

GUIDELINES FOR VCUHS NEUROLOGY RESIDENCY MOONLIGHTING POLICY

The Department of Neurology permits house officers to practice outside of the required clinical activities which are official components of the residency program. Such practice (moonlighting) is considered a privilege for house officers who are performing well. However, house officers are encouraged to limit such employment to: (1) Preserve sufficient study time, and (2) Minimize fatigue which may impede the maximal educational benefit of clinical activities.

The purpose of this policy is to ensure that moonlighting by the Department of Neurology house officers does not interfere with the primary educational objectives of the residency program. In addition to the guidelines listed below, house officers must also conform to the General Institutional (MCV Hospitals) Policy on Housestaff Moonlighting.

Guidelines:

1. Moonlighting may be performed at VCUHS only after successful completion of the junior (PGY2) year, and with written permission of the program director. **All moonlighting shifts must be provided to the Program Director and approved in advance.**
2. Moonlighting is restricted to those residents or fellows who are in academic good standing. Academic good standing is defined as: (a) attendance at required departmental conferences each month; and (b) no unsatisfactory evaluations by faculty within the previous year. Continued moonlighting for any resident requires satisfactory and interval improvement on the RITE (in-service exam).
3. Moonlighting at outside institutions or practices may be permitted, after discussion of the specifics with the program director. Written documentation of malpractice coverage by the outside institution must be provided to the program director.
4. Moonlighting activities must not interfere with any required obligations of the residency program, including regular clinical hours, on-call periods, weekend coverage, and conferences. In order to comply with the ACGME mandated resident work hour rules' moonlighting is not permitted on Sunday through Thursday nights. It is permitted on Friday through Sunday nights only if the following restrictions are met:
 - a) the resident does not have assigned resident duties on the post-moonlighting day;
 - b) total work hours (including moonlighting) do not exceed 80 hours per week; and
 - c) the resident has one day off per week during which he/she has no moonlighting or resident duties.
5. While assigned to inpatient ward services, moonlighting is not permitted.
6. Moonlighting activities must be limited to no more than four shifts per month.
7. A house officer's moonlighting privileges may be suspended at the discretion of the program director.
8. Those failing to adhere to the moonlighting policy will be subject to disciplinary action, which may include probationary status and dismissal from the residency or fellowship program.
9. Any resident who is prohibited from moonlighting on the basis of these guidelines may submit a written appeal which will be considered by the Neurology Residency Education Committee. Further appeal may be made in writing to the Department Chair.

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Date