

MOONLIGHTING & LOCUM TENENS POLICY – (KUSM-W)

Residents are not required to engage in moonlighting or locum tenens activities; however, if a resident desires to engage in moonlighting or locum tenens activities the following guidelines must be followed. Moonlighting and locum tenens must never interfere with regular resident responsibilities. Moonlighting residents are expected to be present (and appropriately rested) in their educational setting during all prescribed hours. Moonlighting and locum tenens must never occur without advance written permission of a resident's Program Director. The resident's performance will be monitored by the Program Director for the effect of these activities upon residency performance.

Moonlighting:

Residents may be granted permission to moonlight only if they have obtained full licensure from the Kansas State Board of Healing Arts and have their own individual DEA registration number. Program Directors, acting as agents of the Dean and the university, will establish policies governing moonlighting activities for their residents that are in compliance with university and Residency Review Committee guidelines. These policies establish the maximum number of hours that a resident will be permitted to moonlight per week, month and year. Policies and procedures for requesting and granting permission for moonlighting are the responsibility of each Residency Program and its Program Director and/or Departmental Chairman. A copy of the letter approval form for moonlighting and locum tenens must be kept in the resident's program file.

KUSM-W residents are provided professional liability insurance via a State of Kansas self-insurance program. This insurance (occurrence type with tail and with the following limits: basic coverage \$200,000/600,000; excess coverage \$800,000/2,400,000) covers residency-related acts performed under the supervision of a member of the residency teaching staff and approved locum tenens, but DOES NOT cover moonlighting activities. Additional occurrence type insurance, with limits of coverage not less than those provided via the state plan, must be arranged to cover moonlighting activities. Such insurance may be purchased by the resident or may be arranged by another individual/agency (i.e., the moonlighting employer). If the resident is not personally responsible for purchasing the additional coverage, he/she must request a certificate of insurance to document the existence of the appropriate coverage.

Salary advances (zero percent interest loans) to cover the cost of premiums for such insurance are available via the WCGME office.

Residents moonlighting at a VA Medical Center do not need to purchase additional insurance to cover their VA moonlighting acts if they have signed "fee basis agreements" which result in their appointment to the VA Medical Staff. As such, the residents are covered by the Federal Tort Claims Act and do not require individual Professional Liability Insurance coverage.

Locum Tenens:

Locum tenens activities approved, in advance, by a resident's Program Director, Chief Operating Officer and Executive Vice Chancellor, will be covered by the resident's state-provided insurance and do not require the purchase of additional coverage. Locum tenens activities are considered to be controlled situations in which a KUSM-W Residency Program responds to a request from a Kansas physician for a qualified resident to provide "coverage" for him or her while away from the usual site of practice for a limited time due to illness, vacation or attendance at a continuing medical education activity.

Locum tenens activities will typically occur only in "rural" communities. A request for a locum tenens activity in a more urban setting will not be approved unless there are unusual extenuating circumstances.

Resident coverage for a practicing physician should not be requested unless coverage via other physicians in the community is impossible or inappropriate. Forms to be used in requesting approval for coverage of locum tenens activities to ensure state-provided insurance must be submitted at least two weeks in advance of the activity to the WCGME office. These forms are available at the program and WCGME offices.

The resident's performance will be monitored for the effect of these activities upon performance. Any adverse effects may lead to withdraw of permission for moonlighting and/or locum tenens.

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