

<b>SUBJECT</b>	<b>NUMBER</b>
<b>MOONLIGHTING</b>	<b>GME-8</b>
	Attachments <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>KEY WORDS</b>	<b>EFFECTIVE DATE</b>
Activities, Moonlighting, Training	July 1, 1999
<b>CATEGORY</b>	<b>LAST REVIEW DATE</b>
Human Resources (HR)	January 2021
<b>MANUAL</b>	<b>NEXT REVIEW DATE</b>
Graduate Medical Education	January 2024
<b>ISSUED BY</b>	<b>ORIGINATION DATE</b>
Graduate Medical Education	July 1, 1999
<b>APPLICABLE</b>	<b>RETIRED DATE</b>
Applies to all HealthPartners Institute-sponsored post-graduate medical/dental trainees. The term “trainee” applies to residents and fellows.	Not Applicable
<b>REVIEW RESPONSIBILITY</b>	<b>CONTACT</b>
Graduate Medical Education Committee (GMEC)	Graduate Medical Education

## PURPOSE

To establish guidelines for employment outside of HealthPartners Institute residency and fellowship training.

## SCOPE

This policy applies to all HealthPartners Institute-sponsored post-graduate medical training programs accredited by the Accreditation Council for Graduate Medical Education (ACGME), the Council on Podiatric Medical Education (CPME) and the Commission on Dental Accreditation (CODA).

## DEFINITION

Moonlighting — Refers to any and all clinical activities outside of the scope of the training program.

Internal Moonlighting - Voluntary, compensated, clinically-related work (not related to training requirements) performed within the institution in which the trainee is in training or at any of its related participating sites.

External Moonlighting - Voluntary, compensated, clinically-related work performed outside the institution where the trainee is in training or at any of its related participating sites.

## RESPONSIBILITIES/REQUIREMENTS

- A. A trainee must not be required to engage in moonlighting activities.
- B. PGY-1 residents are not permitted to moonlight. Note: Dental residents are exempt from this requirement.
- C. Moonlighting is permissible so long as, in the judgment of the Program Director, such activity does not interfere with the trainee's ability to meet their educational obligations in a satisfactory manner. The Program Director has the right to restrict a trainee from moonlighting.
- D. Trainee performance will be monitored by the Program Director for the effect of these activities upon performance. Adverse effects may lead to withdrawal of permission to moonlight.

- E. A trainee who moonlights is not provided professional liability insurance by HealthPartners Institute or its affiliates for that activity. The professional liability policy for trainees does not cover any activities that are not part of the formal education program, including but not limited to, moonlighting activities.
- F. Trainee moonlighting activities are governed by a separate written agreement between the trainee and the entity for which they will provide the moonlighting services.
- G. Trainees on J-1 Visas are not permitted to be employed outside the training program. A trainee on an H-1B Visa wishing to moonlight must obtain a separate H-1B Visa for each facility where they work outside the training program. For all other non-citizen legal work statuses, please check with the Office of Health Professional Education on moonlighting eligibility.
- H. Trainees desiring to moonlight must seek permission from the Program Director in advance. If granted, the Program Director must provide a written statement of permission that will be made part of the trainee's file.
- I. Trainees are not allowed to moonlight on a service where they are simultaneously fulfilling a rotation.
- J. Trainees must report all internal and external moonlighting hours on a monthly basis via their program's clinical and educational work hour tracking process. Failure to report moonlighting hours can result in the loss of moonlighting privileges.

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