

Resident Extenders and Moonlighting Shifts

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1 Purpose

Preamble

It is recognized that Residents may wish to carry out additional clinical work above and beyond the scheduled time required to ensure the completion of the Resident's scope of work within their Residency Training Program. This Operating Standard provides additional detail to ensure compliance with the Resident Physician Agreement, the CPSA registration standards and the requirements of the PGME program.

The purpose of this Operating Standard is to outline the general operating principles governing Residents in Programs at the Cumming School of Medicine at the University of Calgary who carry out Extender and Moonlighting shifts.

2 Scope

This Operating Standard applies to all Residents in the RCPSC and CFPC accreditation residency training programs at the University of Calgary, Cumming School of Medicine who have a Physician Extender Practice Permit or an independent license to practice.

This document does not apply to Clinical Fellows.

Contracts for sponsored trainees prohibit participation in Extender shifts or Moonlighting. Resident Physicians governed by these contracts must not engage in these clinical activities.

3 Definitions

- a) “CACMS” refers to the Committee on Accreditation of Canadian Medical Schools.
- b) “CFPC” means the College of Family Physicians, the body responsible for Program accreditation, examination, and Resident certification for CFPC disciplines.
- c) “CPSA” means the College of Physicians and Surgeons of Alberta.
- d) “CSM” means the University of Calgary, Cumming School of Medicine.
- e) “Extenders” refers to additional clinical work performed by a Resident that is above and beyond the scheduled time required to ensure the completion of the Resident’s Program. There is a clear link between the scope of work of the service to be provided and their Residency Training Program and performed within a Physician Extender Practice Permit as described by the College of Physicians and Surgeons of Alberta (CPSA) rules for participation “Information for Physician Extenders and Program Directors”.
- f) “Fellow” refers to a post Residency trainee who is registered with the PGME Office of the Cumming School of Medicine and who, regardless of the source of funding, is currently pursuing training which will NOT be evaluated by supervising faculty for the purpose of Canadian licensure, or certification by the College of Family Physicians of Canada, le College des Médecins du Quebec, or the Royal College of Physicians and Surgeons of Canada (RCPSC). Individuals pursuing an AFC (Diploma) with the RCPSC are also considered to be Clinical Fellows.
- g) “LCME” refers to the Liaison Committee on Medical Education.
- h) “Moonlight” or “Moonlighting” refers to independent practice of medicine outside of your postgraduate training program whether remunerated or not.
- i) “Program” means a RCPSC or CFPC accredited residency training program in the CSM.
- j) “Program Director” means the individual appointed to a program who is responsible to the department head, associate dean, and postgraduate medical education for the overall conduct of the residency program in accordance with the Canadian Residency Accreditation Consortium Standards of Accreditation.
- k) “RCPSC” means the Royal College of Physicians and Surgeons of Canada, the body responsible for Program accreditation, examination, and the Resident certification for RCPSC disciplines.
- l) “Resident” means a postgraduate trainee registered in a Program that is administered by the CSM and leads to RCPSC or CFPC certification.
- m) “PARA” means the Professional Association of Resident Physicians of Alberta.

In this Operating Standard, the word “**must**” is used to denote something that is required, and the word “**should**” is used to denote something highly recommended.

4 Standard/Practice

Extender and Moonlighting Shifts as a Resident

- 4.1** This operating standard is informed by the CPSA criteria for licensing and rules for participating can be found on their website: <https://cpsa.ca/physicians/registration>
- 4.2** All other policies related to PGME remain applicable to residents doing extender work. Unprofessional conduct during Extender or Moonlighting work may be considered by programs or the Associate Dean under Remediation, Probation, Dismissal Policy.

Resident Extender Work

Resident Responsibilities and Expectations

- 4.3** Residents scheduled for extender work must:
 - i. Maintain their Physician Extender Practice Permit
 - ii. Maintain appropriate professional liability protection
 - iii. Ensure their Extender shifts, when combined with other residency training duties, collectively adhere to the duty hours scheduling provisions defined in the Resident Physician Agreement.
- 4.4** Duty hour scheduling limitations apply equally to all rotations, including research rotations and all electives. Exceptions must be approved in advance by the Home Program Director.
- 4.5** Commitments for Extender shifts shall not interfere with the Resident’s training and regular duties.
- 4.6** Residents must not participate in Extender shifts while simultaneously fulfilling duties within their program, including academic half day, or any other mandatory event scheduled by the Program.
- 4.7** Residents must not participate in Extender shifts which involve overnight call on days that precede regular duty hours.
- 4.8** Residents have a collective responsibility to provide acute care coverage and work together to ensure continuity of care. Extender shifts must never justify a Resident’s failure to contribute equitably towards adequate coverage of the clinical services.
- 4.9** Residents must maintain satisfactory academic performance to participate in the Extender schedule. Residents on remediation or probation may not do extender

work. A learning support plan may affect the Resident's eligibility to work Extender shifts.

- 4.10** Extender shifts shall only occur at a site and service other than those where the Resident is currently being assessed to ensure disambiguation of the two roles, expectations, and supervision. A different service at the same site is permitted. At the Associate Dean's discretion, short term exceptions may be made for public health emergencies.
- 4.11** Formal feedback or assessments (EPAs, narratives, field notes, etc.) are not required but may be requested at the discretion of a resident or supervisor. This data may be considered by the home program.
- 4.12** Decisions to engage in Extender shifts must consider resident wellness, fatigue risk management and patient safety.
- 4.13** The Resident must track and submit a summary of Extender shifts worked at least semi-annually to their Program Director (or designate) to tabulate their extender and rotation call shifts and confirm that the specific limits have not been exceeded. Extender shifts are not permitted within the two weeks preceding certification or licensing examinations.
- 4.14** Residents engaging in Extender work must recognize limitations in their knowledge and skills and call for appropriate help in a timely fashion.
- 4.15** Residents who have been approved for accommodations under the PGME Resident Accommodation Policy will not be able to participate in Extender work that would impact their work or scheduling in their residency program or is inconsistent with their accommodations.

Program Director Responsibilities

- 4.16** Review the Resident's performance on a regular basis (at least semi-annually) and discuss concerns or withdraw support for work as an Extender if it is interfering with the Resident's performance.
- 4.17** Define additional rules and restrictions that pertain to the Program if more limiting or specific than what is described in the Operating Standard. For example, at the discretion of the Program, Extender shifts may be prohibited while on research rotations or a signed agreement may be required for Extender participation.
- 4.18** Provide approval for a Resident Physician to engage in Extender shifts. This must take into consideration resident wellness, fatigue risk management and patient safety.

The Clinical Department Responsibilities (for which a Resident is performing Extender duties)

- 4.19** Ensure patient care needs at the service-level have been identified and the expectation for the Extender shifts and Resident shifts are clearly defined. Ensure the service responsibilities for Extender shifts at the individual-level are clearly defined and in alignment with the Resident's training and abilities.
- 4.20** Ensure appropriate supervision and support for the Extender shifts (direct or indirect).
- 4.21** Discuss conduct, professionalism, or performance concerns arising from Extender activities with the Resident and escalate to the Resident's Program Director, where appropriate. This must be documented in writing in the resident's electronic portfolio.
- 4.22** Ensure there is no pressure for Residents to work Extender shifts and remove a Resident from an Extender schedule at the request of the Program Director.
- 4.23** The receiving department needs to ensure there is a clearly defined point of contact in the receiving department for PGME, Programs and Residents.
- 4.24** Ensure there is a clear process in place for invoicing and payment of services
- 4.25** Department must report extender shifts to PGME monthly.

Moonlighting

- 4.26** Residents who Moonlight must hold a license/registration acceptable to the regulatory authority (College) in the jurisdiction in which the Moonlighting will occur. Residents who Moonlight must maintain the appropriate Type of Work code with CMPA.
- 4.27** Moonlighting activities must not negatively impact educational goals or performance in the residency program.
- 4.28** Moonlighting activities must not interfere with duties within the residency program and must not be scheduled at the same time as residency program activities. This includes mandatory educational activities.
- 4.29** Residents have a collective responsibility to provide acute care coverage and work together to ensure continuity of care. Moonlighting activities must never justify a Resident's failure to contribute equitably towards adequate coverage of the clinical services.
- 4.30** Moonlighting activities must not interfere with the Resident's ability to provide safe and competent care in the clinical responsibilities of their residency program.

- 4.31** Moonlighting activities shall only occur at a site and service other than those where the Resident is currently being assessed to ensure disambiguation of the two roles, expectations, and supervision. At the Associate Dean's discretion, short term exceptions may be made for public health emergencies.
- 4.32** Residents who plan to Moonlight should discuss their intention with their Program Director.
- 4.33** The decision to participate in Moonlighting activities should take wellness and fatigue risk management into consideration.
- 4.34** Residents who have been approved for accommodations under the PGME Resident Accommodation Policy will not be able to participate in Moonlighting work that would impact their work or scheduling in their residency program or is inconsistent with their accommodations.
- 4.35** Failure to adhere to these provisions governing Moonlighting may result in:
 - i. A requirement to take an unpaid leave of absence until Moonlighting activities are brought into compliance;
 - ii. A recommendation in a Learning Support, Remediation or Probation Plan that Moonlighting activities be modified, reduced or cease; or
 - iii. The nature of a Resident's Moonlighting activities being evidence in support of a PGME Program's decision at an appeal.

Program Responsibilities

- 4.36** Define additional recommendations that pertain to the Program if more limiting or specific than what is described in the Operating Standard. For example, at the discretion of the Program, Moonlighting shifts may have a recommended maximum number on certain rotations.

- 5 Approval Authority** PGME Committee ensures appropriate rigor and due diligence in the development and/or revision of this Operating Standard
- 6 Responsibilities** The Associate Dean, PGME has the following responsibilities:
 - 6.1** To ensure that University of Calgary staff is aware of and understands the implications of this Operating Standard and related procedures.
 - 6.2** To monitor compliance with this Operating Standard and related procedures.
 - 6.3** To regularly review this Operating Standard and related procedures to ensure consistency in practice.

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| 7 Related Policies | Remediation, Probation, Dismissal
Resident Accommodation
Resident Safety | | | | | | | | |
| 8 Related Operating Standards | Fatigue Risk Management | | | | | | | | |
| 9 Related Information | Residents must be given a copy of, or access to, this document, as well as any program-specific documents relating to resident expectations, assessment, and safety when they enter a PGME Program at the University of Calgary. | | | | | | | | |
| 10 References | CMPA FAQ: CMPA - FAQ: Residents and residency
Physician Extender Registration: Apply for Physician Extender Registration - College of Physicians & Surgeons of Alberta CPSA
Resident Physician Agreement: Agreement Professional Association of Resident Physicians of Alberta | | | | | | | | |
| 11 History | <table border="0"> <tr> <td>May 30, 2022</td> <td>Drafted</td> </tr> <tr> <td>July 22, 2022</td> <td>Approved by PGME Committee</td> </tr> <tr> <td>February 2, 2025</td> <td>Revisions</td> </tr> <tr> <td>May 27, 2025</td> <td>Approved by PGME Committee</td> </tr> </table> | May 30, 2022 | Drafted | July 22, 2022 | Approved by PGME Committee | February 2, 2025 | Revisions | May 27, 2025 | Approved by PGME Committee |
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