



Department of Pharmacy Services

A: SUBJECT: Extramural Professional "Moonlighting" Activities

B: EFFECTIVE DATE: December 1, 2007

C: POLICY: The Department of Pharmacy Services believes that residency training should be a full-time educational experience. Residents (housestaff) should not be diverted from their primary responsibilities to their own educational activities and to the management of patients charged to their care by engaging in any extramural professional activities ("moonlighting"). The Residency Advisory Committee (RAC) that "moonlighting" by residents is generally inconsistent with the educational objectives of their training and such activity is strongly discouraged. All internal moonlighting must be counted in the calculation of the duty hour assignments.

D: DEFINITION: Moonlighting activity is defined as any clinical activity for which the resident received compensation that is not a part of the regular/required activities of the residency/department. This includes both internal and external moonlighting activities. Internal moonlighting involves clinical activities that occur within the University of Virginia Medical Center or its clinics. External moonlighting is clinical activity that occurs in organizations/ facilities that are not part of the University of Virginia Medical Center.

E. PROCEDURE:

In extraordinary circumstances, moonlighting by a resident may be considered.

1. Residents requesting to moonlight must do so in writing to the residency program director. Additionally, approval from specific rotations preceptors is required. It is the responsibility of the residency program director working to perform the initial determination of the appropriateness of specific proposed moonlighting activities within the department's educational objectives. If a resident received approval by his/her program director for internal moonlighting, documentation of this approval in the form of a written statement of permission from the program director, must be in resident's file and copied to the GME Office.
2. Once the initial determination of appropriateness is completed, the request shall be submitted to the Graduate Medical Education Committee for institutional review regarding consistency and equity across programs. The Graduate Medical Education Committee shall determine which moonlighting activities are approved for formal institutional recognition.
3. Should a member of the housestaff be approved by his/her program director for internal moonlighting, documentation of this extramural, moonlighting activity, meaning a written statement of permission from the program director, must be in resident's file and copied to the GME Office.
4. Once approved by the Graduate Medical Education Committee, internal moonlighting activities will be covered by the Commonwealth of Virginia's professional liability insurance.
5. The prohibition of external moonlighting activities will be included in the residency manuals that are provided during the orientation period. Individuals who participate in external moonlighting must provide his/her own professional liability insurance.

6. Moonlighting is limited to 4 shifts/ month. In order to minimize disruption to learning experiences, weekday shifts may not commence before 5 PM.
7. In view of the serious implications of residents engaging in unauthorized moonlighting activities, noncompliance with this policy may result in certain penalties or severe disciplinary action, including dismissal from the residency training program. Specific penalties or disciplinary action will be determined by the residency program director and residency program coordinator.
8. The program director is responsible for monitoring residency performance for residents participating in moonlighting activities.

Approved by Residency Advisory Committee, November 2007