

**LEHIGH VALLEY HOSPITAL  
Graduate Medical Education**

**GME Policy - MOONLIGHTING AND OTHER PROFESSIONAL ACTIVITIES  
OUTSIDE OF THE PROGRAM**

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**I. SCOPE**

This policy covers moonlighting, or work outside of Lehigh Valley Health Network (LVHN), for graduate trainees in ACGME or AOA approved programs.

**II. DEFINITIONS**

ACGME: The Accreditation Council for Graduate Medical Education. This is the body that accredits and regulates allopathic residencies.

AOA: The American Osteopathic Association. This is the body that accredits and regulates osteopathic residencies.

ECFMG: The Education Commission for Foreign Medical Graduates. This body has oversight of the initial certification of foreign medical graduates before they enter U.S. graduate medical education programs.

**III. POLICY**

At the program director's discretion, graduate trainees may be allowed to work for remuneration outside the scope of the educational activities and regularly assigned duties of the training program. Such activities are called Moonlighting and are not a required part of residency training. Moonlighting is a privilege and can be denied or revoked at the discretion of the program director, Competency Committee, or Designated Institutional Official. Additionally, individual programs and/or departments may have specific moonlighting policies.

PGY-1 graduate trainees and those graduate trainees on J-1 visas are not eligible for Moonlighting. Per the ECFMG, J-1 Exchange Visitor physicians may receive compensation only for activities that are part of the designated training program and therefore Moonlighting is not permitted. LVHN does not provide support for H1-B visas for work outside of LVHN and will not serve as the sponsoring institution for H1-B visas for moonlighting.

Moonlighting requires a written request from the resident that details the resident's responsibilities, duties, and approximate time commitment in the moonlighting job. Additionally, it requires a prospective written response from the program director stating that the resident is in good standing and that moonlighting activities must not interfere with the resident's education or ability to perform the obligations and

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duties of the training program. Documentation can take the form of an email or formal letter from the program director and is to be placed in the resident's file.

It is the responsibility of the resident and the hiring institution to determine that appropriate licensure is in place, adequate liability and malpractice coverage is provided, and that the resident is appropriately credentialed to carry out assigned duties. LVHN will not provide malpractice coverage to graduate trainees while moonlighting outside of LVHN.

Professional and patient care activities that are external to the educational program may be inconsistent with sufficient time for rest and restoration to promote the graduate trainees' educational experience and safe patient care. Programs are therefore required to monitor resident's performance to ensure there is no adverse effect on resident performance within required program activities. Moonlighting hours, whether occurring within or outside of LVHN, must be counted toward the ACGME and AOA duty hour requirements. All moonlighting hours must be logged as such, approved, and signed-off in the resident management system.

It is the resident's responsibility to ensure they do not violate CMS or other government restrictions. Individual residency programs and/or program directors may have additional requirements for moonlighting which must be adhered to in addition to the institutional requirement.

**Approved by the Graduate Medical Education Committee:**

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