



Policy Title:	Moonlighting Policy
Owner:	
Department:	GME
Origination Date:	12/20/2019
Last approved date:	11/21/2025
Approved By:	Graduate Medical Education Committee

## I. Scope

This policy was developed for SIU Medicine. SIU Medicine collectively applies to the SIU School of Medicine (SIU SOM), including the Federally Qualified Health Center (FQHC), and SIU HealthCare (SIU HC). These entities are collectively referred to as SIU in this document.

This document applies to SIU staff, faculty, trainees, agents, officers, directors, interns, volunteers, contractors, and any other individual or entity engaged in providing teaching, research and health care items and services at SIU. These individuals are collectively referred to as SIU personnel in this document.

## II. Definitions

The term “resident” is inclusive of all trainees at SIU SOM, whether training in a residency or fellowship program. The term “program” is inclusive of all SIU residency or fellowship programs, whether accredited or non-accredited.

## III. Purpose

The goals of this policy are to outline:

- the allowable parameters for moonlighting
- the steps required to apply for moonlighting approval

Residents will accept no responsibilities for professional activities outside the scope of the Residency Program (including, but not limited to "moonlighting") unless approved in writing by the employing hospital via the Office of Graduate Medical Education (OGME) and the Program Director, who shall have discretion as to whether or not such outside professional activities are permitted. Residents must not be required to engage in “moonlighting.”

If a program chooses to allow moonlighting, there must be an internal policy established with the specific parameters for the program.

## IV. Procedure

### a. Section I: External Moonlighting

- i. This is defined as voluntary, compensated, medically-related work performed outside the training program’s curriculum. With regard to those residency programs in which outside professional activities may be permitted, the following shall apply:
  1. The professional activities must be of educational value and must not interfere with the ability of the resident to achieve the goals and objectives of the educational program.
  2. The professional activities must have the approval of the Program Director. The Program Director must acknowledge this approval in writing, and a copy of that acknowledgement must be included in the resident’s file.
  3. The professional activities must have approval of the employing hospital.\*

4. The professional activities must not detract from the Residency Program or interfere in any way with the educational experience, performance or responsibilities of the resident. If such moonlighting activities are approved, the Program Director must monitor the resident for the effect of moonlighting activities upon performance. Adverse effects may lead to withdrawal of permission.
5. All time spent moonlighting must be entered into New Innovations in a timely and accurate manner and counted toward the 80-hour weekly limit on work hours. Moonlighting on vacation does not need to be recorded, however the residents must ensure they are adequately rested and fit to provide the services required by their patients when returning to duty.
6. PGY-1 residents are not permitted to moonlight.
7. Residents must:
  - a. have the appropriate training and skills to carry out the assigned duties;
  - b. have no letter of deficiency or letter of concern in effect;
  - c. hold a valid permanent (unrestricted) license and a controlled substance license;
  - d. provide proof of valid professional liability (malpractice) insurance other than that provided by the employing hospital for the Residency Program;
  - e. Residents with J-1 visas are only permitted to moonlight at their training program's participating sites listed on the ACGME training program page. The Intealth Exchange Visitor Sponsorship Program requires that the *Attestation of Supplemental Clinical Activity within the Training Institution* form be submitted annually for review and approval prior to the start of moonlighting.
8. A resident who is found to be moonlighting in violation of this policy will be subject to disciplinary action, up to and including termination.

\*For Springfield residents, employing hospitals in general will not approve moonlighting activities in the specialty of the resident's current training program. All moonlighting requests are reviewed on a case-by-case basis. Employing hospital administrators will give preference to the following requests:

- Activities within Sangamon County;
- Activities located in a contiguous county to Sangamon and within the employing hospital's health system.

b. Section II: Internal Moonlighting

- i. In rare instances, at the discretion of the program director, a program may find it appropriate to organize internal moonlighting. This is defined as voluntary, compensated, medically-related work (not related with training requirements) performed under supervision, within a program at the institution. With regard to those residency programs in which internal moonlighting may be permitted, the following guidelines apply:
  1. Programs that allow Internal Moonlighting must ensure that the level of supervision and attending involvement meets all institutional, hospital and departmental supervision standards for training activities.

2. Programs that wish to allow internal moonlighting must obtain prior approval of the Office of Graduate Medical Education. If the experience involves residents from more than one department, it must have prior approval of the program director of all involved residents.
3. Residents will be permitted to use the professional liability (malpractice) insurance provided by the affiliated hospitals for internal moonlighting activities.
4. Residents must:
  - a. have the appropriate training and skills to carry out the assigned duties;
  - b. have no letter of deficiency or letter of concern in effect;
  - c. hold a valid temporary or permanent (unrestricted) license;
  - d. Residents with J-1 visas are only permitted to moonlight at their training program's participating sites listed on the ACGME training program page. The Intealth Exchange Visitor Sponsorship Program requires that the *Attestation of Supplemental Clinical Activity within the Training Institution* form be submitted annually for review and approval prior to the start of moonlighting.

**V. References**

**VI. Attachments**

**VII. Periodic Review**

**VIII. Reviewed by**

**IX. Office of Responsibility**  
GME