

Policy

Moonlighting

Effective Date

10/12/2020

GMEC Approval/Review/Revision  
Date(s)

10/12/2020; rev 2/13/2025; rev 2/12/2026

**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 institutional requirements.

**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. The Sponsoring Institution (University of Florida College of Medicine) or individual ACGME accredited programs may prohibit or further restrict moonlighting by housestaff.
- ii. PGY-1 residents may not moonlight.
- iii. Housestaff on J-1 visas may participate in *internal* moonlighting (supplemental clinical activities) within the sponsoring institution when permitted by current ECFMG/Intealth guidance and after completion of the required approval process. *External* moonlighting is prohibited.
  - Programs must follow the institutional process for J-1

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supplemental clinical activity approvals. Program directors and coordinators should contact the GME Office for current procedures and required forms.

- 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 that moonlighting activities do not interfere with a housestaff member's ability to successfully complete their training program. If the Program Director determines that moonlighting is negatively impacting training, they should meet with the resident to review their schedule and work hour logs and discuss concerns. If the Program Director finds that moonlighting is excessive or continues to interfere with training, they may choose to temporarily or permanently revoke the resident's moonlighting privileges for the remainder of the program year

**c. Housestaff**

- i. Housestaff must have prior written permission from their Program Director to moonlight. Programs are responsible for maintaining a copy of this approval. 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. Work Hours**

- i. Housestaff must report in New Innovations both internal and external moonlighting as work hours.
- ii. Moonlighting must follow 80-hour work hour rules.

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**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 Senior 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.