

## DEPARTMENT OF ANESTHESIOLOGY



### **Standard Operating Procedure Title: Policy on Extracurricular Professional Activity (Moonlighting)**

**Policy Number: A 230**

**Date Established: 1/1/2011**

**Date Reviewed: 2/28/2013**

**Date Revised: 2/28/2013**

VUMC affirms that the primary responsibilities of members of the house staff are to their own postgraduate medical education and to the patients charged to their care. In as much as extramural professional activities, or “moonlighting,” may conflict with these responsibilities, Vanderbilt generally discourages such activities.

Moonlighting is prohibited during regular VUMC duty hours, as defined by the Program Director and/or Chair of the house staff member’s Department. Moonlighting during periods of authorized vacation time can occur provided that proper approval of moonlighting activity has been obtained.

Individuals may not moonlight on rotations or services to which they are currently assigned as part of their residency or fellowship program. Questions regarding whether a particular request for moonlighting would be prohibited under this section should be directed to the Associate Dean for GME.

The Medical Center or any individual department or division also reserves the right to deny any specific moonlighting activity that is deemed inconsistent with University policy regarding conflict of interest or other relevant policies. The individual requesting moonlighting permission acknowledges that his or her performance will be monitored for the effect of the activity on their performance, and adverse effects may lead to revocation of permission. In addition, any individual who fails to maintain good standing in their program for any reason will have their moonlighting privileges revoked effective immediately. Affected house staff are required to reapply for moonlighting privileges through the mechanisms used for gaining initial approval.

All hours spent in moonlighting are subject to the Institutional Policy on Duty Hours and must be tracked through the respective program’s duty hour tracking mechanisms. Failure to track moonlighting time, both internal and external, as duty hours may result in Corrective Action and revocation of moonlighting privileges.

Individual departments or divisions may impose additional restrictions on moonlighting activity. Accordingly, the Anesthesiology Residency Program does not permit moonlighting during the PGY-1 year or during the first six months of the CA-1 year. In addition, residents must consistently demonstrate appropriate progress in medical knowledge, clinical competence and professionalism, as evidenced by satisfactory performance on in-training examinations (25% ile required but 35% ile preferred) and satisfactory evaluations of clinical performance.

Violation of the Moonlighting Policy, including non-compliance with any requirements listed below, constitutes a breach of the House Staff Agreement between Vanderbilt University and the individual and may lead to corrective action up to and including Immediate Dismissal. Contact the Office of GME for any clarification of these requirements.

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### General Requirements for ALL Moonlighting:

1. Be in “good standing” in the training program (i.e., not on Corrective Action).
2. Moonlighting cannot be used to fulfill a training requirement of the current training program.
3. Possess an unrestricted license to practice medicine in the state of Tennessee (or the appropriate state if moonlighting out of state).
4. All requests for moonlighting must be submitted to the GME Office for review and final approval. No moonlighting is permitted until this approval has been given. Moonlighting without this approval may result in Corrective Action.
5. Approval to moonlight remains in effect from the date of approval until June 30<sup>th</sup> of that academic year (July-June), unless the approval has been revoked for one of the reasons stated above. To moonlight in the following academic year (i.e., July 1<sup>st</sup> or later), the house officer must reapply for moonlighting privileges.
6. All moonlighting hours, both internal and external, must be recorded as duty hours.
7. J-1 Visa sponsorship and military support prohibit moonlighting. Restrictions may apply for other visa types or contracts. House staff members are responsible for understanding and complying with any external restrictions on moonlighting activity related to their visa or other sponsoring organization.

**Definition and Additional Requirements for External Moonlighting:** *External moonlighting is any extracurricular clinical employment outside of VUMC (VUH, VCH, PHV or the Vanderbilt Clinics).*

**Professional liability coverage is the responsibility of the individual resident. VUMC Self-Insurance Trust does not provide professional liability coverage for this external moonlighting.**

**Definition and Additional Requirements for Internal Moonlighting:** *Practicing medicine for pay at VUMC outside the requirements of the training program is considered internal moonlighting.*

Under the internal moonlighting policy, there are both general guidelines (listed above under General Requirements for All Moonlighting) and group specific guidelines. House staff are divided into two groups, Group 1 and Group 2. These groups are as defined below and the requirements for each group are as follows:

**GROUP ONE:** House staff in an advanced or second residency program (i.e., board eligible/certified in another specialty) who wish to bill through the VMG for their professional services.

These individuals may practice the specialty for which they are board certified/eligible in an outpatient setting or an emergency department only. These individuals may bill third party payers for their professional services in accordance with the VMG and Medical Staff Bylaws. NOTE: Moonlighting is prohibited during regular VUMC duty hours, as defined by the Program Director and/or Chair of the house staff member’s host Department.

### **Additional Requirements for Group One**

In order to qualify for internal moonlighting as a Group One physician, the house staff must fulfill all of the following prerequisites:

1. Successful completion of an ACGME Training Program;

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2. Board eligible/certified in a specialty for which they are moonlighting;
3. The individual must have a part-time Vanderbilt School of Medicine faculty appointment in the hiring department/division. However, the primary appointment will remain either “resident or clinical fellow.” Appointment to the Medical Staff will follow the usual credentialing process.
4. Professional Liability coverage will be provided through the VUMC Self Insurance Trust. The additional cost will be prorated to the hiring department.
5. Within a department and/or division, internal moonlighting opportunities should be made known to all qualified house staff at any specific level of training. **However, the house staff should not be or feel pressured to participate in moonlighting activities.**

**GROUP TWO:** House Staff who are not board certified/eligible and/or are not billing for their professional services.

These individuals may *not* bill for their professional services. NOTE: Moonlighting is prohibited during regular VUMC duty hours, as defined by the Program Director and/or Chair of the house staff member’s host Department.

### **Additional Requirements for Group Two**

In order to qualify for internal moonlighting as a Group Two physician, the House staff must fulfill all of the following prerequisites:

1. Professional Liability coverage will be provided through the VUMC Self Insurance Trust. The additional cost will be prorated to the hiring department.
2. Within a department and/or division, internal moonlighting opportunities should be made known to all qualified house staff at any specific level of training. **However, the house staff should not be or feel pressured to participate in moonlighting activities.**
3. This individual cannot bill for their services. If the service is to be billed by the attending, the house officer must be supervised, and work documented, under CMS guidelines. All attending billing must comply with Medicare requirements.
4. There must be an identified supervising attending physician.

**Reviewed and Approved by GMEC: 3/14/08**

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