

	Name of Policy: Moonlighting Policy	
	Last Approval Date: December 15, 2017	Effective Date: December 15, 2017

Residents will accept no responsibilities for professional activities outside the scope of the Residency Program provided herein (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.

Section I: External Moonlighting

This is defined as voluntary, compensated, medically-related work performed outside the training program. With regard to those residency programs in which outside professional activities may be permitted, the following shall apply:

- a. 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;
- b. 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;
- c. The professional activities must have approval of the employing hospital;
- d. 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;
- e. 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.
- f. PGY -1 residents are not permitted to moonlight;
- g. Residents must;
 1. have the appropriate training and skills to carry out the assigned duties
 2. have no letter of deficiency or letter of condition in effect
 3. hold a valid permanent (unrestricted) license and an NPI

4. provide proof of valid professional liability (malpractice) insurance other than that provided by the employing hospital for the Residency Program
 5. either be a U.S. citizen or have a permanent work permit (employment authorization) to moonlight. Residents with J-1 visas are not permitted to moonlight in accordance with the U.S. Code of Federal Regulations governing the Exchange Visitor Sponsorship Program;
- h. A resident who is found to be moonlighting in violation of this policy will be subject to disciplinary action, up to and including termination.

Section II: Internal Moonlighting

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 the institution in which the resident is in training or at any of its related participating sites. With regard to those residency programs in which internal moonlighting may be permitted, the following guidelines apply:

- i. 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.
- ii. 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.
- iii. Residents will be permitted to use the professional liability (malpractice) insurance provided by the affiliated hospitals for internal moonlighting activities.
- iv. Residents must;
 1. have the appropriate training and skills to carry out the assigned duties
 2. have no letter of deficiency or letter of condition in effect
 3. hold a valid temporary or permanent (unrestricted) license
 4. either be a U.S. citizen or have a permanent work permit (employment authorization) to moonlight. Residents with J-1 visas are not permitted to moonlight in accordance with the U.S. Code of Federal Regulations governing the Exchange Visitor Sponsorship Program.