

## Policy

### Department of Family Medicine Enhanced Skills Program

# Moonlighting Policy

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 policy on moonlighting would be followed in addition to the PGME policy or Postgraduate Department of Family Medicine moonlighting policy, taking into consideration that Enhanced Skills trainees may choose to possess a full license.

Enhanced Skills residents who have obtained their CFPC certification may be involved in moonlighting activities, subject to the following:

1. These activities must not violate the work parameters of the Maritime Resident Doctors (MarDocs) contract.
2. Enhanced Skills residents who possess a full license are exempt from the PGME policy requirement that they be in the final six (6) months of training. However, separate approval for each incident of moonlighting must be sought from the Category 1 Program Director before it is undertaken.
3. Moonlighting should not occur in a setting or facility where the resident would also serve as a resident.
4. The exception to point number 3 would be moonlighting where the resident is acting as a resident replacement (for example, being paid to cover ICU call).
5. Residents are responsible for obtaining and must possess the correct CMPA coverage and submit evidence of coverage to their Category 1 Program Director.
6. Residents may not engage in moonlighting activities when on medical leave from their program.

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