

## CHRISTIANACARE

<b>POLICY:</b>	<b>Moonlighting and Clinical Skills Enhancement (CSE) Activities</b>
DEPARTMENT:	GMEC
DATE OF ORIGIN:	March 1993
LAST REVISION DATE:	January 1, 2023
REGULATORY REFERENCE:	ACGME

### ***POLICY:***

Graduate Medical Education positions are full-time jobs with extended hours to permit both learning and patient care. CC does not encourage any off-duty professional remunerative activities that might interfere with the resident/fellows performance or obligations to the CC graduate medical education program. PGY-1 level residents are not permitted to moonlight or participate in clinical skills enhancement activities (CSE). All off-duty professional remunerative activities (Internal / External moonlighting or clinical skills enhancement (CSE) activities) require written permission by the Program Director, always count towards the 80 hour per week duty requirement and will abide by all other ACGME clinical and educational work hour requirements. This will ensure compliance with appropriate accreditation, licensure, and administrative requirements.

### ***DEFINITIONS:***

Moonlighting: Voluntary, compensated, medically related work performed beyond a resident/fellow's clinical experience and education hours and additional to the work required for successful completion of the training program.

- **External moonlighting**: Voluntary, compensated, medically related work performed **outside** the site where the resident or fellow is in training and any of its related participating sites.
- **Internal moonlighting**: Voluntary, compensated, medically related work performed **within the site** where the resident or fellow is in training or at any of its related participating sites.

Clinical Skills Enhancement Activity (CSE): Voluntary, compensated, medically-related work that provides supplemental activities that would normally be included in the training program of residents or fellows but are outside of the usual training hours and are within the sites covered under the applicable Graduate Medical Education training licenses as a ChristianaCare (CC) employee. These activities may be interdepartmental in nature.

### ***PURPOSE:***

To define the responsibility of CC and residents in moonlighting and CSE.

### ***SCOPE:***

All graduate medical education programs at CC and those sponsored by SKMC but employed by CC.

## **PROCEDURE:**

### **Moonlighting Within the ChristianaCare (Internal Moonlighting)**

The Resident/Fellow must:

- Be at the PGY2 level, or above;
- Not be required to engage in moonlighting;
- Have a full or permanent license in the state(s) in which the resident/fellow plans to moonlight;
- Have the written permission of the Program Director, including the maximum number of hours per week, the location and the scope of responsibilities;
- Be properly credentialed by the CC Medical/Dental Staff;
- Count all Internal moonlighting activity towards the 80-hour work week Rule and will abide by all other ACGME clinical and educational work hour requirements.
- Must not allow moonlighting to interfere with the ability to achieve the goals and objectives of the educational program.

The department requesting moonlighting must:

- Ensure that the resident/fellow has the written permission of the Program Director;
- Not involve any resident/fellow in activities which would compromise his or her performance in his or her graduate medical education training program;
- Ensure that the resident/fellow is credentialed to perform the activities requested;
- Ensure that the resident/fellow's name appears on the appropriate activity schedule, to ensure liability/malpractice insurance coverage;
- Arrange for payment of all wages and benefits;
- Count all Internal moonlighting activity towards the 80-hour work week Rule and will abide by all other ACGME clinical and educational work hour requirements.

The Program Director must:

- Ensure that all moonlighting activities of all resident/fellows are within the Graduate Medical Education Program Requirements;
- Monitor the effect of moonlighting activities on a resident's/fellow's performance in the program, including that adverse effects may lead to withdrawal of permission to moonlight;
- Maintain a written record of all moonlighting activities in each resident/fellow's permanent folder;
- Prohibit moonlighting activities for any resident/fellow on academic remediation; and
- Count all Internal moonlighting activity towards the 80-hour work week Rule and will abide by all other ACGME clinical and educational work hour requirements.

### **Moonlighting Outside the ChristianaCare (External Moonlighting)**

The Resident/Fellow must:

- Be at the PGY2 level, or above;
- Have a full or permanent license in the state(s) the resident/fellow plans to moonlight;
- Have the written permission of the CC Program Director, including the maximum number of hours per week, the hourly schedule of activities, the location and the scope of responsibilities;
- Be properly credentialed by the appropriate Medical/Dental Staff;
- Be covered by appropriate liability/malpractice insurance at the site(s) at which the professional activity occurs. (**NOTE:** CC liability/malpractice insurance will not cover the resident/fellow for any external moonlighting activities);
- Not involve CC in any payment for services; and
- Not identify himself/herself as an employee of CC while carrying out any moonlighting activities.

### **Clinical Skills Enhancement (CSE) Activities Within the ChristianaCare**

The Resident/Fellow must:

- Be at the PGY2 level, or above;
- Other than a training license, no additional license is required;
- Not be required to engage in CSE;

- Have the written permission of the Program Director, including the maximum number of hours per week, the location and the scope of responsibilities;
- Count all CSE activity towards the 80-hour work week Rule and will abide by all other ACGME clinical and educational work hour requirements.
- Must not allow CSE to interfere with the ability to achieve the goals and objectives of the educational program.

The department requesting CSE must:

- Ensure that the resident/fellow has the written permission of the Program Director;
- Ensure that the resident/fellow must be under the supervision of a fully licensed and qualified medical dental staff member of CC or appropriate delegate at all times. Maintain goals and objectives for the CSE that relate to the required training competencies
- Not involve any resident/fellow in activities which would compromise his or her performance in his or her graduate medical education training program;
- As with moonlighting, the department must arrange for payment of all CSE wages;
- Count all Internal / External moonlighting in addition to CSE activity towards the 80-hour work week Rule and will abide by all other ACGME clinical and educational work hour requirements.

The Program Director must:

- Ensure that all CSE activities of all resident/fellows are within the Graduate Medical Education Program Requirements;
- Monitor the effect of CSE activities on a resident's/fellow's performance in the program, including that adverse effects may lead to withdrawal of permission to participate in the CSE;
- Maintain a written record of all CSE activities in each resident/fellow's permanent folder;
- Prohibit CSE activities for any resident/fellow on academic remediation; and
- Count all Internal CSE activity towards the 80-hour work week Rule and will abide by all other ACGME clinical and educational work hour requirements.
- The training program must maintain goals and objectives for the CSE that relate to the required training competencies

There will be no exceptions to this policy. Unauthorized participation in moonlighting activities will result in disciplinary action up to and including termination from the graduate medical education program.

**SIGNATURES/APPROVALS:**



Reviewed 1/2/2025

DO, FACP, FAAP  
Associate Designated Institutional Official