

I. POLICY STATEMENT

Housestaff must adhere to guidelines for moonlighting as outlined by the Accreditation Council for Graduate Medical Education (ACGME), the University of Florida policies for outside employment, and the procedures outlined below.

II. REASON FOR POLICY

The purpose of this policy is to establish guidelines for Housestaff moonlighting as required by the ACGME.

III. SCOPE

This policy applies to all Housestaff in training programs accredited by the ACGME, or approved by the American Board of Medical Specialties (ABMS), and sponsored by the UF College of Medicine.

IV. DEFINITION OF TERMS

- a. Moonlighting – Voluntary, compensated, medically-related work performed beyond a resident's or fellow's assigned schedule by program for clinical experience and education hours, and additional to the work required for successful completion of the program.
- b. External Moonlighting – Voluntary, compensated, medically-related work performed outside the site where the resident or fellow is in training and any of its related participating sites.
- c. Internal Moonlighting – Voluntary, compensated, medically-related work performed within the site where the resident or fellow is in training or at any of its related participating sites

V. RESPONSIBILITIES

a. General

- i. Individual ACGME accredited programs may prohibit or further restrict moonlighting by housestaff.
- ii. PGY-1 residents may not moonlight.
- iii. Housestaff with a J-1 visa are prohibited by law from participating in moonlighting activities. Further information can be found here: <https://www.ecfm.org/evsp/evspemot.pdf>
- iv. Housestaff may not moonlight while on sick leave.

- v. Housestaff may not moonlight on annual leave if moonlighting activities are equivalent to their scheduled rotations or longitudinal experiences.
- vi. Violations of this policy or misconduct while moonlighting may lead to disciplinary action.

b. Program Directors

- i. Housestaff must not be required to engage in moonlighting
- ii. The Program Director is responsible for ensuring moonlighting activities do not interfere in the ability of the housestaff to successfully complete their training program. If the Program Director believes the moonlighting is interfering with training, the Program Director should meet and review the schedule and duty hour logs with the resident to voice concerns. If the Program Director deems moonlighting to be excessive or to be interfering with training, the Program Director may elect to temporarily or permanently revoke permission to participate in moonlighting for the remainder of the program year following this meeting.

c. Residents

- i. Housestaff must have prior written permission from their Program Director to moonlight. Programs are responsible for maintaining a copy of this. All approvals automatically expire on June 30th of a given academic year.
- ii. Housestaff are responsible for managing their own stress levels and burnout. If the moonlighting is interfering with the housestaff's ability to participate and fully engage in their training program, the housestaff should discontinue moonlighting activities after providing adequate notice to ensure coverage.

VI. PROCEDURES

a. Duty Hours

- i. Housestaff must report in New Innovations both internal and external moonlighting as duty hours.
- ii. Moonlighting must follow duty hour rules.

b. External moonlighting

- i. Housestaff participating in external moonlighting must complete the GME External Moonlighting form annually. This form must be approved by the program director and the Associate Dean of GME or a delegate.
- ii. Housestaff participating in external moonlighting are not covered under the University of Florida Self-Insurance Program. Housestaff participating in external moonlighting are responsible for ensuring adequate coverage for external moonlighting activities.