

UTHSCSA Graduate Medical Education Policies

Section 6	Fiscal Policies and Procedures	Effective:	February 2005
		Revised:	November 2011 February 2012 March 2013, July 2015, April 2020, March 2021
Policy 6.5.	Moonlighting by Fellows	Responsibility:	Designated Institutional Official

**Moonlighting by Fellows**

Policy	<p>Moonlighting is defined as compensated clinical work performed by a fellow during the time that he/she is a member of a fellowship program. Fellows on J-1 and H1B visas cannot moonlight.</p> <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 fellows, notably by ensuring a proper balance between education and patient care activities within duty hour limitations as prescribed by the ACGME Institutional and Program Requirements. Because of these concerns, moonlighting is, in general, discouraged for fellows in ACGME-accredited programs sponsored by UTHSCSA. During fellowship training, the fellow's primary responsibility is the acquisition of competencies associated with their specialty.</p> <p>Moonlighting is a privilege, not a right, and fellows cannot be required to engage in moonlighting.</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 fellow 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 fellow to achieve the goals and objectives of his or her GME program.</p> <p>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).</p>
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**Moonlighting** - the compensated clinical work that is not a part of the fellowship program. The fellow considering moonlighting must have procured professional liability (including "tail" insurance), and workers' compensation coverage. (The professional liability insurance provided by the U.T. 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 fellowship program from this plan.).

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

- The responsibilities in the moonlighting circumstance are delineated clearly in writing using the Moonlighting Documentation form (GME Policy 6.4.1. or 6.4.3. as needed) and are **prospectively** approved in writing by the fellow's program director.
- The fellow is not on probation or administrative status.
- The written documentation of the moonlighting activity is filed with fellow's training records and is available for GME Committee monitoring.
- The moonlighting workload is such that it does not interfere with the ability of the fellow to achieve the goals and objectives of the GME Program.
- The moonlighting does not place the fellow 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 fellow's training program.
- The fellow 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 care. Moonlighting activities should adhere to all duty hours standards and be logged in New Innovations.