

## MOONLIGHTING

Moonlighting is defined as any professional activity outside the course and scope of a resident's approved training program. Moonlighting is strongly discouraged due to the potential negative impact such activities may have on educational growth as well as the challenges it presents in complying with the ACGME 2017 approved Common Program Requirements related to clinical and educational work hour standards, fatigue mitigation, and fitness for duty. Residents should not participate in moonlighting if it violates the GME work hour scheduling and reporting requirements as described below. PGY-1 residents are not allowed to moonlight and no program will require residents to engage in moonlighting.

Time spent by residents in moonlighting, whether Internal or External, must be counted toward the 80-hour maximum weekly limit on work hours. This time includes any voluntary, compensated, medically-related work performed inside (not related with training requirements) or outside the institution where the resident is in training or at any of its related participating sites. Whenever a resident moonlights, he/she is required to accurately enter in New Innovations the moonlighting hours worked and the site location. In order to meet their professional responsibility to appear for work appropriately rested and fit to provide the services required by their patients. Residents should have eight hours free before returning to duty after moonlighting. Violation of the moonlighting policy could result in disciplinary actions up to and including dismissal from the University of Tennessee GME Program.

Residents on J-1 or J-2 visas cannot participate in moonlighting activities. Residents on H-1B visas cannot moonlight under their University of Tennessee sponsorship. Each resident is responsible for maintaining the appropriate state medical license where moonlighting occurs (see GME Policy #245 – Licensure Exemption) and separate malpractice insurance. The Tennessee Claims Commission Act does not cover residents who are moonlighting.

To ensure that professional activities outside the program do not interfere with the ability of the resident to achieve the goals and objectives of the educational program, all extramural professional activities must be approved in advance by the program director. If approved, the program director will include a written statement of permission in the resident's file and will monitor the effect of these moonlighting activities. Adverse effects on the resident's performance may lead to withdrawal of permission.

Individual programs may have additional moonlighting restrictions and will distribute their program policy and procedures to residents and faculty.