

Professional Activities outside the Educational Program/Moonlighting Policy

POLICY

It is the policy of **Wake Forest Baptist Medical Center (WFBMC)** that the residency program director and/or the department chair are responsible for the scope of the respective residency training program.

Professional and patient care activities outside the scope of the training program will be defined by the residency training program director or chair and will be recognized as “moonlighting”.

SCOPE

To ensure that the resident and program director understand the requirements and obligations of **moonlighting** outside of or in addition to the requirements of the educational program.

GUIDELINES

1. Because residency education is a full-time endeavor, the program director must ensure that moonlighting does not interfere with the ability of the resident to achieve the goals and objectives of the educational program. **Each residency program must have a specialty-specific written program policy that addresses moonlighting.**
2. The program director must comply with the sponsoring institution's written policies and procedures, **and the Accreditation Council for Graduate Medical Education (ACGME) common and specialty-specific program requirements** regarding moonlighting;
3. **PGY-1 residents are not permitted to moonlight.**
4. **Time spent by residents in Internal and External Moonlighting must be counted towards the 80-hour maximum weekly duty hour limit.**
 - a. **Internal Moonlighting: Voluntary, compensated, medically-related work (not a part of the required or elective educational experience for the program) performed within the institution in which the resident is in training or at any of its related participating sites.**
 - b. **External Moonlighting: Voluntary, compensated, medically-related work performed outside the institution where the resident is in training or at any of its related participating sites.**

5. Moonlighting activities, whether internal or external, may be inconsistent with sufficient time for rest and restoration to promote the residents' educational experience and safe patient care. Therefore, **WFBMC** and program directors must closely monitor all moonlighting activities.
6. **The program director and institution must ensure a culture of professionalism that supports patient safety and personal responsibility. Residents and faculty members must demonstrate an understanding and acceptance of their personal role in the following: assurance of the safety and welfare of patients entrusted to their care; provisions of patient and family centered care; assurance of their fitness for duty; management of their time before, during, and after clinical assignments; recognition of impairment, including illness and fatigue, in themselves and in their peers.**
7. Residents' performance will be monitored for the effect of these activities upon performance and adverse effects may lead to withdrawal of permission.
8. To assure that **both external and internal moonlighting**, are in the best interest of the resident, **a prospective, written statement of permission for moonlighting, from the program director, will be required for each resident. This information must be documented and included in the individual files of the residents.**
9. The professional activities outside the educational program must not interfere with the resident's ability to perform the obligations and duties under his/her contract as determined by the Chief of Service and the **Chief Medical Officer** and such activities should be performed in accordance with **Wake Forest Baptist Medical Center** policies.
10. The resident must have acquired his/her own liability insurance, as liability insurance through **Wake Forest Baptist Medical Center** is provided to cover only assigned, supervised activities of each resident's residency program.
11. The resident must have acquired a full North Carolina Medical License.
12. Residents must not be required to engage in moonlighting. **Residents must actively and completely voluntarily self-select for these experiences. Because internal moonlighting is not part of the required or elective rotations in the program, it is not appropriate to assign an entire second or third year cohort to internal moonlighting, and give them the option to "opt out" if they do not wish to moonlight.**

Reference: Accreditation Council on Graduate Medical Education Institutional Requirements 2003-2004.

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Approvals

Director, Physician Services

Chair, Graduate Medical Education Committee

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