

UNIVERSITY OF OTTAWA, FACULTY OF MEDICINE
"Policy on Residents Working Additional Hours for Pay"
(Formerly Known as "Moonlighting Policy")

DEFINITION

Residents are only permitted to undertake what is commonly referred to as "moonlighting", and will henceforth be termed "Residents Working Additional Hours for Pay", in the following scenarios:

1. When holding an Independent Practice License from the College of Physicians and Surgeons of Ontario (CPSO) and undertaking additional hours for pay outside of their regular clinical duties.
2. When holding a certificate of Restricted Registration from the CPSO, obtained through Restricted Registration Ontario, and undertaking additional hours for pay outside of their regular clinical duties.
3. The Province of Ontario has issued an Order-in-Council (OIC) permitting other forms of moonlighting arising from/during exceptional circumstances e.g. Pandemic or other disaster

The Council of Ontario Faculties of Medicine (COFM) defines practicing with a Restricted Registration as:

Residents registered in postgraduate medical education programs leading to certification with the Royal College of Physicians and Surgeons of Canada (RCPSC) or the College of Family Physicians of Canada (CFPC) who provide clinical services for remuneration outside of the residency program with a restricted registration from the CPSO.

<https://cou.ca/wp-content/uploads/2017/12/Restricted-Registration-Policy.pdf>

APPLICATION

As per the COFM and the CPSO, residents cannot legally work additional hours for pay outside of their residency program without an Independent Practice License or certificate of Restricted Registration.

Moreover, working any additional hours for pay outside of regular clinical duties under a certificate of Restricted Registration, specifically, must not contravene the PARO-OTH Collective Agreement (e.g. exceed [Maximum Duty Hours](#)).

<https://www.cpso.on.ca/Physicians/Registration/Registration-Policies/Residents-Working-Additional-Hours-for-Pay>

Information on the Restricted Registration Program, and obtaining a certificate of Restricted Registration may be found at <http://www.restrictedregistrationontario.ca/>

Committee

PGEC
Faculty Council
Executive Committee of the Senate

Approval Date

June 14, 2023
November 7, 2023
December 5, 2023