

X.G. Moonlighting Policy

Residency and fellowship training programs require the full time efforts of participating house officers. Moonlighting activities, whether internal or external, may be inconsistent with sufficient time for rest and restoration to promote the resident's educational experience and safe patient care. Therefore, the sponsoring institution and program directors must consider all moonlighting requests carefully and closely monitor all moonlighting activities.

Moonlighting is defined as any activity, outside the requirements of the training program, in which an individual performs duties as a licensed healthcare provider and receives financial remuneration.

This includes, but is not limited to activities such as:

- a. Providing direct patient care
- b. Conducting "wellness" physical examinations
- c. Reviewing medical charts, EKGs, or other information for a company or an agency
- d. Clinical teaching in a medical school or other educational programs involving clinical skills
- e. Providing medical opinions or testimony in court or to other agencies
- f. Serving as a sports team physician or medical official for an event

Types of moonlighting recognized include:

1. External moonlighting activities: Additional activities outside of or not sponsored by the UK Healthcare system and not a part of the training program. House Officer is responsible for obtaining necessary license (Resident Training or Regular/Full) and malpractice coverage.
2. Internal moonlighting activities: These are optional training activities based at or sponsored by the UK Healthcare System beyond the minimum requirements established by the ACGME that provided additional learning opportunities for house staff. A house officer may **not** bill for any services provided during internal moonlighting, and, similar to required training rotations, his/her scope of practice is based upon level of training and experience as defined in program policies. The house officer is responsible for obtaining appropriate and necessary licenses (Resident Training or Regular/Full). Internal moonlighting includes:
 - a. "Extra Work for Extra Pay"- additional patient care activities not required as part of the training program that are in or sponsored by the UK Healthcare system. House Officer is responsible for obtaining necessary license (Resident Training or Regular/Full). Malpractice coverage is provided.
 - b. Internal Moonlighting- "Other"- additional non-patient care activities such as other teaching assignments not required as part of the training program that are in or sponsored by the UK Healthcare system. House Officer is responsible for obtaining necessary license (Resident Training or Regular/Full). Malpractice coverage is provided.

No house officer is required to engage in moonlighting.

Moonlighting is not allowed with an Institutional Practice (IP) Limited license.

Each program may determine if moonlighting activities will be allowed.

PGY1 medical house staff are not allowed to participate in moonlighting activities as per ACGME requirements and because they are not licensed to practice in Kentucky.

House staff working under J-1 sponsorship or an H-1B visa are prohibited from engaging in moonlighting of any kind or nature. House staff in violation are immediately considered in violation of visa status and are subject to disciplinary action up to and including termination from their program and at risk for deportation.

House staff whose training is being funded by the military are prohibited from moonlighting.

House staff may moonlight only during periods in which he/she is not actively engaged in meeting training program requirements. Moonlighting activities are not to be counted toward meeting training program requirements.

Because house staff education is a full-time endeavor, the program director must monitor moonlighting hours to ensure that moonlighting does not interfere with the ability of the house officer to achieve the goals and objectives of the educational program.

Each house officer must obtain a prospective, written statement of permission from his/her program director prior to engaging in any moonlighting activities. The written permission form and record of hours worked must become part of the house officer's file and reviewed at regular intervals by the program director. (See Internal/External Moonlighting Forms)

The program director is responsible for monitoring residents for undue fatigue and ability to provide safe and effective patient care as well as to fully participate in all educational activities. If there is evidence that moonlighting activity is adversely impacting an individual's training experience or patient care, the program director must withdraw permission to moonlight as applicable.

Hours devoted to internal and external moonlighting must be counted toward the ACGME 80 hour work week limit and be logged in MedHub. No other ACGME duty hour standards (e.g., 10 hours rest period, one in seven free of all program responsibilities) apply to moonlighting hours. At no time should a house officer exceed 80-duty hour regulations through a combination of training program plus moonlighting activities. House officers' total hours spent in-house must not exceed what is advisable for patient safety and house officer learning and well-being.

House staff who choose to moonlight must ensure that moonlighting does not interfere with their ability to achieve the goals and objectives of their training program. House staff in ACGME-accredited training programs are responsible for complying with the Institutional Duty Hours Policy, which requires that all moonlighting hours count towards total duty hours. Accordingly, Program Directors and the Office of Graduate Medical Education (GME) will approve and/or remove all Moonlighting privileges only if these activities do not interfere with the house officer's program responsibilities and their ability to comply with this and other applicable institutional policies.

Procedure:

Internal Moonlighting:

All requests to offer internal moonlighting opportunities for participation by Graduate Medical Education House Staff must be approved by the Graduate Medical Education Committee (GMEC) and UK Healthcare leadership. Requests should be submitted well in advance of starting to the Compliance Subcommittee of the GMEC to initiate the approval process.

Each request submitted must document the following:

- Moonlighting activity to be offered
- Anticipated work hours
- Which house staff will be eligible to participate
- Faculty supervision level
- Compensation for participation
- Letter(s) of support from all applicable Program Director(s)

If the request is approved by the GMEC it is then forwarded to the Chief Medical Officer for review/approval. Once the internal moonlighting activity is approved, house staff may begin the process

to request to participate. To participate house staff must complete the applicable Internal Moonlighting Request Form and Moonlighting Approval Form including obtaining all required signatures. Both completed forms and a University Overload form completed by the department offering the internal moonlighting opportunity are then submitted to the Graduate Medical Education Office for final signatures.

No house staff may participate in any moonlighting opportunity until all signatures are complete including that of the GME Office.

External Moonlighting:

To participate in any external moonlighting activities, a house officer must seek prior, written approval from the Program Director to include completion of the Moonlighting Approval form and submit to the Graduate Medical Education Office for final signatures.

No house staff may participate in any external moonlighting opportunity until all signatures are complete including that of the GME Office and any required Certificate of Insurance is provided to the house officer.

Approved by GMEC: 04-23-2014