

VIRGINIA COMMONWEALTH UNIVERSITY HEALTH SYSTEM
Department of Neurology
POLICY ON HOUSESTAFF MOONLIGHTING

The Department of Neurology recognizes that its residents may desire additional employment (moonlighting) outside of regular hours at Virginia Commonwealth University Health System. In view of this, residents are allowed to moonlight only in accordance with the following criteria:

1. After carefully considering the demands that additional work activity will create, the resident, program director, and Office for Graduate Medical Education agree that the proposed moonlighting will not comprise clinical care offered by the Virginia Commonwealth University Health System (VCUHS), adversely affect the resident's job performance, or impact negatively upon the resident's ability to fulfill all of his or her clinical and education responsibilities.
2. The resident understands and agrees that outside employment will not be considered an excuse for poor job performance, absenteeism, tardiness, early departure, refusal to travel, refusal to work overtime or different hours, or refusal to accept additional assignments.
3. The resident is in good standing with the training program. The resident does not have a record of poor job performance, attendance problems, or excessive use of leave.
4. The resident represents the program director that he or she has informed the outside employer of the priority that the program director places on the employee's work with in the training program, that arrangements have been made by the outside employer to accommodate necessary changes in the resident's outside work schedule, and that the outside employer has no expectation that the resident will be available to work during his or her regular duty hours at VCUHS and its affiliated institutions.
5. Moonlighting may not involved performing/interpreting neurophysiologic studies for which the resident is being trained (i.e. EEG, EMG, nerve conduction studies, EP, sleep studies, autonomic testing).
6. Moonlighting may not take place during "home-call" assignments as the resident is expected to provide his/her undivided attention to any call and may be required to come to the hospital at a moment's notice.
7. The resident must have all moonlighting shifts approved ahead of time by the program director and must keep him apprised of all hours spent moonlighting.
8. The resident may only moonlight on weekends starting Friday evening upon completed of his/her residency responsibilities, and ending no later than 10:00 PM Sunday evening.
9. The resident may not exceed the 80-hour work week, which includes the sum of his residency work hours and those of his moonlighting shifts. If there is any threat to compromise the 80-hour work week, the moonlighting hours will be reduced.
10. Any compromise of the above criteria will result in either set limitation of combined duty and moonlighting hours or withdrawn permission to moonlight as determined by the program director.

The resident agrees to accurately report moonlighting hours to his or her program director. The resident acknowledges that permission to moonlight depends on the criteria listed above and may be withdrawn if, at any point during his or her training, the criteria fail to be satisfied.

The Department of Neurology policy on moonlighting is keeping with the institution's general policy on moonlighting.

Lawrence D. Morton, M.D.
Director, Clinical Neurophysiology Fellowship Program

Date