

Mass General Brigham

Graduate Medical Education Policy on Optional Extra Shifts Within a Training Program

Introduction

From time to time Program Directors may identify additional shifts that are determined to be within the scope of the training program - but not a required part of the program - for which extra payment may be offered. As outlined below, these “extra shifts” must be specifically designated as such by the Program Director. “Extra shifts” are intended to address occasional, often unanticipated need for expanded trainee involvement in certain clinical activities. This may occur for a variety of reasons, including for example, covering for a colleague on an extended medical leave or responding to a surge of clinical volume. *It should be noted that trainees may be required to cover unplanned shifts or parts of shifts as part of their program responsibilities without any additional stipend*—for example, routine service on “back-up call” is a requirement of many programs and thus not associated with extra pay.

Policy

When approved by the Program Director, GME trainees may engage in optional, extra shifts within the training program for which they will be paid, unless prohibited based on visa status.*

Definitions

In this document,

- “Trainee” refers to interns, specialty residents and subspecialty clinical fellows enrolled in any GME program.
- “Extra shifts” refer to *optional* work within the training program, as *specifically designated by the Program Director* for which additional payment is made. Extra shifts do not include required, unexpected or unplanned work or shifts within the training program; such work is not eligible for additional pay.

Criteria

- Extra shifts involve activities that are within the scope of responsibilities normally assigned to trainees at the same level of training (or a more junior level) as those eligible to sign up.
- Clinical activities are supervised by the attending staff, consistent with other program activities, as appropriate to the level of training and the nature of the activities; trainees do not function as “physician of record”.
- Extra shifts must occur at a clinical site where trainees in the program have standard program-related activities, either at the “home” institution site(s) and/or educational affiliates.
- An activity must be deemed by the Program Director as appropriate for extra-paid shifts and the Program Director must specifically designate the activity as such. *(Optional, extra-paid work that is not designated as “extra shifts” is considered moonlighting and subject to the Moonlighting Policy.*

Provisions

- Because extra shifts are activities designated by the Program Director as part of the training program, there are not additional licensing or malpractice insurance requirements.

- Extra Shifts must be logged as duty hours and must not cause the trainee to exceed the duty hours limits established by ACGME, whether or not the program is ACGME-accredited.
 - Trainees on probation or formal remediation cannot participate in extra shifts unless given explicit written permission by the Program Director.
 - When designating an activity as an “extra shift” opportunity, the Program Director should clarify any specific eligibility requirements—e.g. a minimum level of training (year in program) or prerequisite rotation/experience.

Examples of extra shifts:

- During an 8am-6pm weekday elective rotation, a resident takes extra weekend shifts on an inpatient service where residents at that PGY level typically rotate.
- A resident works during a vacation block at an affiliate institution where trainees from that program have a standard rotation, with the same responsibilities and supervision.
- A fellow takes on a monthly weekend clinic session at an ambulatory care site where trainees from the program have rotations.
- A fellow in a research year works clinical shifts that mirror rotation assignments during the clinical years of training.

* Trainees who are in the U.S. on a visa (i.e., non-citizens and non-permanent residents) must speak with the Office for Global Professionals and Scholars (GPS) before taking on extra shifts as they may be subject to restrictions or additional requirements associated with their visa status: <http://pips.partners.org/>.

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