Moonlighting is defined as working for compensation in addition to regular duties as a resident (PGY1-4 to include fellows) while at Carolinas Healthcare System NorthEast. Moonlighting is allowed as an occasional necessity to supplement a resident's Income. Moonlighting is not required. Moonlighting is a privilege that is allowed if the resident is meeting their core residency responsibilities and maintains the following criteria:

- The resident must have been advanced to their R-2 year
- The resident has satisfactorily completed all rotations (i.e. no failures)
- The resident is not on any type of probation (residents in remediation will be considered, but it is generally not recommended until they have successfully completed their remediation)
- The resident has shown regular attendance and participation at conferences, including the support group
- The resident is not cited for delayed completion of charts in the hospital or clinic
- The resident regularly completes the duty hour logs
- Moonlighting hours cannot cause the resident to exceed the work hour limit and need to be included in the duty hours

If all the above criteria are met, the resident will submit the moonlighting checklist and any associated forms to the Program Director for final approval.

If a resident is not keeping up their core responsibilities as listed above, he/she will be disallowed from moonlighting and must show that he/she can keep up with their core responsibilities before he/she can resume moonlighting. Permission to re-instate moonlighting privileges requires filling out the attached form below over again.

1. Moonlighting activities are strictly forbidden while the resident is on call in any capacity in the Cabarrus Family Medicine Residency Program.

2. Residents may not use their PTO to moonlight.

3. Residents are not allowed to moonlight overnight during the week (Sunday through Thursday nights).*

4. All moonlighting hours must be counted in the 80 hour work week limit established by the ACGME work hour guidelines.

5. Clinic duties ALWAYS take precedence over moonlighting. Moonlighting must not interfere with the performance of the resident's regular duties or affect a resident's ability to receive an appropriate education. The program will monitor the effect of moonlighting on a resident/fellow performance in the program. Adverse effects may lead to withdrawal of permission to moonlight and the sponsoring institution or the program may prohibit...
moonlighting by residents/fellows.

6. Moonlighting activities must be separate and distinguishable from all clinic and rotation activities.

7. Moonlighting activities should not violate the principles of good medical care, should be acceptable to the general medical community, and should be a legitimate, professional, medically-oriented activity.

8. The moonlighting resident may not represent to the patients, the public or others that he or she is moonlighting on behalf of Carolinas Healthcare System or with its system’s authority.

Violation of any of the above guidelines will result in disciplinary action and possible dismissal from Cabarrus Family Medicine Residency Program.

External Moonlighting outside of a Carolinas Health Care facility is allowed under the following circumstances:

1. The resident must have completed PGY-1, be in good academic standing, have a valid North Carolina medical license, have a valid DEA number (not the hospital’s number), and have adequate professional liability coverage when practicing outside Carolinas HealthCare System Northeast’s facilities. Adequate professional liability insurance minimum of one million / three million must be separate from that provided by Carolinas Healthcare System for his or her residency activities. There must be documented certification of coverage from the insurance carrier unless prior approval is obtained to be covered under the institution policy. Moonlighting privileges may be removed at any time at the discretion of the residency director if the resident fails to meet the above standards, experiences other performance problems, or falls to report moonlighting hours. Every six months, the residency coordinator will review the resident’s performance and notify the residency director if the above standards have not been met.

2. Every moonlighting activity must be approved by the residency director. The resident must submit a written request that includes the location, nature, and extent of the moonlighting activity to the residency director for approval. This will allow the residency director to assess the appropriateness of the moonlighting activity and maintain a registry of such areas where the residents are engaged. Written proof of malpractice coverage is required if the moonlighting is not at a Carolinas Healthcare owned facility.

3. Each resident with moonlighting privileges must submit a weekly summary of his or her moonlighting activities during the month. Failure to submit monthly moonlighting logs may result in loss of moonlighting privileges. Residents must adhere to the following CFMR moonlighting requirements:

INTERNAL MOONLIGHTING: GUIDELINES FOR WORKING AT CHS NE RELATED CLINICS OR SERVICES

Certain opportunities exist within Carolinas HealthCare System Northeast and its clinics for upper level residents meeting the prerequisite requirements for moonlighting to provide coverage for extra
compensation. During internal moonlighting, residents perform the same or similar duties as they do during training, but they are providing additional service for compensation. All policies/procedures for moonlighting apply, except residents are not required to have a full, unrestricted North Carolina medical license or their own DEA certificate. Residents must have a valid North Carolina training license.

1. The resident must be in good standing within the program and hospital.

2. At the recommendation of the residency director, the resident will be independently approved for certain privileges to be performed without direct attending supervision, no additional independent hospital privileges, i.e., locum tenens are required.

3. When a resident is providing paid coverage of care, an attending physician with active medical staff status must always be identified and available to supervise resident care. All admissions will be admitted to the identified attending for billing and medical record purposes.

4. For moonlighting at the Cabarrus Family Medicine Urgent Care, the following criteria must be met as well:
   - The resident must complete their 3 teaching (unpaid) shifts in urgent care
   - The resident must have acceptable evaluations from their 3 teaching shifts
   - The resident must turn in their encounters from their urgent care shifts to

5. For moonlighting in radiology, the radiology group requires residents to pass a test (see Medhub resources) and have a tour of the facility.

6. The resident and attending must take care to comply with all Medicare and regulatory requirements for billing purposes.

Erika Steinbacher, MD
Designated Institutional Official
Cabarrus Family Medicine Residency
CFM Sports Medicine Fellowship

Phyllis Wingate
Division President
Carolinas Healthcare System Northeast

1.5.19
Date
Moonlighting Check List
Please have the indicated persons initial below

Resident Name: ____________________________________________

Date of request: ______________________

____ Charts, messages, labs, etc. addressed in a timely fashion (Beth)

____ Conference attendance (Lyn)

____ Work hour logs updated regularly (LeAnne)

____ Satisfactory performance on rotations/ no probation (LeAnne)

____ Signed off as competent for CFM urgent care (Dr. Steinbacher)

For radiology:

____ Passed quiz

____ Completed tour

Once check list is completed, turn in this form along with the moonlighting activity form to Dr. Steinbacher for final approval.

_____ Approved (Dr. Steinbacher)