Moonlighting

Each training program must have a program-specific policy addressing moonlighting. It is the responsibility of each resident and clinical fellow to ensure that he/she is compliance with his/her program's policy. Each program's policy must state whether or not moonlighting is permissible (both internal and external, see below for definitions). If moonlighting is allowed, the policy must contain a method for written pre-approval, monitoring (which must include the method for tracking hours), and periodic review. Trainees must not be required to engage in moonlighting and this must be clearly stated in the policy. Each program allowing moonlighting must demonstrate ongoing compliance with duty hours requirements as a prerequisite for GMEC approval of its policy.

Moonlighting must not interfere with the ability of the resident or clinical fellow to achieve the goals and objectives of the educational program. Time spent by residents and clinical fellows moonlighting, both internal and external, must be counted towards the 80-hour maximum weekly hour limit and closely monitored by the program in a manner similar to other duty.

PGY1 residents may not moonlight.

Residents and clinical fellows are responsible for ensuring that moonlighting and other outside activities do not result in fatigue that might affect patient care or learning. It is the responsibility of the resident or clinical fellow to obtain written permission to moonlight from his/her program director prior to beginning any internal or external moonlighting activity. The program director will monitor resident performance in the program to ensure that moonlighting activities are not adversely affecting patient care, learning, or trainee fatigue. If the program director determines that trainee performance does not meet expectations, permission to moonlight will be withdrawn. Any residents or clinical fellows moonlighting without written pre-approval will be subject to disciplinary action.

Internal moonlighting is defined as extra work for extra pay performed at any UCSF, San Francisco Veterans Affairs Medical Center, or San Francisco General Hospital site as well as any other site that participates in the resident or clinical fellow's training program. This activity must be supervised by faculty and is not to exceed the level of clinical activity and responsibility of the resident or clinical fellow in his/her training program. Trainees may not function as independent practitioners. Internal moonlighting hours must be documented and must comply with the written policies of the ACGME, UCSF GME, and the program regarding duty hours.

External moonlighting is defined as work for pay performed at a non-UCSF site or a site that does not participate in the resident or clinical fellow's training program. External moonlighting hours must be documented and must comply with the written policies of the ACGME, UCSF GME, and the program regarding duty hours. For external moonlighting, the trainee is not covered under UC's professional liability insurance program as the activity is outside the scope of university employment. The trainee is responsible for ensuring liability coverage from another source, DEA licensure, Medicare (or other governmental) provider number and billing training, and licensure requirements by the California Medical Board as well as any other requirements for clinical privileging at the employment site.