

	Graduate Medical Education	
	GMEC Approval Date:	06/06/2023
	Effective Date:	07/01/2023
	Review/Revision Date:	05/24/2023
Policy Title: Moonlighting		
ACGME Institutional Requirement: IV.K.1		Page 1 of 2

I. Purpose

To provide guidelines and requirements for residents/fellows who wish to engage in paid medical employment outside their residency/fellowship programs.

II. Policy

Moonlighting is not required. [IR: IV.K.1.a)] Residents/fellows with unrestricted licensure from the state of Pennsylvania may only engage in moonlighting activities if it is not restricted by their specific ACGME Program Requirements. Residents/fellows must request written permission, in advance, from their program directors and the GMEC. [IR: IV.K.1.b)] Forms for moonlighting are available in the GME office.

The program director is responsible for monitoring the ongoing effects of moonlighting on the performance of those residents/ fellows engaging in moonlighting by means of observation, evaluations and feedback from faculty and other residents/fellows. [IR: IV.K.1.c)]

III. Definitions

- A. Internal Moonlighting is defined as voluntary, compensated, medically-related work (not related to training requirements) performed within the institution in which the resident is in training or at any of its related participating sites.
- B. External moonlighting is defined as voluntary, compensated, medically-related work performed outside the institution where the resident is in training or at any of its related participating sites.

IV. Procedure

- A. Residents/fellows are not required to engage in moonlighting. [IR: IV.K.1.a)]
- B. Only residents/fellows with unrestricted licensure from the state of Pennsylvania may engage in moonlighting activities by obtaining written permission, in advance, from their program directors and the GMEC. [IR: IV.K.1.b)]
- C. PGY-1 residents are not permitted to moonlight.
- D. The performance of these residents/fellows will be monitored by the program director and GMEC.
- E. Moonlighting must be considered part of the 80-hour weekly limit on duty hours. Moonlighting hours must be included in the resident's/fellow's weekly duty hour log in New Innovations and monitored by the Program Director.
- F. If it is established that a resident/fellow is engaged in paid medical employment outside their training programs without the written permission of their program director and/or the DIO, he/she will be subject to disciplinary action up to and including dismissal.
- G. Residents /fellows' performance will be monitored for the effect of moonlighting with regards to their ability to meet the goals and objectives of the educational program and their fitness for work. Any adverse effects that may compromise patient safety will lead to withdrawal of permission. [IR: IV.K.1.c)]
- H. Residents/fellows may have their moonlighting privileges revoked at the discretion of their program directors or the DIO. Residents must remain in good standing in order to continue the privilege to moonlight.

- I. Residents/fellows who are in the U.S. on J-1 or H-1 visas are not allowed to engage in moonlighting activities.
- J. Residents that moonlight within the LECOM Health System are provided professional liability insurance coverage. Residents that moonlight outside the system entities will need to provide proof of liability insurance and will be a condition of the GMEC and DIOs final approval of such activity. A copy of such insurance must be submitted with the moonlighting request.