

EXTENDERSHIP AND MOONLIGHTING POLICY

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Approval Authority Department of Family Medicine	
Implementation Authority Residency Program Director	
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1. Purpose

A Resident’s prime responsibility is to the educational requirements and the associated clinical activities within his/her training program. Occasionally, Residents may indicate they wish to participate in clinical work that is not considered part of their educational program. This policy describes the criteria that must be met when a Resident wishes to either work as an “extender” or when he/she wishes to “moonlight”. The Resident is responsible for ensuring that the policy is followed.

2. Scope

This policy applies to Residents in all Family Medicine Programs at the University of Calgary, Department of Family Medicine.

3. Definitions:

In this policy:

- a) “Extendership” refers to clinical work that is outside of an educational program, performed by a Resident with a Physician Extender Practice Permit, as per the College of Physicians and Surgeons of Alberta (CPSA) guidance document “Information for Physician Extenders and Program Directors”.¹
- b) “Moonlighting” refers to clinical work that is outside of an educational program, performed by a Resident with an appropriate CPSA independent medical practice permit.

4. Policy Statement:

4.1 Extendership Eligibility

Residents working as extenders must have:

- 4.1.1** Successfully completed a minimum of 18 months of Canadian Residency training.
- 4.1.2** Obtained the Licentiate of the Medical Council of Canada.
- 4.1.3** The written approval of their Program Director and their employer, Alberta Health Services (AHS). Approval may be revoked by the Program Director at any time, if there is indication that the Resident is in academic difficulty.
- 4.1.4** Appropriate liability insurance coverage.

4.2 Resident Responsibilities: Extendership

Residents working as Physician Extenders must ensure that:

- 4.2.1** Appropriate supervision is available during the period of the extendership. A responsible preceptor/supervising physician will be named for each period of extendership. (See also Department of Family Medicine "Supervision of Residents Policy").
- 4.2.2** They are appropriately licensed to perform extendership duties by the College of Physicians and Surgeons of Alberta. The appropriate Residency Program Director of the Department of Family Medicine is required to provide a letter of good standing to the CPSA in order for the restricted license to be issued. The letter of good standing can be withheld or withdrawn by the Program Director at any time if the Resident's academic performance is compromised or if the policy requirements are not met.
- 4.2.3** Extenderships are carried out only in settings where there is no current or future expectation of being assessed as part of their educational program.
- 4.2.4** Commitments for extenderships do not interfere with Residency duties.
- 4.2.5** All PARA rules are adhered to, especially regarding frequency of call in order to ensure the extra time spent doing extenderships does not compromise learning and patient safety.
- 4.2.6** The Resident's assessments are current, and demonstrate a pattern of success.
- 4.2.7** No extenderships are carried out two weeks before examinations.
- 4.2.8** They provide a summary of extendership experience(s) at least semi-annually to the Program Director to recount positive and negative experiences during the extendership(s).

4.3 Moonlighting Eligibility

Residents undertaking moonlighting clinical work must ensure they:

- 4.3.1** Have an independent practice permit from the CPSA.
- 4.3.2** Have appropriate medical liability insurance coverage.
- 4.1.1** Are/remain in academic good standing in their Residency Program.

4.4 Resident Responsibilities: Moonlighting

Residents undertaking moonlighting clinical work must ensure that:

- 4.4.1** Moonlighting does not negatively impact their ability to fully engage in their educational program. Should a Resident find that this extra clinical work is affecting their academic performance and/or ability to carry out their duties as a Resident, the Resident must take steps to resolve this and if problems persist, the Resident must notify their Program Director.
- 4.4.2** Moonlighting is only carried out in clinical settings where there is no current or future expectation of being assessed as part of their educational Program.
- 4.4.3** Commitments for moonlighting do not interfere with Residency duties.
- 4.4.4** The Resident's assessments are current, and demonstrate a pattern of success.

See Appendix A.

5. Reference Documents

¹ “Information for Physician Extenders and Program Directors” College of Physicians and Surgeons of Alberta, Registration Department
http://www.cpsa.ab.ca/Libraries/pro_registration/info-for-physician-extendere-and-pds.pdf?sfvrsn=14

Also refer to program-specific Assessment Policies

- Supervision of Resident Policy

Ratified by FMRTC April 2007
Approved PGEC 2014-12-18

Appendix A

	Extendership	Moonlighting
CPSA Licensing	Physician Extender Practice Permit*	Independent medical practice permit, as required by clinical employer
CMPA coverage	Confer directly with CMPA to ensure adequate coverage, on basis of clinical setting and licensure	
Supervision	Required, as per CPSA*	Not required
Program Director Support	Required, as per CPSA*	Not required
Hours restrictions	After-hours coverage as part of the educational experience, taken together with shifts as a Physician Extender, must not breach the PARA agreement.	Not limited by PARA agreement but exceeding PARA agreement NOT recommended.
Reporting back to Residency Program	Required regularly, as per CPSA* Required additionally if academic performance negatively impacted**	Required if academic performance negatively impacted**