DIVISION OF PULMONARY, CRITICAL CARE MEDICINE FELLOWS
MOONLIGHTING POLICY

Policy: To establish guidelines for moonlighting by fellows in the Pulmonary and Critical Care Medicine Fellowship Program

Procedure:

Fellow Moonlighting

1. No external moonlighting is allowed during the PCCM fellowship but exceptions may be allowed on a case-by-case basis. There are ample internal moonlighting opportunities available to fellows at competitive remuneration rates.

2. First year fellows are not permitted to moonlight internally overnight until given permission by the Program Director, following a review of their performance by the Clinical Competency Committee.

3. Fellows are NOT allowed to engage in external or internal moonlighting during a period they are assigned to an ICU service.

4. Fellows will be required to enter all moonlighting hours each week in New Innovations. All fellows who engage in external moonlighting must provide independent documentation (e.g. time cards, list of hours, schedule) of the hours they have worked to the program coordinator. Failure to do so may result in the fellow being placed on Review status.

5. Any internal or external moonlighting hours MUST be counted as part of the ACGME duty-hour regulations and cannot cause the fellow to exceed the regulations at any time. Failure to enter hours in a timely fashion will result in a notation in their record and possible reflection in their professionalism milestone evaluation.

6. If Pulmonary and/or Critical Care faculty note that a fellow is unable to perform his/her duties on service to that attending's satisfaction and this is found to be due to moonlighting, a letter will be placed in the fellows file and the fellow will not be allowed to moonlight for three months and undergo a Clinical Competency Committee review prior to reinstatement of privileges. If this policy is violated, this will be ground for disciplinary measures.
7. Failure to achieve a score higher than the 39th percentile of the national average on either in-service exam will result in limitation of external moonlighting privileges until reinstated by the fellowship program director.

8. Lectures or programs that result in an honorarium being paid to the fellow directly are considered moonlighting. Only third year fellows are allowed to engage in this activity and each incident requires prior approval by the Program Director. Failure of proper notification may result in loss of the privileges.