	POLICY # 24819
	PAGE: 1
NCH Healthcare System	OF: 3
TITLE: Moonlighting Institutional	EFFECTIVE: October 27, 2022
DEPARTMENT: Graduate Medical Education (GME)	OWNER: Admin Director Medical Education

## Intent

The ACGME requires that all programs have policies regarding moonlighting for residents and fellows.

## Policy Statement


This policy establishes guidelines for GME trainees regarding internal and external moonlighting. Programs may institute more restrictive guidelines.

- External moonlighting voluntary, compensated, medically-related work performed outside the institution where the trainee is training.
- Internal moonlighting is voluntary, compensated, medically-related work (not related to training requirements) performed within the institution at which the trainee is enrolled. Internal moonlighting includes NCH sites

## Description

Moonlighting refers to professional and patient care activities conducted outside the education program. Trainees are not required to moonlight and those that do so must hold a valid license, be in good standing, and have the written permission of their program director.

1. Training programs may prohibit moonlighting by trainees. PGY-1 residents are not permitted to moonlight.
2. Only residents at or above a PGY-2 level may participate in moonlighting.
3. Moonlighting within the specialty in which a resident is training is prohibited without written approval (exception in Emergency Medicine which is allowed after completion of an intern year).
4. Fellows may participate in external and internal moonlighting within their core specialty with program approval.
5. Chief residents completing an extra year in an unaccredited program who are board-eligible or certified may participate in external and internal moonlighting.


 NCH Healthcare System	POLICY # 24819
	PAGE: 2
NCH Healthcare System	OF: 3
TITLE: Moonlighting Institutional	EFFECTIVE: October 27, 2022
DEPARTMENT: Graduate Medical Education (GME)	OWNER: Admin Director Medical Education

6. The following principles form the basis for the policy:
  - a. Hours spent internal and external moonlighting be included in the 80-hour weekly duty hour maximum (averaged over four weeks). Trainees must document all hours of moonlighting activity. Failure to do so demonstrates a lack of professionalism that may result in disciplinary action.
  - b. Time spent moonlighting must not interfere with achievement of the goals and objectives of the educational program; including reading and study; having adequate time for sleep and rest; and meeting all program requirements and academic performance standards. Moonlighting (e.g., through schedule changes) must not interfere with the education of other learners
7. Patient care at Naples Community Hospital, Inc. (NCH) must not be compromised by trainee moonlighting activities. Therefore, the following guidelines apply:
  - a. Moonlighting is not allowed when trainee has direct patient responsibilities (e.g., home call)
8. Moonlighting should not alter the trainee's clinical and educational schedule and schedules may not be manipulated to accommodate moonlighting activities.
9. Trainees are viewed as an extension of NCH by patients, hospital staff, and referring physicians during moonlighting activities. Therefore, trainees are expected to maintain the highest professional conduct while moonlighting.

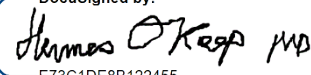
### Program Director Responsibilities

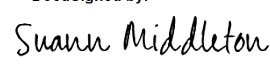
Program Directors must provide prospective written approval for trainees to moonlight. Permission to moonlight must be reviewed at least annually and can be withdrawn at any time by the program director if:

- There are concerns about trainee performance.
- Moonlighting conflicts with programs responsibilities and requirements
- A trainee fails to report moonlighting work hours accurately
- Duty hour violations results from moonlighting activities

	POLICY # 24819
	PAGE: 3
NCH Healthcare System	OF: 3
TITLE: Moonlighting Institutional	EFFECTIVE: October 27, 2022
DEPARTMENT: Graduate Medical Education (GME)	OWNER: Admin Director Medical Education

Program directors must review duty hour reports to ensure oversight of trainee moonlighting. Programs must ensure trainees report all moonlighting activity.

DocuSigned by:  
  
 E73C1DE8B122455... | 10/27/2022  
 Hermes Koop, MD | Date  
 Chairman, GMEC  
 Designated Institutional Officer

DocuSigned by:  
  
 AD3E70F6857C4EA... | 10/27/2022  
 Suann Middleton, MHA | Date  
 Admin. Director of Medical Education