



Origination 12/24/2020
Last Approved 11/13/2023
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Last Revised 11/13/2023
Next Review 11/12/2024

Owner Jennifer Lee:
Director
Area Medical
Education
Applicability Gundersen
References Policy

General Moonlighting, MedEd-300

References

None

Applicable To

All residents and fellows of Gundersen Lutheran Administrative Services, Inc., independently and as agent for Gundersen Lutheran Medical Center, Inc., Gundersen Clinic, Ltd., Gundersen Lutheran Medical Foundation, Inc., Memorial Hospital of Boscobel, Tri-County Memorial Hospital Inc., St. Joseph's Health Services Inc., Palmer Lutheran Health Center, Moundview Memorial Hospital & Clinics, Inc., and Saint Elizabeth's Hospital of Wabasha, Inc. (hereinafter referred to collectively as "Gundersen").

Purpose Statement

Residents/Fellows of Gundersen, if acceptable to their Program Director, are permitted to moonlight on their free time and in doing so may retain this income for their personal use. It is understood that this income will not be generated during time when the Resident/Fellow has Clinic/Hospital responsibilities, nor should it occur in a fashion that it interferes with one's responsibility to Resident/Fellow that a significant amount of non-patient care related time be used for educational development. Program Directors may prohibit any Resident/Fellow whose performance is less than satisfactory from participating in this type of activity. For ACGME programs - PGY I Residents are not permitted to moonlight under any circumstance.

Definitions

Moonlighting: Extra clinical work a resident or fellow does outside of the scope of the training program.

ACGME: Accreditation Council for Graduate Medical Education

Implementation

Requests to perform any such activity, regardless of the circumstances, must be approved in writing, in advance, by the Resident/Fellow's respective Program Director and will be made part of the Resident/Fellow's file. The Resident/Fellow's performance will be monitored for the effect of these activities, and adverse effects may lead the Resident/Fellow's program director and/or VP/Designated Institutional Official (DIO) to withdraw permission to participate in moonlighting activities.

Residents/Fellows are not required to engage in moonlighting. Residents/Fellows should understand that Gundersen neither encourages nor specifically condones moonlighting activities leading to the generation of outside income. Any hours worked to generate such income are considered a part of a Resident/Fellow's 80-hour work-week limit as set forth by the ACGME; therefore, this activity will not be allowed if it extends a Resident/Fellow's work-week beyond the 80-hour restriction. For any such activity where patient care is rendered, it is the individual responsibility of the GME Leadership to assure that they will have professional liability for this work. Gundersen **does not** provide blanket liability coverage for moonlighting.

Resident/Fellows undertaking any moonlighting activity will be functioning independently and not as Resident/Fellow of Gundersen. Therefore, it is incumbent upon individuals who will be moonlighting to contact, in writing, the senior administrator and/or legal counsel of Gundersen prior to the initiation of this activity so as to determine whether Gundersen will be assuming professional liability responsibility for this work. In instances where Gundersen does not assume this responsibility, the individuals are counseled to undertake no such activity unless they are assured, in writing, of the provision of liability coverage by the institution with whom they have made a contract to provide this coverage.

Residents/Fellows must be cognizant of the personal liability that they are assuming if they undertake such activity without the assurance that they have appropriate medical malpractice coverage. Further, failure to obtain liability coverage is a violation of the Resident/Fellow's employment contract with Gundersen.

Please see Institutional policy on Clinical Experience and Education (Med Ed-500) for further information .

Responsibilities

The Administrative Director of Medical Education in Medical Education is responsible for the development and oversight of this policy.

Residency/Fellowship Program Directors: Provide oversight of clinical work and education, ensure 80-hour work rule is complied with, and approve moonlighting activities if applicable.

Residency/Fellowship Program Administrators: Monitor Resident/Fellow schedules in accordance with 80-hour work rule information. Remind Residents/Fellows as necessary to enter work hours into MedHub.

Approval Signatures

Step Description	Approver	Date
MD	Benjamin Jarman: MD	11/13/2023
Policy Review Committee	Thomas Hodde: HR Program Consultant	10/13/2023
	Jennifer Lee: Director	10/12/2023

Applicability

Gundersen

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