

**POSTGRADUATE MEDICAL EDUCATION
SCHULICH SCHOOL OF MEDICINE AND DENTISTRY
MOONLIGHTING POLICY**

Approved by PGME Committee: October 14, 2020

Approved by ECSC: November 6, 2020

Date of Next Scheduled Review: 2023

Definitions

Moonlighting

'Moonlighting' is defined as extracurricular (outside of a residency training program) provision of clinical services for remuneration by residents registered in a postgraduate medical education program leading to certification with the Royal College of Physicians and Surgeons of Canada (RCPSC) or with the College of Family Physicians of Canada (CFPC). To moonlight a resident must either have acquired an independent certificate from the CPSO in a specialty where they have already achieved Royal College or CFPC certification or have a restricted certificate from the CPSO.

Restricted Registration

Restricted Registration is a certificate offered by the College of Physicians of Ontario (CPSO); application requires the approval of the Program Director and the Associate Dean, Postgraduate Medical Education; in addition, clinical supervision by a Most Responsible Physician (MRP) is required.

Principles

1. Health and wellness is a priority. Additional moonlighting work in excess of Professional Association of Residents of Ontario (PARO) maximum duty hours is strongly discouraged.
2. A residents' primary responsibility is to their training program; moonlighting or practicing with a restricted registration during residency training is a privilege and not a right.
3. Residents with unrestricted (independent practice) CPSO licences cannot be prevented from working in a non-educational setting for extra remuneration but this activity must not impact on their residency educational experience. The Program Director therefore must be informed of this activity so that any potential effect on the resident/program can be monitored.
4. Residents practicing with Restricted Registration must meet the eligibility requirements, resident responsibilities, and supervision levels of the [COU COFM Restricted Registration Policy](#). Confirmation of licencing, credentialing and liability coverage is the responsibility of the employer, not the residency training program. Complete information is found on the CPSO Restricted Registration Website <http://www.restrictedregistrationontario.ca/>
5. Moonlighting must not be coercive; it must not be a requirement of the residency program.
6. The workload must not interfere with the ability of the resident to achieve the competencies or educational objectives of the program.
7. A moonlighting resident will require privileges from the health care facility where they are working. At LHSC and St Joseph's this will be a "term" category appointment. Acquiring this appointment at the hospital is the resident's responsibility to acquire through the processes established by the hospital. As above, that appointment will be in a different department than the one they are aligned with for their resident appointment.

Schulich School of Medicine and Dentistry PGME Specific Guidelines

- Residents must not 'moonlight' or work as independent practitioners on the same service or unit to which they are currently assigned as residents. Residents are eligible to 'moonlight' or work as independent practitioners on services that they have been previously evaluated on.
- Residents are not allowed to engage in moonlighting while on a leave of absence from their training program, on remediation or probation, or if they have had a borderline or unsatisfactory formative or summative assessment within the previous 12 months.
- Satisfactory attendance at all mandatory educational events and satisfactory progress with academic requirements (for example scholarly projects or presentations) is required.
- If a resident does not maintain satisfactory academic standing, or if the Restricted Registration work is believed to negatively impact academic and/or clinical responsibilities the Program Director and/or the Associate Dean of Postgraduate Medical Education reserve the right to withdraw approval for Restricted Registration. The decision of the Associate Dean of Postgraduate Medical Education will be final.
- Residents must abide by any Department/Division or Program-specific policies with respect to restricted registration or independent practice clinical work.

Useful Links:

- [Council of Ontario Universities \(COU\) Policy:](#)
The Ontario Faculties of Medicine support Restricted Registration for residents provided that:
 - it does not affect the ability of the resident to successfully participate in their postgraduate program,
 - it does not undermine the educational environment, and
 - a resident is not on remediation.
- **Royal College Statement:** 'The Royal College neither condemns nor condones the practice of moonlighting during residency training.'
- [COFM Restricted Registration Policy](#)