I. PURPOSE:

The University of Utah Health Sciences Center is committed to excellence in the educational experiences provided for residents and fellows, and is committed to excellence in patient care provided by those individuals. Residency is a full time endeavor, and moonlighting is discouraged. Residents and fellows who wish to moonlight must ensure that any moonlighting activity they seek to engage in does not interfere with their ability to meet the goals of the educational program or with safe patient care.

Residents and fellows must comply with the Graduate Medical Education Policy on Work Hours, GME 10.1. Each School of Medicine department must develop an internal policy regarding moonlighting, or other extra-curricular professional activities.

It is the responsibility of the resident/fellow to obtain written permission to moonlight from the Program Director prior to beginning the moonlighting activity. This is true for both Internal Moonlighting and External Moonlighting. For each instance of moonlighting, a Moonlighting Authorization Form must be completed and signed by all parties and submitted to the GME Office prior to the moonlighting activity. The Moonlighting Authorization Form may be obtained from the GME Office or the GME website at www.medicine.utah.edu/gme.

II. DEFINITIONS:

"ABMS" means the American Board of Medical Specialties.

"Accredited UUHSC Training Program" refers to a UUHSC Training Program that has been accredited by the ACGME or ABMS and includes all years through the final required year of the Program, as designated by the Program Director. It does not include voluntary years of training in the same specialty/subspecialty subsequent to the final required year of the Program.

"Resident" means a physician in an accredited graduate medical education training program. "Fellow" means a physician in a program of graduate medical education accredited by the ACGME who has completed the requirements for eligibility for first board certification in the specialty. Such physicians are also termed subspecialty residents.
Other uses of the term “fellow” require modifiers for precision and clarity (e.g., research fellow).

"Moonlighting" means additional patient care activities for additional pay that is separate from the resident's or fellow's Accredited UUHSC Training Program.

"Internal Moonlighting" refers to patient care activities that take place at UUHC facilities. This work must be supervised by faculty and is not to exceed the level of clinical activity currently approved for the trainee. While performing internal moonlighting services, residents are not to perform as independent practitioners. (Fellows, including ACGME fellows, may function independently at a UUHSC facility only if they have obtained a University of Utah School of Medicine faculty appointment and have obtained privileges on the UUHSC Medical Staff. For more information on this subject, see the UUHSC Compliance Policy on Fee Billing for Residents and Fellows in Accredited Programs.)

"External Moonlighting" refers to patient care activities that take place at facilities other than UUHSC facilities.

"UUHSC Institutions" include University of Utah Hospitals and Clinics, the Huntsman Cancer Hospital, the University of Utah Orthopaedic Center, University of Utah Community Clinics and facilities, and the University Neuropsychiatric Institute.

III. APPLICABILITY:

This policy applies only to moonlighting activities of residents and fellows who are enrolled in an Accredited UUHSC Training Program. Moonlighting includes Internal Moonlighting and External Moonlighting.

IV. POLICY:

1. No Resident or fellow may be required, as a condition of his or her Accredited UUHSC Training Program, to perform moonlighting activities.

2. Federal Regulations prohibit residents and fellows working under J-1 Visas to moonlight.

3. If the training program allows moonlighting, residents and fellows in an Accredited UUHSC Training Program may moonlight, but only after submitting a Moonlighting Authorization Form and receiving the prior written approval of his/her Training Program Director. A copy of this approval must be maintained in the resident's file. A copy of this approval form must also be submitted to and maintained in the GME office.

4. A resident or fellow must have obtained an unrestricted license to practice in the state in which the moonlighting activity is to take place. A resident or fellow must also have an individual practitioner, “fee paid” DEA license for external moonlighting activities.

5. Residents and fellows may not work more than 80 hours per week. Both hours worked as part of the UUHSC educational program, as well as hours worked performing both Internal and External Moonlighting activities, count in the 80 hour work week limit. Program Directors must include both Internal and External
Moonlighting hours in the Duty Hours Report.

6. Residents are prohibited from moonlighting while on-call (including home call) for his/her residency or fellowship program.

7. Moonlighting activities, whether internal or external, are prohibited if they interfere with the resident/fellow’s educational experience or jeopardize patient safety. The Training Program Director must monitor the effect of the moonlighting activities on the resident/fellow’s performance. The Residency Program Director or GME Director may withdraw permission for moonlighting activities at any time if either determines, in their sole discretion, that the moonlighting is negatively impacting the resident/fellow's participation in the training program.

8. A resident/fellow who intends to bill for internal moonlighting activities must have obtained a University of Utah School of Medicine faculty appointment and privileges through the University Medical Staff Office.

10. The department, program and/or employee must receive written approval from the UUHSC Risk Management Committee regarding professional liability insurance coverage. Such written approval is included in the Moonlighting Authorization Form. If not covered by UUHSC professional liability insurance, the resident/fellow must obtain his/her own professional liability insurance.

11. A resident or fellow who plans to moonlight at non-UUHSC facilities must secure his/her own professional liability insurance.

Approval body: Graduate Medical Education Committee
Approval date: 2/06, 5/06
Policy Owner: Graduate Medical Education

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