

MOONLIGHTING AND EXTRA SHIFTS

This policy is designed to:

- a. Ensure that only those residents approved by the Program Director are permitted to moonlight. This decision is based on the resident's performance, clinical competency and level of training in the program.
 - b. Ensure that residents do not perform patient care more than 80 hours per week.
 - c. Ensure that residents obtain the necessary malpractice coverage when moonlighting/overtime shift at other facilities.
1. There is a distinction between moonlighting and overtime shifts. Extra shifts are not moonlighting. An "extra shift" is defined as one that the resident would normally cover in a regular rotation but is paid extra money to cover this shift beyond his/her normal responsibilities. Moonlighting is defined as when the resident engages in a clinical activity outside of the residency program and acts in the capacity of a licensed independent practitioner.
 2. The Department of Medicine does not permit residents to engage in independent moonlighting activities. Extra shifts are permitted that meet the above guidelines.
 3. Residents choosing to do extra shifts must document that they are not violating any work hour rules, e.g., 80 hour/week on average maximum or four 24-hour days off per month.
 4. Residents must complete and sign the appropriate form on an annual basis to request permission in advance from the Program Director to perform extra shifts. Only residents in good academic and professional standing will be permitted to sign-up for these shifts.
 5. Residents are not permitted to moonlight or do overtime shifts during any time in which they have simultaneous duties, e.g., sick call hours, night coverage, etc. The resident may not relinquish his/her responsibilities before his/her shift is complete in order to engage in moonlighting activities.
 6. The resident's privileges will be curtailed or terminated if these activities interfere with educational duties or the discharge of regular contractual duties.
 7. Once a resident signs up for a moonlighting shift, the resident is either responsible for completing the entire shift or identifying another resident who will cover the entire session.
 8. See http://www.umm.edu/gme/GMS-I-Extr_Emp_Moon.doc for details of the UMMC Policy on Moonlighting.

Adopted, as amended, by the Department of Medicine 8/5/93
Updated 6/2000
Updated 9/2007
Updated 7/2009