

P/P TITLE: LICENSED HEALTHCARE PRACTITIONERS' (LHPs) OUTSIDE ACTIVITIES	P/P #: 200.615	PAGE: 1 of 2	ORIGINAL DATE: 12/03/2008	REVISED DATE: 01/09/2014
REVIEWED BY: Senior Leadership Team and C.H. Wilkinson Board of Directors			APPROVED BY: Board of Directors	

Purpose

To clarify for Licensed Healthcare Practitioners (LHPs) their obligation to notify CHRISTUS Physician Group (CPG) of any activities that fall outside of the scope of services delineated in their CPG Employment Agreement and that involves or depends upon the use of the LHP's medical expertise.

Policy

It is CPG's policy that a LHP's participation in any Outside Activities is prohibited and is an event of default under the Employment Agreement, unless expressly approved in advance, in writing, by the Chief Medical Officer (CMO) in the form of EXHIBIT "B" LIST OF OUTSIDE ACTIVITIES as contained in the LHP's employment agreement. See additional copy in attachment "B" below.

LHPs may not perform or participate in any Outside Activities without prior written approval by the CMO, or his/her designee, which approval is in the CMO's sole discretion.

If approved, the LHP must perform the services on his or her own time and without use of any CPG resources

In addition, CPG insurance policies do not cover LHPs providing independent medical or medical/legal consulting services, serving as an expert witness or any other Outside Activities and that any liability that results from said services is the sole responsibility of the LHP.

Once approved, any fees generated by medical/legal consulting or serving as an expert witness may be retained by the LHP.

Definitions

"Outside Activities" is defined as any activities outside of the course or scope of the services described under ARTICLE 1 PROMISES OF PHYSICIAN in CPG's EMPLOYMENT AGREEMENT that either: (i) require the medical opinion, knowledge or expertise of the LHP, including but not limited to practicing medicine, performing administrative or medical director services, serving as a medical/legal consultant, or serving as an expert witness; (ii) materially impair or interfere with the performance by the LHP responsibilities and duties under the Employment Agreement; or (iii) violate

REVIEW PERIOD:	REVIEW DATES:					
<input checked="" type="checkbox"/> Annual	11/05/2013	01/09/2014				
<input type="checkbox"/> Biennial						
<input type="checkbox"/> Other:						

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the Ethical and Religious Directives for Catholic Health Care Services, as promulgated by the United States Conference of Catholic Bishops.

Procedures

1. LHP submits a written request to the CMO for approval at least twenty-five (25) business days prior to the actual date services are to be initiated by the LHP.
2. The CMO, or his/her designee, will review the request and respond in writing to the requesting LHP. The CMO, or his/her designee, will make every effort to respond to request within ten (10) business days. The CMO will not be deemed to have consented to the request unless and until the CMO has provided a written consent to the LHP.
3. Annually, each LHP is expected to review and complete the EXHIBIT "B" LIST OF OUTSIDE ACTIVITIES.
4. LHPs serving in three (3) or more Outside Activities will be contacted by the CMO, or his/her designee, in order to quantify and qualify those activities.
5. All outside activities must be consistent with the Ethical and Religious Directives. If questions arise, CHRISTUS Health's Vice President of Mission and Ethics will be consulted.

Attachments

Exhibit "B", Outside Activities