

## CHRISTIANA CARE HEALTH SERVICES

<b>POLICY:</b>	<b>Moonlighting</b>
DEPARTMENT:	GMEC
DATE OF ORIGIN:	March 1993
LAST REVISION DATE:	August 2018
REGULATORY REFERENCE:	ACGME

### (Medical Practice Outside of Scope of Your Graduate Medical Education Program)

#### ***POLICY:***

Graduate Medical Education positions are full-time jobs with extended hours to permit both learning and patient care. CCHS does not encourage any off-duty professional remunerative activities that might interfere with the resident/fellows performance or obligations to the CCHS graduate medical education program. PGY-1 level residents are not permitted to moonlight. All off-duty professional remunerative activities (Internal / External moonlighting) require written permission by the Program Director, and count towards the 80 hour duty requirement. This will ensure compliance with appropriate accreditation, licensure and administrative requirements.

#### ***DEFINITIONS:***

Moonlighting: Any off-duty professional remunerative activity undertaken by a resident/fellow employed by CCHS.

#### ***PURPOSE:***

To define the responsibility of CCHS and residents in off-duty remunerative activities.

#### ***SCOPE:***

All graduate medical education programs at CCHS.

#### ***PROCEDURE:***

##### **Within the Christiana Care Health System**

The Resident/Fellow must:

- Be at the PGY2 level, or above;
- Not be required to engage in moonlighting;
- Have a full or permanent license in the state in which the resident/fellow plans to moonlight;
- Have the written permission of the Program Director, including the maximum number of hours per week, the location and the scope of responsibilities;
- Be properly credentialed by the CCHS Medical/Dental Staff;
- Count all Internal / External moonlighting activity towards the 80-hour work Rule.
- Must not allow moonlighting to interfere with the ability to achieve the goals and objectives of the educational program.

The department requesting moonlighting must:

- Ensure that the resident/fellow has the written permission of the Program Director;
- Not involve any resident/fellow in activities which would compromise his or her performance in his or her graduate medical education training program;
- Ensure that the resident/fellow is credentialed to perform the activities requested;
- Ensure that the resident/fellow's name appears on the appropriate activity schedule, to ensure liability/malpractice insurance coverage;
- Arrange for payment of all wages and benefits;
- Count all Internal / External moonlighting activity towards the 80-hour work Rule.

The Program Director must:

- Ensure that all moonlighting activities of all resident/fellows are within the Graduate Medical Education Program Requirements;
- Monitor the effect of moonlighting activities on a resident's/fellow's performance in the program, including that adverse effects may lead to withdrawal of permission to moonlight;
- Maintain a written record of all moonlighting activities in each resident/fellow's permanent folder;
- Prohibit moonlighting activities for any resident/fellow on academic remediation; and
- Count all Internal / External moonlighting activity towards the 80-hour work Rule.

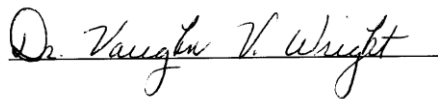
#### **Outside the Christiana Care Health System**

The Resident/Fellow must:

- Be at the PGY2 level, or above;
- Have a full or permanent license in the state the resident/fellow plans to moonlight;
- Have the written permission of the CCHS Program Director, including the maximum number of hours per week, the hourly schedule of activities, the location and the scope of responsibilities;
- Be properly credentialed by the appropriate Medical/Dental Staff;
- Be covered by appropriate liability/malpractice insurance at the site at which the professional activity occurs. (**NOTE:** CCHS liability/malpractice insurance will not cover the resident/fellow for any outside moonlighting activities);
- Not involve CCHS in any payment for services; and
- Not identify himself/herself as an employee of CCHS while carrying out any moonlighting activities.

There will be no exceptions to this Policy. Unauthorized participation in moonlighting activities will result in disciplinary action up to and including termination from the graduate medical education program.

#### **SIGNATURES/APPROVALS:**



Reviewed 02/15/2019