

Title: Moonlighting	Policy Number: GME-8
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PURPOSE: To establish a policy for all HealthPartners Institute-sponsored post-graduate medical/dental training programs (“Sponsored Programs”) for employment outside of HealthPartners Institute residency and fellowship training.

This policy applies to all Sponsored 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).

DEFINITIONS:

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.

POLICY:

- 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.

PROCEDURE: See above.

RELATED DOCUMENTS: HealthPartners System-Wide Policy CSC-51 Professional & Faculty Teaching Physician (GC and GE Modifiers).

REFERENCE MATERIALS: Not Applicable

ADDITIONAL INFORMATION: Not Applicable

COMMITTEE/POLICY SPONSOR AND OWNER: Graduate Medical Education Committee