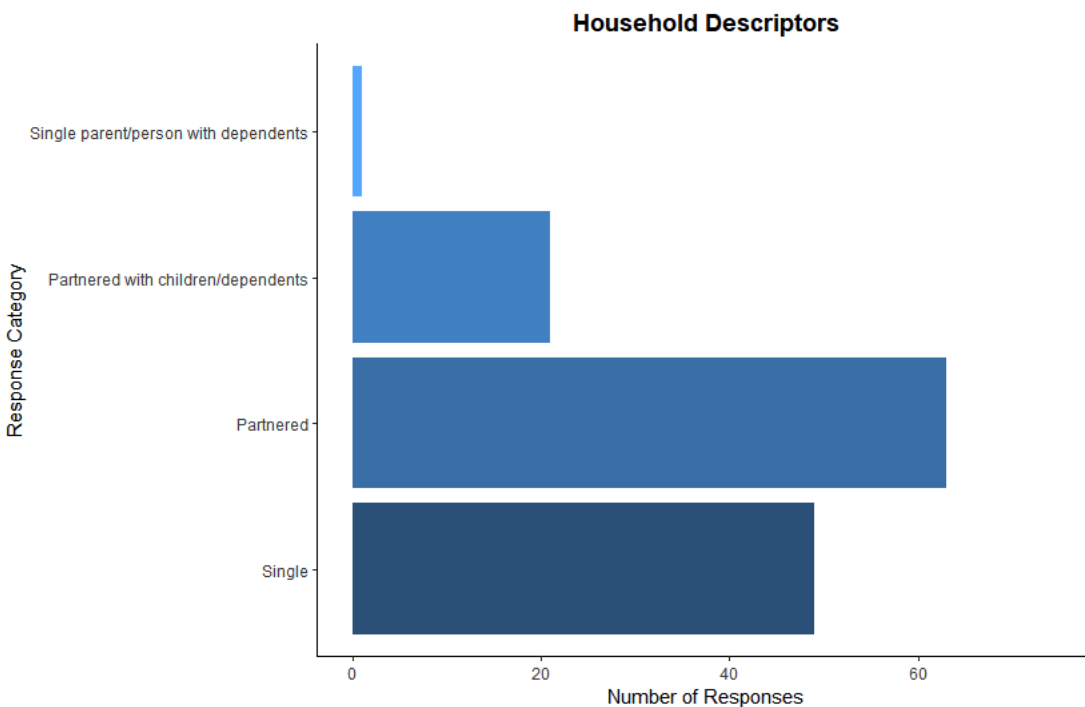
A common theme for many respondents was that their financial situation in residency had serious negative effects on their mental health and quality of life. Respondents indicated that it had impacted important life decisions such as delaying starting a family or has produced financial pressure to immediately find employment after completing residency. For some respondents, salary, relocation costs, and high cost of living influenced their decision-making processes on residency application and site ranking.

Numerous respondents noted their residency salaries were close to minimum wage, from which they had to pay mandatory graduate school tuition in addition to rent, food, transportation, and other necessities. Respondents also commented that the need to supplement residency salaries with other sources of funding and financial support likely creates financial barriers for lower income populations entering the profession of psychology. This may contribute to a more homogenous resident cohort and workforce of psychologists. Finally, according to most respondents, the low salaries during residency sent "a clear message about the lack of value placed on our profession."

Respondent demographics



Eighty-nine percent of the residents lived in an urban centre; 11% lived in a rural or mixed rural/urban area.

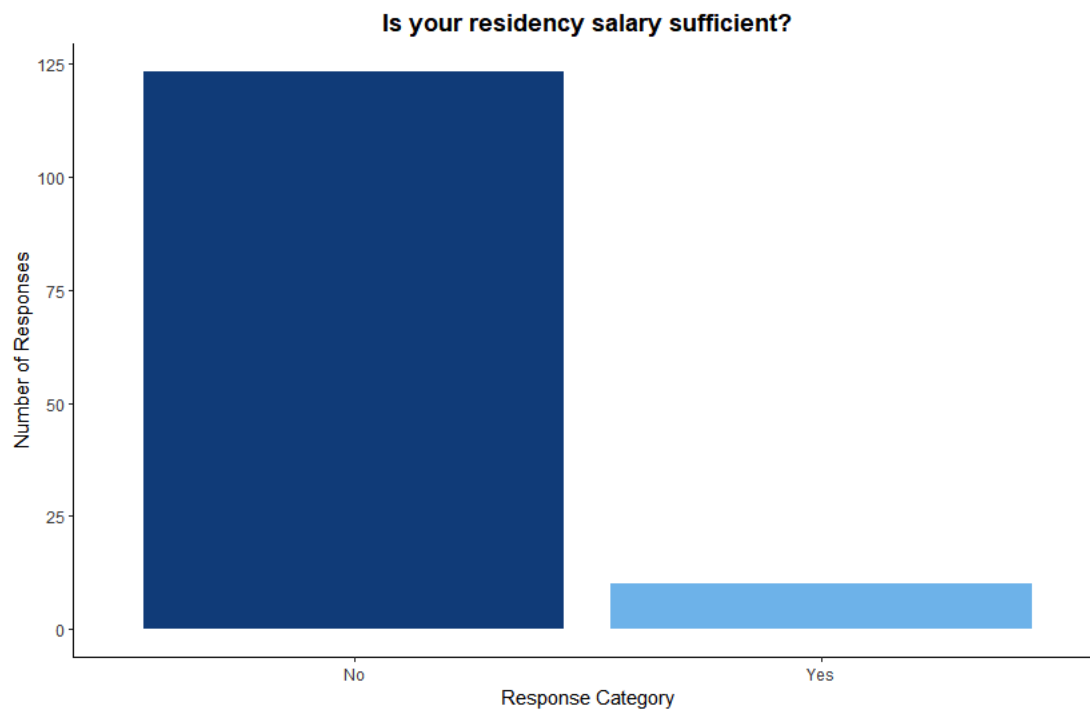


Forty-seven percent lived with their partner, 16% lived with their partner and dependents, 37% were single, under 1% were single parents/single person supporting dependents. *Note:* Percentages may not add to 100 due to rounding.

Survey responses

Salary and basic needs

Is your take-home salary/stipend for residency sufficient to meet your expenses?



Ninety-three percent reported that their residency salaries were not sufficient to meet their expenses. This percentage increased to 95% when respondents from the Winnipeg residency program, the current highest paid residency, were removed from the analysis.

Average market rental costs and resident salaries in select Canadian cities

Residency	City	Salary (gross)	Average market rent - 1 bedroom apt*	Percent of gross salary
British Columbia				
BC Children's hospital	Vancouver	\$35,705**	\$2590	87%
Vancouver Coastal Health	Vancouver	\$40,000	\$2590	78%
South Island Pre-Doctoral Residency	Victoria	\$48,603	\$2148	53%
UBC Counselling Services	Vancouver	\$40,000†	\$2590	78%
Alberta				
Alberta Children's Hospital	Calgary	\$37,500	\$1629	52%
Calgary Clinical Psychology Residency	Calgary	\$31,205	\$1629	63%
Edmonton Consortium	Edmonton	\$35,000	\$1073	37%
Saskatchewan				
Regina Area Clinical Residency	Regina	\$42,520	\$1010	29%
Saskatoon Health Region	Saskatoon	\$35,507	\$980	33%
Manitoba				
University of Manitoba - Student Counselling Centre	Winnipeg	\$40,078	\$1185	35%
University of Manitoba - Department of Clinical Health Psychology	Winnipeg	\$60,404	\$1185	24%
Ontario				
Hamilton Health Sciences	Hamilton	\$39,868	\$1683	51%
St. Joseph's Healthcare	Hamilton	\$35,000	\$1683	58%
London Clinical Psychology Residency	London	\$30,225	\$1810	72%
Reach Out Centre for Kids	Oakville	\$35,371	\$2178	74%
Children's Hospital of Eastern Ontario	Ottawa	\$33,072	\$1909	69%
The Ottawa Hospital	Ottawa	\$32,500	\$1909	70%
Royal Ottawa Health Care Group	Ottawa	\$45,000	\$1909	51%
University of Ottawa - Centre for Psychological Services and Research	Ottawa	\$32,500‡	\$1909	70%
Baycrest Centre	Toronto	\$36,000§	\$2474	82%
CBT Associates	Toronto	\$35,000	\$2474	85%
Centre for Addiction and Mental Health	Toronto	\$34,000	\$2474	87%
Holland Bloorview Kids Rehab	Toronto	\$35,000	\$2474	85%
Hospital for Sick Children (Sick Kids)	Toronto	\$35,000	\$2474	85%
Surrey Place	Toronto	\$31,800	\$2474	93%
Toronto Area Residency Consortium	Toronto	\$35,000	\$2474	85%
Nova Scotia				
Halifax Clinical Psychology Residency	Halifax	\$35,000	\$1711	59%
IWK Grace Health Centre	Halifax	\$35,000§	\$1711	59%

Note. * Source: Rentals.ca - National Rent Rankings: October 2022 Rent Report retrieved November 13, 2022: <https://rentals.ca/national-rent-report>. Salaries/stipends were for the 2023/2024 year and were obtained from online brochures or the Association of Psychology Postdoctoral and Internship Centres. Residency locations without available average rental data were not included. Quebec residencies were not included as they appear to use a different funding/compensation formula. **plus \$5,141.00 benefits; †plus \$1000.00 relocation expenses; ‡plus \$500.00 relocation expenses; §less statutory holidays.

As seen in the table above, the salaries or stipends at 93% ($n=28$) of the sites examined were insufficient to address the high rental costs across Canada. For 50% of the sites, rent alone consumed 70% or more of residents' salaries. The Canada Mortgage and Housing Corporation (CMHC) definition of affordable housing is a cost of less than 30% of a household's before tax income.²

In addition to rent, residents paid additional mandatory tuition and basic living costs, including food, transportation, utilities, internet/phone, childcare, and other living costs. Most residents relocated and incurred costs of flights/fuel and other travelling expenses for the resident and their family and one time set-up costs (furniture, kitchen ware, etc.). Some residents paid more for a fully furnished apartment. Others shipped their furniture across the country or purchased new or second-hand furnishings.

Residency salary and basic needs: Qualitative responses

Qualitative responses consistently indicated that the current salaries or stipends did not meet residents' basic needs. Many respondents commented that they had to rely on loans, credit cards, lines of credit, savings, partner's salary, financial support from their family or find additional employment to meet their basic needs.

Quotes

"My rent alone will consume 90% of my residency stipend because I am moving for an urban residency. Additional cost of living expenses (groceries, internet, transportation, etc.) have to come from credit debt."

"I cannot afford a gym membership. I can barely afford daycare for my son. We all know the effects of poverty, yet we willingly force it upon individuals with YEARS of education. It's disgusting. "

"Stipend will barely cover rent and gas. There is nothing left over for other expenses like food, medical and dental coverage, any travel, or anything else!"

"\$35,000 is just enough to cover my rent and other bills, leaving nothing for food, child expenses, etc."

"I appreciate having a salary. However, this salary is not sufficient to meet my basic needs (afford a place to live and food)."

"There is not enough money to live independently by as a single person."

"If it weren't for my partner, we would be unable to afford basic needs including housing, gas, grocery, etc."

"I have to use my savings and borrow money from family to be able to pay for my costs of living and for relocation costs."

²Canada Mortgage and Housing Corporation. Retrieved on November 13th, 2022: <https://www.cmhc-schl.gc.ca/en/>

"I am very worried about getting a job right away after residency because I will have no money saved at all and will have no income very soon."

"It was very stressful to find housing with the current salary. Most companies rejected my application because I didn't make enough money."

"Stipend is below minimum wage and does not cover expenses required to live in an urban center. I also had to take an extra position (teaching assistant) for additional income which added to workload/stress."

"I live pay cheque to pay cheque which is stressful."

"It's very common that I'm stretched thin in order to make the payments I need to! Often there are days of the month where I am anxious about how I'll pay."

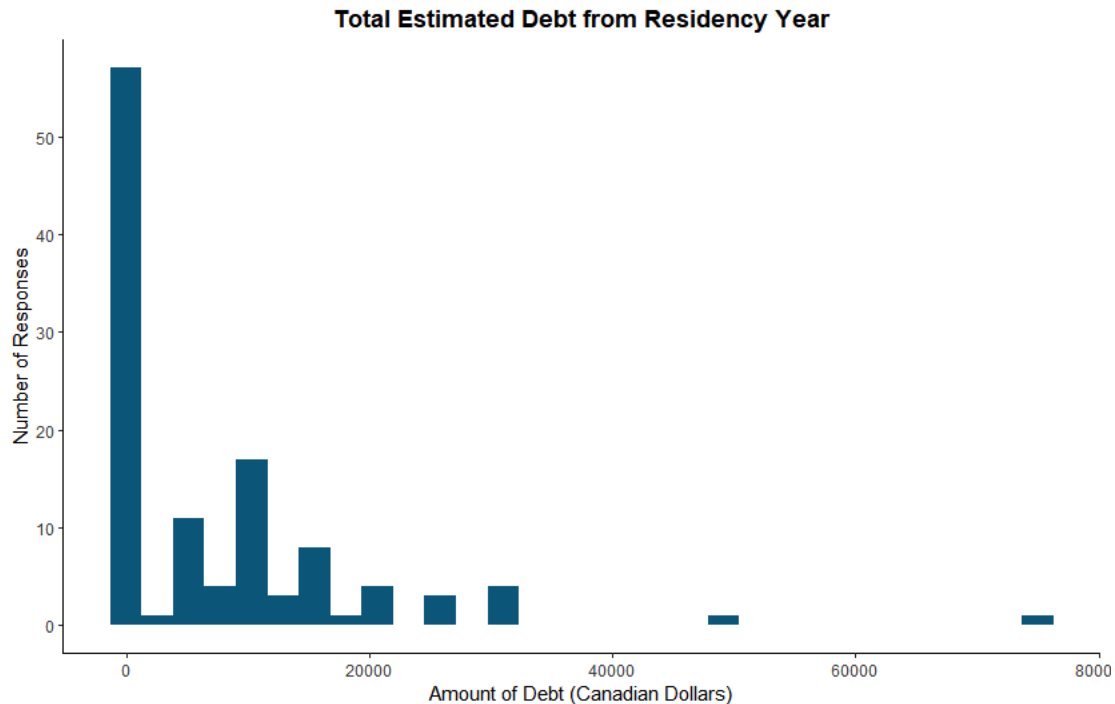
"It is stressful to know that your income doesn't cover your expenses and needing to dip into savings or take on debt causes a lot of stress and anxiety."

"It is stressful and incredibly frustrating to not be paid commensurate with my experience. To not even make a living wage."

"My stipend barely covers the cost of my rent alone, I also had to pay full tuition this year and all other expenses. I required family support in order to not go into debt. "

Residency debt

What is your total estimated level of debt from your residency year (in Canadian dollars)?



The mean debt for residency year reported by respondents is \$7,291.

Residency debt: Qualitative responses

Many respondents stated that they had to take on significant debt during residency, on top of student debt accrued during graduate school. The qualitative feedback appeared to show differential negative effects for residents without external financial support and for those with children.

Quotes

"I've had to take out loans in order to afford rent, living expenses, and a car (which my placements require)."

"I can pay all my bills, but I am primarily using credit cards for variable spending (groceries, gas, etc.) and . . . Student Loan to pay tuition."

"I incurred credit card debt. I used all my savings to pay daycare. I was unable to enrol my children into any extracurricular activities, I shopped at second-hand stores for the duration of the year, and we were unable to go on any family vacations including camping trips. We had to budget in terms of groceries. I also felt undervalued, insignificant, and helpless during this time as none of my efforts to advocate for myself were effective. My partner was also very frustrated on my behalf, and it caused frustration and conflict. It was an unpleasant start to residency."

"Being on the precipice of graduation with a PhD in clinical psychology should not correspond to less than minimum wage salary and further debt."

"We work more than 50 hours per week and the stipend barely covers living expenses (e.g., rent, food, childcare, necessities for our kids). In fact, I have been consistently accruing debt month over month simply to do a full-time residency to graduate. It's absurd that we are operating almost at the level of an autonomous psychologist, providing largely independent services, yet receive less than 1/4 what an autonomous psychologist would receive for the same work."

"I needed to take out a loan to meet my expenses."

"I have to also rely on a line of credit and student loans."

"Needed to take out loans and still live frugally in order to meet basic costs (e.g., rent, food, gas, recreation)."

"Moving costs are a huge expense and when you are paid close to minimum wage it means that it is almost impossible to live without taking on large amounts of debt or working additional jobs."

"My net pay during residency has been \$2,000/month. From this amount, I need to pay tuition to my home institution. I am not left with enough money to cover my basic expenses (rent, car payment). I have had to rely on my line of credit and have actually had to apply for an increase to the line of credit to get me through residency year. This has been extremely stressful."

"The residency stipend is ridiculously low and does not match the cost of living in this city. The stipend would only cover the cost of my rent, with nothing left for other essentials, if my partner wasn't working 2 jobs and we hadn't saved \$12,000 before residency and used \$12,000 from my line of credit. "

"Stipend is insufficient to cover rent, parking, groceries. I have to use savings and credit card debt to offset discrepancy between living expenses and stipend."

"It is very stressful to not be able to cover basic expenses and have to go into debt in an expensive city."

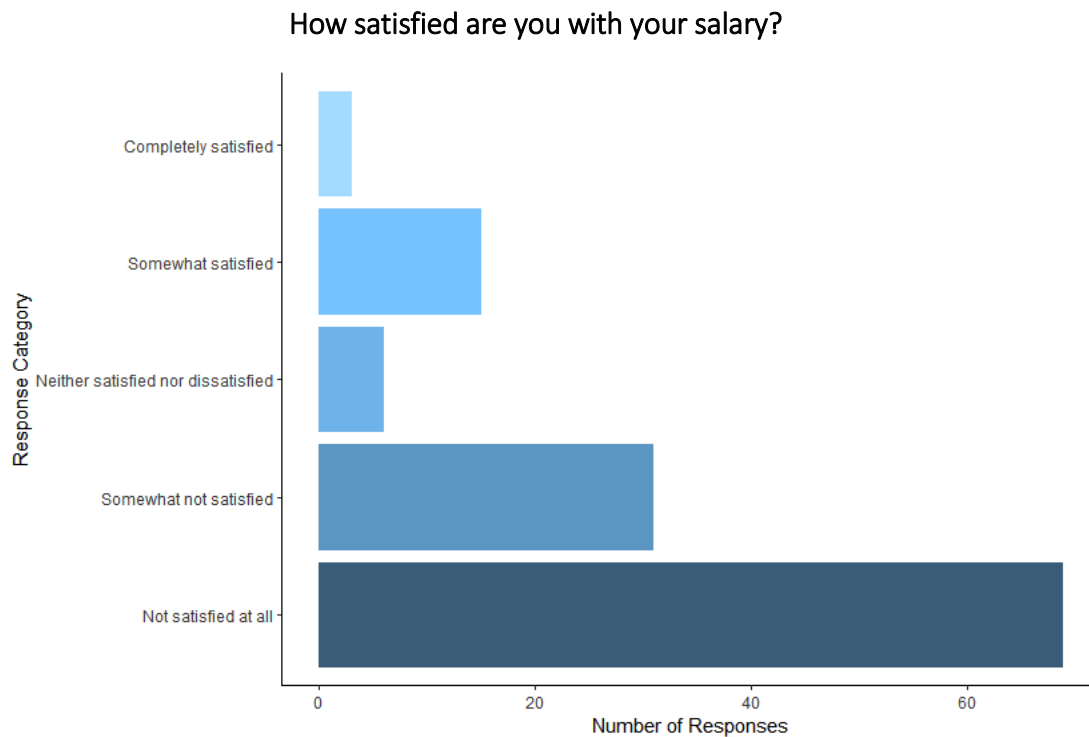
"My take home salary is [well under \$30,000]. I am required to pay \$8000 tuition. This is below the poverty line . . . I've gone into 10K of debt during my residency year, and I'm lucky to have access to debt to do so. "

"Minimum living wage is about \$10,000 more than I'm making, plus I need to pay tuition, insurance and moving fees, and cannot work the month before/after, so 12 months' salary needs to pay for 14 months of life. I'll go into debt this year."

"It is so stressful to be working full time and not making enough to live. So, on top of all the typical stressors related to residency, we go further into debt, making it even more stressful."

Satisfaction with residency salary

On a scale of 1 to 5, how satisfied are you with the level of financial support from your residency program?



Eighty-one percent were somewhat not satisfied or not at all satisfied with their residency salary.

Satisfaction with residency salary: Qualitative responses

Most respondents were unsatisfied with the level of financial support from their residency. Many noted they were making close to minimum wage. Those who indicated they were satisfied also noted they were from a residency that provided equal pay to medical and psychology residents, or they had external sources of funding.

Quotes

"\$35,000 is just enough to cover my rent and other bills, leaving nothing for food, child expenses, etc."

"The salary I receive on a monthly basis does not cover the cost of rent. I had to use my savings to be able to afford a place to live. My rental fees are slightly below the mean rental fees in this city and still my salary as a resident is not sufficient."

"We are working students with a decade worth of education and paid barely minimum wage."

"I feel the need to fight against being called, "just an intern". Partially because the use of the word intern over resident and partially because my salary is approximately one third the wage of a newly hired administrative staff with a fraction of the responsibilities and training."

"Considering I would make more working full-time at McDonalds (\$17.50/hour) than as a doctoral resident I feel pretty lousy."

"It's barely above minimum wage. Fast-food workers earn more money than psychology residents."

"Considering that I make less than 1/3 of what a first-year doctoral psychologist makes, I am very disappointed in my stipend."

"For a degree that takes 7 years to complete, and the amount of training, commitment, and sacrifice needed to become a clinical psychologist, you'd think that the stipend would be higher (especially since most people are in their 30s during residency)! To only make \$28,000-30,000 in your 30s in a VERY long program is ridiculous."

"With 10+ years of higher education and specific training, it's hard to be making close to minimum wage. "

"Not satisfied at all - \$15/hour is not at all in par with the advanced level and years of training and the work we do on residency."

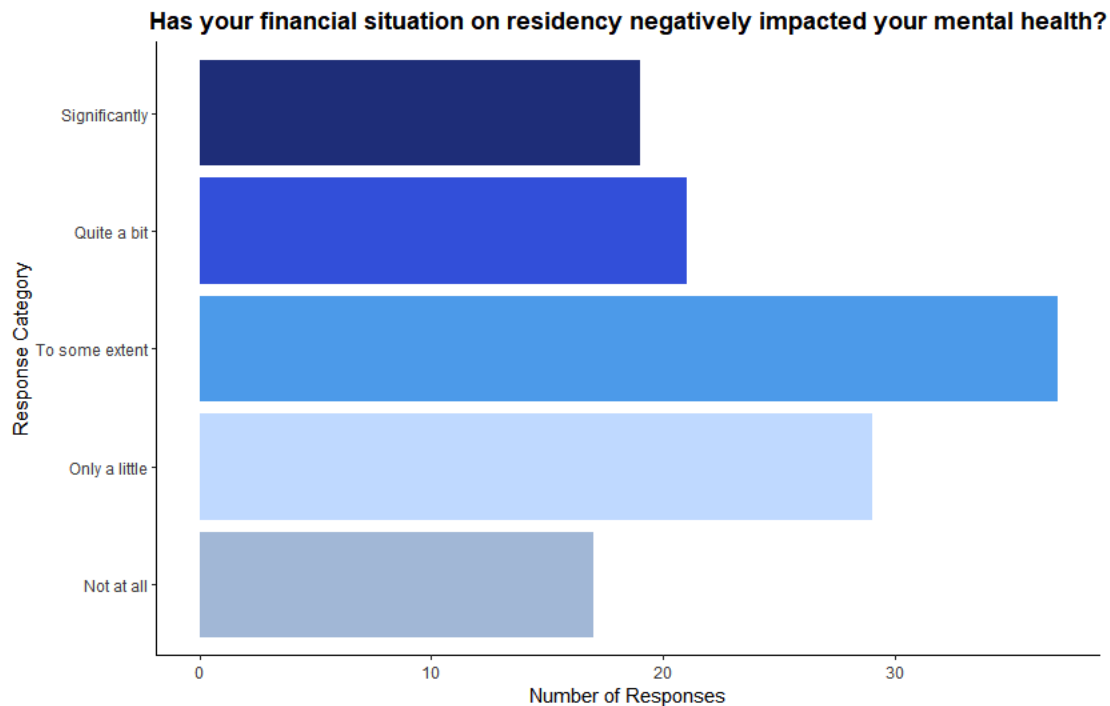
"The pay does not reflect the work we provide. Despite being residents and not autonomous clinicians, we are still expected to provide full-time, high-level work with a pay rate equivalent to 1-2 days of clinical work."

"We are working full time with a significant amount of responsibility. We are being treated like junior colleagues, but we are paid so little. Comparable to minimum wage workers."

"We work effectively full-time jobs and make near to nothing for the amount of work we do; it definitely makes us feel like we're being used for cheap labour. "

Negative impacts of finances on mental health

Has your financial situation on residency negatively impacted your mental health?



For 63% of respondents, their mental health had been affected to some extent, quite a bit, or significantly by their financial situation in residency. For 33% of these respondents, their mental health had been quite a bit to significantly affected by residency finances. Only 14% reported that their financial situation on residency had not at all impacted their mental health.

Negative impacts of finances on mental health: Qualitative responses

Multiple respondents discussed poor mental health, increased stress, burnout, isolation, and diminished quality of life from not having enough money from their residency salary to support their mental health or even meet their basic needs.

Quotes

"Significantly increased depression and anxiety, suicidal ideation due to financial instability caused by residency"

"The salary provided is not sufficient to meet the cost of living. If residents are financially stressed this impacts our quality of life, which in turn impacts the care that we can provide to clients/patients."

"It's impacted my relationship, contributed to added pressure to get a job right out of residency, and has led to conflict between my partner and I regarding finances."

"I can't engage in any self-care activities that cost money (and a lot of them do) in order to be my best self for my work with clients. I am also very worried about getting a job right away after residency because I will have no money saved at all and will have no income very soon."

"The significantly low stipend has stalled important life decisions, including moving to better accommodations and family planning, which has negatively impacted mental health."

"I see a therapist and am not able to pay for this after my partner's benefits have run out."

"Getting paid so little has really impacted my family life and my well-being. In order to survive I have been working an additional job, and I get very little sleep and I work 7 days a week. . . It feels like the system is just exploiting my labour since I need this to graduate."

"I was stressed about money all year but didn't feel I could work a second job to make ends meet. I took a less expensive apartment that is small, dark, and very difficult to live in, but I couldn't afford something nicer. I also couldn't afford vacations, visits to my family. I didn't have enough money to explore the new city I had moved to, which limited how many social opportunities I had. It has been very lonely, boring, and isolating. I couldn't afford other health related things like gyms, massages, therapy. I had to be frugal with my groceries. Basically, I thought about money every day and was limited by it."

"My mental health is already strained because of internship/pandemic/other stressors, but the financial may have pushed me over the edge to not even function properly."

"As the literature shows, financial distress causes issues across all areas of life. This was no different than my personal experience."

"Added stress with whether I can afford things, not being able to attend my [family member's] funeral because of travel costs, not being able to visit family because I don't have enough money."

"On top of an already exceptionally heavy workload, the anxiety and stress associated with not making ends-meet increases burnout, diminishes quality of life, and introduces general negative affect. It's a significant deterioration that can be entirely avoided if residents are fairly compensated."

"The stress of managing finances and trying to find ways to supplement with additional work is mentally and emotionally exhausting."

"It is a worry throughout this experience."

"I have not been able to afford to see a psychologist, which I have historically done to keep me sane."

"As a part of our residency, we are required to commute to various schools (without being compensated for gas). It has been extremely difficult this year to manage expenses, especially given the rising price of gas and commodities. The extra financial stress takes a cognitive toll and has been quite taxing. I have taken on side work to supplement my income. The stress, combined

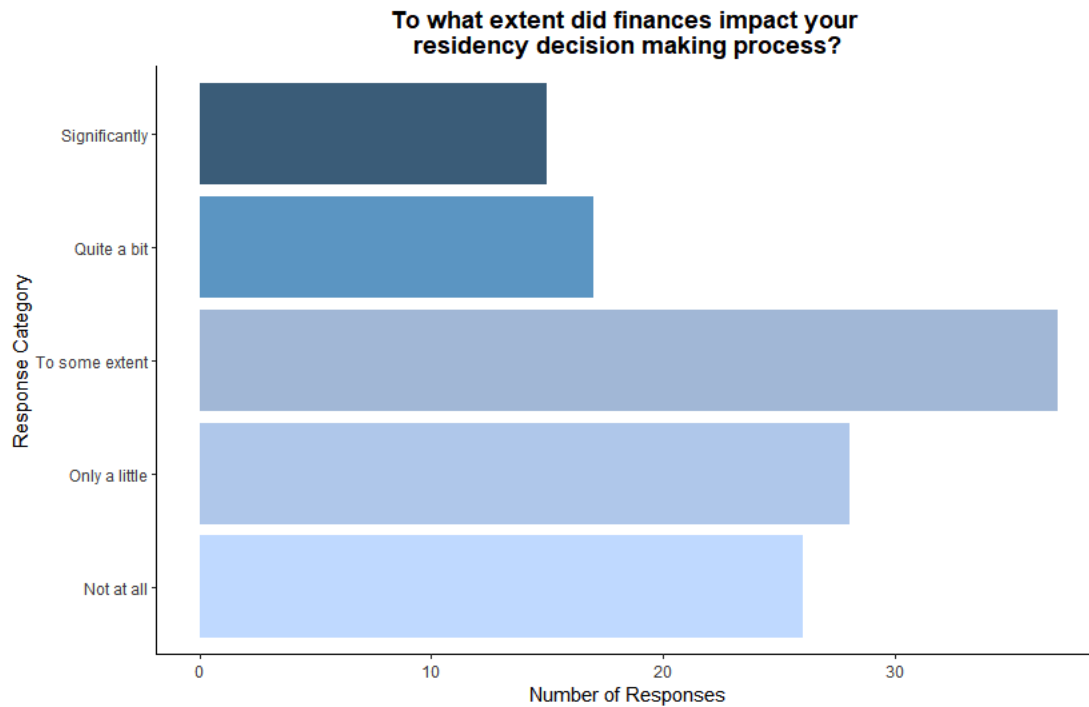
with the added workload to generate more income contributes to burnout during an already intense internship year. It was also difficult to find an affordable place to live in an urban city, so we had to choose to live outside of the city and commute into the city."

"As research indicates, living with extremely limited financial resources is very stressful. Also impacts ability to access resources to take care of mental health"

"Financial precarity is not exactly fertile ground from which mental wellness grows."

Impact of salary on residency application decisions

To what extent did finances (cost of living, stipends, loans, etc.) impact your residency application decision-making process (e.g., what sites you applied to, site ranking)?



Fifty-six percent indicated that finances to some extent, quite a bit, or significantly impacted their residency application decision-making process. For 26% of these respondents, this impact was "quite a bit" to significantly impacted. Only 22% indicated that finances had not at all impacted their residency decision-making.

Impact of salary on residency application decisions: Qualitative responses

For some respondents, salary and cost of living impacted their decision-making processes.

Quotes

"It impacted decisions, and after 11 years of hard work, financial barriers shouldn't limit our final training experience."

"I'm not going to go into 20k debt to live in Vancouver for 1 year."

"I chose a residency program where I could live with family to save on rent and still have also had to take on a part-time job to be able to afford living expenses."

"I ranked sites based on whether I would be able to avoid going into significant debt throughout the residency year."

"I did not apply to cities like TO where the salary vs cost of living is too discrepant."

"I moved home to minimize my costs - this did not mean I was making the best decision for my training."

Equity, Diversity, and Inclusion (EDI)

EDI: Qualitative responses

Survey responses indicated sensitivity to or firsthand experiences with EDI issues in relation to residency finances. Respondents pointed out that low salaries create access barriers for lower income populations and individuals without financial backing from their families from entering the profession of psychology.

Quotes

"I am one of the few people who has had to work outside of school throughout my entire training, because I am not supported financially by my parents or a partner."

"Ultimately, I view the financial limitations of the psychology residency programs as an equity problem. If our discipline is to welcome more diversity within the profession, than we must create opportunities for inclusion by eliminating financial barriers to engaging in this work. The limited stipends do not cover basic cost of living, and as such, bias our field towards upper middle class (typically white) applicants. More must be done to create programs that foster inclusion and that are equitable to multiple socioeconomic circumstances."

"Even with additional funding, I have worried about money often because my family does not have the means to act as a financial safety net for me. I also do not have a partner to offset the cost of housing or provide other financial security."

"The low stipend is an ongoing issue that indicates to psychology residents that we are not valued, it negatively affects our quality of life and mental health, and it prevents a large group of students (i.e., those who do not have family financial support) from pursuing clinical psychology degrees."

"I do not think it is in the public's best interest to have only upper middle-class individuals training to be clinical psychologists."

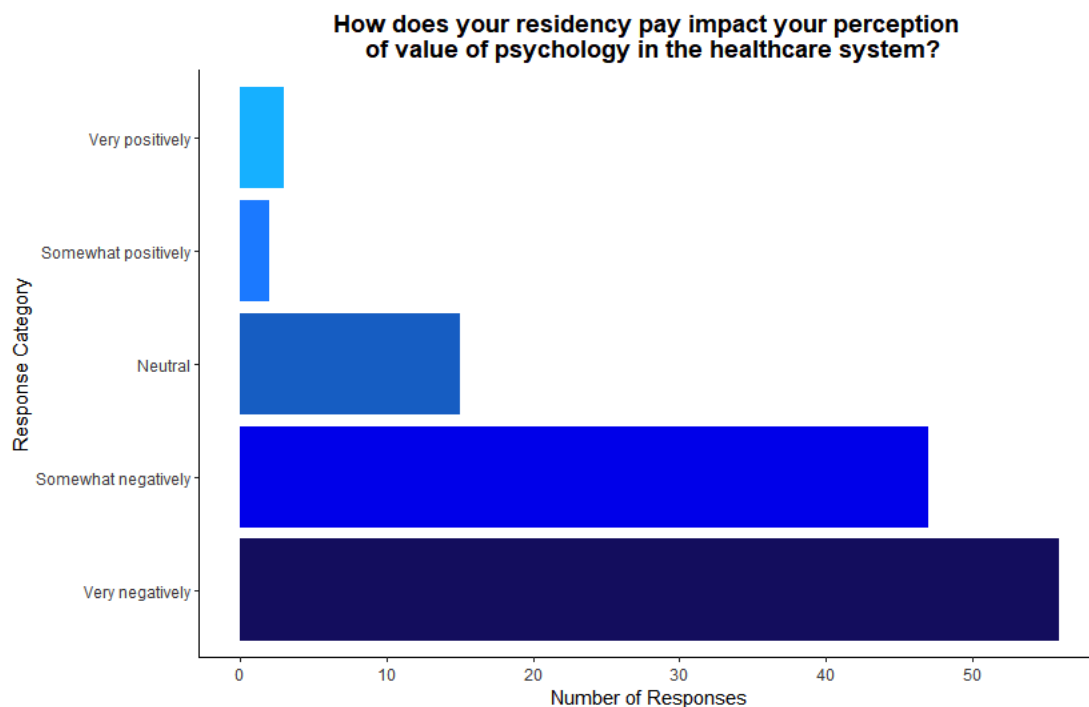
"I think the low pay makes this profession inequitable and exclusionary to many people who cannot afford to join it. Low wages are an EDI issue."

"It encouraged me to rank some sites higher based on better stipends. Pay should not create barriers for folks with lower SES and less outside means."

"I have no financial support from my immigrant family - it is up to me to support my education and living."

Residency salary and perception of value of psychology

How does your residency stipend/salary impact your perception of the value of psychology in the healthcare system?



Eighty-three percent of respondents indicated that their perception of the value of psychology in the healthcare system was somewhat or very negatively affected by their residency stipend/salary. Just under 13% were neutral. Only 4% indicated their residency stipend/salary somewhat to very positively impacted their perception of the value of psychology.

Residency salary and perception of value of psychology: Qualitative responses

Many respondents commented on the perceived poor value of psychology within the healthcare system, where despite advanced training, they were paid about minimum wage as residents. Several individuals made comparisons to medical residents' salaries.

Quotes

"We have master's degrees and are almost finished our PhDs. The fact that we are literally being paid poverty wages makes me think the healthcare system thinks we don't deserve to eat. It's very hard to feel like we're valued at all when we can't meet our basic needs."

"It feels like CPA doesn't care about us as residents and doesn't want our field to be respected by allowing such a low amount for us to be paid."

"Although roles are different, having psychology residency be similar to medical residency would be help contribute to the view of psychology."

"As much as most our colleagues value our contributions, the system itself and those who administer the finances clearly do not and have not in many years."

"I feel very undervalued and taken advantage of, by both psychologists and nonpsychologists."

"My residency is one of the lower-paying sites and at the interviews, the staff recognized that this was an issue and that they were advocating to the hospital to change this. This implies that the hospital is not seeing psychology residents as valuable."

"I do not perceive psychology as valued in public health. I have worked in major hospitals and psychiatric centres across Canada and have consistently observed psychology as being undervalued. This has made me seriously consider leaving the public system in my work following residency. Psychology residents enter their residency with far more training experience than medical residents in psychiatry, and yet we are paid half of their salary."

"Having such a low rate of pay not only affects residents stress and wellbeing, it sends a clear message about the lack of value placed on our profession."

"The low stipend is an ongoing issue that indicates to psychology residents that we are not valued, it negatively affects our quality of life and mental health, and it prevents a large group of students (i.e., those who do not have family financial support) from pursuing clinical psychology degrees."

"Contributes to feeling undervalued. Also perpetuates a system of injustice where residents are in a vulnerable position (it's not like we have a choice to do a residency) and we are being taken advantage of - skilled labor for pennies."

"It reaffirmed that public health does not value psychology and confirmed that I will be working in the private sector. Overall, I am just disappointed in our healthcare system."

"I am about to be conferred with a PhD, the highest level of academic achievement. I am a highly trained professional in my field. My duties/responsibilities during residency are more or less the exact same as the psychologists I am working with . . . Despite all of this, I make minimum wage. 17-year-olds who work at McDonalds have a higher income than I do right now. It is absolutely pathetic and completely demoralizing that I must rely on family for financial support, which is the only reason I'm not in debt. And I am fortunate to even have that support, many others do not."

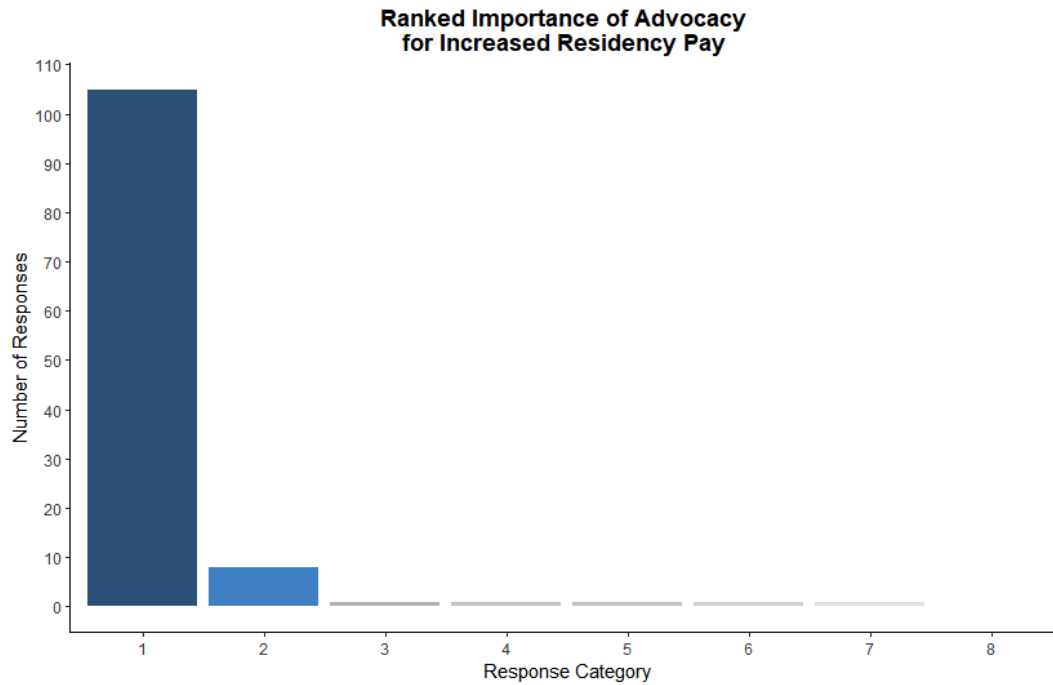
"It is unfortunate that a residency program would perpetuate the perception that psychology has diminished value compared to psychiatry and medicine with this low stipend."

"Getting paid a higher salary communicates to us that our service is valued, and we are appreciated within our healthcare system. At my residency, we are grouped in the same union as medical residents (receiving the same pay and benefits). I think this creates an environment where we are respected and treated as the same. It's made my hospital experience quite positive."

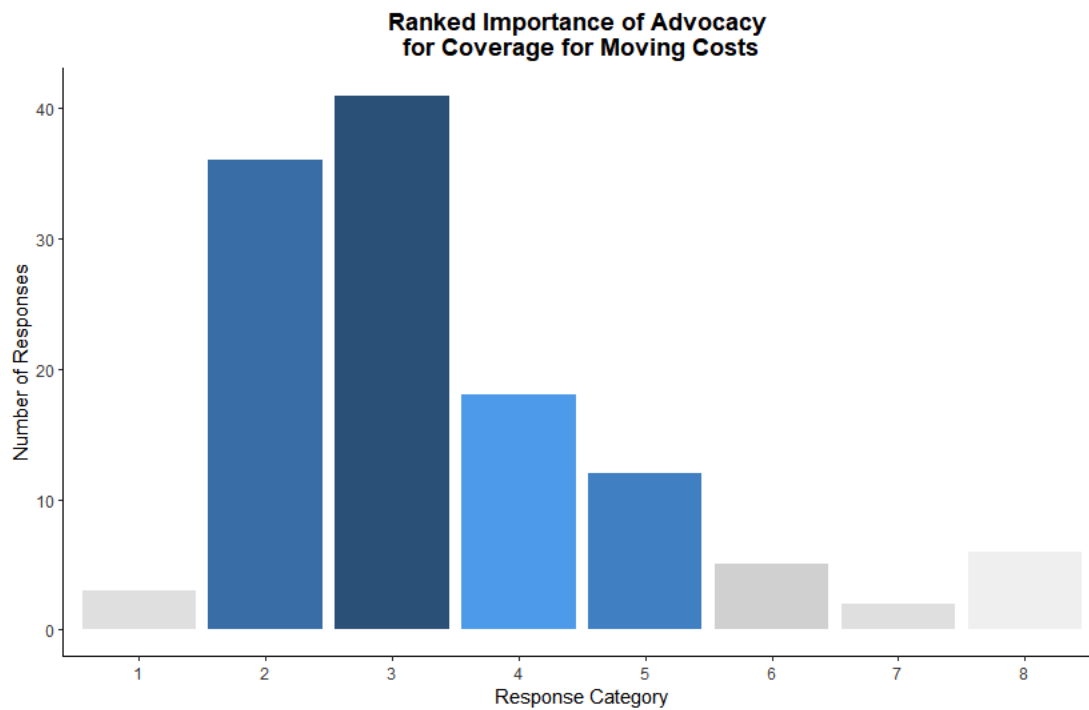
"The salary is reflective of how much the profession of psychology is valued in healthcare, and how much the field values itself, its own profession, and its residents. This is why it is demoralizing. Residents are not valued by the profession. We cannot expect the healthcare system to value psychology when psychology doesn't value itself."

Rank ordered financial benefits

What financial benefits would be most helpful (rank ordered)?



Eighty-eight percent of respondents ranked an increase in salary as the most helpful benefit.



Sixty-nine percent of respondents ranked financial support to offset moving costs within their top three choices.

Rank ordered break down:

1. 88% - Increase in salary ranked as number 1: $n=105/119$
2. 69% - Moving costs ranked within top 3: $n=82/119$
3. 37% - Parking ranked within top 3: $n=44/119$
4. 35% - Insurance ranked within top 3: $n=42/119$
5. 34% - Student housing ranked within top 3: $n=40/119$
6. 16% - Child care access/coverage ranked within top 3: $n=19/119$
7. 7% - Assistance finding spouse/partner employment ranked within top 3: $n=8/119$

Rank ordered financial benefits: Qualitative responses

Quotes

"Residents are not paid enough. The cost of living, in addition to having to pay for tuition, commuting, moving, buying furniture, internet, phone, electricity bills, and all the other financial obligations that are involved when moving to another province - it's simply not enough. PLEASE MAKE SOME CHANGES! "

"Only thing that would help would be to increase the pay. I feel like the amount was set 10+ years ago, and the amount is now out of date. Living expenses have gone up, so the stipend should increase too. This is also an issue of social equity, because the system is set up so that only those from well off families can easily afford to complete this training. . .I do not think it is in the public's best interest to have only upper middle-class individuals training to be clinical psychologists."

"Inflation and the cost of living have increased exponentially, but salaries/stipends are unchanged."

"We're not asking to be paid the same as our supervisors, we're asking to narrow the salary gap between residency and supervised practice, because the current gap is unjustly wide. It's a lot of work being a psychology resident. Pay us what we're worth. It's not sites doing us a favour by taking us on as residents. We add value to the sites we work in (we're also just cheap labour). Pay us a decent wage that reflects our education and experience at this stage. Advocate to the administration that we're worth it because we are. Advocate for the value that psychology brings to healthcare, and practice what you preach by valuing psychology residents."

"The stipend is [below \$30,000], which does not cover current costs of living and hasn't been adjusted for inflation in a long time."

"I believe that the stipend needs to increase given the increased cost of living."

"INCREASED SALARY. . .The resident salary at my site has not changed in 10 years. This is a fact that I was able to confirm with a simple google search of the site's brochures over the years. The salaries are not even indexed to inflation. I make the same salary as a resident in 2012, when the cost of living was much lower. Inflation and the cost of living have increased exponentially, but salaries/stipends are unchanged."

"Advocating for increased residency pay should be the top priority. Other solutions as listed earlier in the survey do not address the root issue, which is that psychology residents are underpaid. I think the example of providing psychology residents with subsidized housing or student housing is a total miss. Our employers/training programs should be paying us a living wage; we should not be expected to access subsidized housing to remove the burden from our employers/training programs."

"The residency salary should be matched to first year medical residents. My residency salary is [below \$30,000] and that's in a major urban city . . . I feel very devalued as a resident."

"Financial support should be tied to the cost of living in each city and be guaranteed for any program wishing to remain accredited. Otherwise, we continue to propagate the issue (and it is a significant one) of trainees predominantly coming from higher SES backgrounds."

"Winnipeg's residency provides a great model. Clinical psychology residents should be paid what medical residents are paid."

Summary

The CCPPP Residency Finances Working Group collected quantitative and qualitative data from 2021-2022 residents (N=159) through a brief survey. The vast majority (93%) of residents indicated that their residency salaries do not meet their basic needs. This subjective response was reinforced by a comparison of resident salaries with average market rental costs. According to the CMHC definition of affordable housing (a cost of less than 30% of a household's before tax income), the salaries or stipends of 93% of the sites examined ($n=28$) were insufficient to address the high rental costs across Canada. For 50% of the sites, rent alone consumed 70% or more of residents' gross salaries.

Residency salaries caused hardship on multiple levels, including debt, poor mental health and high stress levels, and lower quality of life. Some residents had to take on supplemental work to cover their basic living expenses. The high cost of living had influenced site application and decision-making processes out of financial necessity for some residents. There appeared to be differential negative impacts of residency salary for some residents (e.g., residents who are parents), which requires more investigation. Other areas for future investigation include exploring questions of inequity for residents and potential residents from lower socioeconomic backgrounds. Low salaries/stipends that are below or at minimum wage may communicate to residents how they are valued and the perceived value of psychology in health care.

Based on the quantitative and qualitative data gathered, the recommendation of the working group is to raise residency salary levels to cover the basic costs of living, including but not limited to:

- Relocation costs
- Rent
- Utilities
- Telephone/internet
- Transportation
- Mandatory tuition
- Daycare
- Recreation/self-care (e.g., gym membership)

Addressing the issue of inadequate residency salaries requires collaboration from multiple interested parties including provincial governments, health authorities, universities, and residency programs. It is imperative that as these discussions take place, the voices of residents continue to be heard and their feedback taken into account. As we can see from this report, residents are well placed to speak to their own lived experience and are keen to share their perspectives to help shape a path forward. The CCPPP Residency Finances Working Group wants to thank the residents who took the time to complete this survey and generously shared their experiences.

All interested parties, and the Canadian public, have a vested interest in ensuring that the residency year is a time when residents can fully focus on their skill development. As inflation and the price of goods and services rises, the gap between residency salaries and a living wage will only continue to grow. Based on our findings, failing to act may have serious consequences on residents' mental and physical well-being, may promote inequity in the discipline, and has the potential to erode the

perceived value of the profession. It is the hope of the CCPPP Residency Finances Working Group that these findings can act as a catalyst for urgent change.

CCPPP Executive Response

We are deeply appreciative of the CCPPP Residency Finances Working Group for providing this report to the national training community. The CCPPP Training Directors Finances Working Group has received this report and is working in parallel on next steps for advocacy. We invite all interested parties to join us at the CCPPP Annual General Meeting on June 22, 2023 in Toronto to discuss the findings of this report, receive the recommendations of the Training Directors Finances Working Group, and work together as a training community for urgent change. In the meantime, the CCPPP encourages training directors to use this report as an advocacy tool to give voice to the financial needs of residents within your organizations.