SUBJECT: RESIDENT MOONLIGHTING POLICY

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PURPOSE: Residency training is a full-time responsibility. Activities outside the educational program may not interfere with the resident’s performance in the educational process.

POLICY

The Resident Medical Staff Office at the University of California Davis Medical Center enforces the policy that any resident moonlighting must have the approval of the program training director (RMS Personnel Policy Number 310). Specifically:

1. Outside employment may not conflict with or affect performance as a resident in any aspect of the training program, including attendance at all didactic conferences and Journal Club.

2. Outside employment is not to be undertaken during any period of time when a resident is on call at the Medical Center, regardless of whether or not that call takes place at the Medical Center, a secondary training site, or on pager (e.g. backup month, home call, South Kaiser).

3. Outside employment hours, in combination with residency training schedules, cannot violate ACGME/EM-RRC limits on duty hours. As of July 1, 2011 all moonlighting time counts toward total duty hours and the 80-hours per week limit on duty hours. (Refer to ACGME Common Program Requirements V1.G.2).

4. The granting of permission for outside employment does not imply that such employment is recognized to be within the scope of resident medical staff University duties. Specifically, the University will not provide professional liability coverage for any claims that arise from outside employment.

5. Residents who moonlight must be at or above the PGY-2 training level; the ACGME explicitly prohibits PGY-1 level residents from moonlighting.

6. Moonlighters must maintain current licensure with the California Medical Board. DEA certification provided by the University is invalid outside of the University and its affiliated hospitals and clinics.

PROCEDURE

1. Residents must be in good standing with all program requirements and are required to have scored at or above the 20th percentile on their most recent ABEM In-Training Exam to be approved for moonlighting. Conditional approval may be granted at the discretion of the program director.

2. To moonlight, the resident must initiate a formal request in writing to the program director and sign a letter of understanding. Examples of these letters are available from the program manager.
3. Residents must not be scheduled for moonlighting shifts until they have been granted approval, in writing, to moonlight.

4. At the discretion of the program director, the resident may be required to provide a summary of moonlighting schedules if there is a concern that outside employment hours, in combination with residency training schedules, violate ACGME-RRC/EM limitations. The program director reserves the right to contact employers to verify, if necessary, actual external employment schedules.

5. All scheduled moonlighting shifts are to be reported to the program manager at least 2 weeks in advance of the scheduled shift(s).

6. All ACGME duty hours and shift conflict rules apply to moonlighting shifts: 12 hours maximum scheduled shift length, minimum of 8 hours between duty periods, and at least 1 day off in 7.

7. Moonlighting shifts may not interfere with residents’ clinical, academic, or programmatic responsibilities.

8. All moonlighting time must be reported as duty hours in the electronic tracking system (EcoTime) as soon as possible after the end of the shift.

9. Residents are not permitted to moonlight during a backup month.

10. Procedures performed while moonlighting externally are not supervised and therefore cannot be recorded for tracking.

11. In general, residents who are being tracked for concerns or outright deficiencies in any of the core competencies will not be allowed to moonlight.

12. Moonlighting privileges may be suspended at any time without notice at the discretion of the program director.