Moonlighting

GMEC approved: July 2011
GMEC updated and approved: September 2015
GMEC updated and approved: February 2017

Purpose

The purpose of this policy is to specify the circumstances under which residents may engage in moonlighting, as well as the criteria which must be satisfied by the resident/fellow who engages in such activities. The criteria for such activities takes into account the legal, regulatory and accreditation requirements, patient care needs, the residents’ educational goals and WSU GME policy requirements.

Policy

Residents are not required to engage in Moonlighting. Residents shall devote themselves conscientiously to the performance of their full-time professional efforts as defined by GME institutional policies and graduate medical education program (Program) requirements. Because resident/fellow education is a full-time endeavor, the program director must ensure that moonlighting does not interfere with the ability of the resident/fellow to achieve the goals and objectives of the educational program.

Residents must be in good standing within their Program to be granted permission to moonlight. All moonlighting must be reported as duty/work hours and total duty/work hours may not exceed the ACGME requirements (see Duty Hour Oversight and Monitoring in the Learning Working Environment). Both the institution and program director must closely monitor all activities.

Moonlighting when (a) it’s not authorized, (b) will create a conflict of interest, (c) results in impaired efficiency, absenteeism or tardiness, or (d) is performed during scheduled Program hours, will subject the Resident/fellow to disciplinary action up to and including dismissal. Individual programs may have additional requirements or restrictions.

Procedure

The resident must receive prior written approval from the program director or designee. The program director may withhold or withdraw consent at any time, as he/she, in his or her sole discretion, deems appropriate.

PGY1 residents are not permitted to moonlight.
Under ECFMG regulations, J-1 visa holders are not eligible to moonlight under any circumstances. Moonlighting is considered extracurricular activity that is not part of the training program curriculum for which compensation is provided.

Moonlighting candidates must possess a permanent Michigan medical license with corresponding controlled substance license. An educational limited license is not valid for moonlighting activities.

Moonlighting candidates must also obtain their own DEA number as the DEA number assigned by the hospital/institution is not valid for use during moonlighting activities.

Residents are not covered by the WSU GME-provided professional liability insurance when moonlighting. Malpractice coverage must be provided for moonlighting activities. Residents who wish to moonlight must submit the appropriate insurance program request forms to their program coordinator. It is the responsibility of the resident to ensure that appropriate liability coverage is in place for his/her moonlighting activities.

**Monitoring**

Programs will assure resident compliance with approval, reporting and monitoring of the moonlighting processes. The GMEC will monitor moonlighting activities compliance through resident self-reported duty hours through New Innovations.