

Moonlighting and Other Professional Activities

Effective: July 1, 2018
Reviewed by GMEC: April 10, 2018
Initial Approval by GMEC: September 1, 1992

Statement

Residency training is a full-time educational endeavor. Residents are not required to engage in moonlighting or other professional activities outside the program. When residents are allowed to engage in extramural paid and/or voluntary activities, these activities must not interfere with the resident/fellow's educational performance; nor may these activities interfere with the resident/fellow's opportunities for rest, relaxation, and independent study.

External or Internal moonlighting is any medically-related activity(ies), outside the academic curriculum of the residency program, in which an individual performs duties as a fully-licensed physician. Work may be voluntary or compensated.

Associated Policy (ies)

Professionalism

Responsible Positions

(Title) Residents &
Fellows Program
Director
Program
Coordinator GME
Office

Equipment Needed

PH Moonlighting Request Form

Procedure Steps, Guidelines, Rules, or Reference

1. Each residency program maintains written policies and procedures concerning moonlighting and other professional activities outside the program. These are submitted to the Policies and Procedures Subcommittee for annual review and to GMEC for approval.
2. In programs where these internal and/or external moonlighting activities are allowed, the resident/fellow must complete the Palmetto Health (PH) Moonlighting Request Form to request approval. Residents must request approval from the program director and DIO before engaging in moonlighting activities. Moonlighting must not occur before specific approval is granted. The DIO will only approve from the date the form was received, not retroactively. (Generally, the approval process requires two weeks.) This written request must include the dates and the number of moonlighting/other professional hours per week requested. Moonlighting forms are only valid for the current academic year. They must be renewed prior to July 1st of each academic year. Under special circumstance, moonlighting may be requested during the academic year. Any resident who fails to follow the moonlighting policy of PH and his/her program will be sanctioned for such

actions including suspension and/or dismissal from the residency program. This information is made part of the resident/fellow's file.

3. The number of hours that a resident/fellow is allowed to moonlight is determined by the Program Director with the concurrence of the DIO.
4. When residents and fellows participate in moonlighting, these moonlighting hours are counted toward the 80-hour workweek limit, and need to be logged into New Innovations.
5. PGY-1 residents are not eligible to moonlight. A resident who is on formal academic remediation is prohibited from engaging in any moonlighting activities during the period of remediation. Based on the U.S. Code of Federal Regulation and the U.S. Immigration and Naturalization Service, residents/fellows on J-1 Visas are not permitted to moonlight under any circumstances.
6. It is the responsibility of the resident/fellow who plans to moonlight:
 - a. To obtain licensure for independent, unsupervised medical practice in the state where moonlighting will be done and to provide proof of such licensure to the Administrative Director of Resident and Student Services prior to arranging any moonlighting/other professional activities.
 - b. To obtain and provide professional liability insurance (malpractice) coverage for all moonlighting/other professional activities which are not an official part of the resident/fellow's training program prior to arranging any moonlighting/other professional activities.
 - c. To negotiate directly with potential employers regarding moonlighting/other professional opportunities.
7. If allowed by the residency/fellowship program, PH permits residents/fellows who are Board certified or Board eligible to moonlight at its facilities under certain conditions. Such moonlighting must be in the resident's initial Board eligibility specialty; it may not be in the specialty in which the resident/fellow is currently training. However, as stated above, J-1 visas are never eligible to moonlight.
8. If allowed by the residency program, PH permits residents to moonlight at its PH Baptist Parkridge facility under certain conditions.
9. Moonlighting privileges may be curtailed or suspended by the Program Director and the DIO on the following grounds:
 - a. Determination that such activities interfere with the resident/fellow's patient care responsibilities and educational performance or if such activities adversely impact the professional reputation of the resident/fellow and/or PH;
 - b. Limitation is required by the appropriate organization(s) responsible for the accreditation/certification of graduate medical education programs;
 - c. The resident/fellow is placed on academic remediation or employee disciplinary action; or
 - d. If the resident/fellow fails to abide by the residency program's moonlighting procedures or the procedures outlined herein.
10. Adverse effects may lead to withdrawal of permission to moonlight.

References

ACGME Glossary of Terms, 2016, pp. 4-5