

Policy: Professional Activity Outside Training Program By Internal Medicine Residents

Purpose: To clarify this program's position about professional activity by residents outside of the training program, often known as "moonlighting". Since residency training is a full-time responsibility, activities outside the educational program must not interfere with the resident's performance in the educational process.

1. Residents are prohibited from engaging in professional activities outside the residency program during their first year. When residents that have graduated from LCME approved medical schools have successfully completed one year of post-graduate training, they become eligible to apply for a license to practice medicine in the State of Iowa. Graduates from non-LCME approved medical schools must complete two years of post-graduate training before they are eligible for an Iowa license.
2. When involved in professional activity outside the training program, the resident physician does not represent Iowa Methodist Medical Center or the Des Moines VA Medical Center, but participates as a private practitioner. It is the resident's responsibility to insure that appropriate licensure and controlled substance identification numbers have been obtained as necessary to practice medicine in the State of Iowa.
3. Professional liability protection granted to residents within the training program does not protect them when they are engaged in clinical practice outside of the training program. Residents must obtain appropriate medical malpractice professional liability coverage of any such activity outside of the training program and must provide proof of that liability coverage to the Program Director.
4. Any resident that wishes to engage in professional activities outside the residency program, or moonlighting, must request approval in writing from the program director. The written request must include both the location and the frequency of moonlighting proposed, and, if approved, will be included in the resident's file. This must be requested and approved annually. Any changes in location and/or frequency of moonlighting must be promptly reported to the program director.
5. Professional activity outside of the training program must not interfere with direct patient care responsibilities or supervisory responsibilities of interns and medical students. This means arriving late or leaving early on primary care rotations will not be tolerated. This activity also must not interfere with needed study time and rest time for the resident. The program director is responsible for monitoring for any negative effects of moonlighting on resident performance and well-being in the educational program. Permission to moonlight may be revoked at any time during the academic year by the program director if indeed moonlighting results in significant negative effects on the resident's well-being and performance. Furthermore, time spent moonlighting within the residency program and/or participating institutions of the residency program will be considered within the ACGME Work Hour Guidelines and must not result in noncompliance with those Guidelines.
6. Professional activity outside the training program may also be restricted at any time on the recommendation of the Clinical Competence Committee. A resident whose academic

performance is considered marginal will automatically undergo a review of any outside professional activity and the need to restrict activity. A resident who is placed on probation by the Clinical Competence Committee is expected to refrain from all professional activity outside the training program. These restrictions will be regularly reviewed by the committee and recommendations communicated to the resident by the program director.

7. Questions regarding the interpretation of this policy shall be forwarded to the program director. Any disagreement with respect to the interpretation of this policy will be resolved by the Executive Committee of the Internal Medicine Residency Program.

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