

Graduate Medical Education Institutional Moonlighting Policy

All Graduate Medical Education trainees must comply with the following moonlighting policy.

Purpose:

To define the minimum qualifications and parameters a trainee would need to meet to apply for the privilege of moonlighting during their training program.

Scope:

All eligible trainees in graduate medical education.

Definitions:

Moonlighting	A professional activity, outside of the scope of the educational training program which the trainee is compensated for their efforts.
Supervised Moonlighting	Where the trainee serves as a dependent provider under a licensed credentialed supervising provider.
Unsupervised Moonlighting	Trainee serves as a licensed credentialed physician, independent of their training program. Independent moonlighting is not possible at the trainee's home training location.

Overview:

Moonlighting is a privilege experience for advanced trainees (PGY2+) in good academic and work hour standing. Residents and fellows in conjunction with their Program Director must ensure that the moonlighting workload does not interfere with the participants well-being and program's work hour requirements.

Programs may not require trainees to participate in moonlighting.

Individual programs may have additional requirements or restrictions for moonlighting.

Moonlighting Eligibility Requirements:

Only trainees who are PGY 2+ are eligible for and able to participate in moonlighting.

Residents on J1 and H1 visas may not moonlight.

All moonlighting requests must be approved by both the Program Director and the Director of Graduate Medical Education via the Medhub Residency Management System.

Unsupervised moonlighting requires institutional credentialing.

Moonlighting and voluntary extra shifts that;

- (a) are not authorized,
- (b) create a conflict of interest,
- (c) result in impaired efficiency, absenteeism or tardiness, or
- (d) are performed during scheduled Program hours

will be subject to disciplinary action up to and including dismissal.

Process:

Residents and fellows eligible and interested in moonlighting opportunities must complete a Graduate Medical Education Moonlighting application located in Medhub and be approved by both the Program Director and Director of Graduate Medical Education prior to engaging in moonlighting activities.

Approved moonlighting requests are valid for no more than (12) twelve months or the end of the academic year applied for, whichever is less. Individuals interested in continuing to moonlight across academic years will need to reapply on an annual basis.

Residents should submit moonlighting reimbursement payment requests within 30 days of the moonlighting activity. Moonlighting hours must be submitted in Medhub prior to payment processing.