

# MOONLIGHTING

## I. Introduction

1. Professional and patient care activities that are external to the educational program are referred to as moonlighting.
2. Moonlighting activities, whether external or internal, may be inconsistent with sufficient time for rest and restoration to promote the residents' educational experience and safe patient care.
3. Therefore, the institution and program directors must closely monitor moonlighting activities.

## II. Policy

1. Residents must not be required to engage in moonlighting activities.
2. A resident who participates in such professional activities or "moonlighting," must have prior written permission by the program director and chair of the department. Such approval shall be made part of the resident's permanent file.
3. Residents must be in good standing to moonlight, therefore, residents on performance improvement, remediation or probation may NOT moonlight.
4. All moonlighting MUST be counted toward the 80-hour weekly limit on duty hours.
5. A copy of the request and approval must be provided (either hard copy or electronically) to the Graduate Medical Education Office for both internal and external moonlighting activities. The associated dean must sign-off on all approvals.
6. Programs are responsible for maintaining a list of all trainees approved for moonlighting. An updated list shall be provided to the Office of Graduate Medical Education upon request.
7. Program directors are responsible for monitoring residents' performance for effects of these activities upon performance. Each program director must ensure that moonlighting does not interfere with the integrity of the residents' training program. The program director has the ultimate authority to deny or rescind permission for moonlighting.
8. It is the responsibility of the program director to formulate a formal moonlighting policy for his/her program and to provide a copy to the GME Office upon request.
9. The schedule of these activities should not in any way interfere with the residents' performance in the residency-training program. Residents must maintain their caseload and their academic performance. Moonlighting cannot occur while on call or during regular work hours (including night shift/night float).
10. A resident must obtain a State of Nevada unrestricted license, professional liability insurance (that meets the requirements of the School of Medicine), and a DEA number for use in activities not related to his/her residency program. All external moonlighting must be approved by the Nevada State Board of Medical Examiners for those residents with a restricted license as detailed in NRS 630.265.
11. For internal moonlighting, a restricted license is acceptable as long as guaranteed supervision is provided.
12. Professional activities outside the program are not covered by UNLV-SOM malpractice. UNLV-SOM liability coverage does not include any moonlighting activity at other institutions. A resident must arrange for his/her own malpractice insurance.

### III. Limitations

1. A resident may not hold admitting privileges in any hospital, or charge or receive fees for professional services rendered as part of the residency/fellowship program.
2. Limitations imposed by the Immigration and Naturalization Service shall govern visa-sponsored international foreign graduates' participation in moonlighting activities. Such trainees are personally responsible for understanding such limitations and should seek advice with their personal counsel if clarification is needed.
3. Permission to moonlight or participate in extra-curricular activities may be withdrawn at any time at the discretion of the program director or department chair.
4. The department reserves the right to initiate corrective action should moonlighting activities interfere with a resident's/fellow's ability to fulfill their obligations to the training program.
5. The resident/fellow will complete and/or renew a listing of their moonlighting activities and non-training related professional activities every year and at any time there is a change in the activities.
6. Proof that an individual is engaging in unauthorized moonlighting and/or other professional activity will be grounds for disciplinary action, up to and including termination.

Approved by GMEC April 2017