



UC IRVINE SCHOOL OF MEDICINE INTERNAL MEDICINE RESIDENCY PROGRAM

MOONLIGHTING POLICY

The Internal Medicine Residency Program fully endorses and adheres to the Accreditation Council for Graduate Medical Education (ACGME) Common Program Requirements (Section VI.F.5., effective July 1, 2017) and the UC Irvine Graduate Medical Education institutional Moonlighting Policy.

The following rules are enforced:

1. Moonlighting must NOT interfere with the ability of the resident to achieve the goals and objectives of the educational program.
2. Moonlighting must NOT interfere with the resident's fitness for work, nor compromise patient safety.
3. Time spent by residents engaged in moonlighting must be counted toward the eighty-hour maximum weekly limit.
4. PGY1 residents are not permitted to moonlight.

Institutional policy is as follows:

1. The Graduate Medical Education Committee (GMEC) endorses the moonlighting policy as defined by the ACGME Common Program Requirements for all programs at UC Irvine School of Medicine.
2. Program Directors will be responsible for developing selective moonlighting policies for their programs. Program-specific moonlighting policies should comply with the program-specific Residency Review Committee requirements for that specialty.
3. Programs may choose not to permit moonlighting.
4. Residents must NOT be required to moonlight as a condition of their training.
5. Program Directors will be required to monitor all moonlighting activities within their departments to ensure that trainees are not overly stressed and/or fatigued.
6. All trainees must request approval of moonlighting activities in writing to the Program Director.
7. Program Directors will approve all moonlighting activities in writing to the trainee. Copies of these approvals should be kept for review by the GMEC or ACGME upon request at internal reviews and site visits.
8. Program Directors will ensure that residents are reporting moonlighting shifts on New Innovations and that these shifts are included in work hour calculations.
9. The GMEC reserves the authority to limit moonlighting activities in programs that have citations for duty hour violations or have a consistent record of non-compliance.
10. Residents are not covered by UCI malpractice insurance when moonlighting outside of UCI Medical Center. Programs should consider this limitation on resident medical malpractice coverage when developing departmental policies pertaining to outside moonlighting.
11. Residents moonlighting at outside clinics and hospitals (including affiliated sites such as Kaiser and Long Beach Memorial) need to secure malpractice insurance through the outside entity.

Program Specific Requirements:

The Department of Medicine does not allow residents to moonlight at medical or other occupations outside of their responsibilities to the Program. In doing so, the Department seeks to preserve the educational process by protecting non-service time for reading, study, reflection, and personally fulfilling activities. In addition, the Department has a responsibility to ensure to the extent possible that residents responsible for the care of



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patients at our hospitals and clinics are not unduly fatigued by outside work, thereby endangering their patients' welfare.

B. Exceptions to this policy will be made on a case-by-case basis, but in all cases must meet the following conditions:

- The resident has successfully entered the PGY3 level. The moonlighting occurs in a Department of Medicine-sanctioned setting.
- The total number of hours worked in the Program and at the moonlighting does not exceed 80 hours per week and does not violate the work hour regulations of the ACGME.
- The Program Director is aware of the nature and extent of the work and has reviewed its appropriateness.
- The house officer is not on probation or review status, has a satisfactory record of conference attendance (at least 60% averaged over the entire residency), has scored above the 30th percentile of the national sample on the In-Training Exam taken in the PGY2 year, and the resident has a strong record of professional conduct, including medical records completion, good attendance, lack of extraordinary sick days or absence from duty.
- The house officer must consistently report all moonlighting activity on an ongoing basis by submitting a Moonlighting Activities Report Form for each new activity and tracking the moonlighting hours in New Innovations. This form must accurately and consistently reflect the hours worked and the sites of moonlighting. Failure to submit the form or misrepresentation of work hours or sites may result in loss of moonlighting privileges and possibly other disciplinary actions.

C. It is the responsibility of the resident to inform the Department of his or her intention to moonlight and to ensure that the 80 hour work week rule and other work hour regulations are adhered to.

D. Permission may be requested by completing the Moonlighting Policy Acknowledgment / Application Form from the Residency Office and submitting it to the Program Coordinator. The Program Director will review requests. The house officer may not begin to moonlight until after receiving written consent from the Program. Consent can be removed at any time if the house officer fails to maintain the standards set above.

E. Violations of this policy will be dealt with in the Clinical Competence Committee. Any house officer discovered to be moonlighting without permission or to be moonlighting more than the approved number of hours or at an unapproved site may be subject to disciplinary action. House officers approved for moonlighting must file a Moonlighting Activity Tracking Form.

F. The University and School of Medicine malpractice insurance does not cover moonlighting activities.