

Moonlighting Policy

ACGME Institutional Requirements IV.K.1.

Moonlighting (outside employment) refers to voluntary, compensated medically related work undertaken by a resident outside the context of the residency program. Resident/fellows may not engage in moonlighting activities that interfere with the responsibilities to their program, especially in the context of work hour limitations. Program Directors may establish a "no moonlighting" policy based on academic, workload, and/or work hour considerations. PGY I residents and residents holding a J1 Visa are not permitted to moonlight.

Residents may not engage in any outside employment or professional medical activity without first completing the PrimaryPlus Institutional Moonlighting Acknowledgement Form and obtaining written approval of the program director. The Program Director is responsible for assuring there are no conflicts between their moonlighting schedule and requirements of the program. The program director is responsible for monitoring the health and program performance of the moonlighting resident and must take corrective action if these are adversely affected by the moonlighting activity. Additionally, the resident/fellow must enter moonlighting hours (both internal and external) as part of his/her duty hour log in New Innovations. Time spent moonlighting must be counted towards the 80-hour maximum weekly hour limit.

Program Directors reserve the right to deny moonlighting activity. Any resident/fellow failing to comply with moonlighting guidelines is subject to departmental disciplinary action. Any resident not in good standing may not moonlight.

Any resident/fellow engaged in moonlighting must be licensed for unsupervised medical practice in the state where the moonlighting occurs. It is the responsibility of the institution where moonlighting occurs to determine whether medical licensure is in place, whether adequate liability coverage is provided, and whether the resident/fellow has the appropriate training and skills to carry out assigned duties.

Professional liability insurance coverage provided by PrimaryPlus DOES NOT extend to any medical practice or activities outside the medical education program of PrimaryPlus.

PrimaryPlus does not encourage its residents/fellows to engage in outside employment. PrimaryPlus accepts no responsibility for the financial consequences to residents who engage in moonlighting.

GMEC Approved 9/19/22