

**Policy Title:** Moonlighting

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## **PURPOSE**

The ACGME requires sponsoring institutions to provide guidelines specific to moonlighting. (IR.II.D.4.j.(1).(a-c)). This policy provides guidance for moonlighting activities and ensures that such activities do not compromise a resident's performance in a Graduate Medical Education program.

## **DEFINITIONS**

**External moonlighting:** Voluntary, compensated, medically-related work performed outside the institution where the resident is in training or at any of its related participating sites.

**Internal Moonlighting:** Voluntary, compensated, medically-related work (not related with training requirements) performed within the institution in which the resident is in training or at any of its related participating sites.

**Resident:** Any physician in an accredited graduate medical education program, including interns, residents, and fellows.

## **PROCEDURE**

UT Southwestern and the GMEC take seriously the responsibility of ensuring a high quality-learning environment for the residents, particularly by ensuring a proper balance between education and patient care activities within duty hour limitations as prescribed by the ACGME Institutional and Program Requirements. Residents are not required to engage in moonlighting.

Moonlighting is, in general, discouraged for residents in ACGME-accredited programs sponsored by UT Southwestern, because during residency training, the resident's primary responsibility is the acquisition of knowledge, attitudes, and skills associated with the specialty in which he/she is being instructed.

No resident at a PGY 1 level is allowed to moonlight. Any resident, under special circumstances, that is granted permission by his/her program director to engage in moonlighting, will have the time spent moonlighting whether internal or external counted towards the 80-hour Maximum Weekly Hour limit. In such cases, the moonlighting workload must not interfere with the ability of the resident to achieve the goals and objectives of the GME program.(CPR.VI.G.2.a). Each program may have its own policy on such outside activities, which may be more restrictive than that of the Institution.

Without compromising the goals of resident training and education a program director may allow a resident to moonlight if all of the following conditions are met:

- The resident *is not* at the PGY 1 level
- The resident is in good standing in the program.
- The resident is licensed for unsupervised, independent medical practice in the state where the moonlighting will occur.
- The resident has obtained professional liability (including "tail" insurance), and workers' compensation coverage from an outside employer. Professional liability insurance is provided by the U.T. System Medical Liability Self-Insurance Plan and/or by Ascension Health only for those activities that are an approved component of the training program. There is NO coverage for professional activities outside of the scope of the residency program.
- The responsibilities in the moonlighting activities are delineated clearly in writing and are prospectively approved in writing by the resident's program director.
- Written documentation of the moonlighting activity is filed with the resident records and is available for GME Committee monitoring.

The resident's performance in the training program must be monitored for the effect of these activities, and adverse effects should lead to withdrawal of permission to engage in moonlighting.

Residents on a J-1 visa cannot moonlight. UT Southwestern does not provide professional liability coverage for moonlighting activities.