

Moonlighting and Added Stipend Electives

Purpose

Define and explain the process for Moonlighting while serving as a resident/fellow.

Definitions

Added Stipend Elective (aka Internal Moonlighting) is defined as anytime a resident/fellow is provided an additional stipend for engaging in program related clinical activity as part of the residency/fellowship program. These experiences are elective in nature and require the same supervision/evaluation as other educational activities.

Added Stipend Electives are typically not permitted in a program's teaching hospital except in the outpatient and emergency room settings. Residents/fellows may not bill for service for clinical duty conducted during the Added Stipend Elective. Program Directors must submit the Internal Moonlighting Approval Form prior to allowing the Internal Moonlighting activity. All Internal Moonlighting must be approved by the Program Director, Office of Graduate Medical Education and the Director of Risk Management.

Procedures

The Program Director must:

1. Complete a Request for Approval of Added Stipend Elective Application (Application)
 - a. Annually submit a list of residents potentially participating in the Added Stipend Elective.
2. Monitor duty hours and ensure the combined hours of educational activity in the training program and in the Added Stipend Elective activity are in compliance with the ACGME requirements.
3. Only approve residents/fellows in good academic standing within the training program for participation. Placement on Early Intervention, Remediation or Probationary status automatically disqualifies a trainee from participation in Added Stipend Electives.

External Moonlighting is defined as anytime an agent other than Eastern Virginia Medical School pays a trainee in cash or kind for services. All moonlighting activities must have the approval of the Program Director, Office of Graduate Medical Education and the Director of Risk Management. Approval for moonlighting experiences requires the completion of a Request for Approval of Moonlighting Application. Eastern Virginia Medical School has no moral, legal, and/or ethical obligation to the trainee who participates in moonlighting activities. Below are important factors to consider when externally moonlighting:

- Malpractice and worker's compensation insurance and/or any other fringe benefits ordinarily afforded trainees by Eastern Virginia Medical School will not be in effect during the moonlighting activity.
- The combined hours of educational activity in the training program and the moonlighting activity must not exceed work hour limits set by the program or the national accrediting entity.

- The moonlighting activity must not interfere with the trainee's education program or fitness for duty.
- Trainees on J-1 visas are not eligible for moonlighting activities.
- H-1 visa holders are eligible for moonlighting only when joint sponsorship of the H-1 visa is obtained.
- Residents may not moonlight in an institution affiliated with their training program.
- Fellows may moonlight in an institution affiliated with their training program as supervising faculty for core program residents.
- The fellows must have appropriate back-up in case patient care activities required skills for which the fellow is in training. Fellows must have a set schedule for the moonlighting activities.

Approved External Moonlighting experiences must meet the following requirements:

The trainee must:

1. Complete a Request for Approval of Moonlighting Application (Application)
2. Obtain approval from the Program Director prior to engaging in any moonlighting activity.
Permission to moonlight is at the discretion of the Program Director.
3. Be in good academic standing within the training program. Early Intervention, Remediation, or Probationary status automatically disqualifies a trainee from participation in moonlighting activities.
4. Be in possession of a full Virginia medical license and a copy of the license must be attached to the Application. The training license provided for the educational program is not valid for moonlighting activities. As first year physician trainees are not eligible for full state licensure, they are not eligible for moonlighting. Expenses related to the acquisition of the full Virginia license are the responsibility of the trainee.
5. Acquire malpractice insurance to cover the activities of the moonlighting experience and a certificate of insurance must accompany the application form. The insurance provided by Eastern Virginia Medical School for the training program does not provide coverage for moonlighting activities.
6. Not display or communicate to clients or patients, their educational affiliation with Eastern Virginia Medical School.
7. Not moonlight during regular duty hours of the educational program
8. Not bill for professional services provided during an educational experience.

Procedures for Registration of Moonlighting Activities

1. Trainee submits a completed Application along with a certificate of insurance and a copy of a full Virginia license to practice medicine to the Program Director prior to the start of the moonlighting activity. If the Program Director approves, he/she signs the Application and forwards the Application to the Office of Graduate Medical Education.
2. Within two weeks of submission of the Application along with the required documentation, the trainee will receive notification of approval or denial of the moonlighting.
3. If, after approval by the Program Director, the request is approved by the Office of Graduate Medical Education and the Director of Risk Management, a fully executed copy of the Application will be returned to the Program Director who will inform the trainee.
4. If the request to moonlight is denied by the Program Director, Office of Graduate Medical Education, or the Director of Risk Management, a written explanation will be provided. This documentation will be housed in the Program Director's office.

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