
POLICY AND PROCEDURE

UNIVERSITY OF NORTH CAROLINA HOSPITALS GRADUATE MEDICAL EDUCATION POLICY ON HOUSESTAFF (RESIDENT) PROFESSIONAL ACTIVITIES IN ADDITION TO, OR OUTSIDE OF, THE REQUIREMENTS OF THEIR RESIDENCY PROGRAM (MOONLIGHTING)

POLICY:

The Executive Committee of the Medical Staff has the responsibility for determining institutional policy regarding whether extracurricular professional activities ("moonlighting") by residents in training should be authorized. Unauthorized extracurricular professional activities are inconsistent with the educational objectives of Residency program requirements as specified by the Accreditation Council on Graduate Medical Education (ACGME), and therefore, are prohibited. Violation of this policy may result in dismissal of the Resident by the Department Chair.

"Internal moonlighting" is defined as extra work for extra pay performed within UNC Hospitals, a UNC Health Care System affiliated entity (i.e., a UNC-owned or jointly owned community medical practice, except Rex Healthcare and Chatham Hospital), or an ACGME-approved participating institution. While performing internal moonlighting services, residents must have a full unrestricted license issued by the North Carolina Medical Board. Internal moonlighting hours must be documented, and they must comply with the written policies regarding Duty Hours as per the training Program, UNC Hospitals and ACGME. For internal moonlighting at UNC Hospitals or a UNC Health Care System affiliated entity, as set forth above, the trainee is covered under the UNC Hospitals Liability Insurance Trust Fund professional liability program. For internal moonlighting at an ACGME-approved participating institution, the trainee is **not** covered under the UNC Hospitals Liability Insurance Trust Fund professional liability insurance program as the activity is outside the scope of UNC Health Care System employment. The trainee is responsible for his/her own professional liability coverage (either independently or through the entity for which the trainee is moonlighting), DEA licensure, Medicare (or other governmental) provider number and billing training, and must meet any other requirements for clinical privileging at the employment site.

"External moonlighting" is defined as work for pay performed outside of UNC Health Care System or an ACGME approved participating institution. Moonlighting activities at Rex Healthcare and Chatham Hospital are considered external moonlighting. For all external moonlighting, the trainee is **not** covered under the UNC Hospitals Liability

Insurance Trust Fund professional liability insurance program as the activity is outside the scope of UNC Health Care System employment. The trainee is responsible for his/her own professional liability coverage (either independently or through the entity for which the trainee is moonlighting), DEA licensure, Medicare (or other governmental) provider number and billing training, must have a full unrestricted license issued by the North Carolina Medical Board, and must meet any other requirements for clinical privileging at the employment site.

Authorized extracurricular professional activities which do not interfere with the Residency Program requirements as specified by the ACGME are permitted under limited circumstances. The term for any authorized extracurricular professional activities shall not extend beyond the end of the academic year in which the activities are approved. Residents who want to participate in extracurricular professional activities for longer than one academic year must apply for approval of such activities each academic year.

- I. Any and/or all duly appointed residents to the Housestaff of UNC Hospitals shall perform their duties during such hours as the Departmental Duty Hour Policies specify. Duty hours, although subject to modification and variation depending on the clinical area to which the Housestaff member is assigned and/or exigent circumstances, shall be in accordance with State, Federal, Departmental or Institutional requirements.
- II. Permission to engage in professional activities in addition to, or outside of, the Residency Program's requirements by a member of the Housestaff, must: be granted in writing by the Residency Program's Director and Chair of the Department; be approved by the Graduate Medical Education Committee; be consistent with ACGME and Program Requirements; not impinge upon the performance of educational obligations of the resident; and not require the resident to work more than the maximum number of hours permitted by the Program Requirements, ACGME, State and Institution. The performance of each resident who has been approved to moonlight must be monitored by the Program Director for the effect of extracurricular professional activities on the resident's residency training, and any adverse effects may lead to withdrawal of permission by the Program Director.
- III. Residents must not be required to perform "moonlighting."
- IV. All residents engaged in professional activities in addition to, or outside of the Residency Program requirements must be licensed for unsupervised medical practice in the State where the "moonlighting" occurs.
- V. In evaluating proposed extracurricular professional activities, the Program Director and Department Chair must consider the following:

- A. The nature of the extracurricular work opportunity, including its educational value.
 - B. The capacity of the resident to fulfill his/her educational objectives and responsibility for patient care, while, at the same time, pursuing additional work activity for income.
 - C. The needs of the community to be served by the extracurricular work activity.
 - D. The financial needs of the individual resident.
 - E. The total number of hours worked, including moonlighting, must not exceed specific RRC requirements.
- VI. A Department considering any extracurricular activity must submit the resident's "Request for Approval To Moonlight" Form and supporting documentation to the Office of Graduate Medical Education. The Office of Graduate Medical Education will review the paperwork for the following prior to GMEC consideration:
- 1. The name of the site and a description of the extracurricular activity;
 - 2. The Program Director's and Department Chair's signatures approving the resident's request to moonlight;
 - 3. Documentation that the Resident has a permanent medical license, not a training license;
 - 4. Documentation that adequate liability coverage is provided by the site;
 - 5. Whether the resident has the appropriate training skills to carry out the assigned duties; and
 - 6. The total hours worked, including moonlighting, do not exceed RRC requirements.
 - 7. Documentation of all sites resident or subspecialty resident is moonlighting, whether internal or external.
- VII. The Graduate Medical Education Committee (GMEC) will act upon the request and make a recommendation to the Executive Committee of the Medical Staff.

- VIII. Residents who perform moonlighting, whether internal or external, must record their moonlighting hours in addition to their regular duty hours in E*Value.
- IX. Housestaff will be provided with a copy of this policy prior to their appointment.
- X. This Policy will appear in the Housestaff Manual.
- XI. A Chair may decide that "moonlighting" is not allowed during residency training in their Program; this policy should be told to applicants for residency training and reaffirmed at the time of appointment and orientation to the Department.

Originating Unit: Executive Committee of the Medical Staff

Reviewed and revised as necessary:	5/92
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Medical Staff Approval:	2/4/02
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GMEC Revised and Approved:	9/17/08
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