

**CONEMAUGH MEMORIAL MEDICAL CENTER  
GRADUATE MEDICAL EDUCATION POLICY**

**MOONLIGHTING POLICY**

**Purpose**

To provide guidelines and requirements for residents/fellows who wish to engage in paid medical employment outside their residency/fellowship programs.

**Applies To**

All Conemaugh Memorial Medical Center Graduate Medical Education training programs.

**Policy**

Residents/fellows with unrestricted licensure from the state of Pennsylvania may only engage in moonlighting activities by obtaining written permission, in advance, from their program directors and DME, for AOA programs; and if it is not restricted by ACGME or AOA Program Requirements.

The program director is responsible for monitoring the ongoing performance of those residents/fellows engaging in moonlighting by means of observation, evaluations and feedback from faculty and other residents/fellows.

**Definitions from the ACGME Glossary of Terms**

- A. Internal Moonlighting** is defined as voluntary, compensated, medically-related work (not related with training requirements) performed within the institution in which the resident is in training or at any of its related participating sites.
- B. External moonlighting** is defined as voluntary, compensated, medically-related work performed outside the institution where the resident is in training or at any of its related participating sites.

**Procedure**

1. Only residents/fellows with unrestricted licensure from the state of Pennsylvania may engage in moonlighting activities by obtaining written permission, in advance, from their program directors and DME, if applicable.
2. Residents/fellows are not required to engage in moonlighting.
3. PGY-1 residents are not permitted to moonlight.
4. The performance of these residents/fellows will be monitored by the program director.
5. Moonlighting must be considered part of the 80-hour weekly limit on duty hours. Moonlighting hours must be included in the resident's/fellow's weekly duty hour log and monitored by the Program Director.
6. If it is established that a resident/fellow is engaged in paid medical employment outside their training programs without the written permission of their program director and/or DME, he/she will be subject to disciplinary action up to and including dismissal.
7. Residents /fellows' performance will be monitored for the effect of moonlighting with regards to their ability to meet the goals and objectives of the educational program and their fitness for work. Any adverse effects that may compromise

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patient safety will lead to withdrawal of permission. Residents/fellows may have their moonlighting privileges revoked at the discretion of their program directors.

8. Residents/fellows who are in the U.S. on J-1 or H-1 visas are not allowed to engage in moonlighting activities.
9. Residents that moonlight within the Conemaugh Health System are provided professional liability insurance coverage. Residents that moonlight outside the system entities will need to provide proof of liability insurance and will be a condition of Program Director's approval of such activity. A copy of such insurance must be submitted to the Risk Management Department at Conemaugh Memorial Medical Center.

**References**

CR: VI.G.2. (Resident Duty Hours)

IR: IV.J.1 (Duty Hours)

GMEC Revised: 1/2011, 2/2013, 1/2016, 3/2018

Reviewed by GMEC: 8/2003, 8/2004, 8/2005, 12/2006

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