



Title: Moonlighting Policy

RP-101

Written By: Chief Development Officer

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Approved By: Graduate Medical Education Committee

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Authorized By: WMCHC Board of Directors

Review Date:

PURPOSE: The purpose of this policy is to outline the minimum requirements and parameters a resident must meet prior to applying for moonlighting privileges.

DEFINITION:

Moonlighting: Extracurricular Professional Activity or moonlighting is defined as any compensated work, outside of the residency training program. Work may be clinical or non-clinical in nature.

- **External Moonlighting:** External moonlighting includes all extracurricular clinical employment outside of Wayne Memorial Community Health Centers.
 - Professional liability coverage is the responsibility of the resident. WMCHC's FTCA insurance does not provide professional liability coverage for external moonlighting.
- **Internal Moonlighting:** Practicing medicine for Wayne Memorial Community Health Centers for pay outside of the residency program is considered internal moonlighting.

POLICY:

Moonlighting is considered a privilege for advanced residents in good academic and work hour standing.

- Moonlighting must not interfere with a resident's ability to achieve the objectives and goal of the ACGME residency program and must not interfere with the resident's fitness for work nor compromise patient safety.
- Moonlighting is prohibited during scheduled work hours to include clinic time, rotation schedule time, while on call or during educational work hours.
- WMCHC Family Medicine Residency Program is not responsible for providing supervision while residents are performing external moonlighting activities.
- Moonlighting is voluntary. No resident shall be forced or pressured to participate.

ELIGIBILITY AND REQUIREMENTS:

- Only residents who are PGY 2+ are eligible to participate in moonlighting.
- Residents must be in good standing with the training program; i.e., not on a correction action plan.
- Residents on a J-1 or H1 visa are not permitted to moonlight due to visa rules.
- All requests to moonlight must be approved by the Program Director.
- Approved moonlighting requests are valid for 12 months or until the end of the academic year in which the privilege was applied for, whichever comes first.
- Residents are not permitted to moonlight when on a leave of absence from the residency program.
- Hours spent by resident moonlighting regardless of internal or external must be counted toward the 80-hour weekly maximum limit.
- Resident must have a valid unrestricted PA medical license if applicable to the specific moonlighting activity.

Violations of this policy or participating in moonlighting activities that are not approved by the Program Director, will be grounds for remediation including suspension or dismissal from the program. Approval or denial of any moonlighting request is within the sole discretion of the Program Director.