



**University of Kentucky**  
**College of Medicine**  
**Graduate Medical Education**  
**Moonlighting Policy**

**Purpose:**

Residency and fellowship training programs require the full-time efforts of participating residents and fellows. Moonlighting activities, may be inconsistent with sufficient time for rest and restoration to promote the resident or fellow's educational experience and safe patient care. Therefore, the sponsoring institution and program directors must consider all moonlighting requests carefully and closely monitor all moonlighting activities.

**Policy:**

Moonlighting is defined as any activity, outside the requirements of the training program, in which an individual performs duties as a licensed healthcare provider and receives financial remuneration.

This includes, but is not limited to activities such as:

- Providing direct patient care
- Conducting "wellness" physical examinations
- Reviewing medical charts, EKGs, or other information for a company or an agency
- Clinical teaching in a medical school or other educational programs involving clinical skills
- Providing medical opinions or testimony in court or to other agencies
- Serving as a sports team physician or medical official for an event

Types of moonlighting recognized include:

1. **External moonlighting activities:** Voluntary, compensated, medically-related work performed beyond a resident's or fellow's clinical work hours and in addition to the work required for successful completion of the program. Activities occur at sites that are not participating training sites for UK GME programs and are not sponsored by the UK Healthcare system. Trainee is responsible for obtaining necessary license (Regular/Full) and assuring malpractice coverage.
2. **UK moonlighting activities:** voluntary, compensated, medically-related work performed beyond a resident's or fellow's clinical experience and education hours and in addition to the work required for successful completion of the program. Activities occur in or are sponsored by the UK Healthcare system. Trainee is responsible for obtaining necessary license (Resident Training or Regular/Full).
3. **UK Affiliate moonlighting activities:** voluntary, compensated, medically-related work performed beyond a resident's or fellow's clinical experience and education hours and in addition to the work required for successful completion of the program. Activities occur outside of and are not sponsored by the UK Healthcare system but **occur at** participating clinical training sites. Trainee is responsible for obtaining necessary license (Regular/Full) and assuring malpractice coverage

No resident or fellow is required to engage in moonlighting.

Moonlighting is not allowed with an Institutional Practice (IP) Limited license. Each program may determine if moonlighting activities will be allowed.

PGY1 medical residents or fellows are not allowed to participate in moonlighting activities as per ACGME requirements and because they are not licensed to practice in Kentucky.

Residents or fellows working under J-1 sponsorship or an H-1B visa are prohibited from engaging in moonlighting of any kind or nature. Residents or fellows in violation are immediately considered in violation of visa status and are subject to disciplinary action up to and including termination from their program and at risk for deportation.

Residents or fellows whose training is being funded by the military are prohibited from moonlighting.

Residents or fellows may moonlight only during periods in which he/she is not actively engaged in meeting training program requirements. Moonlighting activities are not to be counted toward meeting training program requirements.

Because resident or fellow education is a full-time endeavor, the program director must monitor moonlighting hours to ensure that moonlighting does not interfere with the ability of the resident or fellow to achieve the goals and objectives of the educational program.

Each resident or fellow must obtain a prospective, written statement of permission from his/her program director prior to engaging in any moonlighting activities. The written permission form and record of hours worked must become part of the resident/fellow's file and reviewed at regular intervals by the program director. (See UK Moonlighting Forms)

The program director is responsible for monitoring residents/fellows for undue fatigue and ability to provide safe and effective patient care as well as to fully participate in all educational activities. If there is evidence that moonlighting activity is adversely impacting an individual's training experience or patient care, the program director must withdraw permission to moonlight as applicable.

Hours devoted to moonlighting must be counted toward the ACGME 80 hour work week limit and be logged in MedHub. No other ACGME duty hour standards (e.g., 10 hours rest period, one in seven free of all program responsibilities) apply to moonlighting hours. At no time should a resident/fellow exceed 80-duty hour regulations through a combination of training program plus moonlighting activities. Resident or fellow's total hours spent in-house must not exceed what is advisable for patient safety and resident/fellow's learning and well-being.

Residents or fellows who choose to moonlight must ensure that moonlighting does not interfere with their ability to achieve the goals and objectives of their training program. Residents or fellows in ACGME-accredited training programs are responsible for complying with the Institutional Duty Hours Policy, which requires that all moonlighting hours count towards total duty hours. Accordingly, Program Directors and the Office of Graduate Medical Education (GME) will approve and/or remove all Moonlighting privileges only if these activities do not interfere with the resident/fellow's program responsibilities and their ability to comply with this and other applicable institutional policies.

### **Procedure:**

### **UK and UK Affiliate Moonlighting:**

All requests to offer UK and UK Affiliate moonlighting opportunities for participation by Graduate Medical Education residents or fellows must be approved by the Graduate Medical Education Committee (GMEC) and UK Healthcare leadership. Requests should be submitted well in advance of starting to the Compliance Subcommittee of the GMEC to initiate the approval process.

Each request submitted must document the following:

- Moonlighting activity to be offered
- Anticipated work hours
- Which residents or fellows will be eligible to participate
- Faculty supervision level
- Compensation for participation
- Letter(s) of support from all applicable Program Director(s)

If the request is approved by the GMEC it is then forwarded to the Chief Medical Officer for review/approval. Once the internal moonlighting activity is approved, residents or fellows may begin the process to request to participate. To participate residents or fellows must complete the applicable UK Moonlighting Request Form and Moonlighting Approval Form including obtaining all required signatures. Both completed forms and a University Overload form completed by the department offering the UK or UK Affiliate moonlighting opportunity are then submitted to the Graduate Medical Education Office for final signatures.

No residents or fellows may participate in any moonlighting opportunity until all signatures are complete including that of the GME Office.

**External Moonlighting:**

To participate in any external moonlighting activities, a resident or fellow must seek prior, written approval from the Program Director to include completion of the UK Moonlighting Approval form and submit to the Graduate Medical Education Office for final signatures.

No residents or fellows may participate in any external moonlighting opportunity until all signatures are complete including that of the GME Office and any required Certificate of Insurance is provided to the resident/fellow.

Approved by GMEC: 06-12-2019