

Vidant Medical Center
Department of Surgery
Policy/Procedure
Approved April 1, 2021

SUBJECT: Moonlighting Policy

REFERENCE: For optimal compliance, the Vidant Medical Center policy mirrors requirements established by the ACGME for Graduate Medical Education in General Surgery Common Program Requirements Section VI.F.1 Work per Week and VI.F.5, Moonlighting.

PURPOSE: The purpose of this policy is to ensure resident moonlighting does not interfere with resident ability to achieve the educational goals and objectives in the training program. Further the purpose of this policy is to ensure resident and patient safety.

SCOPE: This policy applies to all General Surgery residents employed by Vidant Medical Center.

POLICY:

1. Vidant GME policy on moonlighting supersedes departmental policy and all requirements of the GME policy must be adhered to. Department policy is in addition to GME policy.
2. ACGME Policy does not permit moonlighting in the R1 clinical year. This applies to any resident in an R1 position in our program, regardless of the number of years of training.
3. Non-clinical moonlighting, defined as paid employment for utilizing knowledge in healthcare or healthcare related fields, but without any care of patients directly or indirectly, is permitted for R2 and higher residents.
4. Clinical moonlighting is permitted for residents who have successfully completed at least 3 categorical residency clinical years in our residency program, including R1, R2, and R3 years. All certifications, including BLS, ACLS, and ATLS must be current. If pediatric patients could potentially be seen in moonlighting, PALS must also be up to date.
5. The resident must be in good standing with clinical, academic, professionalism, and all other areas of the program. The resident may not have any areas of performance concern, performance improvement, remediation, or other identified issues within the program. This includes the need to have scored above the 30th percentile for their clinical level on the most recent ABSITE examination.
6. All work hours reporting, case logs, medical records, and other residency or program administrative requirements must be up to date.
7. All moonlighting must be requested and approved, in writing, by the program director and may be denied for any reason. The effect of the additional work will be monitored by the program director and terminated if found to have a negative impact on the resident's work or behavior.
8. Moonlighting, both clinical and non-clinical, may only occur at Vidant associated facilities.
9. A written copy of any moonlighting contracts must be provided to the program director and will be maintained on file. This is to ensure the resident is deemed safe and capable of the responsibilities of the position.
10. All moonlighting hours, even those providing "home call", count towards total resident hours worked. ACGME policy does not permit greater than 80 hours a week of work, averaged over 4 weeks. Moonlighting hours must also be in compliance with the Vidant Medical Center GME Duty Hours Policy and other policies.
11. All moonlighting hours must be recorded separately from New Innovations and a copy of hours worked provided to the Program Director and Program Coordinator by the fifth of the month each month. This

reporting should include an attestation that no work hours violation occurred. Failure to do so will result in loss of moonlighting privileges.

12. Moonlighting may not interfere with fair call distribution and coverage obligations amongst the residents.