

Duty Hours and Moonlighting

Periodic monitoring of each Trainee's work hours will be done regularly by the Program and the results shall be reported to the Graduate Medical Education Office to ensure compliance with the work hours policy. In particular, the Trainee shall be expected to log his/her hours in E*Value as specified by the Program and the Graduate Medical Education Office for at least 4 specified months of the academic year. It is expected that with diligent monitoring of hours and appropriate support all duty hours violations will be eliminated. Any duty hours violations shall be reviewed by the Program and a corrective action plan will be established to eliminate future violations. Ongoing duty hour violations risk the viability of the Program and may result in corrective action to protect the Trainee and patients. Repeat offenders must log work hours daily in E*Value to ensure that corrective actions have been adequately implemented.

Professional and patient care activities that are external to the educational program are called moonlighting. Moonlighting is a privilege that is contingent on clinical competency, as determined by the program leadership. Moonlighting is expressly prohibited unless permission to moonlight is granted in writing by the Program Director. Permission may be granted at the Program Director's discretion provided criteria for eligibility are consistent with the Medical Center's Graduate Medical Education Moonlighting Policy, which is included in the GME Trainee. No Trainee is required to engage in moonlighting activities.

Moonlighting activities are to be counted as part of each housestaff physician's work hours, **which will not exceed the eighty-hour work limit**. The housestaff physician must give an accurate accounting of the moonlighting hours to the program director; the program director is responsible for monitoring all work hours. **This policy applies to ACGME accredited programs.**

Supplemental Employment (Moonlighting) Policies:

- All supplemental employment must be approved by the Residency Program Director and Clinical Service Chief.
- The privilege of supplemental employment is contingent on clinical competency, as determined by the program leadership. The program leadership will re-evaluate clinical competency on a regular basis and reserves the right to withdraw moonlighting privileges from any resident that it was formerly granted to.
- Resident must demonstrate professionalism and should be up-to-date regarding all residency requirements (discharge summaries, duty hours, procedure log, etc).
- No resident will be permitted to work outside of regular clinical responsibilities, unless they submit the GME form indicating that they have read and understand the policies relating to moonlighting
- Junior and Senior residents who are licensed in New York State may moonlight only if they have no other concurrent clinical responsibilities; "Double Dipping" (Moonlighting) during a time when a resident has other scheduled duties is prohibited.
- Interns are not permitted to moonlight.
- In order to comply with Duty Hour regulations, our Moonlighting Policy states that:

- Moonlighting counts toward all hours calculations for residents.
 - Residents must have one 24 hour period off per week.
 - Residents must have at least ten (10) hours off between shifts.
 - Residents cannot exceed 80 hours of work per week, averaged over 4 weeks.
 - Residents and fellows cannot exceed 24 + 3 hours of patient care duties.
- We specifically limit moonlighting to rotations where the residents are guaranteed to work less than 80 hours per week. These rules are detailed below:
 1. Juniors **cannot** Moonlight while on:
 - Ward months (Gen Med/GenMed2/Oncology/AIDS-TB)
 - ICU months (MICU / CCU)
 - Night Float (ANF/NF).
 2. Juniors **can** Moonlight while on:
 - Outpatient (OPD) on weekends only in accordance with the Duty Hour regulations listed above.
 - Vacation, Elective
 3. Seniors **cannot** Moonlight while on:
 - Ward months (Cards/Gen Med/Senior Med/Allen)
 - Medicine Consult
 - Allen ICU (AICU)
 4. Seniors **can** Moonlight while on:
 - Outpatient (OPD) and Neurology on weekends only in accordance with the Duty Hour regulations listed above.
 - Vacation, Electives (E1/E2)
 - Residency and fellows are required to be compliant with a daily record of work hours entered into E*Value. Those that are not compliant within 30 days of the scheduling month cannot be added to the moonlighting schedule (i.e. you must have completed 12-1-09 to 12-31-09 by Jan to be added to Feb. schedule).
 - **Residents who violate the workload limitations by exceeding 80 hours in a given week will have their moonlighting privileges suspended for one month. Residents who violate the workload limitations a second time will lose their moonlighting privileges entirely.**
 - Supplemental employment outside of the Columbia University Medical Center Campus (Milstein Hospital and the Allen Pavilion) is not permitted if you are a Internal Medicine resident.
 - If the New York Code of Rules and Regulations (State Hospital Code), 405.4(b)(6) is updated and/or revised, you will be informed immediately of the changes.

Last Updated 12/9/2010