



GRADUATE MEDICAL  
EDUCATION

POLICIES AND  
PROCEDURES

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## Moonlighting Policy for Graduate Medical Education at Texas Health Resources

**PURPOSE:** To provide guidelines and define the Graduate Medical Education policy for moonlighting in which the Sponsoring Institution and its ACGME accredited training program must abide by. This policy is in line with the most up-to-date institutional, common, and program specific ACGME requirements.

**SCOPE:** All residents and fellows participating in a Texas Health Resources sponsored ACGME accredited training program (hereafter all will be referred to as trainees) employed by Texas Health Resources.

**DEFINITIONS:**  
(*ACGME Glossary of Terms*)

**Moonlighting:** Voluntary, compensated, medically-related work performed beyond a resident's or fellow's clinical experience and education hours and additional to the work required for successful completion of the program.

**External moonlighting:** Voluntary, compensated, medically-related work performed outside the site where the resident or fellow is in training and any of its related participating sites.

**Internal moonlighting:** Voluntary, compensated, medically-related work performed within the site where the resident or fellow is in training or at any of its related participating sites.

**PROVISIONS:** Trainees are not required to engage in moonlighting activities. However, if, trainee chooses to moonlight, the following conditions apply:

Qualifications for moonlighting:

1. Texas Medical License- The trainee must be an independent licensed physician with the state of Texas.
2. Malpractice Insurance – The trainee must obtain personal malpractice coverage for any moonlighting position acceptable to Texas Health Resources.
3. Written and signed approval from the Program Director, which will be documented in trainee's file.

Restrictions:

1. Moonlighting must not interfere with the ability of the trainee to achieve the goals and objectives of the educational program and must not interfere with the resident's fitness for work nor compromise patient safety.
2. Time spent by trainees in internal and external moonlighting (as defined in the ACGME Glossary of Terms) must be counted toward the 80-hour maximum weekly limit.
3. PGY-1 residents are not permitted to moonlight.
4. The trainee may not moonlight during rotations requiring in-house call, for example, ward rotations, while on the ICU, nor may he or she moonlight when taking call from home during subspecialty rotations.
5. The trainee may not work more than 80 hours per week, including the moonlighting hours.
6. The trainee must register his/her moonlighting hours with the Program Director.
7. The Program Director and Sponsoring Institution may revoke/prohibit moonlighting privileges from any trainee whose performance becomes impaired.

Moonlighting Activities:

1. All sponsored ACGME-accredited program will be required to monitor the effect of moonlighting activities on a trainee's performance in the program, including that adverse effects may lead to withdrawal of permission to moonlight.