

Department of Family Medicine

Policy Name:	Residents Working Additional Hours for Pay (Formerly known as “Moonlighting”)
Approved By:	FM-ESFP Committee
Date Last reviewed:	Dec 14, 2023
Contact Department:	P/G Program Manager dfmpgmanager@uottawa.ca

Purpose:

The purpose of this policy is to detail the scenario(s) in which a resident may work additional hours for pay (commonly referred to as moonlighting).

Policy:

Residents may only consider working additional hours for pay if they hold an Independent Practice License or Restricted Registration from the College of Physicians and Surgeons of Ontario (CPSO).

Residents are advised that their PGY-3 clinical and academic duties must take priority over any and all moonlighting opportunities, regardless of the nature of the license held.

Residents cannot work or bill additional hours **during** their regular clinical duty time. Work should be arranged in areas or rotations that they have already successfully completed as a trainee.

Working additional hours of pay outside of regular clinical duties under a certificate of Restricted Registration must not contravene the PARO-CAHO Collective Agreement.

Residents are encouraged to let their program director know if they intend to work additional hours of pay, as the program director may have objections from a curricular perspective that the resident may wish to heed. Poor performance on rotations, regardless of cause, will be dealt with according to the policies of your program, the Department of Family Medicine and the Faculty of Medicine. More information regarding those policies is available on the DFM and PGME websites.

Applicability: This policy applies to residents in Postgraduate Year Three (PGY3).