

**CENTRAL IOWA HEALTH SYSTEM
GRADUATE MEDICAL EDUCATION COMMITTEE**

POLICY ON RESIDENT MOONLIGHTING

I. Purpose

This policy establishes guidelines regarding resident moonlighting. The primary purpose of the residency program is to educate resident physicians. Therefore, the primary emphasis of this policy is to control and limit moonlighting activity so that it does not interfere with the education process.

II. Definitions

Moonlighting: Voluntary, compensated, medically-related work that is not part of the formal curriculum of the residency program. Moonlighting may represent work performed within the institution in which the resident is in training, at any of its related participating sites, or at an external medical facility.

III. Procedures

- A. First year residents are not permitted to moonlight.
- B. Moonlighting is a strictly voluntary activity. Under no circumstances will residents be required to moonlight. Furthermore, moonlighting is a privilege and not a right. Programs may elect to prohibit moonlighting among the program's residents. If moonlighting is allowed by a program, program leadership may choose to prohibit an individual resident's participation in moonlighting if the program leadership determines that participation in moonlighting is **not** in the best interests of the resident for educational or well-being issues.
- C. Moonlighting must not interfere with the ability of residents to achieve the goals and objectives of the educational program, nor adversely affect educational performance or resident's wellbeing. Participation in moonlighting shall not be required and **shall in no way conflict** with the assigned educational and clinical responsibilities of residents.
- D. Time spent by residents in internal and external moonlighting will be counted towards the 80-hour Maximum Weekly Hour Limit. Internal and external moonlighting is defined in the Accreditation Council for Graduate Medical Education's Glossary of Terms (See section II. Definitions above).
- E. The program director will be responsible for **prospective** approval of all resident requests to engage in moonlighting and will monitor its effect on resident performance in the residency program.
- F. Residents wishing to moonlight must submit a **written** request to the program director, which will be placed in the resident's file.
- G. Professional liability insurance provided to residents through the residency program **does not cover** residents while they are engaged in patient care activities outside of the residency program or affiliated sites. Residents must obtain

and furnish to the program director proof of **outside** professional liability insurance coverage for any such moonlighting activity.

- H. The program director shall evaluate all requests on an individual basis.
- I. The program director will acknowledge awareness/approval of the moonlighting activity in writing and place a copy of the correspondence in the resident's educational file.
- J. Requests for moonlighting are valid for one academic year. Each request must be resubmitted for approval at the beginning of each academic year.
- K. Permission to moonlight may be revoked at any time during the year, at the discretion of the program director.
- L. Residents who are placed on probation by the program director will automatically undergo review of any moonlighting activity. It is assumed that the activity will be canceled unless the program director rules that there are extenuating circumstances.
- M. When involved in moonlighting activity outside of UnityPoint Health - Des Moines, residents do not represent Iowa Methodist Medical Center, Blank Children's Hospital, Iowa Lutheran Hospital or UnityPoint Clinics. In all moonlighting activities the residents participate as private practitioners. It is the resident's responsibility to ensure that appropriate licensure and controlled substance certificates are in place to practice medicine in the state of Iowa. Residents must understand that the resident license issued by the state of Iowa is not valid for patient care activities external to the residency program.
- N. Questions regarding the interpretation of this policy should be directed to the appropriate program director or the designated institutional official.