POLICY ON MOONLIGHTING
Department of Family Medicine
University of Alberta

PURPOSE: Residents are encouraged to maintain a balance between their personal and professional life to promote their own physical and mental health and well-being as essential to effective life-long practice. If moonlighting (the independent practice of medicine during residency training in situations that are not part of the required training in the residency program) does occur, certain principles should be considered.

SCOPE: This policy pertains to all Family Medicine Residents in the Department of Family Medicine Residency Programs.

PRINCIPLES:

1. The resident must be in their last 6 months of training.
2. Written approval must be provided by the resident’s Faculty Advisor and the Residency Program Director
3. The resident will not be approved to Moonlight:
   a. If the resident has done remedial work
   b. If the resident is expected to be scheduled for remediation
   c. If the resident has experienced a low performance flag on In-Training Evaluation Reports or progress reports which have not been resolved/reviewed
4. The resident can only moonlight on rotations where there is no in-house call.
5. If the resident is on a rotation where there is home call then the overall call ratio including moonlighting shifts must not exceed 1:4.
6. In addition to the limited ratio of 1:4 call, Residents may not provide more than five (5) moonlighting shifts per month on any rotation.
7. The moonlighting workload must not interfere with the ability of the resident to achieve the educational goals and objectives of the residency program.
8. If residents do moonlight, it should not occur on the same unit or service to which they are currently assigned as a resident.
9. Residents working as Physician Extenders will fulfill all clinical performance expectations for the service in which they work
10. Resident will ensure that no untoward effects occur on their academic performance as a result of their participation in the program.
11. Resident will ensure that they comply with the requirements of the CPSA and/or their academic program director relative to their participation in the program.
12. Residents will comply with the “Regional Guidelines for Physician Extender Program Participation” (see attached)
13. Resident Physician extenders must be responsible when booking physician extender shifts to limit their duty hours and call frequency in keeping with the related articles in the current PARA agreement.
14. Residents on vacation are permitted to book shifts at their discretion.
15. Residents are responsible for keeping track of confirmed shifts.
16. All pertinent PGME policies must also be followed.

Effective date: July 1, 2010
Revision or Review date: January 2017