

PINNACLE HEALTH  
Graduate Medical Education

Policy # 6  
Page 1 of 2

**Subject:** Moonlighting Policy

**Policy:**

This policy applies to professional and patient care activities of a resident undertaken as a physician outside the scope of graduate medical education program ("moonlighting"). It is designed to outline the criteria that must be met for residents to work for remuneration in addition to their graduate education program.

**Eligibility:** No resident is required to moonlight. Residents must be in good standing within their residency and have a full, unrestricted medical (not training) license. J1 VISA holders are excluded from participating in moonlighting activities in accordance with the Federal Regulations Governing Exchange Visitor Physician: "Visa sponsorship authorizes a specific training activity and associated financial compensation. Federal regulations do not permit activity and/or financial compensation outside of the defined parameters of the training program."

**Non-overlap with training:** The services of residents to inpatients of hospitals in which the residents are caring for patients in their GME program are reimbursed to the institution as direct GME payments. Residents may not receive extra remuneration for caring for patients in this situation. This policy not only affects the sponsoring institution of the GME program, but also other institutions that have signed affiliation agreements with the parent institution. Services of residents that are not related to their ACGME-approved program and are performed in an outpatient setting or emergency department of a hospital in which they have their training program are eligible for moonlighting payments. Residents are prohibited from moonlighting if they are on in-house call, home call, or during any daytime assigned clinical duties within their training program that might overlap with the moonlighting shift. Residents may not moonlight while on family, medical, paternity or maternity leave.

**Residency policies:** Each residency should have a policy on moonlighting. Moonlighting is allowable solely at the discretion of the program director. In-house moonlighting will be reported to the Graduate Medical Education Committee and this information will be maintained in the resident's record. All residents must adhere to each residency's policies and requirements for moonlighting. The Program Director will monitor resident performance to assure that factors such as resident fatigue are not contributing to diminished learning or performance, which could lead to withdrawal of permission.

Moonlighting workload must not interfere with the ability of the resident to achieve the goals and objectives of their residency program. All moonlighting hours will be counted when determining resident duty hours regarding the 80-hour limit.

**Insurance:** Professional liability insurance coverage must also be obtained for moonlighting outside of the PinnacleHealth; PinnacleHealth Hospitals does not provide such coverage. All residents engaged in moonlighting must be licensed for unsupervised medical practice in the state where the moonlighting occurs. It is the responsibility of the institution hiring the resident to moonlight to determine whether such licensure is in place, adequate liability coverage is provided, and whether the resident has the appropriate training and skills to carry out assigned duties.

**Procedure:** It is the responsibility of the residents/fellows to obtain written permission to moonlight from the Program Director prior to beginning the moonlighting activity. The Pinnacle Health Moonlighting Request form should be used for this process. The program director will acknowledge in writing that she/he is aware that the resident is moonlighting, and this information will be maintained in the resident's folder. After the program director approves in writing, the completed Moonlighting Request form should be sent monthly to the Department of Medical Education for monitoring by the Graduate Medical Education Committee.

See Administrative Policies & Procedures Policy #435 – Resident Moonlighting: Scope of Practice for additional information & requirements.

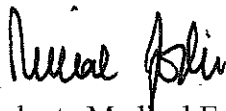
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Chair, Graduate Medical Education Committee



Designated Institutional Official