SUBJECT: MOONLIGHTING BY RESIDENTS

I. POLICY:

All residents (including fellows) are required to seek written approval from their Chairman/Program Director for dual employment, including all moonlighting activities. Residents will not be permitted to work beyond the maximum number of hours permitted by Part 405 of the New York Codes, Rules and Regulations or the Accreditation Council for Graduate Medical Education (ACGME) (see Prof-36 Resident Duty Hours policy). In general, a resident may not exceed eighty work hours per week averaged over four weeks. PGY-1 residents must not exceed 16 hours of consecutive duty and intermediate-level and senior residents (PGY2 and above) may be scheduled to a maximum of twenty four hours of consecutive duty. Time limits include education and training. Moonlighting is expressly prohibited during the PGY-1 year and may be prohibited for holders of certain visas (those individuals should check with Academic Affairs).

No residency program will require their residents to engage in moonlighting activities.

II. PROCEDURES:

A. Any resident wishing to moonlight must request permission in writing from his/her Chairman/Program Director. The resident must be licensed and provide an accurate schedule of his proposed moonlighting activities.

B. The Chairman/Program Director will review the outside work hours to ensure that the work hour limits are not exceeded. If permission is then granted, this information will be made part of the resident’s folder.

C. In the event that the permitted hours are exceeded, the Chairman/Program Director will require the resident to curtail his/her outside employment. Failure to do so will result in disciplinary action jeopardizing his/her continued good standing in the training program.
III. RESPONSIBILITY:

A. The resident is responsible for requesting and reporting any outside work hours to the Chairman/Program Director.

B. The Chairman/Program Director will monitor the performance of residents who moonlight for the effect of this activity on their overall performance. The permission for moonlighting may be withdrawn if the Chairman/Program Director assesses adverse effects on performance.

C. If Chairmen of Departments/Program Directors discover or are notified of, or are otherwise advised, that a resident is exceeding the work hour rules, they are responsible for taking the appropriate disciplinary action with the resident to ensure that the situation is resolved.

IV. CONTROLS:

Twice a year each Chairman/Program Director will review the moonlighting policy with their Residents. The GMEC will monitor compliance.

Pamela S. Brier
President

REFERENCES : New York State Codes, Rules & Regulations (405.5); ACGME Institutional Requirements, Rev. July 2007

INDEX : Moonlighting, Postgraduate Trainees

ORIGINATING DEPT : Academic Affairs