

**MARSHALL COMMUNITY HEALTH CONSORTIUM
GRADUATE MEDICAL EDUCATION COMMITTEE**

POLICY ON MOONLIGHTING

Traditionally and philosophically, graduate medical education (GME) in the United States assumes the resident carries the same total engagement for the care of his or her patients as a practicing physician. The attendant dedication to the learning of skills, knowledge, attitudes and professional behaviors must be the principal focus of the resident during the training program but must also be accompanied by appropriate opportunities for rest and relaxation that make for a well-balanced life style.

The circumstance of working outside of one's authorized training program is called "moonlighting". Its importance to residents is recognized, however, moonlighting can be problematic and is discouraged for several reasons. First, it competes with the opportunity to achieve the full measure of the educational objectives of the residency program. Not only may the added time burden detract from study; it reduces rest and the ability for a more desirable lifestyle. Obviously, limits of the work schedule must be observed to provide for study, assimilation of knowledge and appropriate rest and recreation for good mental and physical health. Further, it is recognized that the physician with a well-balanced life style may well be of more benefit for his or her patients and these elements must be incorporated as well.

POLICY STATEMENT

No resident is permitted to moonlight, whether as a healthcare provider or in any other type of employment, without first getting written approval from his or her program director. Any resident found to be in violation of this policy is subject to disciplinary procedures up to and including dismissal. First and foremost, the moonlighting workload must not interfere with the ability of the resident to achieve the goals and objectives of their GME program. ACGME program requirements obligate program directors to monitor the workload and duty hours of each resident to assure that factors such as resident fatigue are not contributing to diminished learning or performance, nor are they detracting from patient safety. Written documentation of all moonlighting activities must be incorporated into residents' departmental files.

Moonlighting is not permissible for first year residents. Federal Law prohibits residents holding a J-1 visa to engage in any moonlighting activity. Residents at the second year level or higher must have a valid WV state license, individual malpractice insurance, individual DEA number and clinical privileges at the facility, in addition to the approval of the Residency Program Director, before accepting any moonlighting assignment.

No resident will be required to moonlight. It must also be noted that Liability (Malpractice) insurance provided to residents in their training program does not cover the resident on any moonlighting assignment.

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