
TITLE	Moonlighting Policy
POLICY NO:	2015-047

POLICY STATEMENT:

Superior EMS has adopted this Moonlighting Policy to ensure that our business interests are protected, and employee safety and productivity are maintained. Superior EMS allows outside employment, where the other employment causes no adverse affects to the employee's performance of job duties at Superior EMS, and there is no conflict of interest.

SCOPE:

All Staff/Volunteers

POLICY:

Limitations

- Superior EMS employees must have eight (8) consecutive hours of time for rest/sleep prior to reporting for regularly scheduled work at Superior EMS. For example, an employee may not work a 12am-8am shift at another workplace prior to reporting to Superior EMS at 9am, etc. This is to ensure compliance with workplace compliance legislation intended to provide worker safety and productivity.

Non-Compete / Confidential Information

- To ensure the safe-keeping of our trade-secrets and confidential information, Superior EMS employees are strictly prohibited from seeking secondary employment with any organization that competes either directly or indirectly with Superior EMS, or that conducts business that is similar to Superior EMS (excluding ministry / municipal EMS services).
- Superior EMS employees may be required to sign a Confidentiality and Non-Compete agreement prior to, or during their employment with Superior EMS.

No Superior EMS employee performing services for another provider outside of the Superior EMS environment will be covered by Superior EMS insurance policies. No property of Superior EMS can be utilized if moonlighting under any circumstances.



Date of Approval: September 28, 2016
Date to be Reviewed: September 28, 2018
Authority: Chief of EMS Operations



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