

## Moonlighting Guidelines

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| <b>Policy Sponsor:</b>                          | Dean of the Faculty of Medicine   |
| <b>Office of Administrative Responsibility:</b> | Postgraduate Medical Education  |
| <b>Scope:</b>                                   | All Postgraduate Trainees.<br>All non-Dalhousie Trainees registered for electives; and<br>University and Postgraduate Training Program Leadership |
| <b>Approved</b>                                 | PGME Committee – April 10 <sup>th</sup> , 2025  |

### Introduction

A postgraduate trainee's prime responsibility is to their educational requirements and the associated clinical activities within their specialty. However, moonlighting can allow the postgraduate trainee to provide service in areas of physician shortage during their training at Dalhousie. This experience may also provide postgraduate trainees with a wider exposure to clinical practice in the community or other settings. It must be clearly understood that any such services provided by postgraduate trainees are considered by Dalhousie to be outside the scope of their educational program. The postgraduate trainee is responsible for ensuring that the guidelines set out below are met.

### Guidelines

1. Postgraduate trainees are eligible to moonlight if they have the necessary competencies to execute the required duties of the moonlighting experience, have appropriate licensure with the provincial regulatory body, hospital privileges, and meet the eligibility criteria defined by their training program.
  - **Internal Moonlighting**, the trainee must have successfully completed a rotation as a trainee on the service where they are moonlighting and meet all the criteria set out by the CPSNS for Internal Moonlighting. Internal Moonlighting cannot be conducted on a service or rotation that the trainee is currently assigned.
  - **External Moonlighting**, the trainee must comply with all the guidelines outlined in the appropriate provincial licensing College and must practice within their

scope of training received to date and have a clearly defined supervisor who is constantly accessible and available within 15-20 minutes from the locum site.

- **Moonlighting Locum**, the trainee must have the necessary credentials and expertise to work in the locum situation as an independent practitioner.
2. The postgraduate trainee must provide full details of EACH proposed moonlighting arrangement to the Program Director and there must be approval or disapproval in writing by the Program Director to ensure there is no compromise of the postgraduate trainee's academic achievements or patient safety. This includes ALL types of moonlighting. The decision of the Program Director shall be final.
  3. The postgraduate trainee is responsible to ensure that they have appropriate licensure with the provincial regulatory body, appropriate hospital privileges and coverage with the Canadian Medical Protective Association (CMPA) for any moonlighting activity. Appropriate supervision must be available, as stipulated by the provincial regulatory body, for External Moonlighting and Internal Moonlighting activities.
  4. Wellness of postgraduate trainees and patient safety are of paramount importance when considering moonlighting activities. Trainees must not pursue moonlighting opportunities that will lead to excessive fatigue or compromise important rest and leisure time away from their primary training program. Trainees should never be coerced into moonlighting roles by either programs or hospital administration.
    - Moonlighting coverage provided by a postgraduate trainee must end a minimum of 12 hours prior to the postgraduate trainee returning to work in their program, to ensure adequate time for rest prior to returning to work.
    - If the moonlighting coverage requires travel, any travel time to return to the next work location in their program should be added to this minimum period.
    - All postgraduate trainees should ensure their moonlighting activities, combined with their activities within their training program, do not exceed the period of duty guidelines set out in the MarDocs contract.
  5. Postgraduate trainees are not permitted to moonlight while on sick leave from a program, while on probation, or while undergoing remediation in the any formal remediation, such as a Formal Enhanced Learning Plan (FELP) or an Informal Enhanced Learning Plan (IELP). For any resident on an Unpaid Leave of Absence for any reason, Moonlighting is ordinarily not permitted. In unusual circumstances, with approval of the Program Director, Associate Dean of Postgraduate Medical Education, and the Assistant Dean of Resident Wellness, special permission for moonlighting during an unpaid leave of absence may be granted.
  6. During Pregnancy Leave, Parental Leave and Adoption Leave, residents may apply to perform Internal Moonlighting or External Moonlighting or a Locum Moonlighting provided the trainee meets all the necessary criteria outlined in (1) to (5) above.

Trainees are responsible for ensuring that they have proper licensure with the provincial licensing college and CMPA coverage for any moonlighting work, as their educational license and CMPA coverage arranged through Dalhousie University and their employer may be suspended during the leave. If a trainee is receiving any benefits through the MarDocs contract or Employment Insurance during the pregnancy, parental or adoption leave, they must report all locum moonlighting income to the employer and Revenue Canada, which may impact MarDocs contract and EI benefits.

7. While moonlighting, postgraduate trainees are not able to accumulate any educational credit for postgraduate training programs.
8. Postgraduate trainees are not permitted to simultaneously moonlight while completing regular duties, including call.
9. The Program Director reserves the right to withhold or withdraw permission to moonlight at any time if, in their opinion, the guidelines are not met, the postgraduate trainee's academic achievements are being compromised or if the Program Director has reason to believe that the moonlighting arrangement is otherwise inappropriate.

## Definitions

**Moonlighting:** Extracurricular (outside of a residency training program) provision of clinical services for remuneration by postgraduate trainees registered at Dalhousie University.

**External Moonlighting:** Moonlighting by a postgraduate trainee in a site external to their primary site of training, as described by the CPSNS (College of Physicians and Surgeons of Nova Scotia) Postgraduate Practicing License (External Moonlighting) or the CPSPEI (College of Physicians and Surgeons of Prince Edward Island) Moonlighting policy or the CPSNB (College of Physicians and Surgeons of New Brunswick) Moonlighting policy.

**Internal Moonlighting:** Moonlighting by a postgraduate trainee in the role of a resident within the tertiary care teaching hospital where they are training, as described by the CPSNS Postgraduate Practicing License (Internal Moonlighting). For Dalhousie postgraduate trainees in Nova Scotia, this only applies to the QEII Health Sciences Centre and IWK Health Centre.

**Moonlighting Locum:** Remunerated moonlighting activities by a post-graduate trainee who has full license in the appropriate jurisdiction and appropriate qualifications for independent practice for the moonlighting activity. These physicians will act as the most responsible physicians for these activities, without external supervision. (Examples would be trainees who have achieved CFPC or RCPSC status in a specialty but are pursuing additional training in a subspecialty; these trainees may do a moonlighting locum in their primary specialty).

*\*For additional information, see the [Royal College of Physicians and Surgeons of Canada "Competence by Design Policy Working Group Communique: Moonlighting" \(2016\)](#)*