

Policies and Procedures

<i>Section:</i> School of Medicine		<i>NO.</i>				
<i>Chapter:</i> Graduate Medical Education	<i>Issued:</i> <i>DATE</i> 06/2011	<i>REV. A</i> <i>GMEC</i> <i>Approved</i> 03/2015	<i>REV. B</i> <i>GMEC</i> <i>Approved</i> 6/2017	<i>REV. C</i> <i>GMEC</i> <i>Approved</i> 5/2017	<i>REV. D</i> <i>GMEC</i> <i>Approved</i> 10/2019	<i>REV. E</i> <i>GMEC</i> <i>Approved</i> 1/27/2021
	<i>REV. F</i> <i>GMEC</i> <i>Approved</i> 10/25/2021					
<i>Policy:</i> Omaha Moonlighting and Volunteering		<i>Page 1 of 3</i>				

PURPOSE

The resident physician shall remain free to utilize his/her off-duty time as he/she deems appropriate, so long as such activity does not interfere with the ability of the resident to achieve the goals and objectives of the educational program and must not interfere with the resident's fitness for work nor compromise patient safety. All moonlighting and volunteering hours must be counted towards the 80-hour maximum weekly work hour limit.

SCOPE

This policy applies to all Creighton University residents and fellows and their respective programs.

DEFINITIONS

- **Moonlighting:** Moonlighting refers to a service performed by a resident in the capacity of an independent physician.
- **Internal:** Voluntary, compensated, medically related work consistent with the duties that are appropriate for a resident's level of training performed at the home institution under the supervision of a faculty member.
- **External:** Voluntary, compensated, medically related work performed outside the institution where the resident is in training or at any of its related participating sites.
- **Volunteering:** An activity when a resident works in a medical professional capacity off duty for no compensation.
- **Off Duty Hours:** Hours when a resident is not scheduled for residency work, scheduled educational times or assigned to call.

POLICY

- The Program Director shall monitor the resident's performance to assure that factors such as resident fatigue are not contributing to diminished learning or performance or detracting from patient safety.
- If the Program Director feels that moonlighting or volunteer activities are contributing to poor performance of the resident or fellow or having any other adverse effects, the PD may withdraw permission to moonlight and/or volunteer at any time.
- The Program Director can deny permission for moonlighting or volunteering for any resident or fellow who is under review or on probation.
- The Sponsoring Institution or the program may prohibit moonlighting and/or volunteering.
- Moonlighting or volunteering outside the country requires consultation with the GME office for approval.
- Should the resident voluntarily choose to accept employment or volunteer in a medical professional capacity during their off-duty hours they should follow these procedures:

Once Printed This Document May No Longer Be Current.

Policies and Procedures

<i>Section:</i> School of Medicine		<i>NO.</i>				
<i>Chapter:</i> Graduate Medical Education	<i>Issued:</i> <i>DATE</i> 06/2011	<i>REV. A</i> <i>GMEC</i> <i>Approved</i> 03/2015	<i>REV. B</i> <i>GMEC</i> <i>Approved</i> 6/2017	<i>REV. C</i> <i>GMEC</i> <i>Approved</i> 5/2017	<i>REV. D</i> <i>GMEC</i> <i>Approved</i> 10/2019	<i>REV. E</i> <i>GMEC</i> <i>Approved</i> 1/27/2021
	<i>REV. F</i> <i>GMEC</i> <i>Approved</i> 10/25/2021					
<i>Policy:</i> Omaha Moonlighting and Volunteering		<i>Page 1 of 3</i>				

- Notify their Program Director, Program Coordinator and the Graduate Medical Education Office by completing a Moonlighting/Volunteering Activity Report (MAR).
- The MAR is to be completed on an annual academic year basis, listing all locations and time frame.
- A supplemental MAR is required for each additional moonlighting/volunteering position acquired during the academic year that is not included as part of the initial annual MAR.
- Failure to file a MAR before moonlighting will prohibit a resident from moonlighting during the rest of their training.
- Obtain malpractice for moonlighting or volunteer activity.
 - Malpractice coverage provided for Creighton employment for Omaha residents covers moonlighting and volunteer activities in all states
 - Malpractice coverage provided for Creighton employed Phoenix residents covers Arizona moonlighting and volunteer activities.
- For volunteer or moonlighting activities outside of the state and/or country the resident or fellow should consult with the GME office to determine malpractice coverage needs.

Restrictions

- Residents with J1/J2 visas are prohibited from moonlighting.
- Residents may not moonlight while on sick leave or while on FMLA.
- Internal Moonlighting is not allowable.
- First year residents may not moonlight per ACGME rules.
- Residents and fellows may moonlight while on vacation. The ACGME requires that moonlighting work hours when vacation is taken as a partial week be calculated as an overall percentage of the work week. This limits the time a resident or fellow can moonlight in order to stay in compliance with ACGME work hours.

Number of Days Worked in a Week	Max Hours Allowed @ 80 hours
1	11
2	23
3	34
4	46
5	57
6	69
7	80

Volunteering for Medical Work

Once Printed This Document May No Longer Be Current.

Policies and Procedures

<i>Section:</i> School of Medicine		<i>NO.</i>				
<i>Chapter:</i> Graduate Medical Education	<i>Issued:</i> <i>DATE</i> 06/2011	<i>REV. A</i> <i>GMEC</i> <i>Approved</i> 03/2015	<i>REV. B</i> <i>GMEC</i> <i>Approved</i> 6/2017	<i>REV. C</i> <i>GMEC</i> <i>Approved</i> 5/2017	<i>REV. D</i> <i>GMEC</i> <i>Approved</i> 10/2019	<i>REV. E</i> <i>GMEC</i> <i>Approved</i> 1/27/2021
	<i>REV. F</i> <i>GMEC</i> <i>Approved</i> 10/25/2021					
<i>Policy:</i> Omaha Moonlighting and Volunteering		<i>Page 1 of 3</i>				

Residents performing medical care as a volunteer must meet the following requirements.

- Volunteer hours must be counted towards the 80-hour work week. The ACGME looks at volunteering as non-paid moonlighting.
- The nature of the volunteer activity must be consistent with the scope of the training program and level of training of the trainee.
- A moonlighting/volunteering activity report must be on file with the GME office to ensure malpractice coverage for the volunteer activity.

ACGME Clinical and Educational Work Hours must be followed when moonlighting and/or volunteering, including logging of such hours in the duty hour log via New Innovations.

REFERENCES

ACGME

AMENDMENTS OR TERMINATION OF THIS POLICY This policy supersedes all program level policies regarding this area/topic. In the event of any discrepancies between program policies and this GME policy, this GME Policy shall govern.

Creighton University reserves the right to modify, amend, or terminate this policy at any time.

Reviewed and Approved By:

Phx GEC: n/a

Omaha GEC: August 13, 2021

Exec GMEC: October 25, 2021