

UTHSCSA Graduate Medical Education Policies

Section 6	Fiscal Policies and Procedures	Effective: October 2000 Revised: February 2005 November 2011 February 2012 March 2013, July 2015, April 2020 March & July 2021
Policy 6.4.	Moonlighting by Residents	Responsibility: Designated Institutional Official

Moonlighting by Residents

Policy	<p>Moonlighting is defined as compensated clinical work performed by a resident during the time that he/she is a member of a residency program.</p> <p>Residents who are not allowed to moonlight include:</p> <ul style="list-style-type: none"> • PGY 1 residents (interns) • Residents on J-1 and H1B visas • Residents whose programs prohibit moonlighting <p>The Graduate Medical Education Committee and the UTHSCSA-sponsored graduate medical education (GME) programs are responsible for ensuring a high quality learning environment for the residents, notably by ensuring a proper balance between education and patient care activities within duty hour limitations as prescribed by the ACGME Institutional, Common, and Program Specific Requirements. Because of these concerns, moonlighting is, in general, discouraged for residents in ACGME-accredited programs sponsored by UTHSCSA. During residency training, the resident's primary responsibility is the acquisition of competencies associated with their specialty.</p> <p>Moonlighting is a privilege, not a right. In addition, residents/fellows cannot be compelled to engage in moonlighting for any reason.</p> <p>All programs must have a program-specific moonlighting policy which may be more restrictive than this institutional policy. Programs may prohibit moonlighting.</p> <p>Under special circumstances, a resident may be given permission by his/her program director to engage in moonlighting consistent with that program's moonlighting policy. In such cases, the moonlighting workload must not interfere with the ability of the resident to achieve the goals and objectives of his or her GME program.</p>
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Moonlighting will be suspended during a declared Bexar County or City of San Antonio public health emergency. Requests to continue Moonlighting during a public health emergency due to critical service needs or severe, personal financial hardship will be considered with support of the Program Director, Chair and Designated Institutional Official. The time spent Moonlighting in such circumstances must not exceed past Moonlighting and cannot be in a training capacity (i.e., fellows 20% time in core specialty). The GMEC may vote on a motion to end public health emergency moonlighting restrictions during a sustained public health emergency and reinstate moonlighting restrictions on a motion and a vote in a similar fashion.

Moonlighting - the compensated clinical work that is not a part of the residency program. The resident considering moonlighting must have procured professional liability (including "tail" insurance), his/her own DEA and DPS certificates, and workers' compensation coverage. (The professional liability insurance provided by the UT System Medical Liability Self-Insurance Plan as a part of the training program is 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.)

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

- The responsibilities in the moonlighting circumstance are delineated clearly in writing (using the attached Moonlighting Documentation form) and are **prospectively** approved in writing by the resident's program director.
- The resident is not on probation or administrative status.
- The written documentation of the moonlighting activity is filed with resident records and is available for GME Committee monitoring.
- The moonlighting workload is such that it does not interfere with the ability of the resident to achieve the goals and objectives of the GME Program.
- The moonlighting does not place the resident in jeopardy of violating any of the current ACGME and specialty-specific Duty Hours Standards.
- The moonlighting opportunity does not replace any part of the clinical experience that is integral to the resident's training program.
- The resident is licensed for unsupervised, independent medical practice in the state where the moonlighting will occur.
- The resident's performance in the training program will be monitored for the effect of moonlighting on the resident's ability to participate in program activities, on the resident's level of fatigue, and on the ability of the resident to provide safe patient

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care. Adverse effects will lead to withdrawal of permission to engage in moonlighting.

- Moonlighting activities should adhere to all duty hours standards and be logged contemporaneously in New Innovations.

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