

Policy Name: GME Moonlighting Policy	
Originating Officer (Title), Council, or Committee: Shelly Monks, Vice President and Chief Academic Officer, Designated Institutional Official	Effective Date: April 14, 2025
Approved By: Graduate Medical Education Committee	Last Reviewed Date: April 14, 2025
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1.0 Scope:

1.1 Applicable Entities:

This policy applies to:

- Texas Health Resources (Texas Health) and its member entities
- Excludes the Texas Health joint venture entities (except those listed in the Formulation and Adoption of System-Wide Policies and Procedures in Section 4.1.6 or in Section 4.1.7)

1.2 Applicable Departments:

This policy applies to all Texas Health Graduate Medical Education residents and fellows (hereafter referred to as Trainees) employed by Texas Health Resources ("Institution").

2.0 Purpose:

- 2.1 To provide guidelines and define the Graduate Medical Education policy for moonlighting by which the Sponsoring Institution and its ACGME-accredited training program must abide.

3.0 Policy Statements:

- 3.1 At Texas Health, we are committed to creating a workplace where diversity is celebrated, and inclusion exists at all levels. As such, Texas Health does not tolerate discrimination in any form or any behaviors that are incompatible with our core values – Respect, Integrity, Compassion, and Excellence and Our Texas Health PromiseSM.

4.0 Provisions:

- 4.1 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

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coverage for any moonlighting activities; and

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 Trainee's fitness for work nor compromise patient safety.
2. Time spent by Trainees in moonlighting must be counted toward the averaged over a four-week period 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 Trainee moonlight when taking call from home during subspecialty rotations.
5. The Trainee may not work more than 80 hours per week, averaged over a four-week period, including the moonlighting hours.
6. The Trainee must regularly register all moonlighting hours with the Program Director.
7. The Program Director and Sponsoring Institution may revoke/prohibit moonlighting privileges from any Trainee whose performance becomes unsatisfactory.

Moonlighting Activities:

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

5.0 Definitions:

- 5.1 Moonlighting: Voluntary, compensated, work performed beyond Trainees clinical and education hours and additional to the work required for successful completion of the program.
- 5.2 DIO – Designated Institutional Official
- 5.3 ACGME – Accreditation Council for Graduate Medical Education
- 5.4 Graduate Medical Education Committee (GMEC) – Responsible for policy and oversight Graduate Medical Education.

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5.5 Resident/Fellow – Trainee in a sponsored Graduate Medical Education program.

6.0 Responsible Parties:

6.1 Graduate Medical Education Committee

6.1.1 Implementation and oversight of the policy is the responsibility of the
Program Director and the Graduate Medical Education Committee.

7.0 External References:

[ACGME Policies and Procedures](#)

8.0 Related Documentation and/or Attachments:

9.0 Required Statements:

Not Applicable