



**Policies and Procedures**

<b>Subject: Enhanced Skills Programs - Moonlighting Policy</b>	
Created: June 2018	Revised: Sept 2018, June 2023
Reviewed and approved by the Residency Program Committee: December 2023	Next review date: December 2026

Moonlighting is defined as paid clinical work not covered by the resident’s collective agreement.

This policy is intended to apply to Enhanced Skills residents who have obtained their CFPC certification. In these instances, the **Enhanced Skills Programs - Moonlighting Policy** would be followed in addition to the [PGME Moonlighting Policy](#), taking into consideration that Enhanced Skills trainees may choose to possess a full license.

A resident'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 residency training. This experience may also provide residents with a wider exposure to clinical practice in the community setting. It must be clearly understood that any such services provided by residents are considered by Dalhousie to be outside the scope of their educational program. The resident is responsible for ensuring that the guidelines set out below are met.

**Guidelines**

1. Residents 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, and meet the eligibility criteria defined by their training program.
2. These activities must not violate the work parameters of the Maritime Resident Doctors (MarDocs) contract.
3. The resident must provide full particulars of the 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 resident's academic achievements or patient safety. If there is a disagreement about this between the resident and the program, the resident can appeal the decision to the Postgraduate Dean or their designate. Their decision will be final.
4. Moonlighting can, with the permission of the Program Director, take place in the same facility but not within the same clinic/department as the resident is working as a resident. The Program Director will provide final approval.
5. The resident shall ensure they have appropriate licensure with the provincial regulatory body and coverage with the Canadian Medical Protective Association. Appropriate supervision must be available, as stipulated by the provincial regulatory body
6. Moonlighting coverage provided by a resident will normally end 12 hours prior to the resident returning to work in their program.
7. Residents are not permitted to moonlight while on a leave of absence from their program or while undergoing remediation in the form of a Formal Enhanced Learning Plan.



8. While moonlighting, residents are not able to accumulate educational credit for postgraduate training programs.
9. Residents are not permitted to simultaneously moonlight while completing regular resident duties, including call.

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, if resident's academic achievements are being compromised or if the Program Director has reason to believe that the moonlighting arrangement is otherwise inappropriate. Please also refer to the [RCPSA Statement on Moonlighting](#).