

University of Colorado School of Medicine

Graduate Medical Education

Policy: Moonlighting		
Approved: May 21, 2003	Effective: July 1, 2003	Revised: January 12, 2005

Purpose

To ensure that professional activities falling outside the course and scope of an approved training program are consistent with policies and guidelines set forth by the Accrediting Council for Graduate Medical Education (ACGME). Moonlighting is defined as any professional activity not considered an integral part or required rotation of the curriculum for a postgraduate training program, irrespective of remuneration.

Note: Internal moonlighting must be counted against any duty hour limitation in effect at the time a request for moonlighting privileges is considered by the program director.

Policy

The Graduate Medical Education Committee (GMEC) recognizes that moonlighting is not an activity associated with part of the formal educational experience. Residents must not be required to participate in moonlighting activities.

Moonlighting is allowed for those residents providing satisfactory performance in duties relating to the formal academic program (as determined by the program director) and who meet the following requirements:

1. The individual wishing to moonlight must obtain prior written approval from the Program Director.
2. The individual seeking permission to moonlight must possess a valid license to practice medicine in the State of Colorado. A “Physician Training License” does not meet this requirement. For additional information see Colorado Revised Statutes Article 36, also known as the Medical Practice Act.
3. The individual seeking permission to moonlight must secure professional liability (malpractice) insurance coverage apart from that provided to residents as part of the formal academic training program. Coverage provided residents as referred to in the residency contract do not include activities occurring as part of a moonlighting experience.
4. Programs operating under an exception to the 80-hour weekly duty limit endorsed by the GMEC and approved by the appropriate RRC may not allow residents to moonlight while serving on rotations with a duty hours exception.

Note: Individuals possessing a J-1 visa are not eligible to moonlight.

Residents with prior permission to moonlight must not moonlight and will have that permission revoked by the program director if academic performance is determined to no longer be at a satisfactory level, e.g., probation, or other major concerns arise.

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The obligation to notify an outside employer is the responsibility of the resident who established that employment relationship, not the responsibility of the University or training program.

Residents continuing to moonlight following revocation of permission can be dismissed from the program. This notice must be contained in documentation placing the resident on probation.

Procedure

1. Residents seeking approval to moonlight should obtain the required written approval by completing the appropriate request form. The program director must provide written approval prior to engaging in moonlighting activities. A copy of the completed approval form must be supplied upon request to the GME Office.
2. Programs must maintain a copy of the completed form in the individual's permanent file.
3. Programs must maintain an ongoing record of all moonlighting approvals for all residents and this record may be reviewed at the time of the Internal Review by the GMEC.