POLICY: Moonlighting by GME Trainees  
Policy Number: 6.4  
Chapter: Liability Coverage

Purpose:  
To outline requirements associated with moonlighting activities performed by University of Utah Health (UUH) trainees. While UUH is committed to excellence in the educational experience for GME trainees, quality patient care and safety must be the priority. Graduate Medical Education training is a full-time endeavor, and moonlighting is discouraged. Trainees who wish to moonlight must ensure that these activities do not interfere with their ability to provide safe, quality care to their patients, as well as meet the goals of their educational program.

Definitions:  
Trainee: A physician in a graduate medical education training program.

Moonlighting: Patient care activities outside of the trainee’s assigned responsibilities of their UUH training program. The trainee receives additional compensation for this work, separate from their training program stipend. Moonlighting may be internal or external.

Internal Moonlighting: Patient care activities that take place at UUH facilities.

A. This work must be supervised by faculty.
B. Moonlighting must not exceed the trainee’s current approved level of clinical responsibility.
C. While performing internal moonlighting services, residents are not to perform as independent practitioners.
   1. Fellows may function independently at a UUH facility only if they have obtained a University of Utah School of Medicine concurrent faculty appointment and have obtained privileges on the UUH Medical Staff. (For more information on this subject, see the UUH Compliance Policy on Fee Billing for Trainees.)
External Moonlighting: Patient care activities that take place at facilities other than UUH Institutions.

UUH 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 Huntsman Mental Health Institute.

Policy:
A. No trainee may be required, as a condition of their UUH training program, to perform moonlighting activities.
B. Federal Regulation prohibits moonlighting by trainees working under J-1 visas.
C. A trainee must have obtained an unrestricted license to practice in the state in which the moonlighting activity is to take place.
D. A trainee must also have an individual practitioner, “fee paid” DEA license for external moonlighting activities.
E. Trainees are prohibited from moonlighting while on-call (including home call) for their program.
F. Moonlighting authorization will only be approved if trainees PGY-2 and above are up-to-date in entering work hours in MedHub.
G. Each UUH training program must develop an internal policy regarding moonlighting, and/or other extra-curricular professional activities.
H. Moonlighting activities, whether internal or external, are prohibited if they interfere with the trainee’s educational experience, or jeopardize patient safety.
   1. The training program director must monitor the effect of the moonlighting activities on the trainee’s performance.
   2. The program director or GME Director may withdraw permission for moonlighting activities at any time if either determines, at their sole discretion, that the moonlighting is negatively impacting the trainee’s participation in the training program.
I. It is the responsibility of the trainee to obtain written permission to moonlight from their program director prior to beginning the moonlighting activity. This is true for both Internal Moonlighting and External Moonlighting.
J. 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 MedHub.

K. If their training program allows moonlighting, trainees in an accredited UUH GME program may moonlight, but only:
   1. After submitting a Moonlighting Authorization Form, and
   2. Receiving the prior written approval of their program director.
   3. A copy of this approval must be maintained in the trainee’s file and submitted to and maintained in the GME office.

L. Trainees must comply with the Graduate Medical Education Policy on Work Hours, GME 10.1.
   1. Trainees may not work more than the ACGME-mandated maximum.
   2. All hours worked, as part of the UUH educational program, as well as both Internal and External Moonlighting activities, count towards this maximum.
   3. Trainees must include both Internal and External Moonlighting hours when submitting weekly work hours.
   4. Program directors and/or coordinators must confirm moonlighting hours are being reported accurately in MedHub.

M. A trainee 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.

N. The department, program and/or employee must receive written approval from the UUH Risk Management Committee regarding professional liability insurance coverage.
   1. Such written approval must be included with the Moonlighting Authorization Form.
   2. If not covered by UUH professional liability insurance, the trainee must obtain their own professional liability insurance.

O. A trainee who plans to moonlight at non-UUH facilities must secure their own professional liability insurance.