

GME 06 / GPR 25

POLICY:

Moonlighting: Patient Care Activities Internal and External to the Graduate Medical and Dental Education Programs


RESPONSIBLE DEPARTMENT:

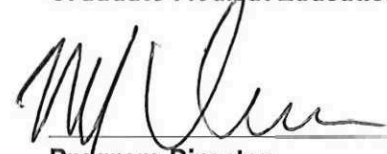
Administration
Family Medicine Asheville
Addiction Medicine Fellowship
Sports Medicine Fellowship
Family Medicine Boone
Sports Medicine Fellowship
Family Medicine Hendersonville
Gen Practice Dental Residency
General Surgery
Critical Care Surgery Fellowship
Internal Medicine
Obstetrics and Gynecology
Maternal Fetal Medicine Fellowship
Psychiatry
Child & Adolescent Fellowship
Consultation-Liaison Fellowship
Transitional Year

APPROVED BY:

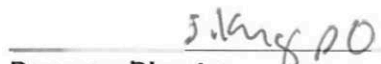
 11-15-21
CEO Date

 2/21/21
Designated Institutional Official Date
Graduate Medical Education

 MD 7/21/21
Program Director Date
Family Medicine Residency - Asheville

 10/20/21
Program Director Date
Family Medicine - Boone

 8/13/21
Program Director Date
Family Medicine - Hendersonville

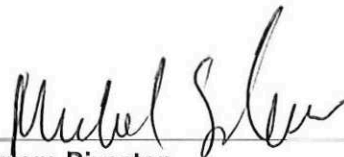
 7/29/2021
Program Director Date
Sports Medicine Fellowship - Asheville

 10-21-21
Program Director Date
Sports Medicine Fellowship - Boone


Program Director
Addiction Medicine Fellowship

7/2/21

Date


Program Director
General Surgery Residency


8/2/21

Date


Program Director
Critical Care Surgery Fellowship

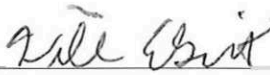
8/3/21

Date


Program Director
Internal Medicine Residency

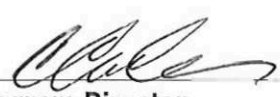
9/3/21

Date


Program Director
Obstetrics & Gynecology Residency

9/20/21

Date


Program Director
Maternal Fetal Medicine Fellowship

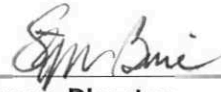
10/6/21

Date


Program Director
General Practice Dental Residency


7.29.21

Date


Program Director
Psychiatry Residency


8/10/21

Date


Program Director
Child & Adolescent Psychiatry Fellowship

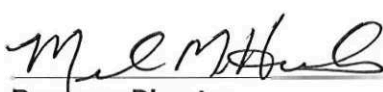
10/2/21

Date


Program Director
Consultation-Liaison Psychiatry Fellowship

9/7/21

Date


Program Director
Transitional Year Residency

9/21/21

Date

PURPOSE:

To ensure that all of MAHEC's Graduate Medical and Dental Education programs meet or exceed the Institutional and Program Requirements of the Accreditation Council for Graduate Medical Education (ACGME) and its Residency Review Committees (RRC), and the Commission on Dental Accreditation (CODA) standards.

Residents and fellows must carefully weigh the implications of patient care activities external to their GME/GPR program. Such activities must not interfere with their obligations to MAHEC or to their educational programs or to the duty hours established for residents/fellows in Institutional and Program Requirements.

For the purpose of this policy, patient care activities outside of the program or moonlighting (regardless of the location) are defined as working for compensation outside of and in addition to fulfilling the responsibilities of a resident/fellow in the residency/fellowship programs.

Residents/fellows are not required to engage in moonlighting.

POLICY:

Because residency/fellowship education is a full-time endeavor, the Program Director must ensure that moonlighting does not interfere with the ability of the resident/fellow to achieve the goals and objectives of the educational program and that moonlighting is in compliance with Institutional and Program Requirements regarding duty hours.

The Program Director must comply with the sponsoring institution's written policies and procedures regarding moonlighting, (MAHEC policy, 3.HR.1013 Outside Employment). Moonlighting must not interfere with fulfilling the responsibilities of a resident/fellow in the training program.

Time spent by residents in internal and external moonlighting must be counted towards the 80-hour maximum weekly hour limit. PGY1 residents are not permitted to moonlight.

Moonlighting is NOT allowed when the resident is either on service or on call for a service, including when the resident is on call and not required to be in the clinical setting.

The Program Director must approve a resident's/fellow's request to moonlight in advance of any work that is considered moonlighting or any commitment by a resident/fellow to begin moonlighting. The resident's/fellow's performance will be monitored for the effect of these activities and adverse effects may lead to withdrawal of permission. Violations of this policy, including not requesting approval for moonlighting for residents/fellows, may result in disciplinary action, including loss of moonlighting privileges, suspension, or dismissal from their program.

Permission to moonlight will be withdrawn by the Program Director for a resident/fellow who is on probation or for whom any disciplinary action has been implemented. The Program Director has the discretion to withhold or withdraw consent for moonlighting for any other reason. If this should occur, the Program Director will notify the GME department the reasons for the action and the date that approval was withheld or withdrawn.

MAHEC does not provide professional liability insurance coverage for moonlighting.

PROCEDURES:

1. To qualify for moonlighting, the resident/fellow must have:
 - a. successfully completed the first post graduate year (PGY1) of their GME program;
 - b. an active, unencumbered license to practice medicine/dentistry granted by the North Carolina Medical/Dental Board, allowing for unsupervised practice;
 - c. a valid Drug Enforcement Administration (DEA) number, not just the prefix for the major participating institution or other clinical site DEA number; and
 - d. the improved GME form approved/sign from the Program Director.
2. Prior approval for moonlighting must be obtained from the Program Director for a specific clinical site, using forms provided for moonlighting requests with copies of licensure, DEA number, and any other required documentation.
3. Residents/fellows must complete the application regarding the amount of hours and/or shifts for an estimate of the amount of time spent in moonlighting activities.
4. Resident/fellows must update the Outside Employment form and submit to the GME office who will share with TM and Risk.

5. Any change in the clinical site requires separate prior approval from the Program Director.
6. Residents/fellows must re-apply for approval for a clinical site on an annual basis.
7. Program Directors will **keep the written approval to moonlight in the resident's/fellow's file.**
8. Program Directors are responsible for compliance with ACGME & CODA Institutional **and Program Requirements and MAHEC's policies and procedures, including those established by the Graduate Medical Education Committee(s) (GMECs) activities.**
9. When Institutional and/or Program Requirements regarding moonlighting are revised, the Designated Institutional Official (DIO) and Program Directors are responsible for **reviewing the MAHEC's policies and procedures and recommending revisions to maintain compliance.**
10. Program Directors are responsible for evaluating the appropriateness of a moonlighting request.
11. A copy of all documentation will be forwarded to the Department of GME and kept in the **resident's/fellow's program files.**
12. Institutions hiring the resident/fellow to moonlight must ensure that licensure is in place, adequate liability coverage is provided, and the resident/fellow has appropriate training and skills to carry out duties.

Effective: February 16, 1994

Reviewed: April 1, 2021

Resident Physician Application for Outside Employment ("Moonlighting")

Date: _____
Applicant's Name: _____ PGY Level _____
MAHEC Program: _____
Proposed site for moonlighting activity (name of facility, hospital, E.D., clinic, etc.)
Name: _____
Address: _____
Phone: _____
Expected date of employment _____
Estimated number of shifts per month _____ Estimated hours per shift _____
Description of moonlighting activities (e.g. Responsibilities, duration of "shift", frequency of "shifts", etc.). _____

Responsible or supervising individual at facility (chief of staff, services, etc.)
Name: _____
Address: _____
Phone: _____
North Carolina Medical License (not residency training license):
Date of Issue: _____ License Number: _____
DEA Number: _____ (attach copy of certificate)

I am aware of the ACGME mandate that resident work hours, including moonlighting) should not exceed 80 hours per week, averaged over 4 weeks, that residents have 1 day in 7 off, and that residents should work no more than 24 consecutive hours. In addition, the program director must approve all moonlighting shifts in advance. I affirm that this moonlighting activity will in no way interfere with my duties and obligations to my residency program.

I acknowledge that MAHEC and/or Watauga Medical Center does not provide professional liability coverage for Moonlighting: Patient Care Activities External to the Graduate Medical Education Programs. I have determined that professional liability coverage for my activities is provided by the employer, and I have determined that this coverage is adequate. (Attach Liability Insurance cover sheet)

Applicant's Signature Date

.....
Approved Not Approved
Program Director's Signature _____
Date _____

Attached required documents when submitting this approved application to the GME Department.

- North Carolina Medical License (not residency training license):

- Full DEALicense
- Copy of personal/professional liability insurance
- HR Outside Employment Policy – completed/signed