

**NORTH CAROLINA BAPTIST HOSPITALS, INC.  
POLICY AND PROCEDURE**

From: Physician Services

Approved by: \_\_\_\_\_

Director, Physician Services

\_\_\_\_\_  
Chair, Graduate Medical Education  
Committee

Prepared by: Physician Services

**SUBJECT: PROFESSIONAL ACTIVITIES OUTSIDE THE EDUCATIONAL  
PROGRAM/MOONLIGHTING**

**I. POLICY**

It is the policy of North Carolina Baptist Hospitals, Inc. that the residency program director and/or the department chair are responsible for the scope of the respective residency training program. 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”.

**II. PURPOSE**

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

**III. PROCEDURE**

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.
2. The program director must comply with the sponsoring institution's written policies and procedures regarding moonlighting, in compliance with the Institutional Requirements III. D.1.k.
  - a. Professional and patient care activities that are external to the educational program are called moonlighting. 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, institutions and program directors must closely monitor all moonlighting activities.
  - b. The Sponsoring Institution must have a written policy that addresses moonlighting. The policy must
    - c. specify that residents must not be required to engage in moonlighting;
    - d. require a prospective, written statement of permission from the program director that is made part of the resident's file; and,

- e. state that the residents' performance will be monitored for the effect of these activities upon performance and that adverse effects may lead to withdrawal of permission
- 
3. .Moonlighting that occurs within the residency program and/or the sponsoring institution or the non-hospital sponsor's primary clinical site(s), i.e., internal moonlighting, must be counted toward the 80-hour weekly limit on duty hours.
  4. To assure that outside professional activities for remuneration, are in the best interest of the resident, the residency program director and/or department chair will review and acknowledge in writing his/her knowledge of the "moonlighting" activities for each resident and document this information in the individual files of the residents.
  5. 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 Hospital President and such activities should be performed in accordance with Hospital policies.
  6. The resident must have acquired his/her own liability insurance, as liability insurance through NCBH is provided to cover only assigned, supervised activities of each resident's residency program.
  7. The resident must have acquired a full North Carolina Medical License.
  8. Residents must not be required to engage in moonlighting.

Reference: Accreditation Council on Graduate Medical Education Institutional Requirements 2003-2004. 1996; reviewed 9/99; revised 7/02; revised 5/03.